

ABSTRAK

Penelitian ini bertujuan untuk menganalisis dan mendeskripsikan pola komunikasi organisasi Ikatan Mahasiswa Aceh Tamiang (IMATA) Lhokseumawe dalam meningkatkan solidaritas dan melatih kepemimpinan organisasi serta mengidentifikasi hambatan komunikasi yang dihadapi. Penelitian menggunakan Teori Komunikasi Partisipatif Paulo Freire yang menekankan keterlibatan aktif, kesetaraan, dialog, dan inklusi. Pendekatan penelitian yang digunakan adalah kualitatif dengan metode deskriptif. Informan dipilih melalui teknik purposive sampling yang terdiri atas lima pengurus dan anggota aktif IMATA periode 2025–2026 serta satu alumni sebagai informan pendukung. Data diperoleh melalui observasi, wawancara, dan dokumentasi. Hasil penelitian menunjukkan bahwa pola komunikasi IMATA bersifat dinamis, terbuka, dan situasional. Pola lingkaran dan bintang dominan digunakan dalam rapat dan musyawarah, sedangkan pola roda diterapkan dalam pengambilan keputusan yang membutuhkan kecepatan dan pola rantai dalam penyampaian informasi secara berjenjang. Pola komunikasi tersebut berperan dalam meningkatkan solidaritas melalui keterbukaan, kebersamaan, kepedulian, dan kerja sama, serta melatih kepemimpinan melalui pemberian tanggung jawab kepada anggota. Hambatan komunikasi meliputi keterlambatan informasi, kesalahpahaman pesan tertulis, keengganan sebagian anggota menyampaikan pendapat, kendala jaringan, dan kesibukan akademik. Penelitian menyimpulkan bahwa komunikasi organisasi yang partisipatif dan adaptif mampu memperkuat solidaritas serta menjadi sarana pembelajaran kepemimpinan anggota IMATA.

Kata kunci: komunikasi organisasi, pola komunikasi, solidaritas, kepemimpinan, IMATA.

ABSTRACT

This study aims to analyze and describe the organizational communication patterns of the Aceh Tamiang Student Association (IMATA) in Lhokseumawe regarding the enhancement of solidarity and the cultivation of organizational leadership, as well as to identify the communication barriers encountered. The study employs Paulo Freire's Participatory Communication Theory, which emphasizes active involvement, equality, dialogue, and inclusion. A qualitative approach with a descriptive method was utilized. Informants were selected via purposive sampling, comprising five IMATA board members and active members from the 2025–2026 term, along with one alumnus serving as a supporting informant. Data were collected through observation, interviews, and documentation. The results indicate that IMATA's communication patterns are dynamic, open, and situational. "Circle" and "star" patterns are predominantly used during meetings and deliberations, whereas the "wheel" pattern is applied for decision-making requiring speed, and the "chain" pattern is used for the hierarchical dissemination of information. These communication patterns foster solidarity through openness, togetherness, mutual care, and cooperation, while also cultivating leadership skills by assigning responsibilities to members. Communication barriers include delayed information, misunderstandings of written messages, some members' reluctance to express opinions, network issues, and academic commitments. The study concludes that participatory and adaptive organizational communication strengthens solidarity and serves as a platform for leadership development among IMATA members.

Keywords: *organizational communication, communication patterns, solidarity, leadership, IMATA.*