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Submission date: 30-Nov-2020 11:20AM (UTC+0700)

Submission ID: 1459834917

File name: Dynamics of Organizing Aremania Cohesiveness.pdf (225.45K)

Word count: 3630

Character count: 21223

DYNAMICS OF ORGANIZING AREMANIA COHESIVENESS

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ABSTRACT--The support team's cohesiveness has an important role to play in a soccer match, which is to be fun. However, the support team became frightening, worrying because the actions of some supporters ignored cohesiveness. The supporting cohesion role is an inherent part of the entertainment side of a soccer match. The purpose of this study is to describe the dynamics of organizing Aremania cohesiveness. The research questions are as follows: 1) what aspects of Aremania cohesiveness are regulated, 2) the extent to which Aremania cohesiveness has been regulated, 3) how to strengthen Aremania cohesiveness is regulated. The qualitative approach chosen in this study, the type of research model, the study of phenomenology. Data collection was carried out using participant observation and in-depth structured interviews. Data validity test uses data triangulation which is divided into three namely technique, time and source. Field data were analyzed using the interactive model of Miles and Huberman. The research location is Bandungregosari Subdistrict, Sukun Regency, Malang City. The results of the study, the cohesiveness of Aremania governed aspects of personality, interpersonal aspects and aspects of group performance. Aremania consistently transmits social cohesiveness, within groups, communities and regions. Cohesiveness through personality composition, interpersonal cohesiveness and the performance of the Aremania group. Aremania's individual diversity forms a personality composition within the team's cohesiveness and group performance. This encourages the emergence of community cohesion and group cohesiveness to work towards cohesiveness performance.

Keywords-- Aremania, Cohesiveness, Phenomenology, Durkheim

I. INTRODUCTION

⁶The group **cohesion** framework is the desire of individuals to maintain their affiliation with a group, and this impetus is measured by influence and initiative, task competence, and especially likes and dislikes (Fonseca, Lukosch, & Brazier, 2019). Aremania's individual desire to maintain is inside, and motivation is seen based on individual contributions and willingness to start, skills in realizing activities, and liking for Aremania.

Aremania is a supporter of Arema FC. Aremania was born in Malang City in 1987, as a place for Malang citizens to gather. Malang City has sprung up a lot of genk and often disturbing public order before 1987, that is the setting of Aremania. Social ties, the cohesiveness of Aremania members are known to be very strong and high. Aremania accompanies, supports, Arema FC everywhere competing.

A soccer match should be fun, but it becomes scary, worrying because of some fans. The role of supporter cohesion is an inherent part of the entertainment side of a soccer match. The cohesiveness of a group is an

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important indicator of the emotional state, structure and success of a group of people (Ghosh, Dhall, Sebe, & Gedeon, 2019). Aremania's cohesiveness is emotionally manifested in the collective description of attributes. Aremania's ownership is expressed in wearing the attributes together. Apart from the emotional element, there are certain people as regulators, other individual stylists, even though they are the same age.

Aremania's loyalty and totality need critical questions, it remains an open question whether social cohesion is shaped by universal social forces that work similarly in various regions of the world, or by region-specific ones (the same applies to social cohesion outcomes) (Delhey et al., 2018). Aremania is a sub-culture of the citizens of Malang City, but has high social ties, that minority cultural groups need to be integrated into the community, and this involves community cohesion, secured through 'meaningful contacts', and sharing national identities based on common values (Mason, 2010).

1999-2018 research on cohesion is associated with, interpersonal cohesiveness in group performance on new group creativity tasks (Craig & Kelly, 1999), personality composition in teams (van Vianen & De Dreu, 2001), cohesiveness and group performance (Dyaram & Kamalanabhan, 2005), community cohesion (Mason, 2010), group cohesion to strive for better performance (Mohd Zainal Munshid & Rosli, 2012), group performance (Banwo, Du, & Onokala, 2015), task cohesion appears stronger than interpersonal cohesion (Picazo, Gamero, Zornoza, & Peiró, 2015), domination of group pride, interpersonal attractiveness (Anwar, 2016), social capital environment security, ownership, public trust, and volunteerism (McKenna et al., 2018).

The influence of task cohesiveness and interpersonal cohesiveness on group performance on new group creativity tasks, tested, predicted interactions between tasks and interpersonal cohesiveness are found such that groups in conditions of high cohesive and interpersonal-cohesive task produce the most creative group images (Craig & Kelly, 1999). Aremania is divided into groups such as percussion groups, singer groups, choreography groups. Each group interacts both individually and individually with the group or groups with groups.

This study contrasts previous research on the relationship between personality composition in teams and social cohesion and team performance, that social cohesion, task cohesion, and performance, cohesion measures do not mediate the relationship between personality composition and team performance (van Vianen & De Dreu, 2001). This research negates previous research, and in Aremania the composition of personality is authentic in certain respects, so that social cohesion and team performance, in certain parts is not harmonious.

Other interesting findings about cohesion, in certain parts found that group cohesiveness can damage group performance and other group results, this study shows that the relationship between cohesiveness and performance is not that simple and may not always result in better performance (Dyaram & Kamalanabhan, 2005). Indeed, in Aremania in a number of cases it was found that group cohesiveness could damage the group's performance, such as the brawl between Aremania and another Aremania dwelling group against Bonek (Surabaya).

Aremania is the pride of the individual, so the effort to defend needs to be fought for. What conditions are needed to achieve and maintain Aremania. The answer they gave was that minority cultural groups needed to be integrated into the Malang City community, and this involved community cohesion, secured through 'meaningful contacts', and sharing national identities based on common values (Mason, 2010).

Group dynamic research in cohesiveness refers to two main constructs namely social tasks and cohesion, organizations are increasingly dependent on group cohesion to work for better performance, both of these

constructs (social cohesion and tasks) consistently influence performance as suggested in many studies (Mohd Zainal Munshid & Rosli, 2012). Aremania as a community has a variety of activities. This activity is used by individuals binding themselves in Aremania. Aremania is a collection of various individuals having various tasks. Various tasks are carried out collectively for the good of Aremania.

A strong group performance correlation is associated with a high level of group cohesion among members, which has been done by previous researchers, now it is stated that a group with high cohesion consisting of members with a higher organizational tenure outperformed groups consisting of employees with lower organizational work (Banwo et al., 2015). A high level of Aremania cohesion is a collection of individual cohesion. It is clear that when individual cohesion is high then Aremania cohesion is also high. The height of cohesion is not based on age or how long it has been to join Aremania but is measured based on the level of cohesion of individuals in Aremania.

The emergence of task cohesion and interpersonal cohesion in the project team and their role in changes in the satisfaction of individual members with the team, that task cohesion appears stronger than interpersonal cohesion during the first phase of work in the project team. (Picazo et al., 2015). Aremania's interpersonal cohesion plays a role in the change in ownership and being Aremania. The role of having Aremania is carried out by exchanging "personal" into a collective Aremania. Then increased "to Aremania" symbolized into the Aremania atmosphere.

Explore the relationship between the use of group assignments and group cohesiveness that group work activities have completed group cohesiveness especially on the dominance of group pride, interpersonal attractiveness, and commitment to group assignments (Anwar, 2016).

Current research explores the relationship between diversity and social cohesion in a number of indicators of social cohesion including the environment of social capital, security, ownership, general trust, and volunteerism, findings suggesting ethnic diversity is positively associated with positive intergroup contact, and those contacts indicate a beneficial effect on several indicators social cohesion both directly and indirectly through the reduction of perceived threats (McKenna et al., 2018).

Durkheim's opinion emphasized that a cohesive society depends on shared loyalty, which is the obligation of citizens to each other and ultimately to the state because they are bound in a bond of interdependence. Maintaining cohesiveness, cohesive societies are societies where socioeconomic conflict accommodation is well managed (Jenson, 2002). Aremania needs bonds of loyalty and bonds of interdependence between individuals within it. Conflicts cannot be avoided but accommodation efforts are made.

Strong norms of right and wrong and intensive monitoring in small communities upholds non-material equality (Burns, Hull, Lefko-Everett, & Njozela, 2018). Aremania has a norm of right and wrong when supporters support action. However, Aremania has a collective thinking which is to uphold Aremania's good name.

The concept of social cohesion is a superior concept that always reminds us of the need to collectively pay attention to, and be aware of, all kinds of discrimination, inequality, marginality or exclusion (Jenson & Commonwealth Secretariat., 2010). The element of social cohesion is group cohesiveness has proven to be very difficult to define precisely and consistently. (Mudrack, 1989). In addition, trust can be understood as a social glue in itself, or as a constitutive element of a larger social syndrome, called social cohesion. It remains an open

question whether social cohesion is shaped by universal social forces that work similarly in various regions of the world, or by region-specific ones (the same applies to social cohesion outcomes) (Delhey et al., 2018).

The critical question is, what conditions are needed to achieve and maintain a just society. The answer they gave was that minority cultural groups needed to be integrated into society, and this involved community cohesion, secured through 'meaningful contacts', and sharing national identities based on common values (Mason, 2010).

The aim of the researcher is to describe the dynamics of organizing Aremania cohesiveness. The research questions are as follows 1) what aspects of Aremania cohesiveness are organized, 2) the extent to which Aremania cohesiveness has been organized, 3) how to strengthen Aremania cohesiveness is organized.

II. MATERIALS AND METHODS

A qualitative approach was chosen in this study, the type of research model is the study of phenomenology. The selection of informants is purposive sampling technique, namely the selection of informants whose purpose is based on the determined considerations. The number of informants is 10 informants from Aremania. Data collection is done by participant observation methods. In addition, data collection was also conducted in-depth unstructured interviews. Testing the validity of the data triangulation of data used is divided into three namely technical triangulation, time and source. Triangulation is intended as checking data from various sources in various ways, and at different times. Data from the field were analyzed using the interactive model of Miles and Huberman. Data analysis with this model was carried out through three stages, namely: data reduction, data display, and drawing conclusions. The research location is Bandungregosari Subdistrict, Sukun Subdistrict, Malang City.

III. RESULTS

Aremania in the aspect of organized Aremania cohesiveness is first, the composition of personality. Aremania has a variety of members. Personal diversity such as quiet, inferior, confident, followers, and initiative. Quiet Aremania looks in everyday life. Aremania feels inferior in activities in the community, or in groups. Aremania's confidence appears to be more expressive both physically and verbally in activities. Arema followers seem that they are always waiting to be invited by friends. Aremania's initiative appears to be more dominating than other members.

Aremania in the aspect of Aremania organized cohesiveness, secondly, interpersonal cohesiveness. Aremania's personal diversity under certain conditions represents collaboration. Both when daily activities such as percussion songs, practice singing Aremania songs. Other activities to support Arema FC during the competition.

Aremania in the aspect of organized Aremania cohesiveness, three, the performance of the Aremania group. Aremania has groups such as percussion groups, ticket sales groups, sticker sales groups, screen printing groups. Each group works according to the expectation that the product is accepted by the community. The group

consists of several people, each of whom has a framework to support. Group work is helped by social media. Teddy's Experience (41),

helping each other in working on the Aremania project was very pronounced. Each individual in the group seems to understand that must be done even though only limited direction, then they work, communicate, coordinate. I found the right place to work in groups. And the result, done. Satisfied. Well.

Aremania in the aspect of Aremania organized cohesiveness, fourth, the task of group creativity. The task of group creativity is defined as creating new things. New things start words for stickers, songs to sing, socialization in cyberspace. The creative team continues to produce the Aremania logo in various forms, materials and media. Various kinds of Aremania attributes continue to be raised. Various materials, various prices, various models. Confession of Joko (31),

I love making Aremania's creative work, as if the energy pouring Aremania logo picture ideas continues to flow. I always prepare paper and stationery to accommodate creative ideas.

The degree of cohesiveness of Aremania has been organized manifested the dominance of group pride. Aremania's pride is seen in the attributes of the blue, lion's head. Once attached, it penetrated into Aremania. Various professional backgrounds, educational backgrounds, economic backgrounds are glue in Aremania. Aremania has its own charm. Aremania has a strong allure. Aremania has the energy to build pride. Aremania is able to emit a ray of pride. Aremania pride can reduce inferiority. Andi's confession (28),

I am a quiet type but when wearing Aremania shirts, and hanging out with other Aremania, I feel like I am truly Andi. I was well received by Aremania, unlike in other groups.

The degree of cohesiveness of Aremania has been organized manifested interpersonal attractiveness. Individually unique. This uniqueness is its own allure. The authenticity of the individual Aremania is seen. Self appearance as it is, accepted as is clearly seen in Aremania. Aremania has a type as it is, delivered as it is and open. Jenny (20),

found this community invited by friends. Initially, it feels strange to individuals, but when they already have closeness, it turns out that Aremania individuals are interesting, truly unique.

Strengthening the cohesiveness of Aremania is organized by cohesion of communities, groups, regions. Aremania has various groups, communities and regions. Each group, community and region has a coordinator. Each group, community and region carries out various activities according to the group, community and region. Communication and coordination efforts are carried out by groups, communities and regions based on deliberations between group members, communities and regions.

Coordinators are chosen based on deliberation between members, some considerations in choosing a coordinator is to have authority, and seniority. Although the coordinator is assisted by individuals according to the expertise and needs of each group, community and region. Agus (47), the community routinely gather to discuss, consult, and discuss various matters related to Aremania, including raising funds, visiting sick members or praying. At that moment, various spontaneous activities were discussed.

The level of cohesiveness of Aremania has been organized manifested through the integration of groups, communities, regions. The diversity of groups, communities and regions is an asset of Aremania. The cohesiveness of groups, communities and territories is woven into Aremania. Each group has social ties based on interests or other factors. Community ties can be based on similarity in profession or level of education. Regional

ties based on domicile. Diverse groups, communities and regions are knitted by harmony. The integration of the three elements is the greatness of Aremania. Sony (37), it does require willingness to coordinate, sacrifice to spend time for Aremania. We, united communities, groups and territories, fight for Aremania.

IV. DISCUSSION

Aremania is a diverse collection of individuals to not be limited to the presence of individuals but rather requires interpersonal cohesiveness. Cohesiveness between individuals has social ties. The health context among adolescents is examined as follows, social ties affect health behavior but generally neglect sleep, especially among adolescents (Maume, 2013). Aremania has social ties affecting social cohesion behavior but generally ignores the personal aspect, especially among Aremania.

Individual cohesiveness can be done on group performance, on the task of new group creativity. Aremania's individual diversity forms a personality composition within the team's cohesiveness and group performance. This encourages the emergence of community cohesion and group cohesiveness to strive for better performance.

The performance of task cohesion appears stronger than the interpersonal cohesion of Aremania's pride dominance. The large number of individuals is not the attraction of interpersonal attraction but also requires a social environment, comfort, a feeling of belonging, being Aremania, and Aremania volunteerism. For future research, Aremania cohesiveness is moderated with aspects of education level, aspects of motivation and aspects of the family economy, studies are conducted.

V. ACKNOWLEDGEMENT

This paper provides an overview of the atmosphere of cohesiveness Aremania provides social ties, influenced by personal composition, group performance in various forms of activity. The cohesiveness of Aremania governed aspects of personality, interpersonal aspects and aspects of group performance. Aremania consistently transmits social cohesiveness, within groups, communities and regions. Cohesiveness through personality composition, interpersonal cohesiveness and the performance of the Aremania group. Aremania's individual diversity forms a personality composition within the team's cohesiveness and group performance. This encourages the emergence of community cohesion and group cohesiveness to work towards cohesiveness performance.

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