

Taekwondo Student Organization Program to Facing the Pandemic Covid-19 (Case Study on the Widyatama Taekwondo Student Organization)

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Abstract- This research aims to find out the impact of organizational planning and organizational leadership style in determining the turnover intention of organizational members in the Taekwondo Student Organization in Widyatama University since Covid-19 was infected Bandung City and The Governments issued a regulation Work from Home (WFH). Respondents in this study were active members of the Widyatama University Taekwondo Student Organization which amounted to 76 members from 2017 until 2020, where the members were students registered at Widyatama University. This research was started from March until June 2020 and using the instruments of this study used a questionnaire distributed to respondents in this study, the results of the questionnaire were processed using the SPSS version 20.0 program as a hypothesis testing in this study. The results showed that the Widyatama University Taekwondo Student Organization was able to plan programs well, as well as the leadership in the organizational environment coordinated by the organization management and trainers who were able to direct their members to get achievements as organizational goals. The variable turnover intention shows that members of the Widyatama University Taekwondo Student Organization still want to exist in this organization. It can also be seen that the influence of organizational planning and leadership style can influence turnover intention closely, but the leadership style can influence turnover intention more closely than organizational planning.

Keywords: *Organizational Planning, Organizational Leadership Style, Turnover Intention Organization Member, Taekwondo, Widyatama University.*

Introduction

Corona Virus Disease 2019 (Covid-19) pandemic is one of the infectious disease pandemics that infected Indonesia in early 2020, where this pandemic began in its home country, namely China, which is located in Wuhan City, the capital of Hubei Province in December 2019. Spread of Covid-19 this began in February 2020 in Jakarta, which was previously thought to have come from Japanese citizens who interacted with Indonesian citizens while visiting Malaysia. The Covid-19 pandemic, which began to infect Indonesia, forced its citizens to stay at home and do all their daily activities from home starting on March 16, 2020. This implementation had to be carried out by the Central Government which was subsequently implemented by the Regional Government with the Lockdown system and Large-Scale Social Restrictions (LSSR/PSBB) for approximately 3 months, starting from March 16, 2020 to June 1, 2020 in West Java Province, especially in Bandung City.

The Covid-19 pandemic has spawned a decline in work activities in all industrial sectors and large

companies, and has had an impact on the education sector. The Rector of Widyatama University-also took quick steps regarding the anticipation of the Covid-19 pandemic so that it did not enter the Widyatama Academic community, this step was by taking a policy regarding Work from Home (WFH) for lecturers and employees, and Study from Home (SFH) for students. Academic activities that became the routine of educational institutions were changed by implementing the Distance Education system, where these activities were previously only applied to certain subjects. Non-Academic Activities, too, coordination and relations between work units, bureaus and student activities can be carried out online / online by each Widyatama University lecturer, employee and student. Work units and bureaus within Widyatama University enforce a work system with a division of time / shift per work day instructed by the Head of the Work Unit and the Bureau.

The division of time and working days can be carried out by the work unit and related bureaus within the Widyatama University. However, it is different from student activities in the Widyatama University environment which have difficulty dividing their time in carrying out routine activities, one of which is the Widyatama University Taekwondo Student Organization. This Student Organization has a myriad of National and International Achievements, where in 2019 it won General Champion II at the Inter-University Poomsae Championship located at the International University of Malaya Wales (IUMW) Malaysia and also 3rd General Champion in the Inter-Universitatal Taekwondo Competition at Universiti Teknologi of Mara (UiTM) Malaysia. The achievements of the Widyatama University Taekwondo Student Organization have maturity in training program planning and also its implementation. According to Siswanto (2015) a plan is an integrative activity that seeks to maximize the overall effectiveness of an organization as a system, in accordance with the objectives to be achieved. Widyatama University Taekwondo Student Organization has careful planning in organizing Student Organization members who are also Widyatama University students. This can be seen from the table below regarding the achievements made by Taekwondo Student Organization in the country and abroad.

Table 1. Planning and Realization of Medal Targets Taekwondo Student Organizations of Widyatama University

No.	Activities	Plans	Realizations
1	National Taekwondo Championship of Indonesian Semarang Chief Officer, March 2018	Five from seven students get medals Success Indicators 71%	Seven from seven students get medals Success Indicators 100%
2	1 st Bupati Ponorogo Trophies of UTI Pro National Taekwondo Championship Ponorogo, Februari 2019	Fourteen from Sixteen students get medals Success Indicators 87%	Fifteen from Sixteen students get medals Success Indicators 93%
3	Invitational to International University of Malaya Wales (IUMW) Taekwondo Poomsae Invitational Championship, April 2019	Four from five students get medals Success Indicators 80%	All of students get medals and got the 2 nd General Champions Success Indicators 100%

No.	Activities	Plans	Realizations
4	UiTM Pahang Invitational Taekwondo Championship, UiTM Cawangan Pahang Kampus Raub, October 2019	Three from four students get medals Success Indicators 75%	All of students get medals and got the 3 rd General Champions Success Indicators 100%

Resources: Taekwondo Student Organization Administrations 2019/2020

Measured planning does not contain an accidental element of the students who are members of the Widyatama University Taekwondo Organization, the importance of the role of a leader in the Organizational Structural. In the Martial Arts Taekwondo applies the seniority level based on the level of the belt / Geup / Dan which has a characteristic of the color of each belt. The purpose of this level is the difference in experience and the process of time that a Taekwondo person has passed in doing Taekwondo activities. Hoyt (2015) states that leadership is the art of influencing human behavior, the ability to guide people, where Taekwondo is a sport of martial arts whose achievement is dominated by individual ability. Leadership in Taekwondo Student Organization can influence organization members to stay and be active in any activities held, this can be seen in the table below which shows an increase in the number of members of the Widyatama University Taekwondo Student Organization.

Table 2. Increasing Amount of Taekwondo Student Organization Members Since 2017 till 2019

Explanations	2017	2018	2019
Amount of Student as a member	19 Student	26 Student	31 Student

Resources: Taekwondo Student Organization Administrations 2019/2020

The ability of a leader in the Widyatama University Taekwondo Student Organization needs active participation and communication from the leader to the members in the organization. In this case, it can show that the communication between individuals in the Widyatama University Taekwondo Student Organization can be shown very well when measured by achievement. However, when the organization was faced with the conditions of the Covid-19 Pandemic which required establishing communication online, the decline in Taekwondo members decreased significantly. According to Gayathri et al. (2016), losing organizational members always means losing knowledge, capital, expertise, and experience. Thus, it becomes a very big loss for the organization if the organization loses highly trained people. When the organization loses a person with a lot of knowledge, basically the organization has lost the income that someone should have generated.

Widyatama University Taekwondo Student Organization has a Black Belt Community that is experienced in Taekwondo Organization, where the community consists of former Organizational Management Structures such as former Chairmen, Deputy Chairmen, Secretaries and Organizational Treasurers who were active during their tenure. Each Black Belt registered in the Widyatama University Taekwondo Student Activity Unit has a tutor member who is directly mentored by each Black Belt Individual. The following table is an explanation of the number of black belts and non-black belt members who are members of the Widyatama University Taekwondo Student Organization.

Table 3. Taekwondo Student Organization Members of Widyatama University

No.	Explanations	Amount
1	Black Belt	11 Taekwondoin
2	Non-Black Belt	66 Taekwondoin
Total		76 Taekwondoin

Resources: Taekwondo Student Organization Administrations 2019/2020

The Programs that were implemented to be able to keep members active in the activities of the Widyatama University Taekwondo Student Organization during the Covid-19 pandemic have been carried out, but many of the members prefer to resign and not carry out these activities. One of the activities is online training through the Zoom application, where before the activity was carried out it was socialized by the Coach and Black Belts who became tutors for every Junior member who did not yet have a Black Belt to be mentored. The training program has also been given and explained by the Trainer when the online exercises are carried out. But in reality, there are only less than 20 members who take part in the exercises online.

The efforts of the Widyatama University Taekwondo Student Organization to retain their members are as the theory put forward by Mathis and Jackson (2016) as a form of effort to maintain human resources, where this has become a major problem in many organizations for several reasons. However, the results of the programs that have been planned and socialized by organizational leaders to retain their members, show results that are inversely related to what is expected. This shows that there are gaps in Planning and Leadership Style in maintaining Taekwondo Student Organization members during the Covid-19 Pandemic, therefore it is necessary to conduct research on this problem.

Problems Formulations Research

The formulation of the problem that can be put forward in the research are as follows;

1. Get the result of planning of the Widyatama University Taekwondo Student Organization;
2. Get the result of leadership style of the Widyatama University Taekwondo Student Organization;
3. Get the result of turnover intention of members of the Widyatama University Taekwondo Student Organization;
4. How much the influence of planning and leadership style in maintaining the members of the Taekwondo Student Organization at Widyatama University.

Literatur Review

Organization Plans

Planning is one of the main functions of management that must first be carried out, because the initial stage in carrying out company activities in connection with the achievement of corporate organizational goals is to make plans. Every company needs to carry out a plan in every activity, both production planning, new employee recruitment planning, new product sales programs, and budget planning. Planning (planning) is the basic process for organizations to choose goals and determine how to achieve them. Therefore, companies must set goals and objectives to be achieved before carrying out planning processes.

According to Siswanto (2015), a plan is an integrative activity that seeks to maximize the overall effectiveness of an organization as a system, in accordance with the objectives to be achieved. According to Suandy (2011), planning is a process of determining organizational (company) goals and then presenting (articulating) clearly the strategies (programs), tactics (procedures for implementing the program) and operations (actions) needed to achieve the goals, the company as a whole.

Good planning according to Siswanto (2015) certainly needs to be formulated and has various requirements that must be met, including factual or realistic, logical and rational, flexible, committed, and comprehensive.

1. Factual or Realistic

Good planning needs to meet factual or realistic requirements. This means that what is formulated by the company is in accordance with the facts and is reasonable to achieve under certain conditions faced by the company.

2. Logical and Rational.

Good planning is also necessary to fulfill logical and rational requirements. That is what is formulated can be accepted by reason, and the planning can be carried out.

3. Flexible

Good planning also does not mean rigid and less flexible. Good planning is expected to be able to adapt to changes in the future, although that does not mean that we can change the plan at will.

4. Commitment

Good planning must constitute and give birth to a commitment to all members of the organization to work together to achieve organizational goals. Commitment can be built in a company if all members in the company think that the formulated plan is in accordance with the goals the organization wants to achieve.

5. Comprehensive

Good planning must also meet comprehensive requirements, meaning that it is comprehensive and accommodates aspects that are directly or indirectly related to the company. Good planning is not only related to the parts we have to run, but also to consider coordination and integration with other parts of the company.

Leadership Style

The leadership style is basically a manifestation of the behavior of a leader concerning his ability to lead. The embodiment usually forms a certain pattern or shape. A successful leader should have several criteria depending on the point of view or approach used, whether it is his personality, skills, talents, traits, or authority which will greatly influence the theory and leadership style that will be applied. According to Suwatno and Priansa (2011), leadership style is a variety of behavior patterns favored by leaders in the process of directing and influencing followers.

According to Terry, quoted by Suwatno and Priansa (2011), the eight characteristics of a leader are:

1. Energy. Have mental and physical strength.
2. Emotional Stability. A leader should not be prejudiced against his subordinates, he must not get angry quickly and believe in himself must be big enough.
3. Human Relationship. Have knowledge of human relationships.
4. Personal Motivation. The desire to be a leader must be great, and self-motivating.
5. Communication Skill. Have the ability to communicate.
6. Teaching Skill. Have the skills to teach, explain, and develop their subordinates.
7. Social skills. Having expertise in the social field, so that the trust and loyalty of his subordinates can be guaranteed. He must be helpful, happy when his subordinates are advanced, friendly and flexible in social relationships.
8. Technical Competent. Have the skills to analyze, plan, organize, delegate authority, make decisions and be able to formulate concepts.

Turnover Intention

Turnover intention is the desire to change jobs or the desire to leave an organization in the form of quitting or moving to another organization because they do not feel comfortable and want to get a better job.

Basically, the attitude of individuals who have the desire to leave an organization is a common thing. Turnover intention is the final action that an individual will take to leave the organization due to the factors that encourage the individual to want to leave the organization.

Gayathri et al. (2012) argue that Turnover Intention is that losing employees always means losing knowledge, capital, expertise, and experience. Thus, it becomes a very big loss for the organization if the organization loses highly trained people. When the organization loses someone with a lot of knowledge, it basically has lost the income that the employee should have generated. So, it is very important for the organization not to lose employees, which can result in losses in the work of the organization. So it is necessary to develop the necessary steps so that the company can maintain its human resource assets.

Research Framework

The research paradigm in this research can be explained in the image below.

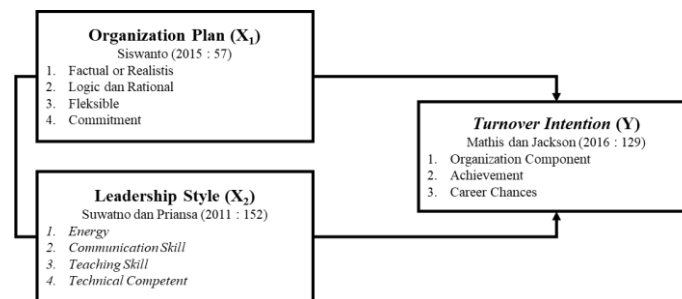


Figure 1. Research Framework

Methodology

This research was conducted at Widyatama University and used a descriptive-verification research method, where this method can explain the study of the results of the questionnaire for each variable and measure how much influence the variables have had on the background of the problem. Respondents in this study had a very large population, namely all active members of the Widyatama University Taekwondo Student Organization have 76 members. Therefore, according to Sugiyono (2014) the respondents in this study had a sample of 76 respondents. The results of hypothesis testing in this study used the regression analysis method described by Riduwan (2011) and also explained that if one of the variables was found to have no effect, it was recalculated using the simple linear regression method using SPSS 20.0. The interpretation indicators of this study are as follows;

Table 4. Interpretation of Coefficient Determinations

Value	Categories
82% – 100%	Very Strong
49% – 81%	Strong
17% – 48%	Not Strong Enough
5% – 16%	Low
0% – 4%	Very Low

Resources: Sugiyono (2014)

Discussion

Profile of Respondent

Widyatama University Taekwondo Student Organization has twenty-nine active members with the male gender and forty-seven active members with the female gender. This can be presumed because the crime

rate in Bandung is quite high, therefore protection for women must be increased. Students are often the target of crimes of crime and harassment, these students need training and self-defense supplies that can be obtained from participating in the Taekwondo Student Organization activities facilitated by Widyatama University.

Widyatama University students who are members of the Widyatama University Taekwondo Student Organization are dominated by 2019 class students with a total of 31 students from a total of seventy-six members. As for the other members registered in the Widyatama University Taekwondo Student Organization with the classification of student batch 2016 has six students, student batch 2017 has twenty-six students and batch 2018 has thirty-one students. This increase is thought to have occurred due to the successful planning of activity programs and the leadership in the Taekwondo Student Organization at Widyatama University being able to direct its members to be able to add members of the Organization.

Planning of Taekwondo Student Organization

This discussion explains the results of the questionnaire calculated from the descriptive analysis of the Widyatama University Taekwondo Student Organization Planning variable, here is the analysis.

Table 5. Descriptive Analysis of Widyatama University Taekwondo Student Organization Planning

No.	Statement	Score	Categories
1.	The level of reach of the target achievement of the Widyatama University Taekwondo Student Organization	246	Less Affordable
2.	The level of ability of members meets the rules set by the Widyatama University Taekwondo Student Organization	303	Capable
3.	The level of frequency of training in the Widyatama University Taekwondo Student Organization	311	Frequentive
4.	The level of coverage of the Widyatama University Taekwondo Student Organization	279	Affordable
5.	The level of flexibility of the Widyatama University Taekwondo Student Organization training program	306	Fleksible
6.	The level of suitability of the training program for members of the Widyatama University Taekwondo Student Organization	242	Not Suitable
7.	The level of commitment of the members of the Widyatama University Taekwondo Student Organization	321	Very Commitment
8.	The level of frequency of attendance of members in online activities of the Widyatama University Taekwondo Student Organization	237	Less Frequentive
Average		281	Planned

Resources: Results of the Questionnaire, 2020

The analysis of each question posed to the respondent is as follows;

1. The members of the Widyatama University Taekwondo Student Organization have the achievement target of the achievement by the coach in a competition activity as well as on an international scale. From the point of view of some of these members feel a high burden and responsibility, therefore the level of reach of achievement targets by the management of the Taekwondo Student Organization of Widyatama University is felt to be less affordable by the majority of the members of the Widyatama University Taekwondo Student Organization.
2. The members of the Widyatama University Taekwondo Student Organization are able to meet the

regulations imposed by the Widyatama University Taekwondo Student Organization management. This can show one of the commitments of the members of the Widyatama University Taekwondo Student Organization in developing themselves, especially in the responsibility for their choices in the organization of their choice.

3. The Widyatama University Taekwondo Student Organization has a fixed training schedule two times a week, however the trainers and administrators of the Taekwondo Student Organization of Widyatama University agree that the number of exercises is less frequent. The trainers and administrators decided to add a training schedule and communicative activities in the Widyatama University Taekwondo Student Organization at least three times a week, this agreement can be followed by the majority of the members of the Widyatama University Taekwondo Student Organization.
4. The Widyatama University Taekwondo Student Organization Trainer has programs that the majority of Widyatama University Taekwondo Student Organization members can reach and participate in. This can be proven from the achievements of the Taekwondo Student Organization of Widyatama University in the competitions that are followed.
5. The training program provided by the Taekwondo Student Organization trainer at Widyatama University is a basic training program that can be done anywhere and anytime with high flexibility. Members of the Widyatama University Taekwondo Student Organization can easily participate in the training program without having any age or gender limitations.
6. The training program designed by the Taekwondo Student Organization trainer at Widyatama University is basically to prepare a Taekwondoin to be able to compete in Taekwondo competitions with a minimum level of National competition. Therefore, some members of the Widyatama University Taekwondo Student Organization still find it difficult to adapt the training program to their respective conditions in doing independent or guided training.
7. The commitment of the members of the Widyatama University Taekwondo Student Organization can be seen from the responses of these members in communicating with coaches, seniors, management and other members. From another point of view, commitment can be seen from participating in a whole series of activities at the Widyatama University Taekwondo Student Organization.
8. The level of attendance of the members of the Taekwondo Student Organization at Widyatama University can be seen from their attendance at training sessions and other organizational activities. Trainers and administrators find members who sometimes attend or not in activities planned and carried out by the Widyatama University Taekwondo Student Organization.

Leadership Style of Taekwondo Student Organization

This discussion explains the results of the questionnaire calculated from the descriptive analysis of the Widyatama University Taekwondo Student Organization Leadership Style variable, here is the analysis.

Table 6. Descriptive Analysis of Widyatama University Taekwondo Student Organization Leadership Style

No.	Statement	Score	Categories
1.	The level of mental building of the members of the Widyatama University Taekwondo Student Organization	324	Very Helpful
2.	The level of physical ability in providing examples of Taekwondo activities by the leader	250	Less Capable

No.	Statement	Score	Categories
3.	The level of leadership skills in communicating to members of the Widyatama University Taekwondo Student Organization	321	Very Proficient
4.	The level of frequency of the leader in building communication	296	Communicative
5.	The level of proficiency in training and providing direction to members of the Widyatama University Taekwondo Student Organization	271	Expert
6.	The level of proficiency of the leader in preparing and implementing the Widyatama University Taekwondo Student Organization activities	317	Expert
7.	The level of proficiency in analyzing cases or problems that occur in the Taekwondo Student Organization at Widyatama University	285	Capable
8.	The level of proficiency in solving problems that occur in the Widyatama University Taekwondo environment	288	Expert
Average		294	Capable

Resources: Results of the Questionnaire, 2020

The analysis of each question posed to the respondent is as follows;

1. The Taekwondo Student Organization Trainer of Widyatama University is able to build the mental of its members with activity programs and training programs that stimulate individual members' abilities to be confident. The increase in ability was triggered by the way a Widyatama University Taekwondo Student Organization trainer in fostering and communicating with members of the Widyatama University Taekwondo Student Organization.
2. The physical abilities of the Widyatama University Taekwondo Student Organization tend not to be maximal, this can be shown in every training session of the Widyatama University Taekwondo Student Organization where the trainer is able to provide examples of techniques but cannot physically survive. The physical abilities and stamina possessed by the Widyatama University Taekwondo Student Organization trainers are very limited, these obstacles are thought to affect the members' trust in the Widyatama University Taekwondo Student Organization trainers.
3. The Widyatama University Taekwondo Student Organization Trainer has the ability to build relationships with the members of the Widyatama University Taekwondo Student Organization, this can be seen from the way the trainer communicates to the members of the Widyatama University Taekwondo Student Organization who seem to have no age or seniority gap.
4. Building a vertical relationship that is carried out and exemplified by the trainer to the members of the Widyatama University Taekwondo Student Organization is the trainer's priority. Vertical communication that runs smoothly can increase the trust and recognition of every member of the Widyatama University Taekwondo Student Organization to continue to maintain the existence of all organizational components.
5. The experience possessed by the Taekwondo Student Organization trainer at Widyatama University is able to direct all members of the organization to carry out activities and programs that have been determined. Based on this experience, the Widyatama University Taekwondo Student Organization trainers were able to increase the number of organizational members to actively participate in developing the Widyatama University Taekwondo Student Organization.
6. Widyatama University Taekwondo Student Organization trainers are proficient in compiling and implementing programs for members of the Widyatama University Taekwondo Student Organization. This is because the trainer is an alumni of Widyatama University and has also held the mandate as the Chair of the Widyatama University Taekwondo Student Organization. Therefore, the current Widyatama

University Taekwondo Student Organization trainers (2019-2020) really understand what the organization needs.

7. Based on the experiences that have been passed by the trainers of the Taekwondo Student Organization of Widyatama University, the trainers are able to address the problems that will be / are being faced by the organization in a wise and measured way. Solutions to problems are always present and discussed with members of the Widyatama University Taekwondo Student Organization, so that the output of the problem can be of benefit to the organization.
8. The Taekwondo Student Organization trainers at Widyatama University are adept at solving problems that occur within the organization, this is because the trainer's flying hours in the structural student organizations and community organizations have been passed. Therefore, the trainers of the Widyatama University Taekwondo Student Organization are able to maintain the organization with the required performance improvements.

Turnover Intention Members of Taekwondo Student Organization

This discussion explains the results of a questionnaire that is calculated from a descriptive analysis of the Turnover Intention variable of the members of the Widyatama University Taekwondo Student Organization, here is the analysis.

Table 7. Descriptive Analysis of Widyatama University Taekwondo Student Organization Turnover Intention

No.	Statement	Score	Categories
1.	Tolerance level within the Widyatama University Taekwondo Student Organization	236	Less Tolerance
2.	The level of security in carrying out activities in the Taekwondo Student Organization at Widyatama University	290	Safe
3.	The level of opportunity for self-show provided by the Widyatama University Taekwondo Student Organization	288	Chance
4.	The level of career opportunities offered by the Widyatama University Taekwondo Student Organization	284	Chances
5.	The frequency level of awarding by the Widyatama University Taekwondo Student Organization to members	292	Frequentive
6.	The level of empathy of members towards the progress of the Widyatama University Taekwondo Student Organization	253	Less of Emphaty
Average		274	Stay

Resources: Results of the Questionnaire, 2020

The analysis of each question posed to the respondent is as follows;

1. The environment of the Widyatama University Taekwondo Student Organization should find members who come from various regions, but the character of each member has their respective roles to be active in the organization. So that the lack of tolerance among members is shown by the members, as is the responsibility for the existence of the organization and other activities.
2. The Widyatama University Taekwondo Student Organization has a secretariat room in the Student Activity Center Building which is specially built for student activities, and is also located within the Widyatama Academic Community. The members of the Widyatama University Taekwondo Student

Organization feel comfortable in participating in a series of student activities carried out within the Widyatama University environment.

3. Widyatama University Taekwondo Student Activity Unit provides an opportunity for its members to make the organization a showcase for Taekwondo Martial Arts. The regulations that must be carried out are, changing the structural management of the Widyatama Taekwondo Student Organization every year in accordance with the Academic Year running in environment of Civitas Academica Widyatama.
4. Trainers and seniors of the Taekwondo Student Organization at Widyatama University offer career opportunities provided in the Taekwondo Martial Arts field, this is one of the efforts of the organization's management in maintaining its members when passing the stage of increasing levels of Taekwondo Martial Arts.
5. Opportunities to show themselves are provided by the organization for each member of the Widyatama University Taekwondo Student Organization, where each member will be given an appreciation for his courage to show himself. One of them is the ideas channeled by the members of the Widyatama University Taekwondo Student Organization to innovate in a series of organizational activities.
6. The lack of empathy within the Widyatama University Taekwondo Student Organization can be seen in the social media groups owned by the Widyatama University Taekwondo Student Organization, one of which is the Whatsapp group. Lack of empathy such as interactive among members of the Widyatama University Taekwondo Student Organization and quick response to information opportunities provided by one of the members.

Hypothesis Result

The results of this study can be concluded from how much influence the planning and leadership style variables have in maintaining Taekwondo Student Organization members in the Covid-19 pandemic condition, where the analysis of the hypothesis testing below uses regression analysis. A correlation coefficient must have a significant value (significant), to give meaning to existing correlations it is necessary to test the hypothesis. To test whether service quality and company image can have an influence on the Turnover Intentions of Widyatama University Taekwondo Student Organization members, it can be seen from the test results as follows:

Table 8. ANOVA Model

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1262.200	2	631.100	113.973	.000 ^b
	Residual	404.221	73	5.537		
	Total	1666.421	75			

Resources: Results of the Questionnaire, 2020

Based on the table above, the calculated F_{value} is 113.973. Meanwhile, the criteria for rejection of H_0 , if: F_{count} is greater than F_{table} or $F_0 > F_{\alpha, n-1}$, by taking a significance level (α) of 5%, then from the F distribution table the value of $F_{\text{table}} = 3.12$ is obtained. Because 113.973 is greater than 3.12 and sig F is 0.000, H_0 is rejected. This means that the results of the table above can explain that planning and leadership styles can maintain the members of the Widyatama University Taekwondo Student Organization.

Correlation Coefficient Test

Meanwhile, if a hypothesis is tested through the t test, the results of the t test can be seen in the following

table:

Table 9. Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.223	1.270		.963	.339
1 Organizational_Plan	.247	.065	.326	3.824	.000
Leadership_Style	.441	.063	.601	7.041	.000

Resources: Results of the Questionnaire, 2020

$H_0 : P_Y (X_1) \leq t\text{-table}$

$H_1 : P_Y (X_2) > t\text{-table}$

From the calculations, it is obtained:

$t\text{-count} = P_{YX_1} = 3,824$; $t\text{-table} = 1,665$; $t\text{-count} > t\text{-table}$; H_0 rejected

$t\text{-count} = P_{YX_2} = 7,041$; $t\text{-table} = 1,665$; $t\text{-count} > t\text{-table}$; H_0 rejected

H_0 has been rejected by criteria for t_{test} if: t_{count} is greater than t_{table} or $t_0 > t_{\alpha, n-1}$. From the table above, the $t\text{-count}$ value is 5.676. By taking the α significance level of 5 percent, then the value of $t_{table} = 1.658$. Therefore, t_{count} is greater than t_{table} , then rejected the hypothesis H_0 or in other words planning and leadership style can significantly influence the retention of the members of the Widyatama University Taekwondo Student Organization.

Corelation Analysis

This correlation analysis is used to determine the planning and leadership style in maintaining the members of the Widyatama University Taekwondo Student Organization. Following are the results of the correlation test of the processed questionnaire results in the SPSS 20.0 Program;

Table 10. Summary Model

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.870 ^a	.757	.751	2.35314

Resources: Results of the Questionnaire, 2020

From the table above, it can also be seen that the regression coefficient for each variable. The amount of the regression coefficient for each variable is shown in the table below:

Table 11. Multiple Coefficient Magnitude

Constanta	1,223
Individual Impact	$P_{YX_1} = 0,326$
	$P_{YX_2} = 0,601$
Simultaneous Impact	$R^2 Y (X_1, X_2) = 0,757$
Residu Factors	$P_{Y_e} = 0,243$

The regression table above shows that:

1. The constant is 1,223
2. The direct effect of planning variables partially / individually on turnover intention is 0.326 or can be explained by a percentage of 32.6%
3. The direct effect of the leadership style variable partially / individually on turnover intention is 0.441 or can be explained by a percentage of 60.1%
4. The direct effect of the two variables simultaneously is 0.757 or 75.7%. This shows that these two variables have a strong influence on turnover intention.
5. The effect of the residual variable (e) on the turnover intention process variable is 0.243. This shows that the turnover intention of the Taekwondo Student Organization members of Widayatama University can be influenced by other variables by 24.3%.

From the table described above, the regression equation is as follows:

$$Y = 1,223 + 0,326 X_1 + 0,601 X_2$$

Explanations:

- X_1 = Organization Plan
 X_2 = Leadership Style
 Y = Turnover Intention

To find the results of calculating the effect of each variable, either directly or indirectly, it can be seen from the picture and the calculation results as follows:

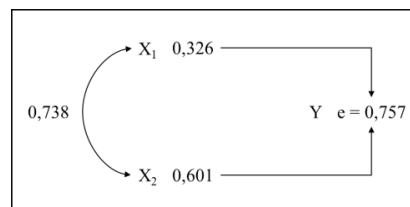


Figure 2. Structural Relations Between X_1 , X_2 , Y

To analyze the effect of promotional variables and price on the purchasing decision process based on the results obtained above, the researchers used the table below to facilitate the analysis.

Table 12. Variable Impact

Variable	Coefficient	Impact		Amount
		Direct	Indirect	
Organizational Plan	0,326	10,7%	14,4%	25,1%
Leadership Style	0,601	36,2%	14,4%	50,6%
Amount of Impact				75,7%
Residu Impact				24,3%

Conclusion
 Conclusion

The conclusions in this study can be stated as follows;

1. The planning that has been prepared by the Widyatama University Taekwondo Student Organization has been well planned, this can be proven from the achievements made by the Widyatama University Taekwondo Student Organization from 2017 to 2019. Widyatama University Taekwondo Student Organization members are able to follow the rules that have been determined by the organization, so that it can pass the high frequency of activities and exercises. An affordable training program that all members of the Widyatama University Taekwondo Student Organization can participate in. This is because the level of flexibility of the given training program can be done anytime and anywhere;
2. The leadership style in the Taekwondo Student Organization at Widyatama University has trainers who are skilled in managing the organization. Widyatama University Taekwondo Student Organization trainers are able to build the mentality of their members to become more confident. In addition to being able to practice Taekwondo Martial Arts techniques, Widyatama University Taekwondo Student Organization trainers have skills in the field of communication, provide direction and are wise in addressing the problems that will be / are being faced by Widyatama University Taekwondo Student Organization;
3. Widyatama University Taekwondo Student Organization is able to maintain its members, this can be seen from the sense of comfort and safety of these members in their activities in the Widyatama Academic Community. Widyatama University Taekwondo Student Activity Unit provides an opportunity for members to show themselves in developing their abilities in the Taekwondo Martial Arts field, because this organizational environment offers career opportunities and awards for members who have contributed to the advancement of Widyatama University Taekwondo Student Organization;
4. The planning of the Widyatama University Taekwondo Student Organization may affect the turnover intention of the members of the Taekwondo Student Organization at Widyatama University less closely;
5. The leadership style of Widyatama University Taekwondo Student Organization can closely influence the turnover intention of Widyatama University Taekwondo Student Organization;
6. The planning and leadership style of the Widyatama University Taekwondo Student Organization can closely influence the turnover intention of the members of the Widyatama Taekwondo Student Organization.

Suggestions

The research that has been carried out can provide the following suggestions;

1. The target of Widyatama University Taekwondo Student Organization can be redesigned and changed according to the results of training evaluations and the ability of members in fostering student organizations. The targets set so far are National General Champion and participating in international Taekwondo competition events. This target can be converted into the achievement of simple activities such as regular joint training between dojang / Taekwondo clubs within the scope of the University, holding Taekwondo competition activities between universities and achievement of medals by members of the Widyatama University Taekwondo Student Organization.
2. The Widyatama University Taekwondo Student Organization has a target in the achievement of achievements, namely national and international level achievements, therefore the training program carried out is adjusted to these targets. However, the ability of the members of the Widyatama University Taekwondo Student Organization has not been able to adapt to the training program that has been given, because it feels quite heavy for the members. The training program that has been given can be rearranged into a basic and light training program, so that it can be followed maximally by all

components of the Widyatama University Taekwondo Student Organization members.

3. The presence of the Widyatama University Taekwondo Student Organization in online activities during Covid-19 was less frequent by its members, this was allegedly because the concepts and training programs were not attractive or could not be fully implemented by all members of the Widyatama University Taekwondo Student Organization. Managers and trainers of the Widyatama University Taekwondo Student Organization can redesign the training activities to be interactive and the training programs adapted to the conditions of each member. Attention to the condition of each member of the Widyatama University Taekwondo Student Organization can be an important and key role for each member to participate in a series of Widyatama University Taekwondo Student Organization activities.
4. The members of the Widyatama University Taekwondo Student Organization need figures and trainers who are able to provide examples of techniques and movements with excellent physicality, so that they can be captured and absorbed by all members. Widyatama University Taekwondo Student Organization trainers can again design training programs for themselves to improve the personal physical condition of the trainers, or the trainers can train with their members at the same time.
5. The role of administrators, seniors and trainers in the Taekwondo Student Organization at Widyatama University must be able to provide examples and tolerance among members, mutual respect between members must be prioritized. The initial tolerance that can be done is to divide the tasks to take care of organizational administration according to the lecture schedule of each member of the Widyatama University Taekwondo Student Organization.
6. Lack of empathy from each member of the Widyatama University Taekwondo Student Organization to the existence of the Widyatama University Taekwondo Student Organization within the Widyatama Academic Community. Managers and trainers of the Widyatama University Taekwondo Student Organization can provide regular assignments to every senior in the organization. One of these tasks is to provide guidance and divide groups led by mentors / black belts to foster juniors in the organization, both in training and organizational coaching.

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