

CHAPTER IV

RESEARCH FINDINGS AND DISCUSSION

In this chapter, the researcher focused on analyzing data of this study. The data was collected from the interviews and observations which are discussed based on the theory and concept from the previous chapter. This chapter also provides the answer of the research focuses stated in the first chapter. It covers the pronunciation error on reading an English text at MANurulhuda boarding school. Here as follow:

A. Research Findings

The Tadris English study program student association is an organization whose territorial scope is within the scope of the Tadris English study program. The HMPS TBI organization is under the auspices of the English Tadris Study Program (TBI) which was founded on April 20 2007.¹ TBI is a study program that focuses on developing the English language, producing educational staff who are religious and competitive, namely able to compete professionally and can adapt to developments in the global world, cross-country culture, and produce teaching staff with an international perspective.

Vision: Making English Teaching Learning Program as a prophetic education center in producing religious and competitive English language educators in ASEAN in 2029.

¹IAIN Madura. HMPS TBI dari <http://iainmadura.ac.id/hmps-tbi/> Diakses 17 April 2024 pada jam 19:20 WIB.

Mission:

- a) Conducting the quality teaching and learning in the field of English Education.
- b) Conducting research in the field of English education.
- c) Conducting the community service in the field of English Education.
- d) Conducting the human resource development department in improving the competence of English teaching and learning.
- e) Conducting the cooperation with relevant institutions.²

HMPS TBI is an organization that accommodates student aspirations within the scope of the Tadris English study program. In the 2023-2024 period, HMPS TBI culturally still adheres closely to the jargon of unity, namely "We are One, We are Along, We are Unity to be Solidarity". TBI.

The periodization of HMPS TBI is for one year in one period, starting from the first semester to the second semester. So that in running the organizational wheels, cabinet members who joined during that period had a very important role in the progress of the TBI study program. This role is not only focused on the development of study program institutions, but also becomes a forum for students' aspirations and becomes a driving force in creating professional, religious and competitive teaching staff. Therefore, the big goals of the study program are not only played by those in charge of the study program, students also play an important role in realizing that vision.

²IAIN Madura. HMPS TBI dari <http://iainmadura.ac.id/hmps-tbi/> Diakses 17 April 2024 pada jam 19:33 WIB.

In the course of one period, the management of the HMPS TBI organization is required to create programs that always support the realization of study program objectives. Likewise, HMPS TBI in the 2023-2024 period is also required to be creative in creating a more comfortable HMPS atmosphere for TBI students themselves, so that absorbing knowledge from studies, national and international seminars that have been planned by HMPS members does not make them bored.

The description of the work direction of HMPS TBI is that it can increase student learning motivation, especially members of the cabinet, as an illustration of the results of the process within the smallest scope of HMPS TBI. Therefore, it is necessary to examine further the supporting and inhibiting factors in carrying out organizational processes to increase learning motivation within the scope of HMPS TBI.

Every year HMPS TBI holds new management elections. The aim is to provide opportunities for the next generation to continue the existing management. The composition of the HMPS TBI management for the 2023/2024 period based on the decision letter is as follows:³

Table 1 : The Structure Of HMPS TBI Members

No	Position	Name
1	Chairman	Syamsul Arifin
2	Vice Chairman	Ah. Bukhori
3	Secretary 1	Ah. Masduqi
4	Secretary 2	Dina Wardiana
5	Treasurer 1	Ira Febriana
6	Treasurer 2	Krisma Agustya Suryani
Divisions		

³IAIN Madura. HMPS TBI dari <http://iainmadura.ac.id/hmps-tbi/> Diakses 17 April 2024 pada jam 19:38 WIB.

	Language Center	Fahrur Rohman (Co)	
		Sulhan Ali	
		Fitriyatin Nafsiyah	
		Sri Wahyuni	
		Cindy Nurhidayah	
		Qonita Dewi Fakhira Balqis	
		Arindi Diyah Irafani	
		Adinda Rian Resty Umi Fauzie	
		Zulfa Kamalia	
		M. Solahuddin Al Ayyubi	
		Faiqur Rizqy Ikmillia	
		Aqna Windy Safira	
		Social Relations & Religion	Wilda Metalia (Co)
			Achmad Naufal Azimi
	Ach Rifa'i		
	Ach Rudiyani		
	Fauzatul Hasanah		
	Maghfiroh		
	Khorizah		
	Ibrahim Ibn Adam		
	Dela Arifa		
	M. Ali Akbar		
	Ainur Rohisul Jadid		
	Rofidah Wahid		
	Entrepreneur		Ani Huril Mawla (Co)
			Eka Yulia Wulandari
		Hilya Nabila	
		Darratul Fawaidah	
		Fatriyah	
		Princess Seliya Novianti	
		Santi Yonita Elizawati	
		Aikal Jannah Puji Lestari	
		Izzatun Nafisah	
		Meilinda Dwina Wijayanti	
		Alfiatul Khoirunnisa'	
		DNI	Fahrur Rosi (Co)
	Dwi Putri Meilina		
	Ach Syafi'ie		
	Khairatunnisa'		
	Sa'ida Windiyanti		
	Matholiul Anwar		

		Nani Prawati
		Moh. Alif Rahman Hidayat
		Azurotul Fadilah
		AminatusZuhroh
	Sport	Abd Ghafur (Co)
		Abd Ghafur
		Ghufron Wahyudi
		Elisatul Fitriyah
		Ainul Yaqin
		Maulana Habib Hidayat
		Sakiatun Darojah
		Istianah
		Tanisa Wulandari

Table 2 : The Standard of Operasional Prosedure

No	Position	Function
1.	The Head General of HMPS TBI	<ol style="list-style-type: none"> 1. The highest policy maker of the English Language Education Student Association (HMPS TBI). 2. Formulating work plans and division of labor for the HMPS TBI Division. 3. Holding consultations with the Head of the English Language Education Program (PRODITBI). 4. Representing the HMPS TBI organization in certain forums outside the Institution. 5. Implementing the provisions of the Articles of Association and Bylaws (AD/ART) of the Student Organizations of the Faculty of Tarbiyah at IAIN Madura. 6. Being generally responsible for the management of the English Language Education Student Association (HMPS TBI). 7. Providing guidance to the vice-chair, treasurer, secretary, and other divisions. 8. Creating institutional policies and management of the English Language Education Student Association (HMPS TBI).
2.	The Vice of Head General	<ol style="list-style-type: none"> 1. The highest policy maker after the general chairman of the English Language Education Student Association (HMPS TBI).

		<ol style="list-style-type: none"> 2. Formulating work plans and division of labor for the Division. 3. Holding consultations with the Head of the English Language Education Program (PRODITBI). 4. Representing the HMPS TBI organization in certain forums outside the Institution. 5. Providing decision-making considerations to the chairman in urgent decision-making situations. 6. Implementing the provisions of the Articles of Association and Bylaws (AD/ART) of the Student Organizations of the Faculty of Tarbiyah at IAIN Madura. 7. Representing the chairman if they are unable to attend any activities within the organization. 8. Carrying out special tasks assigned by the General Chairman. 9. Accompanying the general chairman in executing the duties and responsibilities of HMPS TBI.
3.	Secretary	<ol style="list-style-type: none"> 1. The administrative policy holder of the English Language Education Student Association (HMPS TBI). 2. Leading and organizing internal meeting agendas for HMPS TBI. 3. Conducting administrative consultations for each activity's implementation. 4. Representing the HMPS TBI organization in certain forums outside the Institution. 5. Creating progress reports and accountability reports for each activity carried out. 6. Archiving incoming and outgoing correspondence. 7. Authorizing correspondence needed by HMPS TBI internally. 8. The secretary holds responsibilities mandated by the general chairman due to urgent needs.
4.	Treasure	<ol style="list-style-type: none"> 1. Holding the authority and responsibility for financial expenditures and income. 2. Authorized to manage and regulate the institution's finances. 3. Establishing direction, general policies, and financial management strategies. 4. Preparing office supplies and meetings related to HMPS TBI's finances.

		5. The treasurer is obligated to report financial circulation.
5.	Language Center	<ol style="list-style-type: none"> 1. Creating programs based on the orientation of the English Language Education Program (PRODI TBI). 2. Implementing academic English language development programs. 3. Conducting administrative consultations for each activity's implementation. 4. Representing the HMPS TBI organization in certain forums outside the Institution. 5. Creating progress reports and accountability reports for each activity carried out. 6. Managing BETTER Class
6.	Social Relations & Religion	<p>The policy direction of Social Relationship & Religion is to establish an instructive-coordinative relationship pattern with all layers of students in the English Language Education Program (PRODI TBI).</p> <ol style="list-style-type: none"> 1. To improve performance in accommodating all the needs of students in the English Language Education Program (PRODI TBI). 2. To develop routine programs based on academic and non-academic capabilities. 3. Providing guidance and support to TBI students in deepening character according to the Quran and the Sunnah of the Prophet. 4. To accommodate and realize the aspirations of students in the English Language Education Program (PRODI TBI) through solution-oriented activities.
7.	Entrepreneur	<ol style="list-style-type: none"> 1. Developing activity programs focused on economic and business development. 2. Collaborating with local SMEs (Small and Medium Enterprises) to conduct business transaction training. 3. Being at the forefront of the English Language Education Student Association (HMPS TBI) for the entrepreneurship development of TBI students.
8.	DNI	<ol style="list-style-type: none"> 1. Developing a marketing strategy for the English Language Education Program (PRODI TBI) using HMPS TBI media. 2. Being responsible for all forms of publications..

9.	Sport	<ol style="list-style-type: none"> 1. Developing programs based on physical and mental health for students in the English Language Education Program (PRODI TBI). 2. Providing enjoyable facilities for TBI students. 3. Developing interest and talent in sports for students in the English Language Education Program (PRODI TBI)..
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1. The Role of HMPS TBI in Motivating Members in Learning English in the 2023-2024 period.

a. As Motivator

It has become important for an organization to implement its organizational role towards its members. Campus organizations play a very important role in the quality of learning, both academic and non-academic. How can the organization encourage its members to continue processing within the organizational environment? Including the Tadris English Study Program Student Association or what we better know as HMPS TBI, which operates under the auspices of the English Tadris department. HMPS TBI should be able to motivate its members in the process of learning English.

As a motivator, HMPS TBI encourages its members to always carry out the process, so that members can realize that the process at HMPS TBI will not be in vain. The role of HMPS TBI is to appreciate members who excel and create a positive environment. This is what triggers members to continue the process at HMPS TBI.

As explained by Moh Syamsul Arifin as general chairman of HMPS TBI for the 2023-2024 period, the contents of the interview are as follows:

"All programs planned by the HMPS management have focused on learning and developing skills in English. So the design of the event is focused on creating a pleasant atmosphere, because with this, TBI students in general and especially HMPS members can increase learning motivation in English lessons by giving appreciation to members who excel and creating a positive environment in the form of an embrace of solidarity towards members of HMPS. In addition, we also encourage members to delve into the teachings of the Quran and the Sunnah."⁴.

A similar thing was also expressed by one of the members of the HMPS TBI Design and Information division for the 2023-2024 period, namely Khairatunnisa'. as stated below:

"In the course of the organization for one year, HMPS's motivation was to give appreciation to members who excelled. Every time a member wins a competition, HMPS will immediately give appreciation. "With this, friends can be more enthusiastic and compete in the process at HMPS."⁵.

A similar thing was also expressed by a member of the Language Center division, namely Sulhan Ali, who was also directly involved in the HMPS TBI event, as follows:

"HMPS really appreciates members who excel. "This appreciation is usually given to motivate HMPS members so that the processes at HMPS are not considered in vain, this is very helpful for all members so they can compete to become outstanding members."⁶.

⁴Moh Syamsul Arifin, General Chair of HMPS TBI for the 2023-2024 period. Live Interview.(22 November 2023)

⁵Khairatunnisa', Member of HMPS TBI Design & Information division for the period 2023-2024, Direct Interview (29 November 2023)

⁶Sulhan Ali, Member of HMPS TBI Language Center division for the period 2023-2024, Live Interview (15 December 2023)

A similar thing was stated by the representative of HMPS TBI, Ach Bukhori when met during an interview, as follows:

"The role of HMPS here is very important, so that it can trigger members' enthusiasm for the process. The role of HMPS is to make members aware that HMPS provides an important role in the organization. Including the role of HMPS is to give appreciation to members who excel and create a comfortable and positive environment, and also encourage members to delve into the teachings of the Quran and the Sunnah. so that, members can process effectively and better attitude, especially in learning English."⁷

A similar statement was also expressed by Fahrus Rosi as coordinator of the Design and Information division, as follows:

"HMPS TBI here is basically an English language, namely an academic organization that should create something that is comfortable academically and in accordance with the Quranic teachings, namely creating a good learning environment. This is proven by HMPS TBI, this organization creates a good environment for learning for its members. Apart from that, HMPS also gives appreciation to members who excel in both academic and non-academic fields."⁸

A similar statement was expressed by Eka Yulia Wulandari, member of the Entrepreneur division with the following statement:

"HMPS TBI really appreciates members who excel, my friends who excel in academic or non-academic fields get good appreciation and good recognition too, with this I am enthusiastic about the process at HMPS TBI. Apart from that, as a member, I am very comfortable with the environment provided by HMPS. HMPS creates a comfortable environment for developing English language skills"⁹

A similar thing was expressed by Faiqur Rizqy Ikmillia, a member of the Entrepreneur division, as follows:

⁷Ach Bukhori, Deputy Chair of HMPS TBI for the 2023-2024 period, Direct Interview (20 December 2023)

⁸Fahrus Rosi, Member of HMPS TBI for the 2023-2024 period, Direct Interview (4 March 2024)

⁹Eka Yulia Wulandari, Member of HMPS TBI for the 2023-2024 period, Direct Interview (4 March 2024)

"Thank God, while I was at HMPS, I was really appreciated when I got competition achievements in the field of learning innovation. This is what encourages me to continue the process at HMPS TBI"¹⁰

The interviews above reveal that the role of HMPS TBI is as a motivator who appreciates and creates a positive environment.

¹⁰Faiqur Rizqy Ikmillia, Member of HMPS TBI for the period 2023-2024, Direct Interview (5 March 2024)

b. As Educator

Then the most important role of HMPS TBI is to be an educator. This role requires HMPS TBI to create an environment that has good sources of knowledge by holding seminars and workshops. This encourages members to always discover new things related to English language development, through this they can also hone their English language skills.

Regarding this role, the chairman of HMPS TBI, Moh Syamsul Arifin, expressed the following statement:

"Apart from motivating members to always compete well and then we appreciate and create a positive environment, HMPS must also be educators and teaching them about prophetic character traits, that is, they can educate members. This role is very important for us to use as a basis for running HMPS for this year. The role we mean is holding seminars, workshops and routine studies. We created this to educate members in developing members' English language skills"¹¹

The deputy chairman of HMPS TBI, Ach Bukhori, also expressed the same thing, he stated the following:

"HMPS also plays a role in education, namely by creating various events as a means of evaluation for members. Apart from that, with this event, members can discover new things to learn and develop their English skills and good attitude."¹²

The same narrative was expressed by Khairatunnisa, a member of HMPS TBI for the 2023-2024 period.

"From the start, the most important role of HMPS has been to educate members so they can continue to develop, whether

¹¹Moh Syamsul Arifin, General Chair of HMPS TBI for the 2023-2024 period, Live Interview (22 November 2023)

¹²Ach Bukhori, Deputy Chair of HMPS TBI for the 2023-2024 period, Direct Interview (20 December 2024)

through policies or creating good events, such as seminars or book reviews or other things that can develop members' language skills."¹³

Then with the same opinion, Sulhan Ali expressed the following:

"Educating organizational members is very important for HMPS, especially HMPS TBI which basically focuses on developing English. "In the meantime, HMPS is holding seminars and other routine studies."¹⁴

Then the same statement was also expressed by Fahrur Rosi, member of HMPS TBI 2023-2024, as follows:

"Yes, organizations must be educators, especially HMPS TBI under the auspices of the TBI department. "The role of HMPS so far in providing education to members is the study of routines and seminars, the rest is the implementation of regulations requiring interactions to use English."¹⁵

The same narrative was also stated by Ainul Yakin as a member of HMPS TBI for the 2023-2024 period.

"HMPS TBI's role in educating its members is by holding educational seminars and routine studies, these two programs are very important media in educating members"¹⁶

Regarding the role of HMPS TBI as educators, Ani Huril Mawla as member of HMPS TBI for the 2023-2024 period also expressed this.

As follows:

¹³Khairatunnisa', Member of HMPS TBI for the period 2023-2024, Direct Interview (29 November 2024)

¹⁴Sulhan Ali, Member of HMPS TBI Language Center division for the period 2023-2024, Live Interview (15 December 2023)

¹⁵Fahrur Rosi, Member of HMPS TBI for the 2023-2024 period, Direct Interview (4 March 2024)

¹⁶Ainul Yaqin, Member of HMPS TBI period 2023-2024, Direct Interview (04 March 2023)

"The role of HMPS TBI so far has been to educate members, there are seminars and studies, because with that members can discover new things that can be learned from"¹⁷

From all the interviews above, it can be concluded that the role of HMPS TBI as an educator is in the form of seminars and routine studies.

c. As Facilitator

Apart from being a motivator and educator, the role of HMPS TBI is also as a facilitator who provides facilities that enable members to learn efficiently and effectively. This role is specifically described as system management and problem solving. As an autonomous organizational institution, the HMPS TBI campus has the right to manage policies and understand organizational management so that it is able to resolve existing problems.

This matter was expressed by Moh Syamsul Arifin, he revealed the role of HMPS TBI, as follows:

"As an autonomous campus organization, HMPS TBI, which operates in the field of developing English language skills, manages policies that can determine clear directions and goals for members. Such as the implementation of the obligation to interact between members using English and conflict management which must be mastered. Because problems in the middle of the road must be fixed immediately, we can't wait for a long time."¹⁸

Ach Bukhori also expressed the same opinion with the following statement:

"At HMPS TBI there is an implementation regarding the obligation to interact using English. This could be said to be the role of HMPS TBI in creating rules and then providing this

¹⁷Ani Huril Mawla, Member of HMPS TBI for the period 2023-2024, Direct Interview (05 March 2023)

¹⁸Moh Syamsul Arifin, General Chair of HMPS TBI for the 2023-2024 period, Live Interview (22 November 2023)

facility for HMPS members as a whole. Not only that, as a facilitator, HMPS also organizes problem-solving strategies."¹⁹

This matter was also expressed by Sulhan Ali, in his statement as follows:

"HMPS TBI provides a means to develop the abilities of HMPS friends in the form of enforcing the obligation to interact using English. Apart from that, HMPS TBI also opens up special aspirations for members who have problems."²⁰

The same narrative was also expressed by Ainul Yakin, he expressed the role of HMPS TBI as a facilitator as follows:

"HMPS TBI is an organization that has its own policies to determine its direction and goals. As a facilitator, HMPS TBI has provided facilities for developing English language skills. This can be done because of good and wise system management."²¹

Faiqur Rizqy Ikmillia also conveyed a similar thing, he stated the following:

"As a facilitator, HMPS TBI makes policies that we can benefit from and we can also criticize the policies. We can reach out to system managers like this if they want to be criticized. "As a facilitator, HMPS also accommodates aspirations in the form of issues regarding HMPS TBI membership."²²

Fahrur Rosi also expressed the same opinion, as he expressed his opinion as follows:

"The role of HMPS as a facilitator so far has been to manage a system in the form of regulations that support the development of

¹⁹Ach Bukhori, Deputy Chair of HMPS TBI for the 2023-2024 period, Direct Interview (20 December 2023)

²⁰Sulhan Ali, Member of HMPS TBI Language Center division for the period 2023-2024, Live Interview (15 December 2023)

²¹Ainul Yaqin, Member of HMPS TBI period 2023-2024, Direct Interview (04 March 2023)

²²Faiqur Rizqy Ikmillia, Member of HMPS TBI for the period 2023-2024, Direct Interview (5 March 2024)

friends' English language skills, and also be a forum for aspirations regarding members' problems"²³

Ani Huril Mawla, member of HMPS TBI for the 2023-2024 period, also expressed the same thing. As follows:

“HMPS TBI provides policy facilities for learning and developing English language skills. "As the manager of the HMPS TBI system, we also accommodate the aspirations of various problems that exist among HMPS TBI members."²⁴

From the interviews above, it can be concluded that the role of HMPS TBI as a facilitator is to manage the learning system through implementing policies that can develop English language skills, and can also accommodate aspirations from problems experienced by members.

This is also proven by observations made by researchers during one management period, namely the period from 22nd May 2023 to 29th March 2024. During this period, the activities of HMPS TBI have played a significant role, starting from making regulations that uphold the the quality of the learning abilities of HMPS TBI members themselves, creating events that can improve members' English language skills in the form of seminars and routine studies such as coffee time or other studies. Apart from that, HMPS TBI also appreciates members who excel, both in the academic and non-academic realms. Good system management also has a good impact on the members of the organization within it.

²³Fahrus Rosi, Member of HMPS TBI for the 2023-2024 period, Direct Interview (4 March 2024)

²⁴Ani Huril Mawla, Member of HMPS TBI for the period 2023-2024, Direct Interview (05 March 2023)

2. The supporting factors for HMPS TBI in motivating members in learning English in the 2023-2024 period.

a. The Presence Of Clear And Structured SOPs

In running an organization, it is necessary to have facilities and policies that can help the organization run smoothly for a period. Academically, HMPS TBI is an organization that has a role in developing the English language skills of HMPS TBI members. Good system management will be able to organize and run the organization.

Therefore, HMPS TBI created a structured and clear SOP, so that it would clarify the process of achieving common goals. The implementation of structured and clear SOPs will be a good guide for all members in taking actions and policies. In this way, HMPS TBI members do not deviate from the SOPs implemented. Of course, having this SOP really supports the organization's journey process.

As stated by Moh Syamsul Arifin as chairman of HMPS TBI for the 2023-2024 period, as follows:

"We carry out several organizational agendas for HMPS TBI with an orientation towards ways so that HMPS members can develop their skills in English, of course we make rules that must be respected by all HMPS members. During one period we mutually agreed on the existence of this space, we called it a facility, namely the obligation to comply with SOPs in certain areas and at certain times. We agreed to this facility with the majority without any coercion. Just like at the HMPS office, members have to chat in English and also when it's coffee time; from presenters to members must use English, from delivering material to questions and answers must use English too. "We do this so that it becomes a supporting factor for HMPS members' English language skills to develop."²⁵.

²⁵Moh Syamsul Arifin, General Chair of HMPS TBI for the 2023-2024 period. Live Interview.(22 November 2023)

Ach Bukhori, deputy chairman of HMPS, also conveyed the same thing regarding supporting factors in increasing motivation to learn English for HMPS TBI members, as follows:

"After we (core management) considered various things in programming this HMPS organization for one year, we realized that we needed to create regulations that members had to obey. We created this SOP so that members remain in the HMPS corridor in taking action. This includes our plan, namely creating an English area and English time, where they are required to speak English in the area we determine and at the time we determine. This was created solely to support the development of members' abilities."²⁶.

Fitriyatin Nafsiyah, as member of HMPS TBI for the 2023-2024 period, explained that:

"In this organization (HMPS TBI), a regulation was made that every member must speak English when there are events and when there are studies, apart from that, members are also required to speak English when chatting in the HMPS office area. "From this regulation, we feel there is support for developing English language skills, because we, the members, are aware that we need this regulation to be enforced so that we can develop our members' English language skills."²⁷.

The same statement was also expressed by Sulhan Ali as member of HMPS TBI for the 2023-2024 period, that:

"Supporting factors implemented in HMPS TBI are the implementation of mandatory regulations for chatting in English and wearing uniforms during seminars. With this regulation, members are encouraged to continue to develop through practice and maintain the identity of HMPS TBI."²⁸.

²⁶Ach Bukhori, Deputy Chair of HMPS TBI for the 2023-2024 period, Direct Interview (20 December 2023)

²⁷Fitriyatin Nafsiyah, Member of HMPS TBI for the period 2023-2024, Direct Interview (5 March 2024)

²⁸Sulhan Ali, Member of HMPS TBI Language Center division for the period 2023-2024, Live Interview (15 December 2023)

The same narrative was also expressed by Khairatunnisa', she conveyed it in an interview as follows:

"What supports the development of fellow HMPS members is the implementation of the obligation to interact using English when in the office and in daily life on campus"²⁹

Ainul Yakin also expressed the same opinion, as follows:

"During my time as a member of HMPS, the implementation of rules that really supported the development of my personal English skills was because there were rules that required all members to practice their English anywhere, especially at the HMPS office."³⁰

Ani Huril Mawla, member of HMPS TBI for the 2023-2024 period also stated the supporting factors in developing English language skills, as follows: "

"Yes, the implementation of good regulations is also a supporting factor. An example is the obligation to speak English when chatting, whether in the office or in daily interactions."³¹

From the interview above, it can be concluded that the supporting factor for HMPS TBI in developing members' abilities is the implementation of the obligation to use English when interacting between members. This Operational Standard was born from good and open management of systems and policies.

²⁹Khairatunnisa', Member of HMPS TBI for the period 2023-2024, Direct Interview (29 November 2023)

³⁰Ainul Yaqin, Member of HMPS TBI period 2023-2024, Direct Interview (04 March 2023)

³¹Ani Huril Mawla, Member of HMPS TBI for the period 2023-2024, Direct Interview (05 March 2023)

b. There are adequate facilities

Every organization can run well when supported by facilities, so the organization's journey becomes efficient and effective. Good facilities in the form of a comfortable place and supported by the necessary facilities in the form of computer equipment and sufficient funds to hold events. Therefore, HMPS TBI is supported by premises facilities, office equipment and sufficient funds.

Regarding these supporting facilities, Moh Syamsul Arifin expressed the following:

“Thank God, HMPS TBI is provided with sufficient facilities. A comfortable place and other supporting facilities such as office equipment and adequate funding. "From the beginning of our management, we were provided with office equipment in the form of computer equipment, so that it was very easy for us to continue the management at HMPS TBI for one year.”³²

This matter was also expressed by Ach Bukhori in the following interview:

"Of course there are supporting factors that facilitate HMPS, among these supporting factors are funds to support events, office space and office equipment. This facility really supports the organization's journey during one management period.”³³

The same expression was also conveyed by Khairatunnisa', following the interview:

“Supporting factors are a good tool and are very much needed for the sustainability of the organization. For example, there is office space to carry out various activities in the HMPS environment, and

³²Moh Syamsul Arifin, General Chair of HMPS TBI for the 2023-2024 period, Live Interview (22 November 2023)

³³Ach Bukhori, Deputy Chair of HMPS TBI for the 2023-2024 period, Direct Interview (20 December 2023)

complete administrative media such as computer equipment and other office equipment."³⁴

Fitriyatin Nafsiyah also expressed the same thing, in an interview he said the following:

"The supporting factors at HMPS are office space and computer equipment, because these facilities really support the sustainability of HMPS in the future"³⁵

Ainul Yaqin also expressed the same thing regarding the supporting factors for HMPS TBI. As follows:

"Of course there are supporting factors in HMPS, especially HMPS TBI which is under the auspices of the English Tadris study program. "Of course, the necessary facilities must be met, such as space for HMPS members and equipment for administration."³⁶

The same opinion was also conveyed by Sulhan Ali, he expressed the following:

"The supporting factors for the development of members' English language skills are the availability of comfortable places to study and computer equipment. So, we can study while we do our assignments using the HMPS office facilities."³⁷

Ani Huril Mawla also expressed the same thing when interviewed, as follows:

"The supporting factors for HMPS so far are adequate office space facilities and computer equipment that can be used by members when carrying out their assignments"³⁸

³⁴Khairatunnisa', Member of HMPS TBI for the period 2023-2024, Direct Interview (29 November 2023)

³⁵Fitriyatin Nafsiyah, Member of HMPS TBI for the period 2023-2024, Direct Interview (5 March 2024)

³⁶Ainul Yaqin, Member of HMPS TBI period 2023-2024, Direct Interview (04 March 2023)

³⁷Sulhan Ali, Member of HMPS TBI Language Center division for the period 2023-2024, Live Interview (15 December 2023)

³⁸Ainul Yaqin, Member of HMPS TBI period 2023-2024, Direct Interview (04 March 2023)

This can be proven by observations made by researchers in the 22nd May 2023 to 29th March 2024 period, based on observation guidelines that supporting factors include adequate room facilities, computer equipment and policies that encourage the development of English language mastery for members. Physical facilities such as rooms and computer equipment greatly facilitate members' problems in carrying out their assignments. Meanwhile, the supporting factor in the form of policy is that it requires members to always practice by enforcing the obligation to interact using English.

3. The inhibiting factors for HMPS TBI in motivating members in learning English for the 2023-2024 period.

Over the course of one management period, HMPS TBI was not absent from accepting various obstacles in motivating HMPS TBI members. The inhibiting factor in this case is the member's inability to master English vocabulary. This is an inhibiting factor for HMPS TBI to develop members' abilities, because of this inhibiting factor, members do not want to proceed at HMPS TBI.

The inhibiting factors were conveyed by Moh Syamsul Arifin as chairman of HMPS TBI for the 2023-2024 period, as follows:

"Of course we experienced various kinds of obstacles in carrying out HMPS during this period, the most frequent obstacle was the limited quality of human resources, which had an impact on members' inactivity in communicating in English. This really hinders the development of members' English language skills."³⁹

³⁹Moh Syamsul Arifin, General Chair of HMPS TBI for the 2023-2024 period. Live Interview.(4 March 2024)

Ach Bukhori, deputy chairman of HMPS TBI for the 2023-2024 period, also conveyed similar things regarding this inhibiting factor:

"We found that there were members who were not yet active because of the member's inability to interact using English. We realize that this is an inhibiting factor in the process for other members, so by moving quickly we are taking a harmonious approach so that inactive members feel comfortable and are still considered part of the HMPS family."⁴⁰.

This inhibiting factor was also expressed by Khairatunnisa, a member of HMPS TBI for the 2023-2024 period, as follows:

"In my experience as a member of HMPS TBI, inhibiting factors often arise, starting from being inferior to fellow members because my own ability to master English vocabulary cannot match the ability of my friends. I can overcome this with my personal awareness that I need at HMPS and HMPS has an important role in developing my motivation to learn English."⁴¹

The same opinion was also expressed by Sulhan Ali as a member of HMPS TBI for the 2023-2024 period, he expressed it in an interview as follows:

"There are also inhibiting factors in the process, the most striking of which is the inability to keep up with conversations using English due to limited vocabulary. But I realized that, that I had to try to get out of that circle."⁴².

The same narrative was also conveyed by Eka Yulia Wulandari, she stated in an interview as follows:

⁴⁰Ach Bukhori, Deputy Chair of HMPS TBI for the 2023-2024 period, Direct Interview (4 March 2024)

⁴¹Khairatinnisa', Member of HMPS TBI Design & Information division for the period 2023-2024, Direct Interview (5 March 2024)

⁴²Sulhan Ali, Member of HMPS TBI Language Center division for the period 2023-2024, Direct Interview (5 March 2024)

"The inhibiting factor is the members' inability to master English vocabulary, including me. I'm really nervous about being active in HMPS."⁴³

Ainul Yakin also expressed the following inhibiting factors:

"An inhibiting factor in the process at HMPS is the inability to memorize English vocabulary. Because this makes me feel inferior about being active in HMPS."⁴⁴

All the results of the interviews above can be proven by the results of observations made by researchers during 22nd May 2023 to 29th March 2024 period. During this period, researchers actively asked about the progress and decline of the process of running the HMPS TBI organization and what inhibiting factors had disrupted the role of HMPS TBI in motivating HMPS TBI members to learn English in the 2023-2024 period. In the research findings and interviews above, it was stated that the inhibiting factor for HMPS TBI in its role in motivating members was the presence of members who less of master English vocabulary well.

B. Discussion

1. The role of HMPS TBI in motivating the members in learning English in the 2023-2024 period.

From the results of research conducted by researchers through interviews and observations with informants, the research findings related to the role of HMPS TBI in motivating members to learn English at HMPS TBI in the 2023-2024 period state that the role of HMPS TBI designed by

⁴³Eka Yulia Wualandari, Member of HMPS TBI for the 2023-2024 period, Direct Interview (4 March 2024)

⁴⁴Ainul Yaqin, Member of HMPS TBI period 2023-2024, Direct Interview (04 March 2023)

the management at the beginning of the period refers to increasing member abilities.

Through the activities held, HMPS TBI plays its role in influencing members in learning English. Therefore, HMPS TBI designs all HMPS TBI activities based on developing members' English language skills, because if all activities refer to developing English language skills then members can make good use of all the activities held.

As stated by Sardiman, HMPS activities are a form of motivation where learning activities are started and continued based on external encouragement which is not completely related to learning activities.⁴⁵ This statement is in accordance with what the researchers found, that the role of HMPS TBI during one management period included the role of being a motivator, educator and facilitator.⁴⁶

This role is through the policies implemented by HMPS TBI towards members, the activities it organizes and through infrastructure facilities and complete office equipment in the form of office space and computer equipment. Through good system management, HMPS TBI creates policies that are very supportive of the development of members' abilities, and also through the facilities and activities held, HMPS TBI can educate members academically and non-academicly. The activities held do not have to be in the form of delivering material, but also in the form of activities that can strengthen solidarity.

⁴⁵AM, Sardiman, *Interaction and Motivation for Learning and Teaching*, (Depok: PT Rajawali pers, 2018) 90.

⁴⁶Armstrong, M., & Taylor, S. "Armstrong's Handbook of Human Resource Management Practice". (Ansari Road, New Delhi. 2014). 130.

HMPS TBI also plays an active role by holding activities that are based on full member awareness, because this is a form of extrinsic support that triggers the intrinsic motivation of HMPS TBI members. As Prayitno argues, intrinsic motivation is the desire to act which is caused by motivating factors from within oneself.⁴⁷ From the statement above, it can be concluded that intrinsic motivation can grow from within, namely in the form of awareness of HMPS TBI members. Therefore, HMPS TBI plays a very important role in providing support and triggering member motivation in learning English.

In the end, HMPS TBI members can be more aware of the development of English language learning and more aware of the role of HMPS in increasing motivation to learn English for HMPS TBI members for the 2023-2024 period themselves. The continuous desire to learn is a form of awareness that gives rise to positive habits which can then make members feel satisfaction. This kind of feeling must first arise from within the members themselves through the stimulation created by HMPS TBI.

2. The Supporting Factors for HMPS TBI in Motivating the Members in Learning English in the 2023-2024 Period.

Every organization's journey to achieve a goal must have a trigger that can encourage organizational actors to continue moving forward, so that they can realize the maximum achievement of a goal. The same applies to the journey of members of the HMPS TBI organization during one

⁴⁷Prayitno Elida, "Motivation in Learning". (Jakarta: Depdikbud, 1989), 11.

management period in increasing motivation to learn English during the 2023-2024 period.

As for the journey of HMPS TBI, which plays an important role for members to increase motivation to learn English, it certainly has supporting factors that can encourage the achievement of the goals of HMPS TBI itself, the supporting factors are as follows:

a. The Presence Of Clear And Structured SOPs

Making rules that require members to use English when there are events organized by HMPS TBI and routines at the HMPS TBI office.

The application of this regulation does not necessarily only apply to division members, but all those involved in the HMPS TBI structure are obliged to carry out this obligation. This indicates that the core management of HMPS TBI provides a good example and can be emulated by division members.

When someone imitates the behavior of others, gradually producing something pleasant, a process of internalization of the imitated behavior occurs, which leads to the development of one's personality.⁴⁸ Through this clear statement, the regulations made by HMPS TBI are to encourage members to develop their English language skills.

b. There are adequate facilities

⁴⁸Singgih D Gunarsa, *Psychology of Sports Performance*. (Jakarta : Gunung Mulia, 2008) 51.

Adequate facilities will support processes in an organization. Likewise, HMPS TBI provides supporting facilities for HMPS TBI members to be more active in studying. Effective learning is created by a good atmosphere. As Rahmat Rafinzar believes, good facilities will encourage organizational members to be more effective in their processes.⁴⁹

From the informant interviews above, it is in accordance with what are the supporting factors in the organization's journey. Supporting factors in the form of computer equipment and a comfortable room really support the member process.⁵⁰This is what HMPS TBI emphasizes in order to encourage members to remain productive.

3. The inhibiting factors for HMPS TBI in motivating members in learning English for the 2023-2024 period.

The process of HMPS TBI's journey to achieve maximum good goals does not always run smoothly, in this case there are also several inhibiting factors that can hinder the progress of the HMPS TBI organization in realizing its role in motivating English learning for HMPS TBI members.

Of course, inhibiting factors will always be there and cannot be avoided. The following are factors that become obstacles for HMPS TBI members, namely that there are members who still do not master much English vocabulary.

⁴⁹ Rahmat Rafinzar et al., "E-Government Innovation in Public Services (Study of Supporting and Inhibiting Factors for the Surabaya City E-Mussrenbang Program 2020) 6.

⁵⁰Ibid.

Members who do not yet master English and their limited English vocabulary are a problem of human resource readiness. As said by Nang Randu Utama that when human resources in an organization lack the skills, knowledge, or understanding necessary to manage the organization or handle change, this can hinder the organization's ability to adapt and develop.⁵¹

This case cannot be resolved quickly by the HMPS TBI management through a gentle approach and continuing to support members who feel inferior and lack self-confidence.

⁵¹Nang Randu Utama, "Supporting and Inhibiting Factors in the Process of Organizational Change in Health Higher Education" 18 (2017): 32

