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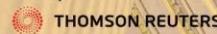
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### **Message from the Editor**

Greetings Dear readers of BIRCI Journal

We are happy to announce you that our Volume 3, No 1 has been published. There are 45 articles from 114 authors published in this current issue.

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Hope to stay in touch and meeting in our next issue.

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## Graham Greene and the Issue of Obsessive Love: The Critical Analysis of the End of the Affair

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### Abstract

Nowadays, human beings' relationships take many forms. People are either parents, friends, colleagues, partners, lovers etc. As far as lovers are concerned, we sometimes observe excesses in their interactions. However, not everybody experiences love in the same way. Love, for some is joy, happiness while other people regard it as source of problems and suffering. In Corneille's *Le Cid*, Rodrigue and Chimène are paralyzed by love and suffering, while Romeo and Juliette get to the capital sacrifice for their intensive and polemical love affair in Shakespeare's *Romeo in Juliette*. This study aims at exploring the concept of obsessive love and its consequences through the characters of Graham Green's *The End of the Affair*. To succeed in this study apart from books on the selected topic, I have used psychoanalysis as literary theory to access the issue. I examined the difference between obsessive love and true love. Of the results I came up with I can briefly say but a few that obsession can be destructive namely for the obsessed. It can also negatively affect the other members of the family tissue. Obsessive love unfortunately often replaces true love. Ways and means are suggested to cope with any sorts of love.

### Keywords

love; obsessive love; tragedy; the end of the affair; Graham Greene



### I. Introduction

“Well, mother?”

“Well my son?”

She sat in the rocking chair, feeling somehow hurt and humiliated, for his sake.

“Do you like her?”

“Yes, came the slow answer.

She's shy yet, mother. (Lawrence 1913)

Human beings' feeling depends on the kind of people they are. The issue of feeling is individual and it is hard to measure it physically. Therefore, the above statement from D. H. Lawrence shows one of the love a young can have for his beloved in *Sons and Lovers*. Anyway, the concerns of love around the world are mainly about a partnership between people that have decided to stay or live together and forever. Sometimes, love becomes an obligation mostly when the lovers have true love for each other. In this case, each partner is ready for any sacrifice for the good of the couple. On the other side, love can be just like a business. The main aim in this case is how to make the maximum of profit from the partner.

In fact, love is a matter of heart or belief since sometimes we do not know why we hate or love our neighborhood. That is why Graham Green had decided to depict through his fictional work the dimensions of love. He even, in view of its sacred aspect, shows how love systematically and extremely generate hate. *The End of Affair* of Mr. Green foregrounds people's over feeling and at the same time draws our attention on the deal carry out by the so-called lovers or the real lover.

This research work is a real fictional one. However the readers or all scholars can grasp it as a vivid experience and afterward apply its useful aspects to the future generation or implement the gist of the following findings in their real life so that avoid social relations pitfalls and accordingly foresee silent war et social struggles. It can also help the very Youngers around the world to discover the underneath or degree of love throughout human beings' relationship. On the account of outline, this study first focuses on the words etymologies and clarifies love concepts. It also provides the natural force drives

## II. Review of Literature

### 2.1 Etymology of Love Definition and in the Novel

Etymologically, the word Love comes from Old English and Middle English. From Old English *lufu* and from Middle English *luve* which means a strong or profound or caring affection toward someone. I think that love can well defined as one of the most profound feeling or emotions people experience as humans. It is an uncontrolled feeling you have for somebody or for something<sup>1</sup>. According to the Advanced Oxford Dictionary love is:

a strong feeling of deep affection for somebody/something, especially a member of your family or a friend a mother's love for her children love of your country He seems incapable of love.

For the Webster's Beginning Dictionary<sup>2</sup>, to love is to like too much. In fact, in the light of the first definition, love is a great sensitivity of affection for people or everything. As a human being, you can have a special feeling for your father, mother, children or your partner etc. Love is such a part of life that is in demand by every creature on this earth who survive in society let it be mammals, reptiles, animals or any other. This definition is completed by the second definition stressing on the fact that love is to like too much. In the topic under study, love is depicted as fanatical issue. However, wherever there is love there is hate. The Webster's Beginning Dictionary<sup>3</sup> defines hate as a deep and bitter dislike. This is totally the opposite of love. Since what is bitter is distractive and far from unifying people. To hate someone or something is to feel aversion towards that person or that thing. This dual opposition in concept is present in the novel under study. So, as a result hate meaning as resistance word love, too much dislike to something or somebody since people decide to love, they have beforehand dislike another.

The opposing themes of love and hate run throughout *The End of the Affair* as Graham Greene (October 2nd, 1904-April 3rd, 1991) sets them up to shed light on each other. That is why, the Mr. Green claims "For why should I have spoken to him?"<sup>4</sup> Therefore, this question of the narrator has many dimensions and foreground manifold clarification in the matter of love and hate. Ultimately, he demonstrates that hate can be the surprising precursor to love. In *The End of the Affair*, Graham stated that if hate was not too large a term to use in relation to any human being<sup>5</sup>. At the same time, he depicts the cruel realities often associated with love and hate. After all, Sarah chooses love (divine) and dies, but Bendrix chooses hate (earthly) and is still alive at the end of the novel. One of the main protagonist of the novel,

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<sup>1</sup> Tetty Betty. "Love" in *English for Students*, n.d., <https://www.english-for-students.com/love.2.html> (consulted on August 2, 2018 at 10 a.m.)

<sup>2</sup> Webster's Beginning Dictionary, 1980, United States of America

<sup>3</sup> Ibid.

<sup>4</sup> Graham Greene, *The End of the Affaire*, p. 1.

<sup>5</sup> Ibid.

Sarah is Henry's wife and Bendix's lover. Her love relationship with Bendix is complicated. She is hesitant to talk of their love when for Bendix is somehow surprising, she is married but she sometimes confess by saying that she deeply loves Bendix. She seems to find in Bendix what she is missing in her marriage with Henry. She vows to God that she will be virtuous if she will save Bendix. This shows how fanatic her love is for Bendix on the disadvantage of her own husband. Such a thing show the blindness of love because Maurice Bendix is an unreliable narrator and a selfish, immature, insensitive, and cynical man. He is a moderately successful writer who met Sarah Miles while doing background research on her husband for a novel he wanted to write.

A closer reading of the novel under study by Mr. Greene allow me to distinguish two kinds of love throughout his fictional work. There are divine love, which is selfless; and the one related to romantic love, which is selfish and can easily turn to hate. Bendix as an exceptional character of *The End of the Affaire* knows only romantic love, and he knows it only for Sarah.

## 2.2 Divine or Devil Love in the End of the Affaire

In the real life, divine love is the most important thing that every people must have. For this reason, Mr. Greene portrayed through his fictional work love dimensions. For Pope Benedict XVI, during the commemoration of World Youth Day 2008 in Australia, he claims:

Authentic love is obviously something good. When we love, we become most fully human. Nevertheless, people often consider themselves loving when actually they are possessive or manipulative. People sometimes treat others as objects to satisfy their own needs<sup>6</sup>.

The above explanation of love that at the first glance is not far from God conception but at the same proves the issues of mental trouble and even everything concerning human beings social problem. For E. E. Cummings, Love is "the voice under all silences, the hope which has no opposite in fear; the strength so strong mere force is feebleness: the truth more first than sun, more last than star..."<sup>7</sup> In *The End of Affaire*, there is a sacrifices romantic love for divine love. Although she began the affair in pursuit of romantic love, even at the cost of her morality, she is surprised to find herself giving it up to fulfill a desperate promise made to God sacrificing the affair leads Sarah to the other kind of love presented in the novel, divine love. After an intense spiritual struggle to truly give up her romance with Bendix, she finds herself at peace because she has accepted the love of God. She finds that this love renews her, whereas her love for Bendix was sinful and unhealthy. In fact, she concludes that her love for Bendix was merely a stop on the way to the divine love that awaited her. That is the reason why, in her diary, she writes:

Did I ever love Maurice as much before I loved you? Or was it you I really loved all the time? For he hated in me the things you hate. He was on your side all the time without knowing it. You willed our separation, but he willed it too. He worked for it with his anger and his jealousy, and he worked for it with his love. For he gave so much love and I gave him so much love that soon there wasn't anything left, when we'd finished, but You.

In fact, Sarah at a given time, in her life was very confused. Therefore, as a human being, she is right since despite the importance of love in every community, love itself has limit and deserve self-control. What Sarah wrote in her diary is true because love involves

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<sup>6</sup> Willis Parker. "Love quotes", July 24<sup>th</sup>, 2018, <https://en.wikiquote.org/wiki/love> (consulted on August 2, 2018 at 10 AM

<sup>7</sup> Ibid.

death, suicide, rob, jealousy, slander, hypocrisy, regret, fear, distrust, trust, spiritual marriage, God blessing, peace, war, struggle, fight, wealthy, etc... For Mr. Greene, God love is a permanent question and witnesses through Sarah attitude. People are different from the Almighty, and then they must pay attention because love is not the synonym of killing. In the End of the Affaire, God love is the issue this permanent question. In this way, there is a clash of hate through the mental attitude of the lover who is Sarah, author of this above claiming. Consciously or unconsciously, an internal voice pushes her to decide her goal. Such a behaviour is not very from True love of God's attendance in people's life and it is light that Mr. Greene states: "It is convenient, it is correct according to the rule of craft to begin just there, but if I had believed then in God," Anyway, as whenever we call everything related to the trustworthy "God", we accordingly evoke also the true love to God. In the light of our topic under study and while taking into account God relationship with human being, it is clear that love is before anything divine. Whether or not, they are aware of it, the divine plays a role in the characters' lives. Sarah prays to God in a panicked moment, pleading for Bendrix's life and promising to abandon her immoral ways in return. Sarah says,

Dear God, I said – Why dear? Why dear? . . . I shut my eyes tight, and I pressed my nails into the palms of my hands until I could feel nothing but the pain, and I said, I will believe. Let him be alive, and I will believe . . . and then he came in at the door and he was alive, and I thought now the agony of being without him starts.

In the count of God, there is no lie and believe in divine love or having divine love, is to believe also in God since the achievement of everything around the world depend on him. When Sarah walks into the room, she is convinced that her prayer has saved him and she makes good on her promise. For Sarah, this incident is unquestionably a moment of divine intervention. The spiritual struggle that follows is also an example of the divine shaping her life. She realizes that she cannot attain spiritual peace alone, and she submits to the will of God and feels the change in her life.

### III. Discussion

#### 3.2 Romantic or Fake love in Mr. Greene's *The End of the Affaire*

To love is to have strong affection or deep tender feeling for someone or for something; to be very fond of; to find pleasure in. In romantic aspect, it is a strong feeling or affection for somebody that you are sexually attracted to. That is the reason why, most of the time, we hear people say: "We are in love!"; "She was in love with"; "They fell in love with each other"; etc. Bendrix knows only romantic love, and he knows it only for Sarah. After he ends their relationship, he does not seek a new woman for his life. Instead, he alternates between love and hate for her. When they are involved, he loves her, but when she stops seeing him, he hates her. Then when he thinks he has a chance to win her back, he loves her again. When she dies, he claims to love her, but his actions tell a different story. His love is so confused by romantic selfishness that he ignores what he can infer about her burial wishes and insists that she be cremated, which according to Catholic faith, would be displeasing to the God who took her from him. According to Raoufzadeh (2019), in Forough's poetry, the quality of love, its existence and its positive or negative meaning depended largely on the lover and beloved. If they were true and sincere in their love, it would represent itself truly and positively. The true and real face of love was shown and showed by a true lover.

a. Sarah Miles's Obsession with Mr. Bendrix

In the light of the theme under study and while taking into consideration the word "obsession" meaning, there is no much difference between it and Sarah's ones. We divine love know what has made Sarah obsessed with Maurice Bendrix. Secrets, lies and misunderstandings make up the fabric of *The End of the Affair*. Of course, the fundamental secret is the affair itself: "I love Maurice more than I did in 1939" and "I do love Henry in my shabby way"<sup>8</sup> declares Sarah. Then, Throughout Sarah psychology and the way she reacts, romantic love is related the poverty while divine love is the starvation or haven. It is neither the first nor the last extramarital affair for Sarah Miles. Her nature impels her to seek a kind of spiritual fulfillment that her husband has never supplied. She is a hopeless romantic, and in her mind, her husband is a bore:

Dear Henry.' So, 'Dear Henry,' I wrote, 'I'm afraid this will be rather a shock to you, but for the last five years I've been in love with Maurice Bendrix. For two years, nearly we have not seen each other or written but it does not work. I can't live happily without him, so I have gone away.'<sup>9</sup>

Her obsession starts when she met Maurice Bendrix in party and fall in love with him. After that it noteworthy to point out her obsessional idea when one day she calls him although she is living with Henry:

This is Sarah. Did you get my message?

'Oh, I was going to ring you, but I had to finish an article. By the way, I don't think I've got your number now. It's in the book, I suppose?'

'No. Not yet. We're changed. It's Macaulay 6204. I wanted to ask you something'

'Yes?'

'Nothing very dreadful. I wanted to have lunch with you, that's all.'

'Of course, I' be delighted. When?'

'You couldn't manage tomorrow?'

'No. Not tomorrow. You see, I've simply got this article ...' 'Wednesday?'<sup>10</sup>

She gives as an explanation of living Henry: "You needn't be so scared. Love does not end. Just because we don't see each other..."<sup>11</sup> Sarah grows to believe this, and her narrative—which is openly religious, deeply personal, and, as Bosco phrases it, "sometimes hysterical"—makes explicit the connection between sexual experience and religious love. She wishes for the total annihilation of the body after death, writing, "If I were to invent a doctrine it would be that the body was never born again, that it rotted with last year's vermin."<sup>12</sup> Only after thinking about her sexual relationship with Bendrix does she change her mind about this. Instead of thinking of her own body, she thinks of Bendrix's body:

I thought of certain lines life had put on his face as personal as a line of his writing: I thought of a new scar on his shoulder that wouldn't have been there if once he hadn't tried to protect another man's body from a falling wall. He didn't tell me why he was in hospital those three days: Henry told me. That scar was part of his character as much as his jealousy. And so I thought, do I want that body to be vapour (mine yes, but his?), and I knew I wanted that scar to exist through all eternity. But could my vapour love that

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<sup>8</sup> Greene, 1951: 93

<sup>9</sup> Graham Greene. *The End of the Affair*. New York: Penguin Books. p.93

<sup>10</sup> Ibid 20

<sup>11</sup> Graham Greene. *The End of the Affair*. New York: Penguin Books. p.54

<sup>12</sup>Ibid 87.

scar? Then I began to want my body that I hated, but only because it could love that scar.<sup>13</sup>

His body, which she knows intimately, is represented by this scar, which she views as a physical reminder of Bendrix's essential self. Instead of seeing his scar as one small element of his body, it becomes the central figure of her physical passion. All of Sarah's relationships feature this focus on bodily vulnerability, even her relationship with Henry, which has cooled to a sisterly regard. Sarah comes home in one scene of the novel, prepared to leave Henry for Bendrix. Henry claims to have a headache. Sarah writes, "I came behind him and put my hand on his forehead. It was an odd thing to be doing just before leaving him forever. He used to do that to me when we were first married and I had terrible nervous headaches because nothing was going right. I forgot for a moment that I would only pretend to be cured that way."<sup>14</sup> When she says, "nothing was going right," she may be discussing the fact that she and Henry have never been sexually compatible, for she tells Bendrix that she never had an orgasm with Henry.

#### b. Maurice Bendrix growing Obsession with Sarah Miles

As Graham Greene has pointed out, *The End of the Affair* has two tones: obsessive love and obsessive hate. The novel features one of Greene's rare food-focused scenes: Bendrix and Sarah go to a film made from one of Bendrix's novels before they begin their affair. The movie is poor, but one scene conveys the contents of the book: one lover refuses to eat onions, because her husband dislikes the taste of them when he kisses her. Bendrix desires Sarah because she identifies this scene, and because she eats her onions with relish even though Henry dislikes them. They order steak at Rules, and Sarah calls it "the best I've ever eaten."<sup>15</sup> They abandon it, however, together in their sexual attraction and purpose: There was no pursuit and no seduction. We left half the good steak on our plates and a third of the bottle of claret and came out into Maiden Lane with the same intention in both our minds. At exactly the same spot as before, by the doorway and the grill, we kissed. I said, 'I'm in love. 'Me too.'<sup>16</sup> Here in the novel, Maurice Bendrix, Sarah's lover has much thought of Sarah, which justifies his growing obsession toward the wife of his friend (Henry). Just after their meeting in a party, Bendrix's thoughts are full of Sarah when he says: "I've only seen her once since 1944"<sup>17</sup> and this has made him lose his identity; loss of his career when he narrates at the beginning of the novel that:

I remember I dreamed a lot of Sarah in in those obscure days or weeks. Sometimes I would wake with a sense of pain, sometimes with pleasure. If a woman is in one's thoughts all day, one should not have to dream of her at night. I was trying to write a book that simply would not come. I did my daily five hundred words, but the characters never began to live. So much in writing depends on the superficiality of one's days. One may be preoccupied with shopping and income tax returns and chance conversations, but the stream of the unconscious continues to flow undisturbed, solving problems, planning ahead: one sits down sterile and dispirited at the desk, and suddenly the words come as though from the air: the situations that seemed blocked in a hopeless impasse move forward: the work has been done while one slept or shopped or talked with friends.

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<sup>13</sup> Ibid 87- 88.

<sup>14</sup> Ibid 94.

<sup>15</sup> (Greene, 1951: 28)

<sup>16</sup> (Greene, 1951: 33)

<sup>17</sup> (Greene, 1951: 14)

However, this hate and suspicion, this passion to destroy went deeper than the book the unconscious worked on it instead, until one morning I woke up and knew, as though I had planned it overnight, that this day I was going to visit Mr Savage.<sup>18</sup>

It is wise enough to point out that, a lunch meeting with the critic Waterbury demonstrates just how caustic Bendrix can be when he wants. *The End of the Affair* contains some of Greene's most detailed sexual writing, which is related to the feeling of those who are obsessed in love, and yet when Maurice Bendrix remembers the beginning of his relationship with Sarah Miles, he thinks:

I remember the trivial details very well: how the manageress asked me whether we wanted to stay the night: how the room cost fifteen shillings for a short stay: how the electric meter only took shillings and we hadn't one between us, but I remember nothing else—how Sarah looked the first time or what we did, except that we were both nervous and made love badly. It did not matter.<sup>19</sup>

Later in the novel, Bendrix demonstrates this even more clearly: "This woman, whom I loved so obsessively that if I woke in the night I immediately found the thought of her in my brain and abandoned sleep seemed to give up all his time to me". Maurice Bendrix is smug. He knows he is smarter than the next man is, and he believes he can get what and whom he wants simply through charm. His intellectual and verbal skills are his defense mechanisms, though just as often they become weapons for attack:

There was never any question in those days of who wanted whom—we were together in desire. Henry had his tray, sitting up against two pillows in his green woolen dressing gown, and in the room below, on the hardwood floor, with a single cushion for support and the door ajar, we made love. When the moment came, I had to put my hand gently over her mouth to deaden that strange sad angry cry of abandonment, for fear Henry should hear it overhead.

Likewise, in *The End of the Affair*, there is an examination of the virtue of pain and abstinence, as well as the role of sexual love in religious experience is concerned. When the relation between Sarah and Bendrix starts breaking up, and then comes the hate, Bendrix assumes that there is another man. After Sarah ends their relationship, Bendrix suspects that she has a new lover. He hires Parkis, a private investigator, to follow Sarah and report on her activities. Parkis provides the sometimes-bleak narrative with bit of grim comedy, but his role is more than comic relief. Bendrix is intensely interested in the investigator's results, and receives daily reports on what he has found. The summaries give him a new and somewhat exciting perspective on Sarah. Parkis's reports are stilted and self-consciously formal, calling Sarah "the party in question." They translate Sarah's familiar actions and movements into an eerie, abstract series of facts. When Bendrix goes to lunch with Sarah at Rules—the restaurant they frequented when they were a couple—Parkis submits a report, describing the event. It becomes clear that God is the only other man. Sarah ends the affair because she has made a vow: when Bendrix is struck by a V1 bomb during the Blitz, she promises God that if he is alive, she will give him up. She believes him dead, lying unconscious under a door, and she prays for a miracle.

Finally, as we know that, the death of one partner puts an end to obsessive love, it is the same that happens in *The End of the Affair* meanwhile Sarah's death shocks and devastates Bendrix. He describes his suffering from this loss of a shared history as though it is an injury: "She had lost all our memories for ever, and it was as though by dying she had

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<sup>18</sup> (Greene, 1951: 37)

<sup>19</sup> (Greene, 1951: 37)

robbed me of part of myself. I was losing my individuality. It was the first stage of my own death, the memories dropping off like gangrened limbs.” Bendrix is a person with a considerable store of unpleasantness which has been nurtured by hatred and has been aggravated and stimulated by his frustrated love affair with Sarah, “the sense of unhappiness is so much easier to convey than that of happiness. In misery, we seem aware of our own existence, even though it may be in the form of a Penguin Books. P.113 monstrous egotism; this pain of mine is individual, this . . . belongs to me and no other . . . as though I loved in fact what I hate.” (Greene, 1951: 47). Bendrix knows he is hateful for he says so frequently, “Hate and suspicion and envy have driven me so far away.” (Greene, 1951: 18). However, after Bendrix had Sarah’s note informing him she could no longer see him, his hatred becomes a passion. He begins to treat Sarah like a prey. He follows her through London, exulting over her fear. When she dies and his hatred has lost its object he changes it and begins hating God. God had taken his Sarah, he should be hated as bitterly as Henry, and Smythe had been. Bendrix’s hatred has left him near insanity and at the end of the novel; he is a near-man. After Bendrix’s talk with Henry and the priest, it becomes clear that Greene had intended it this way - Bendrix has been nearly destroyed with hatred and frustrated desire. He rationalises his hatred by declaring it was just to defend him and yet he knew “grief and disappointment are like hate! They make men ugly with self-pity and bitterness” (Greene, 1957: 78).

Greene’s use of Leon Sley’s epigraph gives some hint of an explanation into Bendrix’s character. “Man has places in his heart which do not yet exist; and into them enters suffering in order that they may have existence” (Ravichand and Parthu, 2013: 411). Through Bendrix’s suffering, new ideas come to life. Once the rage was over, Bendrix was certainly a wiser man than he had been before it started. Bendrix with the avowed purpose of doing research on Henry for the future novel about civil servants falls in love with Sarah. This love leads to an affair, which goes on despite Henry Miles, a trusting and bright husband, until a bomb strikes Bendrix’s apartment house and injures him. Sarah, who was present, believing that Maurice has been killed, she turns for the first time to God, and vows to surrender Bendrix if only his life is spared. He is not dead and so begins the process of her subjection to the love of the Hound of Heaven.

### **3.2 Criticism on Mr. Greene’s View of Obsessive Love through The End of the Affair**

The theme of this novel is the wrestling with the love and grace of God of a very ordinary man and an apparently completely pagan woman, but one with immense spiritual potentialities. It is not the story of sanctity through adultery, it is the story of a woman torn between two loves, and it is told in terms of Greene’s view of reality. The sexual relationship between Maurice Bendrix and Sarah Miles is the subject of Sarah’s bargain with God in *The End of the Affair*. In every case, sex connects the other themes of the novel: religion, political engagement, commitment etc. Erotic love becomes the animating force of the book, just as it is the source of Sarah Miles’s spiritual desire in *The End of the Affair*. Despite the shakiness of her faith, she obeys her vow, and she ends their liaison. Bendrix does not understand why until the middle of the book, when he reads Sarah’s diary, which constitutes the center of the novel.

In his “Introduction to the New Penguin Classics edition of *The End of the Affair*”, Michael Gorra writes that the diary provides “the core of the novel’s critical interest,” as well as its most “memorable” voice (Gorra, 2004: 19). Her narrative stands alone in a number of ways. In *The End of the Affair*, Greene takes up for the first and essentially only

time the task of writing in a female voice. Her impassioned, wide-ranging meditation encompasses religion, sexuality, and the pain of loss. As she adheres to her vow, she asks herself whether she could love or understand God without first having loved Bendrix. Sarah's narrative describes via negativa of her religious faith: she comes to God only by her own suffering and abstinence. She writes at length about the experiences of her body as they relate to the suffering of Christ, and she argues that her union with Bendrix opened her up for the development of faith.

As Mark Bosco argues, Greene proposes to place the doctrine of the incarnation at the center of his realistic novel, thereby pushing the ramifications of the doctrine to extreme moments of sexual ecstasy and of intense suffering because of the loss of the beloved's body. If God has become human flesh, the logic goes, and then every finite body is a possible conduit of God's grace (Mark Bosco cited in Ravichand and Parthu, 2013: 411).

There is always the idea of the double man in Greene, "There's another man within me that's angry with me"; there is always this duality in man's nature that Greene is concerned with. With Sarah it is the duality of the known physical desire and the unknown spiritual love fighting for supremacy of her soul. *The End of the Affair*, however, reverts to "type" in its portrayal of Greene's obsession. Greene once wrote that every creative writer must have an obsession and up to Brighton Rock (1938), his has been with failure, but in *The End of the Affair*, his obsession has changed to hatred. This novel is heavy with hatred and it is probable that it was a product of some personal crisis. Hatred is one of the escape valves through which Greene's intense feelings escape. Greene, through the medium of his novelist-character Bendrix, writes out of bitter hatred. "What a dull, lifeless quality this bitter hatred is. If I could write with love, but if I could write with love, I would be another man: I would never have lost love". Nevertheless, not all of Bendrix's bitterness comes from hatred; some of it comes from frustrated love.

#### IV. Conclusion

Our daily events have been once again revealed in Graham Greene's *The End of the Affair* through his imaginative construction. Novels revolve around discussion and confession, whether love or other issues. *The End of the Affair* shows the nuances, complexities, depths and strengths of love, how, serious, dynamic, and mighty it is, while also showing how selfish it is and one cannot really have love without hate. One of the issues depicted in the novel is the growing obsession between three central characters: The writer Maurice Bendrix; Sarah Miles; and her husband, Henry Miles.

From my literature review until my conceptual clarification, I have found that love has two facets: true love and obsessive love. True or healthy love is based on the emotion or feeling. The obsessive love is a condition in which one person feels an overwhelming obsessive desire to possess another person toward whom one feels a strong attraction, with an inability to accept failure or rejection. Likewise, this obsessive love has four phases: the attraction phase, the anxious phase, the obsessive phase and finally the destruction phase. Thus, as I have pointed out in chapter three of my research work, I have discovered that some interests one sees in another partner cause obsessive love. This is manifested through the desire in someone to be with his/her partner every time. Finally, it has some consequences on the obsessive lover through which death can follow. In *The End of the Affair*, Greene explores the connections between male-female friendship and sexual relationships. I have found that the growing obsession among the central characters is

manifested throughout the novel. *The End of the Affair* is full of examination of a three-way collision between love of self, love of another, and love of God. *The End of the Affair* does not involve a love triangle; it involves a love among four lovers; the four lovers being Sarah Miles, her husband Henry, Maurice Bendrix and God. Thinking that Bendrix has been killed, Sarah, who is an agnostic, sinks to her knees and promises God that if Bendrix lives she will give him up. She is indeed involved with another lover for whom she has left Bendrix: God. She rationalises that if God does not really exist then she is free to do as she pleases. In order to try to convince herself of God's non-existence, she begins studying with a notorious atheist intellectual. Unfortunately, atheist arguments against the existence of God only convince Sarah that God is real and that she must keep her promise. After finding out that his girlfriend left him for God, who then proceeded to take her away permanently, Bendrix, who has been an atheist, hates God. Bendrix realizes that he cannot hate God and remain an atheist since hate is just the other side of love. In order to hate God, Bendrix must first believe in Him. A big theme of *The End of the Affair* is the nature of faith.

Finally, I can say that Love is based on respect, trust, deep friendship and real communication and realistic expectations whereas obsession is like an addiction. In addition, that obsession can lead the one who is obsessed in a dangerous life that could be ended by death.

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## Transcendent Philosophy: A Comparative Study on Mulla Sadra and Kant

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### Abstract

*In this paper, the author attempts to talk about the truth and objectivity of propositions in practical philosophy through a comparative method and the investigation of the philosophical principles of Kant and Mulla Sadra so as to feature the significance of the standards of the Transcendent Philosophy and investigates the view of both philosophers. It is also an investigation of Kant's refusal of presence as a genuine predicate, from one perspective, and Mulla Sadra's affirmation and exhibition of such predicates, on the other.*

### Keywords

Mulla Sadra; existence; Kant; Nomenon; reason; belief; correlation between reason and belief; transcendental philosophy



### I. Introduction

It is commonly accepted that most influential philosophers of recent centuries in the east and the west are Molla Sadra-ye-Shirazi, and Kant, the renowned German philosopher, respectively. Since the times of Plato, philosophers claimed that knowledge has a sort of special status that a mere belief lacks. For Kant, a true science must convey universality and necessity where each of its components states knowledge and forms a part of a systematic whole. Thus, for Kant, knowledge is universal and fundamental. Kant's transcendental philosophy crucially involves justification of a priori synthetic knowledge. Specifically, in his epistemological project, knowledge comes from the joint work of the sensibility and the understanding. The sensibility provides the materials but it is the understanding that provides the a priori forms that can organize and process the materials. Kant, the modern philosopher, believes that the development of Man's ethical life depends on structuring an ethical framework the standards of which depend on reason and objectivity. Kant believes he can show that aesthetic judgment is not fundamentally different from ordinary theoretical cognition of nature, and he believes he can show that aesthetic judgment has a deep similarity to moral judgment. For these two reasons, Kant claims he can demonstrate that the physical and moral universes – and the philosophies and forms of thought that present them – are not only compatible, but unified.

The only possible account is that the appearance of purposiveness in nature is conditioned by the supersensible realm underlying nature. But this means that beauty is a kind of revelation of the hidden substrate of the world, and that this substrate has a necessary sympathy with our highest human projects. To this, Kant adds a series of important analogies between the activity of aesthetic judgment and the activity of moral judgment. These analyses lead Kant to claim that beauty is the 'symbol of morality'. Kant's Critique of Judgment (the third Critique) was and continues to be a surprise - even to Kant, for it emerged out of Kant's philosophical activity having not been a part of the original plan. (For an account of Kant's

first two Critiques, please see the entry on 'Kant's Metaphysics'.) Some philosophers have even claimed that it is the product of the onset of senility in Kant. After initial enthusiasm during the romantic period, the book was relatively ignored until work such as Cassirer's in the early 20th Century. Especially in the last few decades, however, the Critique of Judgment is being increasingly seen as a major and profound work in Kant's output.

Part of the surprise lies in the diversity of topics Kant deals with. For much of the previous two centuries the book was read - and it still is largely read in this way - as a book about aesthetics (the philosophy of the beautiful and the sublime). In fact this type of reading by no means adequately reflects Kant's explicit themes, and is forced to ignore much of the text. Here, we shall try to sketch out the range of topics and purposes (including aesthetics) Kant gives to his third Critique.

Obviously, a precise understanding of every thinker's viewpoint depends on an understanding of his intellectual foundations; therefore, if we want to acquire each scholar's view in a particular domain, first we must consider his intellectual foundations in order to understand his viewpoint. In the present paper aiming to investigate Sadra's thought regarding the language of religion, to achieve Sadra's standpoint in this area, it is necessary to examine the principles and basics of this Transcendent philosophy; since this discussion was never considered in the present form during Sadra's time, thus, first, we will investigate Sadra's philosophical principles and basics relating to this discussion.

According to Mulla Sadra, "existence precedes the essence and is thus principal since something has to exist first and then have an essence." It is notable that for Mulla Sadra this was a question that specifically applied to God and God's position in the universe, especially in the context of reconciling God's position in the Qur'an versus cosmological philosophies of Islam's Golden Era. Mulla Sadra metaphysics gave priority "Ab initio" to existence, over quiddity. That is to say, essences are determined and variable according to existential "intensity", (to use Henry Corbin's definition), and as such essences are not immutable. The advantage to this schema is that it is acceptable to the fundamental statements of the Qur'an, even as it does not necessarily debilitate any previous Islamic philosopher's Aristotelian or Platonic foundations.

Indeed, Mulla Sadra provides immutability only to God, while intrinsically linking essence and existence to each other, and God's power over existence. In so doing, Mulla Sadra simultaneously provided for God's authority over all things, while also solving the problem of God's knowledge of particulars, including those that are evil, without being inherently responsible for them even as God's authority over the existence of existences that provide the framework for evil to exist. This clever solution provides for Freedom of Will, God's Supremacy, the Infiniteness of God's Knowledge, the existence of Evil, and a definition of existence and essence which leaves two inextricably linked insofar as Man is concerned, but fundamentally separate insofar as God is concerned. Perhaps most importantly, the Primacy of Existence solution provides the capacity for God's Judgement without God being directly, or indirectly, affected by the evil being judged. God does not need to possess Sin to know Sin: God is able to judge the intensity of Sin as God perceives Existence. One result of this Existentialism is "The unity of the intellect and the intelligible" (Arabic: Ittihad al-Aaql wa l-Maql. As Henry Corbin describes:

All the levels of the modes of being and perception are governed by the same law of unity, which at the level of the intelligible world is the unity of intellection, of the intelligizing subject, and of the Form intelligized the same unity as that of love, lover and beloved. Within this perspective we can perceive what Sadra meant by the unitive union of

the human soul, in the supreme awareness of its acts of knowledge, with the active Intelligence which is the Holy Spirit. It is never a question of an arithmetical unity, but of an intelligible unity permitting the reciprocity which allows us to understand that, in the soul which it metamorphoses, the Form—or Idea—intelligized by the active Intelligence is a Form which intelligizes itself, and that as a result the active Intelligence or Holy Spirit intelligizes itself in the soul's act of intellection. Reciprocally, the soul, as a Form intelligizing itself, intelligizes itself as a Form intelligized by the active Intelligence.

For Mulla Sadra a true statement is a statement that is true to the concrete facts in existence. He held a metaphysical and not a formal idea of truth, claiming that the world consists of mind-independent objects that are always true and truth is not what is rationally acceptable within a certain theory of description. In Mulla Sadra's view one cannot have access to the reality of being: only linguistic analysis is available. This theory of Truth has two levels: the claim that a proposition is true if it corresponds to things in reality; and that a proposition can be true if it conforms with the actual thing itself.

## II. Research Method

In the *Critique of Pure Reason* Kant argues that space and time are merely formal features of how we perceive objects, not things in themselves that exist independently of us, or properties or relations among them. Objects in space and time are said to be “appearances”, and he argues that we know nothing of substance about the things in themselves of which they are appearances. Kant calls this doctrine (or set of doctrines) “transcendental idealism”, and ever since the publication of the first edition of the *Critique of Pure Reason* in 1781, Kant's readers have wondered, and debated, what exactly transcendental idealism is, and have developed quite different interpretations. Some, including many of Kant's contemporaries, interpret transcendental idealism as essentially a form of phenomenalism, similar in some respects to that of Berkeley, while others think that it is not a metaphysical or ontological theory at all. There is probably no major interpretive question in Kant's philosophy on which there is so little consensus. This entry provides an introduction to the most important Kantian texts, as well as the interpretive and philosophical issues surrounding them. One promising place to begin understanding transcendental idealism is to look at the other philosophical positions from which Kant distinguishes it. In the “Fourth Paralogism”, he distinguishes transcendental idealism from transcendental realism:

To this [transcendental] idealism is opposed transcendental realism, which regards space and time as something given in themselves (independent of our sensibility). The transcendental realist therefore represents outer appearances (if their reality is conceded) as things in themselves [*Dinge an sich selbst*], which would exist independently of us and our sensibility and thus would also be outside us according to pure concepts of the understanding. (*Critique of Pure Reason*, 369)

Transcendental realism, according to this passage, is the view that objects in space and time exist independently of our experience of them, while transcendental idealism denies this. This point is reiterated later in the *Critique* when Kant writes:

We have sufficiently proved in the Transcendental Aesthetic that everything intuited in space or in time, hence all objects of an experience possible for us, are nothing but appearances, i.e., mere representations, which, as they are represented, as extended beings or series of alterations, have outside our thoughts no existence grounded in

itself. This doctrine I call transcendental idealism. The realist, in the transcendental signification, makes these modifications of our sensibility into things subsisting in themselves, and hence makes mere representations into things in themselves. (519)

Kant also distinguishes transcendental idealism from another position he calls “empirical idealism”:

One would also do us an injustice if one tried to ascribe to us that long-decried empirical idealism that, while assuming the proper reality of space, denies the existence of extended beings in it, or at least finds this existence doubtful, and so in this respect admits no satisfactorily provable distinction between dream and truth. As to the appearances of inner sense in time, it finds no difficulty in them as real things, indeed, it even asserts that this inner experience and it alone gives sufficient proof of the real existence of their object (in itself) along with all this time-determination. (519)

Empirical idealism, as Kant here characterizes it, is the view that all we know immediately (non-inferentially) is the existence of our own minds and our temporally ordered mental states, while we can only infer the existence of objects “outside” us in space. Since the inference from a known effect to an unknown cause is always uncertain, the empirical idealist concludes we cannot know that objects exist outside us in space. Kant typically distinguishes two varieties of empirical idealism: dogmatic idealism, which claims that objects in space do not exist, and problematic idealism, which claims that objects in space may exist, but we cannot know whether they do. Although he is never mentioned by name in the A Edition, Berkeley seems to be Kant’s paradigm dogmatic idealist, while Descartes is named as the paradigm problematic idealist.

Transcendental idealism is a form of empirical realism because it entails that we have immediate (non-inferential) and certain knowledge of the existence of objects in space merely through self-consciousness:

[...] external objects (bodies) are merely appearances, hence also nothing other than a species of my representations, whose objects are something only through these representations, but are nothing separated from them. Thus external things exist as well as my self, and indeed both exist on the immediate testimony of my self-consciousness, only with this difference: the representation of my Self, as the thinking subject is related merely to inner sense, but the representations that designate extended beings are also related to outer sense. I am no more necessitated to draw inferences in respect of the reality of external objects than I am in regard to the reality of my inner sense (my thoughts), for in both cases they are nothing but representations, the immediate perception (consciousness) of which is at the same time a sufficient proof of their reality. (370–1)

Merely through self-conscious introspection I can know that I have representations with certain contents and since appearances are “nothing other than a species of my representations” this constitutes immediate and certain knowledge of the existence of objects in space. Understanding transcendental idealism requires understanding the precise sense in which things in themselves are, and appearances are not, “external to” or “independent” of the mind and Kant draws a helpful distinction between two senses in which objects can be “outside me”:

But since the expression outside us carries with it an unavoidable ambiguity, since it sometimes signifies something that, as a thing in itself [*Ding an sich selbst*], exists distinct from us and sometimes merely that belongs to outer appearance, then in order to escape

uncertainty and use this concept in the latter significance—in which it is taken in the proper psychological question about the reality of our outer intuition—we will distinguish empirically external objects from those that might be called “external” in the transcendental sense, by directly calling them “things that are to be encountered in space”. (373)

In the transcendental sense, an object is “outside me” when its existence does not depend (even partly) on my representations of it. The empirical sense of “outside me” depends upon the distinction between outer and inner sense. Inner sense is the sensible intuition of my inner states (which are themselves appearances); time is the form of inner sense, meaning that all the states we intuit in inner sense are temporally ordered. Outer sense is the sensible intuition of objects that are not my inner states; space is the form of outer sense. In the empirical sense, “outer” simply refers to objects of outer sense, objects in space. Transcendental idealism is the view that objects in space are “outer” in the empirical sense but not in the transcendental sense. Things in themselves are transcendently “outer” but appearances are not.

There are realities in the external world. These realities are not more than one unity and one thing. This is the human mind that divides the external reality into two points of essence and existence (being). Because of this, it becomes necessary that the external reality also be both unique and not unique. According to the previous premises, wisdom commands that one of these dimensions either essence or being, is real and exists objectively. After an intellectual analysis that, for example, human nature is a talking animal, it leads to a conclusion that in nature there is no place for being and realization. The reason states that it has been given reality by being created by the creator. Essence, by itself, and even regarding its relation to the creator, cannot be as a fact, because it entails revolution in essence by itself which is impossible unless something is given to essence so that it could not be *nothing*. Hence, it is being that essence could be realized by endowment of being and existence.

### III. Discussion

Immanuel Kant is an 18th century German philosopher whose work initiated dramatic changes in the fields of epistemology, metaphysics, ethics, aesthetics, and teleology. Like many Enlightenment thinkers, he holds our mental faculty of reason in high esteem; he believes that it is our reason that invests the world we experience with structure. In his works on aesthetics and teleology, he argues that it is our faculty of judgment that enables us to have experience of beauty and grasp those experiences as part of an ordered, natural world with purpose. The first thing to note is Kant claims that reason is the arbiter of truth in all judgments empirical as well as metaphysical. Unfortunately, he barely develops this thought, and the issue has attracted surprisingly little attention in the literature. Along these lines, it would be free from any sort of subjectivity and individual inclination, which harmed the ethical arrangement of his period. The main suggestion which appreciates these highlights is the absolute objective. Presently, the issue is the manner by which Kant legitimizes the objectivity and truth of this goal. The same principle of reasoned unity also applies to judgments that are not readily decided by everyday experience. Why are we sure that the sun does not orbit the earth, despite all appearances? To answer such questions, we need to consider reason’s role in scientific knowledge. Kant (1990) in *Kant’s theory of judgment* claims that reason is “the origin of certain concepts and principles” (Paul Guyer and Allen W. Wood, 103-104). Kant claims that reason is “the origin of certain concepts and principles” (355). Independent from those of sensibility and understanding. Kant refers to these as

“transcendental ideas” or “ideas of pure reason”. And he now defines reason as a “faculty of principles” or the “faculty of the unity of the rules of understanding under principles” (358). In practical philosophy, the ethical subject gives law to herself as well. So the ethical subject is a lawgiver. But the two laws that the cognitive subject and the practical subject give are of fundamentally different types. The laws of nature are deterministic causal laws, but the laws of actions are the laws of freedom. The human knowledge is confined to the deterministic natural world but the ethical subject is able to act freely beyond nature. Thus, there arises a discrepancy between nature and freedom. In this way, we can see that there emerges a cleavage between theoretical reason and practical reason in Kant’s project. Thus, in response to the question “What may I hope?” Kant answers that we human beings may hope that our souls are immortal and that there really is a God who designed the world in accordance with principles of justice. (*Critique of Pure Reason*, 832 - 847).

Another inquiry is the way this issue is replied in Mulla Sadra's Islamic logic. In his *Critique of Practical Reason*, Kant keeps up that functional issues are established in the ethical law and attempts to legitimize them by turning to pragmatic reason and the idea of opportunity. In spite of the fact that Kant's talks in the field of rationality of morals continue in a manner to show nomena and, especially, freedom, he considers them to be among axioms. This implies the practical reason and opportunity just legitimize the useful plausibility of good experience and other commonsense fields. In other words, conceding the truth of the brains and opportunity is simply founded on belief and faith, therefore, moral recommendations are judicious as opposed to cognitional. In Mulla Sadra's *Transcendent Philosophy*, practical propositions in individual and social fields are created dependent on practical reason while attending of its association with hypothetical reason. In addition, the domains of both hypothesis and practice originate from the deepest of the spirit and are known through presential learning. Accordingly, all psychological and judicious recognitions are identified with reality of the great and its evaluations as an ontological issue. Along these lines, the objectivity and truth of these propositions are advocated not founded on specific axioms but rather by falling back on the possibility of the presential knowledge of the universe of fact itself. The Sadraddin Shirazi thoughts in theory are viewed as a standout amongst the most valuable pearls in the treasury of the Muslim idea. Having basically improved an agreeing circle of the philosophical learning he has a place with those logicians who unquestionably involved their very own position in its history. His actual commitment to philosophy brought about setting up the School of Philosophy.

The ideas of Reason and Belief which are believed to be the central issues in S. Shirazi's logic are investigated in the article. It was uncovered a sphere of their inclusion and connection also. The present research is gone for discovering the Truth which can turn into a base for the new logic pattern. The examination depended on the parts of examination, connection just as the philosophical views by Shirazi on the issues of Reason and Belief. These two issues have been interrelated to one another through the history. Because of near studies it was cleared up that in spite of the undeniable contrast between these two categories they have ended up being opposite sides of a similar Truth.

#### IV. Conclusion

In conclusion, the subject of “presence as a predicate” “acknowledges an astounding criticalness from the chronicled and close motivation behind view. Kant, the unmistakable German academic stated that presence couldn't be an authentic predicate for its own one of a

kind subject, since presence isn't a thought that could add anything to an item. Mulla Sadra, the incomparable Muslim Scholar, has recognized the idea of being as an autonomous, and predicative idea. Based on his philosophical position "the principality of being" shows that what is principal in the outside the truth is "presence" as opposed to "quiddity", he is very not quite the same as the philosophical view purpose of Kant. The being that is connected by Mulla Sadra, as other Muslim Logicians, as a predicate in the existential suggestion is entirely unexpected from that of Kant. Molasadra believed that what is in the world, its example is in the spiritual world and what is in spiritual world its example is in the divine world, then it is stated that nothing is created in existence world unless its example is in human being, as Molasadra considered various degrees and inner and outer for the existence, the same degrees are considered for human being. Based on this theory, he attempted that relationship between mind and full unity is not established, recognition and knowledge are not achieved. The human being existence is not limited to nature world, also, it has special signs before this world and after it and in each aspect a form and actuality in accordance with that world, it is obvious that recognizing the reality of such being that is not stopped in a level and is changing always is difficult and this difficulty caused many various views (Molasadra, 343).

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## The Implementation of Nonprofit Principles toward Foundation Property Management

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### Abstract

*Foundation as a legal entity means that foundation as a legal subject has a property that is separated by civil law so that the foundation property is useful to achieve the goals and objectives of the foundation and not for profit. The nonprofit principle means that the existing capital is not processed for profit, but rather activities that benefit the community. Foundation property, whether in the form of money, goods or other properties obtained by a foundation under the Foundation Law, is prohibited from being transferred or distributed directly in the form of salaries, wages, or honoraria or other forms that can be valued in cash with Governing Board, Executive Board, and Supervisory Board. The implementation of the foundation's principles in managing the foundation property must be adjusted to the condition of the foundation set out in the Statutes and Bylaws based on the foundation's principles which are Transparency, Accountability, and Publicity.*

### Keywords

Nonprofit principles  
foundation properties  
foundation



### I. Introduction

Foundation is a legal entity consisting of properties that are separated and destined to achieve certain goals and objectives. Foundation as a legal entity means a foundation as a legal subject has a property that is separated by civil law so that the foundation property is useful to achieve the goals and objectives of the foundation and not for profit. Foundation has the specific aims and objectives in the social, religious and humanitarian fields that do not have members and can take legal action by separating a foundation property from its founder, but at present, there are still some foundations that do not apply the foundation's principles in managing the foundation property so that the goals of the foundation be looking for profit and not doing social business.

Foundation is a nonprofit-oriented legal entity, which is generally established by one or more people or is established based on a will so that there is a separation of properties from its founder and aims in the social field. Based on the principle of non-profit oriented, foundation is not looking for profits, but capital obtained from social funds aimed at community use, in Article 5 paragraph (1) of Law Number 28 of 2004 concerning Amendments to Law Number 16 of 2001 Regarding the Foundation (abbreviated as Law R1 28 of 2004 concerning the Foundation) stated that the foundation's property in the form of money, goods, and other properties obtained by the Foundation under this Law, is prohibited from being transferred or distributed directly or indirectly, whether in the form of salary, wages, or honorarium, or other forms that can be valued in cash to the Governing Board, Executive Board, and Supervisory Board.

The exception for administrators get wages, salaries or honoraria specified in the Articles of Association that have been adjusted to the wealth of the Foundation, in the case of Executive Board or Manager of Foundation:

- It is not the founder of the Foundation and is not affiliated with the Founder, Executive Board or Supervisory Board;
- Implement direct and full management of the Foundation.

The non-profit principle means that the existing capital is not processed for profit, but rather activities that benefit the community. This is regulated in Law No. 28/2004 concerning Foundation strictly regulates that the establishment of foundations are not for profit, but as referred to in Article 1 number (1) concerning the definition of foundation, it is the aim of foundations in the social, religious and humanitarian fields. Based on Article 3 paragraph (2) states that the foundation must not share the results of business activities with the Governing Board, Executive Board, and Supervisory Board. The three organs of the foundation may not seek profit in a foundation institution.

Foundation property based on Article 5 paragraph (1) is in the form of money, goods or other properties obtained by a foundation under the Foundation Law, is prohibited from being transferred or distributed directly in the form of salary, wages, or honorarium or other forms that can be valued in money to the Governing Board, Executive Board and Supervisory Board. Therefore, the foundation is not known as profit sharing and if the foundation is dispersed, the remaining property of the foundation cannot be returned to the founder but it must be transferred to the foundation that has the same goal or returned to the state.

Based on the above description, the researcher is interested in discussing "How to Implement the Nonprofit Principles to the Foundation Property Management".

## II. Review of Literature

### 2.1 Legal Entity Theory

Some theories about legal entities, namely:

#### a. Fiction Theory

The pioneer of this theory was a German scholar, Fredrich Carl Von Savigny, he stated that only humans have the will, the legal entity is actually not there, many people turn on their shadows to explain something and occur because humans make based on the law or in other words, is made by law or person ficta. According to this theory, wealth is managed with a specific purpose. In short, what is called the rights of legal entities are actually rights without legal subjects. Therefore, wealth that is bound by a goal is as a substitute.

#### b. Organ Theory

This theory emerged as a reaction from the fiction theory of Von Savigny above, this theory was put forward by Otto Von Gierke, and he stated that legal entity is like a human being, becoming really existed in the association of law. Legal entity is a body that forms its will with the tools or organs of the body, what is decided by the instrument is the will of the legal entity itself. Therefore, legal entity is actually evident in its quality as a legal subject.

#### c. Properties Due to Position Theory (Leer van het ambfelijk vermogen)

This theory was proposed by Holder and Binder. This theory mentioned that legal entity is an independent asset, which is owned by the legal entity but by its management and because of his position, he/she is given the task of managing the properties.

#### d. Theory of Joint Wealth (Propriete Collective)

This theory was taught by Molegraf, Marcel Planiol, and Rudolf Von Ihering. This theory holds that legal entity is in the interest of all its members. It is an abstraction legal entity and not an organization. In essence, the rights and obligations of legal entities are the rights and obligations of members together. They are jointly responsible, the properties of the agency are shared properties. The members come together as one entity and form personally called a legal entity.

#### e. Properties Aims Theory

This theory was proposed by A Brinz and Van der Heidjen. This theory mentioned that only humans can become legal subjects because legal entity is not legal subjects and the rights granted to a legal entity are essentially rights with no legal subject.

#### f. Juridical Properties Theory

This theory was a refinement of organ theory. This theory was put forward by E.M. Majers and Paul Scholten. According to Majers, legal entity cannot be touched, not imaginary, but a juridical reality, but a simple theory of reality means to emphasize that in equating human beings with legal entity is limited to the legal field. The division of legal entity based on to its field, and based on the nature of the legal entity is divided into 2 (two), namely:

- Corporate
- Foundation.

According to Utrecht, corporate is a combination of people who in legal association act together as a legal subject themselves. Corporate is a legal entity whose members have their own rights and obligations separate from the rights and obligations of their respective members. While foundation is any property that does not constitute the property of a person or body property and which is given a specific purpose. In legal association, the foundation acts as a supporter of its own rights and obligations.

The fundamental difference between foundation and corporate is that they become legal entities without members, but the foundation has an administrator who manages the property and organizes its goals.

## 2.2 Review of the Foundation

### a. Understanding the Foundation

The foundation was known since the days of the Dutch East Indies until today by the people of Indonesia. Foundation grows, lives and develops as institutionalized non-profit activities. Legal entity recognition for the Foundation in Indonesia was initially based only on customs and jurisprudence because no provisions were governing it. But in practice, the Foundation is a body that runs a business that engages in all kinds of business entities, both those engaged in non-commercial businesses and those that are indirectly commercial. In Dutch, foundation is called Stichting, which can be found in several provisions of the Civil Code including Article 367, Article 899, Article 900 and Article 1680. In applicable legal practice, the foundation must be established with a notarial deed as a condition for the formation of the foundation so that there is a separation of assets that cannot be controlled by the founder anymore.

Based on customary law, the characteristics of a foundation can be stated as law as follows:

- The existence of foundations as legal entities in Indonesia has not been based on applicable laws and regulations;
- The recognition of foundations as a legal entity has a strictly legal basis in contrast to PT (Private Company/Limited Liability Company), Cooperate and other legal entities;
- Foundation is formed by separating the founder's personal property for non-profit purposes, for religious, social-religious, humanitarian and other purposes;
- Foundation is established by notarial deed or by decree of the official concerned with the founding of the foundation:
- The foundation does not have members and is not owned by anyone, but has a manager or organ to realize the goals of the foundation;
- The foundation has an independent position, as a result of the existence of separate property and personal property of the founder or its management and has its own goals different or separated from the personal goals of the founder or management;
- Foundation is recognized as legal entities as persons recognized as independent legal subjects who can carry rights and obligations, is established by deed and registered;
- The foundation can be dissolved by the Court if the purpose of the foundation is against the law and can be liquidated or declared bankrupt.

#### b. Foundation according to the Law

The law governing the Foundation was first passed on August 6, 2001, namely the Law of the Republic of Indonesia Number 16 of 2001. Before the birth of the Foundation Law, the establishment of the Foundation in Indonesia was based on custom, doctrine, and jurisprudence. This was explained that:

- Habit IS human actions that are carried out repeatedly about matters of behavior that are accepted by a society that is always carried out by other people in such a way so that it assumes that it must indeed be so;
- Doctrine is the decision of the previous judge which is used as material for consideration by the next judge in making decisions;
- Jurisprudence is the opinion of a prominent legal scholar whose influence on the judge in making his decision.

The Law of the Republic of Indonesia Number 16 of 2001 concerning the Foundation is expected to be able to overcome various problems regarding the foundation, but in its development, the Act has not been able to meet the needs and development of law in the community. Therefore, a change law is formed which is expected to guarantee legal certainty and order, as well as provide a good understanding of the community.

The adoption of the Law of the Republic of Indonesia Number 28 of 2004 concerning Amendments to the Law of the Republic of Indonesia Number 16 of 2001 concerning this Foundation, all matters regarding foundations and the understanding of foundations are expected to be clear. While, based on Article 1 paragraph (1), the foundation is a legal entity consisting of assets separated and designated to achieve certain objectives in the social, religious and humanitarian fields and does not have members. From the description above confirms that the status of the foundation is a legal entity and provides legal certainty in the community. The position of the foundation as a legal entity through a system or procedure of endorsement from the government (Ministry of Law and Human Rights of the Republic of Indonesia) based on Article 11 paragraph (1), namely the foundation obtained legal entity status after the deed of establishment of the Foundation as referred to in Article 9 paragraph (2) obtain authorization from the Minister.

Fred BG Tumbuan examined that the foundation as intended by Law Number 16 of 2001 on Foundations, it stated that unlike humans who can act on their own, the foundation as a legal entity is an independent legal subject that can only do deeds not by human intermediaries as their representatives namely through organs foundation to achieve the goals of the foundation's establishment.

### c. Foundation Legal Principles

Some of the Principles in the Foundation according to the Law of the Republic of Indonesia Number 16 of 2001 concerning Foundations and the Republic of Indonesia Law Number 28 of 2004, include:

- Foundations as non-profit institutions;
- Founder of the Foundation declaratively;
- Formally the establishment of the foundation must be with a notarial deed
- The foundation as a legal entity after obtaining authorization from the Minister;
- Legal actions were undertaken by the Management on behalf of the Foundation before the Foundation obtains a legal entity are the responsibility of the management in a joint responsibility;
- The Foundation can establish or participate in business activities to achieve its aims and objectives and does not conflict with public order, decency and/or legislation in force, the participation is at most 25% of the value of the entire properties of the Foundation
- Foundation property is prohibited from being transferred or distributed to Foundation Organs, employees or other parties that have direct or indirect interests in the Foundation or other forms that can be valued in money;
- Foundation Managers receive salaries, wages or honoraria determined by the Governing Board according to the Foundation's property capabilities, with the following limitations:
  - The management concerned is not the founder of the foundation and is not affiliated with the Foundation's organs;
  - Implement direct and full management of the Foundation.
- The aims and objectives of the foundation cannot be changed;
- The Statutes of the Foundation can be changed based on the decision of the Governing Board if it is attended by 2/3 of the number of members of the Governing Board;
- There is no concurrent positions in the organ of the Foundation.
- Positions in the Foundation (as Governing Board, Supervisory Board, Executive Board personally/individually) or not in certain capacity positions;
- If there is an ultra vis or act against the law, the Foundation board members are personally responsible or for the loss, both towards the Foundation and third parties;
- If the foundation is liquidated, the remaining liquidation proceeds are handed over to other foundations that have the same aims and objectives as the dissolved foundation if this matter is regulated in the Law on the Legal Entity, if not done so, the remaining assets shall be handed over to the state and its use is carried out in accordance with the aims and objectives of the foundation;
- Each Foundation organ that transfers or directly or indirectly distributes the Foundation's assets to the Foundation's organs, employees or other parties having a Foundation interest shall be sentenced to a maximum imprisonment of 5 (five) years

and convicted with additional crimes in the form of obligation to return money, goods or wealth of the Foundation transferred or distributed;

- Foundations cannot be transferred (inherited/bought/sold).

#### d. Aims and Objectives of the Foundation

In article 1 number 1 of RI Law Number 16 of 2001 Concerning the Foundation confirms that the Foundation's objectives are only 3 (three) sectors, namely:

- Social Sector

Foundation in the social sector is based on their form and type which is engaged in formal social institutions, primary and secondary educational institutions. This is the type of foundation that will be in the form of a nursing home, polyclinic, hospital, orphanage, research and laboratory which can later support the movement and development of science.

- Humanitarian Sector

This foundation which is active in the social sector is a foundation that will provide assistance and care for various humanitarian actions. Such as assisting refugees, victims of various natural disasters, the poor, the homeless, the construction of funeral homes and open houses so that they can become an organization that preserves and provides protection to those in need.

- Religious Sector

The foundation will manage various houses of worship, madrassas, several Islamic boarding schools, and other religious-related places.

### III. Discussion

Based on Article 2 of the Foundation Law, foundation has organs that consist of the Governing Board, Executive Board, and Supervisory Board. There are only 3 (three) foundation organs, these are intended that there is no other organs formed by the founder that is not based on the Foundation Law. The following are the responsibilities and duties of the authority of each foundation organ:

#### 3.1 Governing Board

In Article 28 of the Law of the Republic of Indonesia Number 16 of 2001 concerning Foundations, the authorities of the Governing Board are:

- a. Governing Board is foundation organs that have authority to not left to the Executive Board or Supervisory Board by this Law or Statutes;
- b. The authority referred to in paragraph (1) includes:
  - Decision regarding amendments to the Statutes;
  - Appointment and dismissal of members of the Executive Board and Supervisory Board members;
  - Appropriate general policies of the Foundation based on the Statutes of the Foundation;
  - Approval of the Foundation's annual work program and draft budget; and
  - Decision on the merger or dissolution of the Foundation.

### **3.2 Executive Board**

In Article 31 paragraph (1) of the Foundation Law, it does not explain the authority of the Executive Board, but the Executive Board in charge. Executive Board is a foundation organ that carries out the management of the Foundation only for the benefit of the foundation, the Executive Board while carrying out the duties which are considered by the Governing Board to be detrimental to the Foundation based on the decision of the Governing Board meeting, it can be dismissed before the management period ends.

### **3.3 Supervisory Board**

In Article 40 paragraph (1) of the Foundation Law, it does not stipulate the Supervisory Board authority, but the duties of the Supervisory Board. Supervisory Board is the organ of the Foundation that is in charge of conducting supervision and giving advice to the Executive Board in carrying out Foundation activities.

The implementation of the foundation's principles in managing the property of the foundation consists of 2 (two) models of the foundation, namely non-operational foundations, which means that foundation is engaged in the social field, but this foundation is not directly active in the relevant social fields, but their activities are merely collecting funds through alms to generate fundraising which will be donated in social activities organized by other parties. While operational foundation is foundations that are directly engaged in organizing their own social activities such as organizing schools, hospitals, orphanages, and other social activities.

Based on Law No. 28/2004 concerning the distribution of foundation property is permitted only to managers who are not the founder of the foundation, are not affiliated with the Governing Board, Executive Board, and Supervisory Board who carry out the foundation's management directly. According to Mansaray (2019) Performance management practice is concern with the assessment and development of people at work. The practice has developed to be one of the most important features of today's operative organizations. The distribution of property must be adjusted to the condition of the foundations set out in the Statutes and Bylaws of each foundation, thus, ensuring certainty and law order so that the foundation functions in accordance with the aims and objectives based on the foundation's principles of openness and accountability.

## **IV. Conclusion**

Law Number 28 of 2004 concerning Foundations regulating the property of foundations is prohibited to be transferred or distributed directly or indirectly in the form of salaries, wages or salaries in other forms that can be valued in cash to the Governing Board, Executive Board, and Supervisory Board. Giving foundation property is only to the executor of daily activities that are not affiliated with the founder, Governing Board and Supervisory Board as well as direct and full management based on the foundation's ability that has been set in the Statutes and Bylaws in accordance with the foundation's principles, i.e. Transparency, Accountability and Publicity.

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## Religion and Democracy: Perspective of Abdurrahman Wahid

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### Abstract

*This paper describes the thoughts of Abdurrahman Wahid (Gus Dur) about religion and democracy. Abducting Abdurrahman's thoughts about religion and democracy today is not only relevant, but important, especially in the midst of various radicalism issues that are currently being discussed today. The issue of radicalism which is generally directed at Muslims is suspected because of the desire of a group of Muslims to make Islam appear in its formal form in this country, in other words they want to make Indonesia an Islamic state. This desire which was opposed by Abdurrahman by considering the plurality of the nation, especially according to Abdurrahman, there is no standard provision of the state in Islam. By using library data, it is concluded that specifically in seeing the relationship between Islam and democracy there are three kinds of responses, namely integrative, facultative, and confrontational. In addition, Abdurrahman firmly said that Islam does not need to be present in a formal form in this country, just enough substance that is when Islamic values are realized in democracy, because the teachings of democracy do exist in Islam.*

### Keywords

Religion; democracy;  
Islam Abdurrahman  
Wahid



### I. Introduction

Democracy is an interesting topic to be discussed, both by academics and politicians, even by ordinary people. Whatever process happens in the main country, it is always associated with democracy. Yes, since it was first applied in its home country, Greece, this system is considered more likely to realize a better state of life compared to the previous systems that already exist. This belief is not without reason. "A sovereign people", that is what is considered to make the country can realize true prosperity, guaranteed human rights and freedom of speech.

Democracy is basically implemented in a country with the aim of appreciating the interests of the people, not the interests of the authorities. Indeed, a leader in a democratic country is only the bearer of the mandate and which accelerates while ensuring the fulfillment of the rights of citizens, ensuring justice, as well as equitable distribution of development results. When people are sovereign, whatever is deemed incompatible with the interests and aspirations of the people, then it must be abolished. That is ideally.

So many countries have made democracy their system of government, and so many models of democracy in the world. Even though democracy is the same, it turns out that the models of democracy that are applied in each of the countries are not the same. Basically democratization suggests the changing process to strengthen the sovereign of people as according to democratic value. Democratization also can be defined as a process to a more democratic action, signed by the ending of authoritarian realm, constructing a democratic realm and the occurrence democratic realm's consolidation. There are those who implement liberal democracy, there are also socialist democracies. Indonesia did not even implement one

of the two models. Indonesia, as said by Sukarno, implemented Pancasila democracy, meaning democracy based on Pancasila, the basis of the Indonesian state.

Uniquely, the democratic model adopted in Indonesia, was quipped by Abdurrahman by saying, that Indonesia is a no-nonsense, not a capitalist, but not a socialist country. Yes, that is unique to Indonesia, but that is the uniqueness of Indonesia's identity in the midst of the diversity of countries in the world.

At first glance, this expression shows both distrust and ridicule of the democratic model that Indonesia practices, but on the other hand it shows Gus Dur's honesty in assessing his own country as well as the uniqueness of his way of thinking. Abdurrahman was indeed unique, often making strange statements, and Gus Dur did not care about people's judgment on him. Gus Dur will continue to run with his own thoughts, with his own beliefs. Gus Dur's attitude and way of thinking is one of the things that makes Gus Dur interesting to talk about. His thoughts which for some people are considered strange and even strange, on the other hand for those who really understand him are considered to think beyond his time, as one of the kiai from Pandeglang reiterated by Yenni Wahid in an interview on television on the Kick show Andy.

## **II. Review of Literature**

### **Gus Dur the True Democrat**

Abdurrahman Wahid, familiarly called Gus Dur, was born in Denanyar on 4 August 1940 on Friday. This figure who had been the fourth President of the Republic of Indonesia was known as a figure with a myriad of abilities, experiences and designations. He was a scholar, politician, culturalist, father of pluralism and humanist. Born of the offspring of the cleric, the famous kiai. His father Wahid Hasyim was not only a cleric but had been Minister of Religion during the Soekarno era. His father's grandfather was a well-known and influential kiai, kiai Hasyim Asy'ari, owner and founder of the Tebuireng pesantren, Jombang, a pesantren which until now has remained strong and has produced prominent scholars in the country. Kiai Haji Hasyim Asy'ari is the founder of Nahdlatul Ulama, a well-known Islamic religious organization in the country. His maternal grandfather, kiai Bisri Syansuri, was also a prominent cleric, founder of the pesantren Denanyar. Kiai Bisri Syansuri was also active in NU and raised this most-member organization.

Gus Dur's life and education background is quite rich. Since childhood, Abdurrahman was familiar with the life of the pesantren, and studied religion from his two grandfathers, but he also had a good general education. It shows clearly how Abdurrahman had a good religious education and general education since he was a child. No wonder then that Gus Dur's knowledge was very rich which was reflected in his writings. Abdurrahman was able to write and analyze straightforwardly the problems from the political, social, economic, moral, even sports issues, especially soccer, the sport that he was most interested in. That is why, according to Ahmad Wahib's diary, it is said that "Gus Dur is not a sociologist, not a politician, not a politician, not an artist, not a culturalist, not a religious person, not a feminist, and also not a thinker, but Gus Dur is everything ".

Gus Dur's track record is very broad, but as revealed in the Editor's Introduction to the book *Beyond The Symbols*, Gus Dur's writings since the 1970s feel a deep reflective nuance for several branches of science, but he does not appear to be an expert in one field of science. Even so, he studied so many objects of study interestingly, sharply with clever ideas, but still short and incomplete. Gus Dur as the initiator and thinker is indeed very advanced and

creative to throw new things, but everything can be said to be related to his desire to realize the true democracy in his country.

As a thinker and activist, Abdurrahman was very intense in talking about democracy, and even fought for it. During the Soeharto government, Abdurrahman founded the Democracy Forum, a New Order policy suppressor organization which was known to be active in criticizing the government. It can be said that Abdurrahman spent a quarter of a century more time as a democracy fighter. His greatest struggle to realize democracy is when he successfully deals with the Aceh and Papua conflicts. Through a personal and psychological dialogue approach, Abdurrahman successfully re-embraced GAM activists (Free Aceh Movement), and OPM (Free Papua Organization), so that both (Aceh and Papua) did not become free.

Because of his democratic attitude as well, Abdurrahman easily left the presidential palace when the MPR impeached him, as though without a burden, even Abdurrahman detained and forbade his followers to take action against the MPR's decision. Gus Dur revealed in the preface to the book L.Misbah Hidayat, Administrative Reform; A Comparative Study of the Three Presidents that although Abdurrahman received written support from 3000,000 to retain his presidency, Abdurrahman chose to be removed from office to avoid civil war.

### III. Discussion

#### 3.1 Gus Dur's Democracy

Gus Dur was undoubtedly a democracy fighter. The desired form of democracy is fought through writing and real activities. Likewise, if divided periodically, in the 1970s to 1980s, the periods during which Gus Dur was very productive and creative in writing, could be called Gus Dur's "scientific period". At this time Abdurrahman was devoted to writing using social science methodologies, especially anthropology, with a focus on writing on cultural, socio-political, and religious issues directly related to the life of pesantren. This could be understood because those periods were the periods where Gus Dur was directly involved in the life of the pesantren, because Gus Dur was indeed a teacher there, moreover Gus Dur was the grandson of the founder of the Tebuireng pesantren, Jombang.

The next period, namely the 1980s to early 1990s, was the period when Gus Dur gave rise to many of his ideas about democracy, religious pluralism, humanitarianism, freedom of opinion, the indigenization of Islam, and others. These were the periods where Abdurrahman was not only a writer of political issues, but also a political praxis. The ideas he introduced in the 1970-1980 era were realized at this time.

The latter period was the period in which Gus Dur appeared to be more of a politician, involved in tumultuous domestic political events in the late 1990s, and the productivity of his writing declined, but there was no doubt that his thoughts and desires remained the same, making sharp criticisms to whatever he thinks is inappropriate, and to do whatever he thinks must be done in order to realize his dream of a democratic state in which all people are filled with their human rights regardless of whether they are majority or minority. During this period Gus Dur was elected by the MPR as President, but his statements and maneuvers were even more eccentric and controversial.

Gus Dur did write many things, and played many roles too, but all of them were actually connected with Gus Dur's ideals to realize the ideal democracy he wanted, namely democracy without violence. In this context, Abdurrahman preferred to identify through his

writings in various print media where between him and his audience there was an idealistic identification, namely sharing ideas, attitudes, feelings, and values. This is what Burke refers to as substance.

For Gus Dur, democracy is not only a system that is able to guarantee freedom of advocacy, but at the same time has an ethical nuance that is capable of giving birth to justice without violence. That happens because democracy opens dialogue space in a balanced and equal way between all parties, although the results are not always in the form of an agreement. Democracy does not have to produce important agreements or consensus, but the most important thing is the emergence of understanding and respect for universal human values.

Democracy is a process that is always in a state of being, it means that democracy is dynamic. There are many things that influence it to continue to develop towards its best form, so it needs the awareness of all elements of the nation to make it happen through dialogue and openness.

Democracy is a necessity that must be met in civil society, because democracy is very possible to form a pattern of interaction and political relations that are balanced and not exploitative. More than that, democracy also creates appreciation for the condition of the plural Indonesian people. Abdurrahman also believed that "democracy will continue to be realized in a dominative-hegemonic situation, with a note that if space is still open, human beings will be free and sovereign."

As a person whose pesantren base was so strong, Gus Dur linked democracy to the teachings of Islam. For Gus Dur democracy is one of the basic values of three values which describe the Islamic weltanschauung, namely 'is, musawah, and shura. Musawah means equality before the law, showing the rule of law that leads to justice ('is). At this point, the democracy that Gus Dur wanted was referring to social democracy. Democracy is not only form (form), but also material (material), which contains wisdom / wisdom (shura-pen.) Which refers to Islamic social ethics. With this, it is clear that Gus Dur's desire to fulfill political civil rights and socio-economic rights at the same time.

### 3.2 Religion and Democracy

Komaruddin Hidayat stated that there were three models of the relationship between religion and democracy, namely: negative, neutral and positive. First, the relationship between religion and democracy is negative when religion is in a state of counter-democracy. History of religion, historically-sociological shows that the role of religion is often used by political authorities and leaders of religious organizations as a tool to support the political interests of groups. The existence of religion which always gives birth to a social grouping, will eventually give birth to sectarianism understanding and movement. "Religion theologically does not have the coetensi of speaking and resolving democratic problems because religion is deductive, metaphysical, and always refers to God who is present empirically, while democracy is an empirical, concrete, and dynamic problem."

The negative relationship of religion with democracy can be traced since the renaissance period where the dominance of the church was finally defeated by science, and democracy is one part of it. The birth of democracy at that time was a symbol of resistance (counter) to the dictatorship of the authorities who took refuge behind the institution of the church.

Second, the neutral relationship between religion and democracy. Religious and political affairs here operate independently, known as political secularization. This

secularization can only take place at the formal level of religion, social processes, or the level of metaphysical awareness or it can also take place all at once. This is because people's trust in religious institutions has diminished to resolve economic and political problems, but that does not mean those who support anti-religious political secularization. There is only a separation of roles and positions, religion is considered to only play a level of personal awareness when dealing with God, and when facing situations of existence and the search for meaning in life. Democracy acts as etiquette and social ethics whose arrangements are left to human rationality.

Third, the relationship between religion and democracy is positive, which is termed the theo-democracy. In this connection, religion both theologically and sociologically supports the process of political, economic and cultural democratization. Democracy is considered a word that contains dignified values, so that religion then identifies itself with democracy. Shaykh Yassin - to take an example from Muslims - even firmly said that Islam believes in democracy.

Specifically, in seeing Islam's relationship with the state, Gus Dur divided it into three types of responses, namely integrative responses, facultative responses, and confrontational responses. In the integrative response, Islam completely eliminates its formal position, and religious teachings have nothing to do with state affairs. The relationship of Muslim life with the state is only determined by the pattern of social life that they follow that is influenced by their respective educational and cultural backgrounds.

Facultative response is shown when the power of the Muslims is quite large in parliament, and this causes their desire to make legislation in accordance with Islamic teachings. If the power is not big enough, then they will decide by accepting the rules even though they are different from Islamic teachings. The confrontational attitude firmly refused from the beginning what was considered "un-Islamic".

Specifically, Gus Dur also analyzed the relationship between religion (Islam) and democracy. His thinking about the relationship between the two by paying attention and considering the reality of a pluralistic Indonesian society.

Gus Dur believed that democratic values existed in his religion, namely Islam. Because democratic values already exist in Islam, there is no need to realize Islam in a formal form in a democratic country, Indonesia. Yes, what Gus Dur really wants is the substance of religious teachings embodied in democracy, so that this country does not need to become an "Islamic state", as demanded by some Islamists. Sufficient Islamic values are shown, because indeed the teachings of democracy exist in Islam.

More explicitly Gus Dur said that in the context of religion in a democratic country the formalization of religious teachings was not necessary. The most important thing is how to make Islam fight for democracy in the context of developing citizens' understanding to develop democracy. The state should serve all parties. Therefore Islam does not need to be formalized in the life of the state. It is enough if the citizens fight for the role and contribution of Islam informally in developing democracy.

This view is based on his belief that the concept of the state does not exist in Islam, so the implementation of Islamic statehood is very contextual. Religion (including Islam-pen.) According to Gus Dur always starts from the normative view taught by his holy book, because there is only one type of truth according to religion, namely the truth of religion itself. Because religion is based on holy books that are eternal, religious law is also eternal, because there is no gap to change religious law, because changing religious law means

limiting the immortality of the scriptures, and that means disturbing the truth brought by religion itself.

Democracy is just the opposite, opening as wide open opportunities for value changes by society. This means that it will threaten the eternal values contained in religion. Democracy also requires equality of rank and position of citizens in the law regardless of ethnic origin, religion, gender, and mother tongue. Each religion tends to look for differences first, at least differences in religion and belief.

The above facts cause clashes between religion and democracy to occur. Changes in values by people who are given the opportunity by democracy have the potential to threaten eternal values in religion, can be exemplified by the conversion of religion (converting). For Islam, someone who is apostate (out of Islam) is threatened with the death penalty, while in a democratic country freedom of religion is guaranteed including changing or converting from one religion to another. The state has no right to punish if its citizens do this.

Gus Dur believes that Islam is a religion of democracy, with the excuse: First, Islam is a religion of law, which treats everyone equally regardless of one's position and position. Secondly, Islam has a principle of consultation, which is explained in the Qur'an "Amruhum syurâ bainahum". (their matters are discussed among themselves). Third, Islam always holds the view to improve life. The world is essentially a preparation for a better and eternal life hereafter, therefore humans must continue to improve their standard of living.

Gus Dur's thought about the relationship between religion and democracy was already introduced by Gus Dur in the early days of Gus Dur actively writing, in the 1970s. Throughout the 1970s Abdurrahman's view was clear about the relationship between religion and democracy. If identified, indeed Gus Dur's writings on democracy can be divided into three parts, namely: a. The role of religion in the process of democracy and development; b. Democratic values in pesantren, and c. Democracy in a pluralist society.

#### a. The Role of Religion in the Process of Democracy and Development.

Basically every religion has a transformative character, which is trying to instill new values and replace old values that are considered contrary to religious teachings, Gus Dur said. Religion must reformulate its view of human dignity and equality before the law, as well as collaborating with other religions to achieve universal values, which are expressed by concrete services to people without vision, for example through poverty alleviation, upholding the rule of law, and freedom express an opinion.

For NU, the organization where Gus Dur was chairman of Tanfidziyah for around 10 years, this was adopted with the term: al-muhafadzatu 'alal qodimis sholih ma'al-akhdzi bil jadidil ashlah (preserving a good old legacy and taking new things better).

Efforts to revisit Islamic teachings can be done by: First, changing the interpretation of existing teachings; Second, bring up new teachings that better represent religious aspirations in facing the challenges of the situation. If these two things are done, then the attitude of clashing religion with democracy carried out by a group of people can be resisted in an elegant way. It is this attitude that makes religious groups considered opponents to the ongoing process of democracy.

In addition to the need to reinterpret religious teachings, Gus Dur also criticized religious leaders. Abdurrahman assessed that religious leaders were unable to understand the reality in society where the impoverishment process was taking place, which was evidenced by the gap between the rich and the poor which were increasingly widening.

Gus Dur said religious leaders and followers had doubts about the direct relationship between religion and development. Religious leaders impose development programs on the community without any logical explanation that can be understood so that people with their own conscience want to follow it. For example, the KB (Family Planning) program which is expected to be carried out by the community as one of the efforts for the welfare of the nation and delivered by linking it with religious teachings, but on the other hand, the actual implementation of KB parts that deviate from religious teachings continues.

To overcome this problem, Gus Dur put forward the following solutions: first, inviting the community to formulate their own basic needs. Secondly, making the whole community aware of the latent dangers inherent in the process of disparity between the rich and the poor. Third, invite the community as a whole to stop the process of mastering the main economic resources in the form of capital, land, and technical skills in the hands of a small number of community members who are considered to be the cause of the gap.

#### b. Democratic Values in Islamic Boarding Schools.

In formulating the democracy he wanted, Gus Dur analogized a lot with the life of the pesantren. Gus Dur really understood the life of the pesantren because of his background as the grandson of the founder of the pesantren and he himself spent most of his childhood and adolescence at the pesantren. Abdurrahman saw that the spirit of democracy was part of the pesantren. That is why his ideas about democracy often use terms in the pesantren tradition.

Gus Dur saw the democratic attitude of the kiai in facing the changes and developments of the times. In his writings entitled "Mahdiism and Social Protest" Abdurrahman explained about freedom of opinion and overcoming rebellion as a logical consequence of diversity. Gus Dur in his writings also showed hope and belief that a messianic religious movement which generally had a strong character if properly socialized, would become a human who had a depth of nature as a pioneer of development.

Another characteristic that is seen in democracy in pesantren life is tolerance. Tolerance is more rewarding as an effort to resist the expansion of the opponent's influence. This was demonstrated by one of the NU kiai, the Chasbullah kiai who was used as a strategy of his struggle in resolving disagreements. In the life of pesantren, especially Denanyar boarding schools the differences and fanaticism were high at that time, the appreciation of differences was so high. That is the pesantren tradition. So the spirit of democracy in advance had been traditionalized in the life of Islamic boarding school.

Islamic boarding school must be able to be an agent of change (cultural broker) for the surrounding community through a value system transmitted from generation to generation to students and the community. In addition, pesantren must also be able to absorb cultural changes that are and will develop in society, without losing the values that have been owned so far.

#### c. Democracy in Pluralist Society.

The democracy that Islamic boarding school wanted was a democracy that played a role in the reality of a plural society. As a statesman, Gus Dur with his vast experience really understood the diversity of the Indonesian people. Indonesia is not only diverse in ethnicity, culture, customs, but also religion. This awareness made Gus Dur attach great importance to the unity of all components of the nation in this plural society. His idea of pluralism was born because of this awareness. Democracy and pluralism are very closely related, especially for Indonesia, which is known to be very plural and multicultural.

Pluralism can be interpreted as understanding that tolerates the diversity of thought, culture, civilization and religion or beliefs. In Islamic doctrine, pluralism means the emphasis of Islamic inclusivism which is seen at two levels: the level of doctrine, and the historical level or historical experience.<sup>1</sup>

At the level of doctrine, the emphasis on Islamic inclusivism can be seen for example in the Koran surah al-Hujurat verse 13:

"O people, verily We created you from a man and a woman and made you nationalities and tribes so that you knew one another. Surely the most noble of you in the sight of Allah is the most pious among you. Verily Allah is All-Knowing, All-Knowing."  
(Surah al-Hujurat {49}: 13).

The plural reality seen by Abdurrahman in the life of the people in Indonesia, coupled with the Qur'anic statement itself made Abdurrahman a pluralism fighter. The very pluralistic experience of the Indonesian nation was well understood by all elements of this nation from the beginning even before the country was formed. That is why NU (Nahdlatul Ulama) figures such as K.H. Hasyim Asya'ri (Gus Dur's grandfather), and K.H. Wahab Chasbullah has been thinking about how to place Islam so that it can function in a pluralistic Indonesian society and at the same time be able to coexist peacefully with other religious adherents. Although Muslims are the majority population, NU figures do not want to make this country in the form of an Islamic state. Indonesia (formerly still called the Dutch East Indies) did not need Islam as a state ideology, but Muslims were still obliged to defend their country.<sup>2</sup> That's what Gus Dur followed and continued throughout his life.

The upholding of community pluralism according to Gus Dur lies not only in a pattern of peaceful coexistence, but more than that there is an awareness to know each other and engage in sincere dialogue between groups, so that there is an attitude of giving and taking (take and give) between groups, and this is one of the substance of democracy.<sup>3</sup>

Democracy in a pluralistic society must provide a space for sincere dialogue between different groups while developing an attitude of understanding differences, so that peace is created. Gus Dur said: "Indonesia's pluralism is the most powerful compared to other countries. Therefore, the difference does not need to be politicized ". His persistence in defending pluralism led Abdurrahman to receive the Medals of Valor award from The Simon Wiesenthal Center in the United States, because he was determined to fight for moderation in Islam and establish an open dialogue with other religions, which would certainly have an impact on creating world peace.

#### IV. Conclusion

Gus Dur was undoubtedly a person who consistently fought for democracy throughout his life. His thoughts on democracy are inspired by his religious teachings, namely Islam which he empirically found in pesantren. He believes that democracy is one of the basic values of Islamic teachings. Likewise in state life, Abdurrahman did not want Islam to appear in its formal form, but it was quite substantial. This is considering that Indonesia as a country in which plurality in terms of ethnicity, culture, and even religion is a reality that cannot be denied. Plurality is actually a wealth that must be maintained.

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<sup>1</sup>Katimin, *Politik Masyarakat Pluralis Menuju Tataran Masyarakat Berkeadilan dan Berperadaban*, (Bandung: Citapustaka Media Perintis, 2010), p. 201

<sup>2</sup>Irwan Suhanda (Ed.), *Gus Dur Santri Par Excellence*, (Jakarta: KOMPAS, 2010), p. 199.

<sup>3</sup>Ahmad Salehuddin, *Abdurrahman Wahid Keislaman...*, p. 134.

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## The Value of Hard Work Embodied in the Novel *Mata dan Manusia Laut* by Okky Madasari

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### Abstract

*This study aims at describing the character education values embodied in the novel *Mata dan Manusia Laut* by Okky Madasari. The novel is chosen due to the character values that can be a reflection of students to apply in daily life. As the object of the study is the stories of this novel which contains the character education values. This study is a descriptive qualitative research in which the data in this study are in the form of words. The data used in the form of a narrative dialogue between characters in the novel. The technique used is the content analysis method. For the data validity of this research uses theory triangulation, method triangulation, and data triangulation. The data analysis technique used is the analysis of the Flow model by Miles and Huberman (2012) through the stages of data reduction, data presentation, as well as withdrawal conclusions. The theory of character education values refers to the Thomas Lickona theory which consists of ten character education values. However, this study is more focused on the value of hard work. The results of this study show that regarding the character education values, novel *Mata dan Manusia Laut* by Okky Madasari gives examples as well as description especially for the value of hard work which contains eleven values quoted from the novel. Also, the novel *Mata dan Manusia Laut* by Okky Madasari is representative enough as literacy learning, especially for a novel containing character education.*

### Keywords

Novel; character education; *Mata dan Manusia Laut*



## I. Introduction

Literature is a reflection of a socio-cultural condition of the nation that must be passed on to the young generation (Salahudin, 2018: 155). It has a serve as a reinforcement of the emergence of a movement for change in society, as well as the rise of a nation towards a better, fostering love for the motherland, and as a source of inspiration and motivation for moral strength for a cultural change from a state of decline and colonization to make an independent state. One of the literary works that can be used to awaken the character values is a novel.

The novel is a work of fiction that reveals aspects of humanity in the way of deeper and finely presented (Semi, 1993: 32). It also illustrates the style, ideas, inspiration and existence and behavior in people's lives. These are found by the existence of character values that are reflected in each character while each of them is built with diverse characters. Based on this emphasize, the study is chosen to discuss the character education values built in the main character.

The research that is relevant to this study is embodied in the novel *Nilai Pendidikan Karakter Kerja Keras dalam Novel 2* by Donny Dhiringantoro which employs the value of hard work using descriptive methods with qualitative forms. The technique of collecting data is documentary studies by studying literature. The study is done by clarifying the parts that are

the object of research, especially the character education values that is hard work. The instrument of the study is the researcher himself. The data analysis technique in research is content analysis. Regarding to the value of hard work the results of the study show the following: (1) the character of work diligently; (2) the character of work earnestly; (3) the character of strength and confidence; (4) the character of manipulates the perceptions of those who doubt it by working hard; (5) the character of the spirit of fighting for life; (6) the character of takes time seriously; (7) the character of passionate; and (8) the character of spirit and unyielding (Sulastri, 2017: 156).

The novel entitled *Mata dan Manusia Laut* by Okky Madasari is one of the children's best-seller novel. The story of the novel tells about the struggle of children who live on the island of Sama, located in Southeast Sulawesi. On the islands which are home to sea-men, there is a child named Bambulo. He is one of the children who can dive in the sea with no equipment in a depth of about three meters from the seabed. In Kaledupa that is also located in Southwest Sulawesi has a most-wanted celebration especially by the entire community of the island of Sama. At the celebration brought Bambulo to a beautiful child from the capital city named Matara. Since both Bambulo and Matara have high curiosity, they decided to finally sail the ocean. Oceans have a rhythm and rules that everyone must get into. As there was no other companion to sail the ocean and Bambulo has neglected its fact about the oceans, they both then brought into a disaster as well as an amazing adventure.

The character education values employed in the novel entitled *Mata dan Manusia Laut* by Okky Madasari is one of the reasons used by the researcher to understand aspects of the values. The researcher consider that there are so many character education values, especially the value of hard work embodied in the story of the novel. The character values are representative to evoke the character values of students to be used as teaching material. Also, the character education values especially the value of hard work in the novel can be applied in the students' daily.

## II. Review of Literature

### The Character Education Value of Hard Work

Education is all the effort to realize and advance character, mind, and body to be able to advance life in harmony with nature and society. The main purpose of character education is to facilitate the strengthening and development of the character education values, to realize the behavior of children who have good character when they are both in the school and the family environment. Character education requires modeling and learning from a younger age to adults to form and build good character for students (Supranoto, 2015: 38).

The conceptualizes the value of character education with regard to moral knowledge, moral feeling, and moral behavior. Moral knowledge includes moral awareness, knowledge of moral values, knowledge of perspectives, moral thinking, decision making, personal knowledge. Furthermore, moral feelings include conscience, self-esteem, empathy, loving good things, self-control, humility. Of the two exposures created a moral action including competence, desires, and habits (Septiadi, 2019).

Adisusilo (2012: 36) described that instilling character values to students as formulated in the 2013 Curriculum was the first step to improve educational goals in Indonesia. In line with this, Citra (2012: 238) said that character education is a system of instilling character values towards school members consisting of various components, such as knowledge,

awareness or willingness, and actions to carry out these values, both towards God Almighty, oneself, others, and the environment so that it supports to become a better person.

The learning implementation of the character education values refers to the theory by Thomas Lickona (1992: 54); stated that it is better to have a curriculum base that contains character values and is integrated into subjects to be delivered to students. In character education delivered in schools all stakeholders such as the components of education namely curriculum content, learning processes, school management, implementation of activities, empowerment of infrastructure, funding and work ethics throughout both the members of the school and the school environment must be involved (Citra, 2012: 239). Also, schools are required to play their roles and responsibilities to instill and develop all good values and help students shape and build their character with these values.

Character values consist of ten virtues, as the following: (1) wisdom; (2) justice; (3) fortitude; (4) temperance; (5) love; (6) positive attitude; (7) hard work; (8) integrity; (9) blessed; and (10) humility (Lickona, 2016: 16). Of the ten character virtue values the researcher focus on the value of the seventh character that is hard work.

The character value of hard work includes initiative, perseverance, goal setting and ingenuity which is reflected in the main character. Elfindri (2012: 102) mentioned that hard work is the character owned by a person who is not easily discouraged, so is having a strong will in trying to achieve his goals and ideals. Meanwhile, Hidayatullah (2010: 29) revealed that hard work is the ability to devote and mobilize all effort and sincerity, as well as the potential possessed day by day until the goal is reached.

### III. Research Method

This study is descriptive qualitative research. As the object of this study are the stories of the novel entitled *Mata dan Manusia Laut* by Okky Madasari which employs content analysis. This novel was published by PT Gramedia Pustaka in 2019 with a page of 232. The data in this study are in the form of narration and using dialogue between characters. Data validity uses theory triangulation, method triangulation, and data triangulation. As revealed by Miles and Huberman (2012), the flow analysis for the data analysis techniques is done through the stages of data reduction, data presentation, and withdrawal conclusions.

### IV. Discussion

As the focus of research is the value of hard work embodied in the novel *Mata dan Manusia Laut* by Okky Madasari based on the character education theory revealed by Thomas Lickona. According to the theory, there is eleven value of hard work found as the following.

*“Biasanya ia hanya mendapat upah setiap kali membantu bapaknya bekerja. Tapi kini, ia bisa mendapatkan semua dari ikan yang ditangkapnya.” (NMDML, 2019: 31)*

“He usually gets paid by his father every time he helps him to finish work, but he is now earning money from the fish he catches every day.” (NMDML, 2019: 31)

In the above quotation, we know that the value of hard work does exist in Bambulo's character. Bambulo is very eager to find fish in the atoll to get what he desires. At first, he felt lazy to reach the atoll since it is hard to reach and need a longer time, but his father keeps telling him to go. He said that Bambulo could sell any fish he caught to buy whatever he wants. At last, Bambulo fits as a fiddle to do that.

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*“Di dalam air, tubuh Bambulo meluncur dan bergerak lincah dengan tombak yang siap diayunkan dan dihujamkan, mendekati ikan-ikan yang bisa dijual di pasar atau setidaknya bisa untuk ia makan.” (NMDML, 2019: 35)*

"Bambulo's body glides and moves swiftly with spears on his hand ready to be swung and stabbed to the fish that can be sold in the market or to eat." (NMDML, 2019: 35)

In the above quotation, there is the value of hard work embodied in the main character, namely Bambulo. He is always passionate about finding fish on the atoll. The more fish he gets, the happier he is. The more fish he gets will give him more money so he can buy what he wants.

*“Dengan satu kali hunjaman, ikan-ikan sebesar pahanya akan tunduk, terkapar dan pasrah. Bambulo lalu naik ke permukaan, melempar hasil tangkapannya ke kapal, lalu kembali menyelam.” (NMDML, 2019: 36)*

"Fish as big as their thighs will bow, fall apart and surrender with one fell swoop. Bambulo then rose to the surface, threw his catch onto the ship, then returned to diving." (NMDML, 2019: 36)

The above quotation states the value of hard work possessed by Bambulo. The fish he caught is more than enough to be sold in the market, but Bambulo is excited to find fish in the atoll.

*“Jika Bambulo biasanya berhenti di kedalaman lima puluh meter, kini ia sengaja melanjutkan hingga mencapai seratus meter.” (NMDML, 2019: 41)*

"Bambulo usually dives at a depth of fifty meters maximum, but now he deliberately continues to reach one hundred meters." (NMDML, 2019: 41)

The above quotation shows that Bambulo is a hard-worker. Bambulo is the best kid at swimming and diving on the island of Sama. Sama's people then call him a sea-man because of his skill at both swimming and diving. Bambulo is also very persistent when he dives so he can reach the depth that is increasing day by day. Due to his skill and his persistent as well, Bambulo won the diving competition with a depth of almost one hundred meters from the seabed.

*“Sejak itu, Bambulo makin bersemangat menyelam. Kian lama kian dalam.” (NMDML, 2019: 42)*

"Since then, Bambulo has become even more passionate about diving. Increasingly more and more deeply." (NMDML, 2019: 42)

The above quotation reflects the character value of hard work possessed by Bambulo. Since Bambulo gets used to diving at a depth of one hundred meters, he increasingly excited and tried to practice more until he could dive with a depth of more than one hundred meters. People in Sama and the tourists who were around when Bambulo dive were amazed by his great skill and intelligence.

*“Meski begitu, kakinya yang terus menendang-nendang ke bawah membuatnya tetap bisa mengapung.” (NMDML, 2019: 94)*

"Even so, her legs that keep kicking her down make her float." (NMDML, 2019: 94)

The value of hard work does not only belong to the main character that is Bambulo, but the other character does. Matara, Bambulo's friend he met at the celebration, requires this value. The above quotation shows that the value of hard work possessed by Matara. Matara at first could not float on the sea but she kept follow Bambulo's advice and practiced it. Matara kept trying and following what Bambulo said until she became to float. This reflected that Matara is not to yield an inch to reach the goal she set.

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*"Dengan bersusah payah terutama bagi Matara mereka berhasil mendekat ke sampan."* (NMDML, 2019: 95)

"With great difficulty especially for Matara they succeeded in getting close to the canoe." (NMDML, 2019: 95)

In the above quotation, we know that the value of hard work reflected on what both Batara and Bambulo have done. When they sailed the ocean for the first time, they were thrown from the canoe but were still trying to get back to the canoe and continued their journey. As the first incident happened, the second was by the Bambulo's body that is too small to hold Matara's body and this caused them to sink in the sea. Matara realized what just happened and she kept trying to catch the canoe even she did it by herself.

*"Matara meraih pinggiran sampan. Bambulo menahan sampan agar tak terbalik. Lalu Matara menekan sampan dengan kedua tangannya hingga pantatnya terangkat. Kemudian ia naikkan satu per satu kakinya dan ... berhasil!"* (NMDML, 2019: 96)

"Matara tried to grab the edge of the canoe. Bambulo held the canoe from tipping over. Matara then pressed the canoe with both hands until her bu

ttocks were lifted. Then she lifted one by one his feet and ... voilà!" (NMDML, 2019: 96) The above quotation shows that Bambulo and Matara have the value of hard work. Matara did not ask for Bambulo's help to get on the canoe as she fear of not maintaining balance and drowning again to the sea. While the situation was getting dark as the waves about to crash onto them, Matara asked for a help and they finally helped each other. They could ride the canoe and continue their journey. After all, she felt relieves and proud of her hard work to get through it.

*"Ia terus berusaha melawan arus yang menggulungnya. Ia terus mempertahankan kesadaran dan kontrol dirinya. Ia terus berenang, terus menyelam."* (NMDML, 2019: 107)

"He kept trying to go against the wave that was crashing onto him. He continued to maintain awareness and control himself. He continued to swim and to dive." (NMDML, 2019: 107)

The above quotation shows the value of hard work possessed by Bambulo. He was repeatedly dragged, rolled up, and adrift in the sea. Although Bambulo did not feel good because of the waves being crushed due to his treatment against the commands of the ancestors, he continued the journey. During his journey, he always tried to calm down and continue to swim and dive to conquer the sea until it reached the atoll.

*"Bambulo menarik tubuh Matara ke permukaan. Kedua anak itu bersusah payah kembali ke gubuk."* (NMDML, 2019: 109)

"Bambulo pulled Matara's body to the surface. The two children struggled to hit the hut." (NMDML, 2019: 109)

The above quotation requires the value of hard work. On their journey, Bambulo and Matara were constantly hit by trials. Matara was half-conscious and helpless because of the waves. While she could not do anything, Bambulo tried to help by pulling Matara's body to the mainland.

*"Bambulo dan Matara mencari cara meninggalkan Masalembo dan pulang ke rumah mereka."* (NMDML, 2019: 194)

"Bambulo and Matara sought to leave Masalembo and return to their homes." (NMDML, 2019: 194)

The above quotation describes the value of hard work reflected by what Bambulo and Matara have done. They rolled the waves until stranded on the island of Masalembo, a very

high-risk island, It is very hard to get through, but they finally succeed to return home. Bambulo and Matara were assisted by Masalembo's people down each road to get out of Masalembo and return to their homes, on the island of Sama.

## V. Conclusion

A good character needs to be delivered in the very beginning process of learning. To get what we called as a successful learning process on forming as well as maintaining good character especially for the student also needs support from partial parts, such as school, family, and the community. The novel as a literary work is represented to be used as teaching and learning material in schools especially to build the good characters. In line with this, the study chose the novel entitled *Mata dan Manusia Laut* by Okky Madasari which employs the character education values especially for the value of hard work reflected by the main character, namely Bambulo. The results of the study found eleven character education values that is hard work that representative to be used as examples of students' role models in daily. Also, the character values embodied in the novel *Mata dan Manusia Laut* by Okky Madasari are relevant to be used as teaching material to deliver to the student. In this regard, researchers hope that literary works in the form of novels are good to be used for the material of teaching and learning as long as the good character fits the student based on the stories selected.

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## Perception of Millennial Generation about Global Issue of Citizenship in College Student Community of Democratia Sebelasmaret University

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### Abstract

*Citizenship status also refers to the competence or capacity of a person to participate in building and contributing to society. The citizenship competencies are knowledge, attitudes, and skills of a person in participating and responsible in the life of the community and state at the local, national, and international levels. The citizens must take responsibility to make a better world in this era much issue in global space in civic discussions room student give the literacy about global issue of citizenship to build a perception in citizens. This research is a qualitative study carried out in the collage student community of democratia Sebelas Maret University. Millennial are invited to study various issues regarding climate change and they study these problems using ecological citizenship as their scientific basis, namely through ecological citizenship as a means of changing thinking about the urgency of the importance of handling climate change from the perspective of citizens. With increasing literacy on global justice, students will understand the importance of their role as part of global society in helping to realize the importance of mutual peace that global justice is a shared responsibility.*

### Keywords

global issue of citizenship;  
ecological citizenship; global  
justice



## I. Introduction

According to Kalidjernih in (Education of Citizenship and Insights of Nationality to the Vision of Indonesia 2025 1 By: Rusnaini<sup>2</sup>, nd) Citizenship is not merely related to the relations of the state and citizens but it refers to a status that expresses the capacity or competence of a person as a member of society. Illustrate that citizenship status also refers to the competence or capacity of a person to participate in building and contributing to society. The citizenship competencies are knowledge, attitudes, and skills of a person in participating and responsible in the life of the community and state at the local, national, and international levels. Citizens have the fundamental goal to move the life of democracy following the state of the social-political environment. The involvement of citizens as the subject of democracy will give birth to a strong citizen character (Mukmin, 2019).

There has been a shift in educational discourse and practice. Overcoming this problem is related to the relevance of education and learning in solving global problems in the social, political, cultural, economic and environmental fields. The role of education moves beyond the development of cognitive knowledge and skills to build values, soft skills, and attitudes among students. Education is expected to facilitate international cooperation and facilitate social transformation in innovative ways towards a more just, peaceful, tolerant, inclusive, safe and sustainable world. (UNESCO, 2016)

Sugihartono (2007) suggests that the perception is ability to translate sensory stimulus or process for translating stimulus into human sensory organs. So in other words the perception of a person's ability to interpret information on their fishing and concluded in his thinking. This research take millennial generation because millennial generation is big part in society and the millennial generation will bring the society in the better future or worst future.

The conception of citizenship has one idea which is that the framework needed for citizenship is sovereignty, a territorial state. The legal status of citizens is basically a formal expression of membership in a government that has certain boundaries where citizens enjoy the same rights and run their political agency.

In other words, citizenship, both as a legal status and as an activity, is considered to presuppose the existence of a political community that is bounded by territory, which extends over time and is the focus of shared identity. In the past twenty years, this premise has been watched closely. A number of phenomena, related to 'globalization', have eroded the conception of traditional citizenship. Transnational economic exchanges, competition and communication, as well as high rates of migration, cultural and social interaction, have shown how vague that borders are has become and led people to fight for the relevance and legitimacy of state sovereignty.

According to Kalidjernih in (Pendidikan Kewarganegaraan Dan Wawasan Kebangsaan Menuju Visi Indonesia 2025 1 Oleh: Rusnaini2, n.d.) "Citizenship is not merely related to the relations of the state and citizens but it refers to a status that expresses the capacity or competence of a person as a member of society." can illustrate that citizenship status also refers to the competence or capacity of a person to participate in building and contributing to society. The citizenship competencies are knowledge, attitudes, and skills of a person in participating and responsible in the life of the community and state at the local, national, and international levels.

Rusnaini (Rusnaini R, Sebelas, & Changes, 2016) formulated that the Global issue of citizenship was formulated into 5 main issues of global citizenship, namely: "1) climate change, 2) global justice and social harmony, 3) human rights as security issues, 4) global peace and global governance, and 5) the change and continuation of civilizations.

The issue of climate change is a central issue that we must look for a solution such as a statement put forward by UN Secretary-Ban KI Moon (Overview of Climate Change, 2005) Climate change, and how we address it, will define us, our era and ultimately the global legacy we leave for future generations.

Climate change is not new. The global climate is always changing. Millions of years ago, parts of the world that are now warmer, were once covered by ice, and in recent centuries, average temperatures have fluctuated seasonally, as a result of fluctuations in solar radiation, for example, or due to volcanic eruptions periodically.

Stanford encyclopedia of Philosophy di said that increased interest concerning issues of global justice has also coincided with enhanced interest in the place and value of nationalism. These explorations also track contemporary events such as nationalist clashes which have spilled over into widespread suffering (notably in the former Yugoslavia and Rwanda), increased calls for national self-determination to carry considerable weight, such as in-state recognition for Palestinians or Tibetans, and also in the case of secession (prominently, Quebec).

Based on Rusnaini's formula, the writer takes a number of issues to limitation the problem, namely the urgent problem in the world 1) climate change, 2) global justice in

perception from millennial generation in college student community of democratia Sebelas Maret University.

## II. Research Method

This research is a qualitative study carried out in the college student community of democratia Sebelas Maret University. Interviews, observations and document studies are data collection techniques that are used in accordance with the opinion of HB Sutopo (2002) that "the source of data in qualitative research can be humans, events, or activities, places or locations, objects, pictures or records, documents or files". The Test validity data using data triangulation and method triangulation. Research Subject Taking Techniques with purposive sampling or sampling technique with certain considerations. While the data analysis technique uses 1) Data reduction, which summarizes, chooses the main things, focuses on the important things, 2) Presentation of data that is presenting data to understand what happened during the research, 3) drawing conclusions is verification or concludes strong evidence to support the next stage of data collection. Then the research procedure is through the preparation, implementation, and preparation of reports.

## III. Discussion

According to Toha (2003), the factors that influence one's perception are as follows:

- a. Internal factors: feelings, attitudes and characteristics of individuals, prejudices, desires or hopes, attention (focus), learning processes, physical states, psychiatric disorders, values and needs as well as interests, and motivation.
- b. External factors: family background, information obtained,

Solomon in prasetijo paper says, the perception of the process where the sensation received by someone sorted and selected, then set and finally interpreted (Prasetijo & Ihallauw, 2005: 67). The relationship between perception and sensation is clear. Sensation is part of perception. Even so, interpreting the meaning of sensory information not only involves sensation but also attention, expectations, motivation and memory (Rachmat, 2005). Through the terminology of generation division, there are some things that can be seen that the current generation has experienced social changes, some things that have changed with the changing times. The things that change according to Kieran Healy (1998: 16) are demographics, economics, and technology.

The following is an explanation according to Kieran Healy in various fields:

### 1. Demographics

The demographic process is driving change at all levels of society, from the most extensive and long-term patterns of development of the global human population to the most recent trends in fertility and immigration. Demographic change is related to institutional and political change: when the family system changes shape, society seeks to influence these patterns through social policy.

### 2. Economy

The expansion of the digital economy creates many new economic opportunities. Digital data can be used for development purposes and to solve community problems, including those related to SDGs. It can thus help improve economic and social outcomes and be a force for innovation and productivity growth. But positive results are still far from what was expected. Just because digitalization has the potential to support development, any value

that is realized cannot be distributed fairly. Even if individuals, companies and countries do not - or only partially - take part in the digital economy, they can still be affected indirectly. Workers with limited digital skills will find themselves in the disadvantageous position of dealing with those who are better equipped for the digital economy, powerful local companies will face stiff competition from digitalized domestic and foreign companies, and jobs will be lost due to automation.

### 3. Technology

One of the most significant results of information technology advancements is electronic commerce via the Internet, a new way of doing business. Although only a few years old, he can radically change economic activities and the social environment. Already, it affects large sectors such as communication, finance and retail trade and may develop into fields such as education and health services. This implies seamless application of information and communication technology along the entire value chain of businesses conducted electronically.

Firstly issue in discussion is, issue of climate change has shown that people around the world or the world community, are included in the group risk or risk society. From (Beck, 2007) us know about “effect of climate change generalized. Damage and natural and environmental hazards, news about toxic substances in foodstuffs and consumer goods that threaten - and worse, actually - chemical accidents, poisons or reactors have a devaluing effect that creeps or runs fast and deprivation of rights the property”.

Cited from the Ministry of Environment and UNDP (United Nations Development Programme Indonesia, 2007) sources of changes that we are experiencing today due to climate change and that the consequences can be felt by present and future generations. Some things we can expect are:

- a. Changes in seasons and rainfall - In recent years farmers in villages on the island of Java have talked about abnormal seasons. the beginning of the rainy season is now 10 to 20 days late and the beginning of the dry season is 10 to 60 days late. Similar shifts have also been felt in various regions in Indonesia. These patterns have the opportunity to continue. In the future, some parts of Indonesia, especially those located south of the equator, may experience a longer dry season and shorter rainy season but with higher rainfall. In addition, the climate is also likely to become increasingly volatile, with more frequent erratic rainfall. Higher temperatures can also dry out the soil, reduce soil water resources, land degradation, and in some cases can lead to desertification.
- b. More extreme weather events - We will experience more frequent and more severe coastal storms, and long droughts and high rainfall that can trigger landslides.
- c. Rising sea levels- As a result of sea water melting and melting glaciers and polar ice caps, global warming can cause sea levels to rise between 9 and 100 cm. This increase will accelerate erosion in coastal areas, trigger intrusion of seawater into ground water, damage swamps in coastal areas, and drown small islands.
- d. Increased seawater temperature - Warmer seawater can prevent plankton breeding and reduce fish food availability. Some fish species will likely migrate to other regions that offer better temperature and food conditions. Higher temperatures can also damage or 'bleach' coral reefs.
- e. Rising temperatures - This will change the patterns of vegetation, and also the spread of insects such as mosquitoes that will be able to survive in areas that were previously too cold for their breeding.

From exposure to the impacts above climate change can be said is one of the major issues that must be immediately found a solution in the science of citizenship in the know a concept called ecological citizenship. The idea of ecological citizenship related to the environment can shape the personality balance of each individual and society. (Rusnaini, 2015) "Ecological citizenship discusses how humans as individuals who have identified themselves (especially: identity and morality) can adapt to the environment in society, both internal capacity (activities) to accept community authority or externally to shape and become involved in forming constitutive communities ". In the context of ecological citizenship, if we use environmental ethics as a perspective, we will be able to increase our responsibility towards the environment.

As stated Kalidjihrih in (Rusnaini, 2018) Ecological citizenship is an idea where environmental damage and protection of the environment become global issues. This idea can be compared with a movement called environmentalism. The environmentalist movement seeks to raise awareness of the interrelationships between humans and nature that can affect human life patterns and behavior. These environmentalist movements have important implications for the conception of citizenship. They question seriously about the state as the owner of public policy by pointing out that ecological and bioregional measures often do not respect the boundaries outlined.

The Indonesian government is considered to be still less concerned with environmental problems, many Indonesians throughout the region also do not understand that they live in an ecosystem, which with the destruction of one element of the ecosystem will affect other elements of the ecosystem. Keraf dalam (Rusnaini, 2018) stated that nature and all of its contents have dignity and value in the middle and in the community of life on earth. Obligations and responsibilities are based solely on moral considerations that beings in the universe do have values on the basis that they have a dignified life of their own. Therefore, humans must protect and preserve it.

Ecological citizenship has become a topic of global discussion because of the insurmountable damage to the environment and the call for environmental protection. If we relate it to our existence in the world today as a risk society, efforts to protect people from the effects of environmental degradation will become even more significant.

From the above data, students are invited to study various issues regarding climate change and they study these problems using ecological citizenship as their scientific basis, namely through ecological citizenship as a means of changing thinking about the urgency of the importance of handling climate change from the perspective of citizens.

The secondly issue is global justice in the discussion student give more information about global justice. Following the revolutions that Europe shook in the mid-1800s, social justice became a rallying cry for progressive thinkers and political activists. Proudhon, notably, identified justice with social justice, and social justice with respect for human dignity. (Karpov, 2012) The translation of that opinion is that following the revolution that shook Europe in the mid 1800s, social justice became a call for progressive thinkers and political activists. Proudhon, in particular, identifies justice with social justice, and social justice by respecting human dignity.

In an article in the Stanford Encyclopedia of Philosophy it is said that increased interest concerns the issues of global justice has also been coincided with enhanced interest in the place and value of nationalism. These explorations also track contemporary events such as nationalist clashes which have spilled over into widespread suffering (notably in the former Yugoslavia and Rwanda), increased calls for national self-determination to carry sufficient

weight, such as in state recognition for Palestinians or Tibetans, and also in the case of secession (prominently, Quebec). (<https://plato.stanford.edu/entries/justice-global/#WhaTheGloJus> quoted 12 December 2019)

The increased interest in the issue of global justice also coincides with an increase in interest in the place and value of nationalism. This exploration also tracks contemporary events such as nationalist clashes that have spilled over into widespread suffering (especially in the former Yugoslavia and Rwanda), increased calls for national self-determination to carry enough weight, such as in-country recognition for Palestine or Tibet, and also in the case separation (striking, Quebec). It can be said that global justice emerged after the Second World War and strengthened when there were many conflicts affecting the world, especially conflicts that were confused with Ethnic, religious and racial issues

The philosophical framework is related to the increasingly prominent phrase "global justice". A distinctive feature of this framework is the focus on the causal and moral analysis of the global institutional order with viable alternatives and alternative backgrounds (What Is Global Justice?, 2019). The criteria will coincide in their emphasis on the question of how well our global institutional order is doing, with regard to human fundamental interests that are important from a moral standpoint. Extending institutional moral analysis abroad, this question focuses on how the main incidences of violence and extreme poverty today, and causes of death and excessive morbidity can be avoided not only through better government behavior, internally and internationally but also far more effective through global institutional reforms which will, among other things, improve such government behavior by modifying government options and the incentives they face.

There is some debate in implementing the global justice paradigm that contradiction is due to the claim that it is relevant for the moral assessment of the global institutional order for how to treat human individuals. This claim can be developed into three more specific and independent challenges ("What Is Global Justice?," 2019).

First, the rules of many governments that are called are based on nothing more than brute strength. Approval from such a ruler, however free and competent is given, cannot be interpreted as agreement by the people they manage to be subdued.

Second, it is widely agreed that human rights cannot be revoked, that humans cannot give up their right not to be tortured or enslaved, their right to participate in politics, or their right to the most basic needs of human survival. To the extent that the current design of global institutional arrangements unexpectedly results in irrevocable rights that are more unfulfilled than can reasonably be avoided, this order cannot be maintained by appealing the agreement of those whose rights cannot be revoked now not fulfilled.

Third, even if we assume that humans can give up their most basic human rights and that less developed citizens have actually done this through their acceptance of the current global institutional order, we still have to ask how it can be allowed to impose this rule in children who are highly represented among those who died due to causes related to poverty.

With increasing literacy on global justice, students will understand the importance of their role as part of global society in helping to realize the importance of mutual peace that global justice is a shared responsibility.

## IV. Conclusion

As good citizens we bear a shared responsibility that is not only burdened by a single group and also we bear a shared responsibility to realize and protect our earth and our world as a better place to live and therefore as a generation will come millennial must be prepared. Millennial are invited to study various issues regarding climate change and they study these problems using ecological citizenship as their scientific basis, namely through ecological citizenship as a means of changing thinking about the urgency of the importance of handling climate change from the perspective of citizens. With increasing literacy on global justice, students will understand the importance of their role as part of global society in helping to realize the importance of mutual peace that global justice is a shared responsibility.

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## The Relationship between Scout Activities with the Attitude of State Defend Student's SMA Negeri 1 Sumberlawang Sragen Academic Year 2018/2019

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### Abstract

*The purpose of this study is to: 1. Describe the activeness of students in scouting activities, 2. Describe the attitude of the state defends, 3. Explain the relationship between the activities of scouting with the attitude of the state defends. The study was conducted by survey method. The population was all students in class XI. The research sample was taken by a random sampling technique totaling 60 students. The analysis technique is done by product-moment analysis. The results showed that students who actively participated in scout activities were moderate. Likewise, the attitude of defending a student's country is moderate. The results of the analysis obtained an r count of 0.585 with a significance of 0.001 <0.05. The activeness in participating student activities is included in the moderate category, as well as the defensive attitude of students including moderate. The contribution of active participation in scouting activities towards the defense of the state was 34.2%. Then it can be concluded that students who are active in scouting activities have a high state defense attitude compared to students who are not active in these activities.*

### Keywords

scout activity, state  
defends attitude



## I. Introduction

The struggle of the heroes in the past did not stop only after the state declared its independence (Yurdakal, 2019). Because after independence, the threat to state sovereignty continues. This threat does not only come from the outside but can also come from within. Threats from the outside are easier to see, while threats from the inside are very difficult to know. Various kinds of threats to state sovereignty must be immediately anticipated so that the state is not controlled by other parties. The threat to state sovereignty is not only the responsibility of the government but also the responsibility of citizens. All citizens have the obligation to defend their country from various kinds of threats, challenges, obstacles, and disturbances. For this reason, all citizens must be willing to defend their country.

One of the government's tasks is to provide provisions for citizens to become citizens who have the willingness to defend their citizens. One of the government's tasks is carried out through education, both formal and non-formal education. Formal education is done through education in schools. Education in schools is organized based on a curriculum set by the central government through the ministry of education. In addition to activities based on the curriculum, the school also organizes activities called extracurricular activities. These activities are many kinds with more specific objectives. One of the extra-curricular activities organized by the school is scouting.

## II. Review of Literature

Scout activities or in other terms called scouts are activities that teach various skills. As stated: "Venturing is a Scout program that focuses on high adventure activities, usually with more opportunities for rafting, rock climbing, etc. The Venturing Crew can have both male and female members - and also young adults - because the program is for, "Young men and women aged 14 to 20 years (and not yet 21 years old), or 13 years old and have completed 8th grade ... Although outdoor activities are a major part of Venturing, the program also displays life skills such as leadership development, public speaking, interviews, and guidance" (Fast Facts, 2012). From these explanations, it shows that scouting activities are activities that provide provision to individuals in various life skills to children aged less than 21 years. Age as in the above limits is school age up to high school level. This means that scouting activities are held for children in formal schools up to high school level, with the aim of providing life skills to children.

A variety of life skills that are taught in scouting activities will form a positive attitude in the child. This attitude will support the creation of strong personalities in children. One of the attitudes that can be generated from scouting activities with various life skills being taught, will be able to form attitudes related to state life, namely the attitude of nationalism and patriotism. According to the author, scout activities will be able to improve the attitude of defending the country in students who participate in scouting activities as well as possible.

State defense, as stated above, is one of the attitudes that must be possessed by every citizen, especially its youth. But lately, the attitude of defending the country in the children themselves becomes a special concern. This is because children prefer to play gadgets rather than doing positive activities. Can be seen in various places, including in schools, many students who fill their free time by playing gadgets. This is very unfortunate, because these activities can lead to unfavorable attitudes in socialization. Especially lately a lot of information shows that some hospitals both public hospitals and mental hospitals found patients who experience physical and psychological disorders due to excessive gadget play. From this incident it can also be predicted that they do not care about the life around them, including in the life of the state. Furthermore, the incident was also alleged that the students who were still within the age limit of these children experienced a crisis related to the attitude of defending the country.

The attitude of defending the country is the attitude of citizens in defending the sovereignty of the country that has been usurped by the heroes from the clutches of the invaders. The attitude of defending the country did not stop after the state declared its independence. This is because state sovereignty does not only disappear from the hands of the invaders, but at any time state sovereignty can be threatened by foreign power in all aspects of state life which includes sovereignty in terms of ideology, politics, economics, social, and defense and security. As citizens must have a defensive attitude of the state to fight the mastery of various things so that state sovereignty is fully realized without being influenced by foreign powers.

Related to extracurricular activities at school, scouting is an alternative so that students are not disturbed by information technology that can be done with information technology called gadgets. Scouting activities are extracurricular activities that are systematically performed as a vehicle for strengthening psychology-socio-cultural (reinforcement) attitudes and skills manifestation in the 2013 curriculum which is psychopaedagogically coherent with

the development of attitudes and skills in scouting education (Putri, 2015). Achieving the core competencies of spiritual attitudes (KI-1), social attitudes (KI-2), and skills (KI-3) gain meaningful learning through the adaptive systemic facilitation of scouting education within the educational unit (Permendikbud, no. 63 tahun 2014).

From the explanation, it can be stated that scout activities are activities aimed at forming attitudes and behaviors that include spiritual, social, and skill attitudes and behaviors. These various attitudes and behaviors are intended to make students able to maintain their lives later on. To maintain one's life one must be able to behave and behave well, towards oneself, towards the social environment, and also to the country. Each is an individual responsibility in life in this world.

The description of the condition of children associated with extracurricular activities above shows that technological development can affect children's activities. These effects can cause negative effects that make children less attention to their environment so that children can also forget the attitude of patriotism. In this regard, this study will discuss the effect of scouting extracurricular activities on the defending attitude of state students of SMA Negeri 1 Sumberlawang.

Talking about the activeness of students in scouting, students who are active in activities at school will certainly get many benefits, especially for themselves and can also be useful for people in their environment. As stated by Packham (2008) that "enabling learning environments and processes is an essential tool for community workers, particularly those who are involved in supporting active citizenship type activities in communities". This opinion provides an understanding that the activeness of students in organizations will make students obtain life values that might not be obtained through learning activities in the classroom.

Scouting is the largest youth organization in the world with national associations found in more than two hundred countries in the world. Scouting was founded by Robert Baden-Powell, designed as an informal citizenship training scheme. Scouts have values that are about to be instilled in youth. These values include loyalty, efficiency, clear thinking, and obligations (Robinson & Mills, 2012). Students, who participate in scouting activities are expected to be able to do their best, understand how to survive, be independent, and be able to help others. After participating in scouting activities students are able to become independent youth - help friends / neighbors - communities - to be able to defend the nation and state.

It was stated by Aqib and Sujak (2011) that the scout movement was an education movement of young people who organized scouts with the support and guidance of adult members. As an educational movement, the scout movement effort cannot be separated from the basic pattern of national education and is one of the educational facilities, in addition to other educational facilities (family, school, peer group, work environment, and society). Scouting is an educational process outside of school and outside the family environment in the form of interesting, fun, organized, directed, practical activities carried out in nature.

In general, extracurricular activities have a function in their implementation. According to Muhaimin (2008), there are several functions of extracurricular activities, namely first, the development function. This development function is a function of extracurricular activities that are useful for developing students' abilities and creativity according to their potential, talents and interests. Second, social functions, apart from being a student talent developer, another function of extracurricular activities is to develop students' abilities and sense of social responsibility. This social function puts more emphasis on the personality aspects of

each individual. Third, the recreational function, the function of extracurricular activities, which subsequently is to develop a relaxed, joyful and enjoyable atmosphere for students who support the development process.

Character education can be developed through scout activities. In this activity, students are guided to prepare for the future by being given skills such as leadership, patriotism, creativity, personality, and noble character. This is in accordance with the purpose of the scout movement. Scouts aim to support young people physically, mental, and spiritual development, so they can play a constructive role in society by focusing on life in the open and survival skills (Mislia, Mahmud, & Manda, 2016).

Scout extracurricular activities can provide direct experience to students, so that it will shape the positive personality of students. As expressed by (Vick & Garvey, 2016) that "Scouting is important in terms of giving young people learning experiences that go beyond learning terms and facts." Many benefits are obtained by students through Scouting activities. One of the benefits is related to this research, which is forming spirit, soul, and patriotic attitude. Therefore, with the obligation for elementary and middle school students to take part in Scout extracurricular activities, it is hoped that patriotic attitudes will be embedded in students.

Regarding the attitude of defending the state, modern countries have created an education system that plays an important role in shaping the citizens of the future. In addition to forming the rational competencies needed for economic progress, the state also prepares schools to build the affective attitudes of their future citizens needed to create a feeling of belonging and national identity (Kello & Wagner, 2014). The state defense attitude is also called a patriotic attitude. This attitude is the attitude of a citizen about patriotism. Patriotism is an attitude of someone's love for his homeland or country (Gusacov, 2019; Livi, Leone, Falgares, & Lombardo, 2014). The attitude of defending the country or patriotism is an attitude that is brave, unyielding and willing to sacrifice for the nation and state. Patriotism reflects affective ties positively with a country that is characterized by a sense of love and pride (Satherley, Yogeaswaran, Osborne, & Sibley, 2019).

The problem of patriotism has always been the subject of discussion by experts because patriotism is a characteristic of society. Patriotism is needed to maintain the existence of a country. Patriotism is a different matter. The community has an awareness of the need to interact with other communities to survive. Integration has been developed as an ideological and community structure as a basis for uniting shared understanding (Uzakbayeva, Zhalgasova, Beisembayeva, & Kosherbayeva, 2014). Youth as a community power must have a strong patriotism attitude for the country so that the country is able to achieve strategic development goals (Tolen, Tulenova, Assyltaeva, & Aitymbetov, 2014).

Kurniawan (2012), mentions the characteristics of patriotism, among others: 1) Preserving the nation's culture, 2) Carrying out a study tour to the museum that contains the history of heroism, 3) Cultivating trash in its place, and preserving the culture of shame ". These characteristics are intended so that citizens can understand the struggle of the predecessors of the nation and its efforts to protect the environment and the state from things that are detrimental. Another opinion regarding the characteristics of patriotism was expressed by Lemhanas (2001), among others: 1) A sense of patriotism, 2) Willing to sacrifice for the benefit of the nation and state, 3) Having the spirit of renewal, 4) Not giving up easily, 5) Placing unity and safety nation and state above personal and group interests.

Based on the opinion above, that the first opinion is more directed towards real behavior, while the second opinion is still abstract. However, both of them revealed an agreement on the characteristics of citizens' patriotism towards their people.

### III. Research Method

This research takes place in SMA Negeri 1 Sumberlawang Sragen. When the study was conducted in the second semester of the 2018/2019 school year. This research is quantitative research. The method used is the survey method. According to Sugiyono (2012) "The survey method is used to get data from a particular place that is natural (not artificial), but researchers do the treatment in data collection, for example by distributing questionnaires, tests, structured interviews and so on".

The population in this study is the eleventh-grade students of SMA Negeri 1 Sumberlawang with a population of 230 students divided into seven. Samples were taken by proportional random sampling of 60 students.

Data collection techniques in this study refer to several opinions, including Usman and Akbar (2004) suggesting that "data collection techniques consist of (1) observation, (2) interviews (3) questionnaire and (4) documentation". Another opinion put forward by Idrus (2007) that the data collection techniques consist of "questionnaires, interviews, observations, tests, and documentation". From various kinds of data collection techniques, according to the research needs, this study uses data collection techniques, namely questionnaires and documentation.

Data analysis used simple regression analysis which was used to see the relationship between activeness in scouting activities and state defending of SMA Negeri 1 Sumberlawang students. Correlation test is used because the independent variable is one, and the independent variable data and the dependent variable are metric.

### IV. Results and Discussion

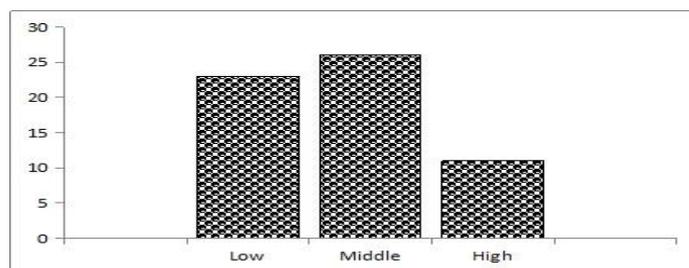
#### 4.1 The Activeness in Participating Scout Activities

The results of research on active participation in scouting activities are illustrated in the table below.

**Table 1.** Distribution of activeness frequency following scout activities

Interval Class	Category	Frequency	Percentage
60-69	Low	23	38,33
70-79	Middle	26	43,33
80-89	High	11	18,33
		60	100%

From the above data it can be seen that the average value of activeness in scouting activities is 72.1, the highest score is 87, the lowest score is 60, and the standard deviation is 7.2. From the distribution data above, it can be described in the histogram below.



**Figure 1.** Histogram of Data Distribution

Based on the graph and table above, it can be seen that the most frequent score is the score between 70-79, which is the interval score occupied by an average of 72.1 or in the medium category. This shows that the students on the score have the highest number, which is 43.3% or as many as 26 of 60 students. So it can be said that most students take part in scout activities with scores of 70-79. This shows that the activity of participating in student scout activities is moderate. The current activeness is caused by various things, among others, because they are lazy, do not know the benefits of scouts, prefer at home or play, and so on. Scout activities are extra-curricular activities that are currently required to be followed. Although required, some students did not attend scout activities. In addition to not being present, students who also attended scouting activities also seemed to lack enthusiasm. Absence and also lack of enthusiasm of students in scouting activities certainly have a cause. But in this study does not discuss the causes of absence and lack of enthusiasm of students, but this study discusses the activity of scouting. In scout activities taught various skills related to life in various natural conditions. In addition, scouting activities also train students to be disciplined so as to form strong characters. Scouting activities also provide national knowledge, namely knowledge about nationalism and patriotism. Therefore, scout activities are very important activities in educating the nation's generation.

Findings about student activeness in scouting activities in this study indicate that currently many students are less eager to participate in scouting activities which are characterized by absence and lack of enthusiasm in participating in various scouting activities. This condition does not support the government's efforts to discipline students and also educate students to love their country and nation and have an attitude in defending their country. Scouting activities also teach students about various things that are innovative, so that as a young generation, students can become pioneers in building their environment, including building their country. This is consistent with the explanation given by Fredric W. Rohm Jr. and Bramwell Osula, "The mission of Scouting is to contribute to the education of young people, through a value system based on the Scout Promise and Law, to help build a better world where people are self-fulfilled as individuals and play a constructive role in society. This is achieved by: a) involving them throughout their formative years in a non-formal educational process, b) using a specific method that makes each individual the principal agent of his or her development as a self-reliant, supportive, responsible and committed person, c) assisting them to establish a value system based on spiritual, social and personal principles as expressed in the Promise and Law". From this statement it can be explained that Scouting has a mission to provide education to young people, through a value system based on the promises and scouting laws. Young people are expected to be able to help in building a better world where people can meet their own needs and play a constructive role in society. For this reason, scouting activities can be achieved through various things, including: a) involving them throughout their formative years in the non-

formal education process, b) using special methods that make each individual the main agent of development as an independent, supportive, responsible person, and is committed, c) helping them to build value systems based on spiritual, social and personal principles as stated in the Promise and Law.

#### 4.2 The Attitude of State Defend Student's

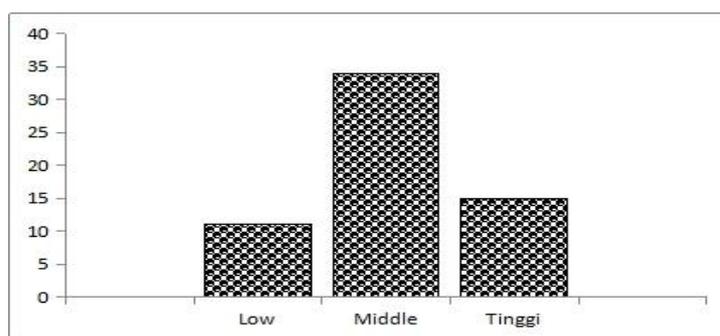
Defending the country also known as patriotism is an attitude that must be possessed by young people as the next generation of the nation. The attitude of defending the country is the attitude in defending the nation and country. The attitude of defending the country is expected to be carried out every day as a citizen in defending his nation and country from threats and interference, both from abroad and from within the country. The state defense attitude must be possessed by every people of a country, including young people. The attitude of defending the country must be established as early as possible so that after they mature and live in a society they can be individuals who are always ready to defend the sovereignty of their nation and state.

The results of the study of state defending students in SMA Negeri 1 Sumberlawang can be seen in the table as follows:

**Table 2.** Distribution data about student's attitude of state defends

Interval Class	Category	Frequency	Percentage
52-60	Low	11	18,33
61-69	Middle	34	56,67
70-78	High	15	25,00
		60	100%

From the above data it can be seen that the average value of students' state defending attitudes is 65.5, the highest score is 76, the lowest score is 52, and the standard deviation is 5.47. From the distribution data above, it can be described in the histogram below.



**Figure 2.** Histogram of Students' Attitude of State Defends

Based on the table and graph above, it can be seen that most students have a state defense attitude with a score between 61-69 or in the medium category. If seen from the average value of 65.5, it can be said that the average student has a moderate state defense attitude. From 60 students it is known that as many as 34 students or 56.67% of students have grades in the group containing the average. Thus the attitude of defending the student state can be said to be moderate.

The attitude of defending the students' country is needed by the state in protecting the country's sovereignty from various threats. With the attitude of defending the country it is expected that citizens have a foreign attitude, meaning that citizens are prepared to be willing

to fight to defend the country from various threats and disturbances. As the next generation of the nation, students must have a high state defense attitude. Students must have a patriotic attitude in defending their nation and country. By having a high state defense attitude, every time as a citizen is willing to fight to defend the countries sovereignty if there are threats and interference. This is in accordance with the statement of Suwarno Widodo (2016) that defending the country is the attitudes and actions of citizens based on the love of the motherland, national and state awareness, Pancasila beliefs as the ideology of the nation and state, willingness to sacrifice to face any threats, challenges, obstacles and disturbances (ATHG) both from inside and outside that endanger the survival of the nation and state, territorial integrity, national jurisdiction and noble values of the Pancasila and the 1945 Constitution. This understanding gives the widest possible opportunity to every citizen to carry out state defense activities. From this statement it is very clear that the defense of this country must be instilled early on in the younger generation so that later it becomes ready to continue the struggle of the nation's predecessors.

#### **4.3 The Relationship Between the Activeness in Scout Activities with the Attitude of State Defend Student's**

Based on the results of data analysis, the correlation analysis results are known to be 0.585 with a significance of 0.001. The results of this analysis are then interpreted by comparing the significance level of 0.001 with the level of significance set at 0.05. From the results of the analysis note that the significance level of the results of the correlation analysis obtained a value of 0.001 which is smaller than the significance level of 0.05. Because the significance value is  $0.001 < 0.05$ , it is stated that there is a significant relationship between the activities of participating in scout activities with the attitude of defending the country.

The relationship between the activities of participating in scout activities with the attitude of defending the country can be an important clue for schools so they can know the activeness of students in participating in scouting activities. As explained above, scout activities are one of the extracurricular activities aimed at educating students with a variety of life skills, discipline, and leadership. Scouting education materials like the above means that scouting activities are activities that are very supportive in shaping the character of students. This is in accordance with the educational curriculum, one of which is trying to shape the character of students who are smart and skilled.

Scout activities as one of the extra-curricular activities are very in accordance with government policies that make scouting activities an activity that must be followed by students. With this government policy, schools can impose disciplinary penalties on students who do not participate in scouting activities, because there is a legal basis. With the formation of discipline in students, the student's attitude will support other activities including curricular education activities. This means that indirectly, scouting activities can support student achievement in the academic field. Discipline attitude that is instilled in scout activities becomes part of the effort to discipline students in other fields of activity. In addition to discipline, leadership is also instilled, so students are able to become leaders who can be pioneers in developing their environment, including in developing their country. From this goal students are expected to be able to have an attitude of nationalism and patriotism, namely the attitude of loving the motherland and also the attitude of defending the country.

## V. Conclusion

Based on the results of the research above, it can be concluded that the activeness of students in scout activities including moderate. This can be seen from the number of students who have scores between 70-79, the scores included in the medium category. The attitude of state defends student's is moderate. This can be seen from the number of students who have scores between 61-69, the scores included in the medium category. There is a significant relationship between activeness in scouting activities with the attitude of defending the country. This can be seen from the results of the correlation analysis of 0.585 with a significance of  $0.001 < 0.05$ . The contribution of activeness in scouting activities to the attitude of defending the country amounted to 34.2%. These conclusions indicate that active participation in scouting activities is very important in shaping the attitude of defending the young generation. The activity in participating in the scout activities can be seen in the presence and various activities related to scouting. The responsibility of the government to form a state defense attitude for the younger generation can be done through extracurricular activities. For this reason, some extracurricular activities need to be required for students so that students also get education outside the curriculum material

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# Analysis of Challenges Facing ICT integration in Managing Public Secondary Schools: A Comparative Study of Day and Boarding Secondary Schools in the South Rift Region, Kenya

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## Abstract

*The uptake of information communication technology (ICT) by secondary schools is beset by a complex of challenges that are not clearly understood and documented. In order to facilitate effective and efficient implementation of digitalization in schools in Kenya, there is need to map out the diversity of challenges that bedevil its adoption. The purpose of this study was to analyze the challenges facing integration of information communication technology (ICT) in the operations of public day and boarding secondary schools from the south rift region of Kenya. The objectives of the study were to; assess the challenges facing ICT integration and compare the levels of ICT integration in boys, girls and co-educational secondary schools from the south rift region of Kenya. The study adopted the descriptive survey research design. The target population for the study comprised of all the 141 teachers from the public secondary schools in the south rift region of Kenya enrolled in the Strengthening of Mathematics and Science in Secondary Education (SMASSE) program. The study employed census sampling technique since the target population was small, easily accessible and manageable. Data was collected by means of a questionnaire. Data analysis was conducted using the descriptive and inferential statistics with the aid of Statistical Package for Social Sciences (SPSS) version 21.0. The study tested the hypothesis that there was no statistically significant difference in challenges facing integration of ICT in boys, girls and co-educational secondary schools from the south rift region of Kenya. To test this hypothesis the One way Analysis of Variance (ANOVA) statistics was computed which yielded  $p\text{-value} = .000$  which was less than the alpha value  $\alpha > 0.05$  indicating that the differences in challenges facing ICT integration in boys, girls and co-educational schools were statistically significant. Therefore the null hypothesis was rejected. This led to the conclusion that challenges facing ICT integration from the three categories of schools were significantly different. From the findings of the study, it is recommended that there is need strengthen in service training of teachers in ICT and perform widespread upgrade of ICT software since these were the most serious challenges that faced integration of ICT in schools.*

## Keywords

challenges digitalization;  
information communication  
technology, ICT integration



## I. Introduction

The critical need for institutions and enterprises in the digital era to embrace and institutionalize use of ICT in the execution of their functions cannot be overemphasized. Information communication technology (ICT) is increasingly playing an instrumental role in infusing efficiency and effectiveness in service delivery in public and private enterprises

(MCT, 2006). Kozma (2011) states that entrenchment of ICT in society has the potential to enable restructuring of organizations, promotes collaboration, increases citizens participation and makes education more accessible to the larger population. ICT greatly fosters cultural integration of people who hail from different cultural backgrounds. Advancement in ICT enables teachers to access and acquire extensive knowledge, best practices and experience at the mere touch of a button within the convenience of their offices or houses. Adoption and integration of technology in schools is largely dependent upon the availability and accessibility of ICT resources comprising of hardware, software and communications infrastructure. Mwale, Chilala and Kumar (2011) observe that several countries around the world are deepening implementation of ICT policies in order to catalyze growth in a variety of sectors and help steer their economies towards attainment of various platforms as demonstrated in the Sustainable Development Goals (SDGs). UNESCO-UIL (2014) report that many developing countries have neglected expansion of their national electricity and internet connectivity infrastructure in the rural and remote regions which inadvertently renders such regions to lag behind in ICT uptake. Even when schools are connected to the electrical grid, power surges and failures are common in both rural and urban areas further impeding the reliable usage of ICT (Mudenda, Johnson, Parks and van Stam, 2014). A survey conducted by the New Partnership for Africa's Development (NEPAD) established that in the first phase of the NEPAD e-schools initiative, most schools reported no experience whatsoever with computers. Most schools did not provide learning opportunities or teacher training in ICT and computer availability across sub-Saharan Africa remained poor (Adomi & Kpangban, 2010). UNESCO (2015) report that although data on ICT integration in schools from sub-Sahara Africa is scarce, computers are very unevenly spread within African countries. ICT resources are progressively concentrated in relatively few schools that already have basic infrastructure to support them. In many developing countries, computers may not be utilized to their full potential or might even be stored away due to a number of factors such as weak school infrastructure, limited ICT teacher training or general anxiety related to their use (Konyana & Konyana, 2013). Manduku, Kosgey and Sang (2010) inform that ICT integration in schools has remained elusive owing to lack of electricity connectivity, infrastructure, unenthusiastic school leadership that do not encourage adoption of innovations and technology. Majority of teachers may be critically deficient in computing skills. As a consequence, despite the immense benefits and value associated with ICT integration in education, many schools are slow in embracing it. This deprives learners and the school community opportunities to nurture their full potential in ICT and the related careers.

Research indicates that ICT when fully utilized can radically reduce the cost of education, increase efficiency and effectiveness of teaching and learning processes. Aguyo (2010) point out that ICT in schools can be viewed as a cost effective strategy especially in terms of manpower since one teacher can reach many learners through internet, interactive white board and video conference technologies. Parents are also spared the agony of buying many textbooks because many of them would be available online. Study and teaching materials are extremely inadequate in many schools in developing countries. The usage of Information and communication technology (ICT) in education is very broad, teaching and learning process becomes more creative and does not use the same teaching materials. The use of ICTs makes teaching materials more varied and develops in accordance with the times (Harianja, 2019). ICTs can play a significant role in providing teachers and students with access to educational content and upto date resources. The usage of ICT by students helps develop future workforce that can effectively participate in the

increasingly networked world and the emerging knowledge economy. Hennessy (2010) point out that many schools in developing countries rarely have the prerequisite supportive infrastructure, free classrooms or suitable building to hoist the ICT facilities. More importantly, operationalization of digital learning requires establishment of special ICT rooms and the accompanying accessories which demands heavy capital investments. Additionally, implementation of ICT calls for the purchase of new, and sometimes, specialized fixtures and furniture which may be beyond the financial resources available in a school. Consequently, the costs of acquiring adapted furniture for ICT purposes and the related hoisting requirements may be an impediment to its adoption by schools without adequate funding, linkages and partnerships for support.

Globally in the 21<sup>st</sup> century, use of ICT in education is lowest in Africa especially in the Sub Sahara-Africa (SSA), where it lags behind most of the countries in the developed world. Assessment of the utilization of ICT in Africa is hampered by insufficient empirical data on impact of ICT on sector productivity and lack of cross-country evidence. In some cases the evidence has been non-existent due to recent developments, the rapid revolution of ICTs and methodological challenges that include a deficiency of assessment variables and models of causality. Most of the studies undertaken have focused on information infrastructure issues, while few have been undertaken to measure the extent of ICTs in Africa, particularly in education (Kenya School Net, 2009). Clearly if technology cannot be accessed by the teacher, as in so many educational settings in SSA, then it will not be used. Hennessy and Onguko (2012) observe that despite the Kenya Government having developed a number of policies to guide the integration of ICT into the economic, social and educational programmes in majority of schools in the country, the process has been painfully slow. However, KICD (2006) adds that schools are increasingly being equipped with computers for teaching, learning and administrative purposes. The network Connectivity is improving and students are enthusiastic about using computing devices for learning, despite the inadequacy of equipment.

The government of Kenya recognizes implementation of ICT in secondary schools will contribute to knowledge production, information and communication sharing among the school community. This view stems from assertions in the literature regarding the importance of ICT in schools (Manduku, Kosgey & Sang, 2010). The government of Kenya through sessional paper no. 1 of 2005 noted that ICT has a direct role to play in schools (Republic of Kenya, 2005). When used properly, ICT can bring many benefits to schools as well as to the community. It was noted that ICT presents new opportunities in teaching and learning by providing opportunities for teacher-to-learners, teacher-to-teacher and learner-to-learner communication and cooperation. This yields enhanced opportunities to access several technologies which create superior keenness and attention in learning among students as well as expanding access to a wider variety of courses (Republic of Kenya, 2005). Digitalization and automation of learning is believed to avail unlimited value and benefits in education to learners in terms of expanding access, relevance, retention, equity and quality in education. This way, the government is enabled to speedily move towards achievement of the sustainable development goals (SDGs) relevant to education.

In order to deepen and operationalize digitalization of education, the government of Kenya formulated the national ICT policy on education in 2006. The policy outlines the vision as, “A prosperous ICT-driven Kenya society,” while the mission states, “To improve the livelihood of Kenyans by ensuring availability of efficient, accessible, reliable and affordable ICT services” (Republic of Kenya, 2006). The policy emphasized that the

government will encourage implementation and use of ICT by schools in order to improve quality of teaching and learning. Manduku, Kosgey and Sang (2010) observed that despite the apparent benefits of ICT, school leaderships had not fully implemented the policies developed by the Ministry of Education. Laaria, (2013) assert that though most schools had developed guidelines on how to implement ICT, little attempt was made to implement them. Owing to the dismal and ad hoc implementation of ICT in schools in Kenya, there is compelling need to conduct a study to unravel what could be hindering actualization of this very important venture. This prompted the need to conduct a study on the challenges that hindered efficient implementation of ICT in public secondary schools in the south rift region of Kenya. The outcome of the study would be instrumental in mapping out the diverse bottlenecks and pitfalls that confront ICT integration and institutionalization in the execution of diverse functions by the schools in Kenya.

### **1.1 Statement of the Problem**

The government of Kenya has made deliberate efforts to encourage and provide resources for integration of information communication technology in the country. Emphasis is placed on promoting e-government and automation of education yet schools continue being analogue in their operations. The Government envisions transforming Kenya into an information and knowledge-based society and economy supported by consistent development and pervasive access to ICTs by all citizens. As a result, the ICT policy with regard to education aims at integrating ICTs in the education system, including secondary school education. Consequently, there have been efforts to promote and facilitate integration of ICT in the operations of public secondary schools in the country. However, the integration of ICT in secondary schools in the south rift region of Kenya remains low. This raises concerns regarding possibility of existence of impediments towards implementation of the ICT policy in secondary schools. There is compelling need to analyze the challenges that have produced the dismal level of ICT uptake in secondary schools in the region. Analysis of the challenges that complicate effective integration of ICT in secondary schools would help in mapping out strategies necessary to circumvent the pitfalls and bottlenecks which results in the realization of knowledge-based economy and digitalization of education.

### **1.2 Objectives**

The study was based on the following objectives, which were to;

- a. Assess the challenges facing integration of ICT in public secondary schools in the south rift region of Kenya.
- b. Compare the extent of integration of ICT in boys, girls and co-educational secondary schools in the south rift region of Kenya.

### **1.3 Hypothesis**

The study tested the following null hypothesis;

Ho1: There is no statistically significant difference in challenges facing integration of ICT in boys, girls and co-educational secondary schools from the south rift region of Kenya.

## II. Research Method

The study adopted the descriptive survey research design. The target population for the study comprised of all the 141 teachers in public secondary schools in the south rift region of Kenya enrolled in the Strengthening of Mathematics and Science in Secondary Education (SMASSE) program. The study adopted the census sampling technique since the target population was small, easily accessible and manageable. Hence, all the subjects were included in the study. This technique was appropriate because a complete count of the universe whereby each and every unit of the population is included in the study provides accurate and highly dependable findings. According to Surbhi (2016), census refers to a procedure of gathering, recording and analyzing information regarding all members of the population. Australian Bureau of Statistics (2013) observes that census technique provides a true measure of the population since there exists no inherent sampling error. The technique enables to capture detailed information about small sub-groups within the population which maybe unlikely to be available in case a different method was used. The target population is presented on table 1.

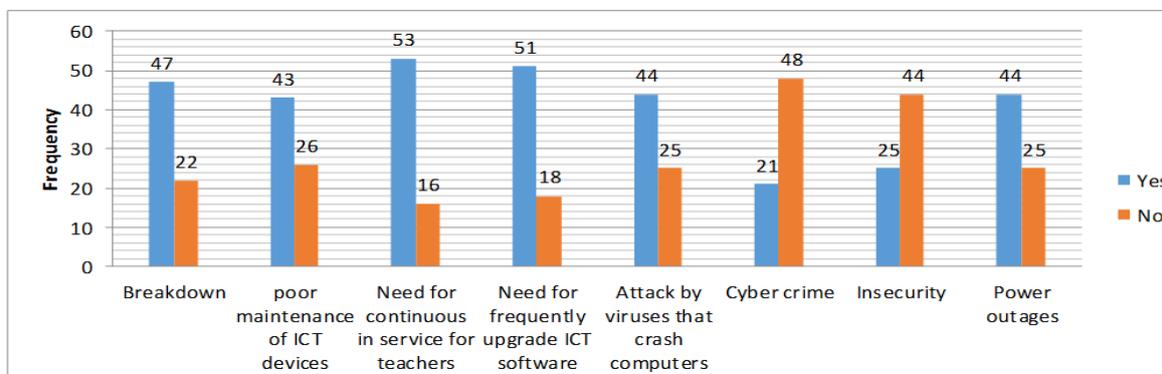
**Table 1.** Population and Sample Size

Type of School	No. of Schools	No. of Teachers Accessed
1. Day	41	85
2. Boarding	24	47
3. Day and Boarding	4	9
Total	69	141

## III. Discussion

The results and discussion are presented in accordance with the stated objectives and hypothesis of the study. The results are presented as follows;

- a. The first objective sought to assess the challenges facing integration of ICT in public secondary schools from the south rift region of Kenya. Respondents were presented with 8 items contained in a dichotomous Yes (1) and No (2) scale. The findings of the study are presented on Figure 1.



**Figure 1.** Challenges Facing Integration of ICT in Public Secondary Schools

Results of data analysis presented in Figure 2 revealed that Breakdown of ICT devices was 47(68.1%) of the respondents, poor maintenance 43(62.3%), need for continuous in-service of teachers 53(76.8%), need to frequently upgrade software 51(73.9%), attack by viruses 44(63.8%), cybercrime 21(30.4%), insecurity 25(36.2%) and power outages was 44(63.8%). The findings of the study revealed that the need for continuous in service of teachers and upgrade of ICT software were the most pronounced challenges facing teachers in integrating ICT in teaching and learning. On the other hand the least encountered challenges were cybercrime and insecurity.

The findings are in agreement with Mingaine (2013) on challenges in the implementation of ICT in public secondary schools in Kenya which revealed that the major impediments towards implementation of ICT in public secondary schools included cost of infrastructure and lack of in-service ICT training opportunities in a situation where only a few teachers had functional ICT skills. The study recommended the need to employ qualified teachers with ICT skills and provision of in-service courses designed to train the teachers already in service. Remarkably, Kibet (2017) established that a positive and significant relationship existed between the level of training and ICT integration in teaching. The study recommended that teachers need to be encouraged to acquire ICT literacy through training to enable them integrate ICT in teaching hence enhancing content delivery.

- b. The second objective sought to compare the extent of integration of ICT in boys, girls and co-educational secondary schools in the south rift region of Kenya. Extent of ICT integration in schools was measured by means of seven items in a four point likert scale, ranging from strongly disagree (1), disagree (2), agree (3) and strongly agree (4). Scores obtained were used to compute a global mean score for extent of integration of ICT in each school category. The mean scores ranged from 1 to 4, which were divided into high, moderate and low. The maximum score was 4 while the minimum was 1. A score below 2.0 was interpreted to indicate a low level of ICT integration, 2.0 – 2.9 indicated moderate level and scores of 3.0 and above were considered an indication of high level of the attribute. The findings of the study are contained on table 2.

**Table 2.** Level of ICT Integration in Schools

School Type	n	Mean	Standard Deviation
1. Co-educational	48	1.71	.30
2. Girls only	9	2.18	.31
3. Boys only	12	2.33	.21

Results of data analysis presented in table 2 shows that boys' only schools had the highest level of ICT integration ( $\bar{x} = 2.33, s = .2$ ), Girls only schools followed with ( $\bar{x} = 2.18, s = .31$ ) while the Co-educational schools came last with ( $\bar{x} = 1.71, s = .30$ ). These findings indicate that on a general scale the level of ICT integration in co-educational schools was low while the level of ICT integration in boys' and girls' only schools had a moderate level of ICT integration.

Muriithi (2017) established that the government Free Day Secondary School Education (FDSE) subsidies were not only inadequate but were also not disbursed in time. This directly resulted in inadequate resources across different school departments. The shortage of funds in day secondary schools compromises ICT integration due to poor infrastructure, computer hardware and software and training opportunities in day schools. This could be among the variables contributing to differences in ICT integration in different school categories.

## Hypothesis

To test whether there were significant differences in challenges facing integration of ICT in boys, girls and co-educational schools, the null hypothesis was tested. The hypothesis stated that there was no statistically significant difference in challenges facing integration of ICT in boys, girls and co-educational schools in the south rift region of Kenya.

The One way Analysis of Variance (ANOVA) was computed to test the null hypothesis. The results of ANOVA calculations are presented on Table 3.

**Table 3.** Results of ANOVA on challenges facing ICT Integration in Schools

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	4.452	2	2.226	25.991	.000
Within Groups	5.653	66	.086		
Total	10.106	68			

Results of one way ANOVA presented in Table 3 yielded p-value = .000 which was less than the alpha value  $\alpha > 0.05$  indicating that the differences in challenges facing ICT integration in the boys, girls and co-educational secondary schools was statistically significant. Therefore the null hypothesis was rejected. This led to the conclusion that the challenges facing ICT integration in the three school categories was significantly different. Ihmeideh (2010) points out that integration of ICT requires heavy capital investments in setting up the infrastructure, maintenance and support facilities. Schools differ in terms of resource endowments hence the differences in the challenges facing them. Goktas, Yildirim and Yildirim (2009) agree with this view and add that ICT integration depends on availability of hardware, software and having access to resources by teachers and students and administrative staff.

Most of the computers in schools are as a result of donations or projects from private companies or foreign donors. Donor supported ICT projects in schools includes both the maintenance of computers as well as support for the teachers. Upon the exit of the donor or the facilitating agency, the government or the institutions concerned are expected to take over the management of the project. It is at this stage of exit of donors when challenges commence to ravage ICT initiatives. This approach is likely to bring a lot of discrepancies which may result in the observed differences in the challenges facing secondary schools.

## IV. Conclusion

The study revealed the need for continuous in-service of teachers and upgrade of ICT software as the most manifest challenges facing integration of ICT in teaching and learning. On the other hand, the least encountered challenges were cybercrime and insecurity. It was also found that the level of ICT integration was lowest in co-educational schools while the level of ICT integration in boys' and girls' only schools was moderate. Hypothesis testing indicated that the challenges facing ICT integration in the three school categories were significantly different. It is hence concluded that there is need to deepen ICT integration in schools by deliberately providing budgetary provisions to support the digitalization initiatives in schools in Kenya.

From the findings of the study we recommend the need to conduct in-service training of teachers in ICT and upgrade of computer resources in schools in Kenya. These were the most

apparent challenges that faced ICT integration in schools. The low level of integration of ICT in co-educational schools should be investigated further with a view to unravel the mystery.

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## Under the Umbrella of Custom: Harmonious Relationship between Christian and Islam in Tiga Beringin Village and Simpang Pergendangan Village, Karo

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### Abstract

*Indonesian society is a pluralistic society. The pluralism of society can be seen from the diversity of languages, ethnicities and religions. This pluralism is also reflected in the diverse Karo community in embracing religions such as Christian, Catholic, Islam and ancestral religions. Many religions are believed by Karo community, but the community's stigma still places that Karo community are Protestant Christians. Behind this stigma, there is a community of society whose entire population is Muslim. The villages are Tiga Beringin Village and Simpang Pergendangan Village, Tiga Binanga Sub-district. However, how is the relationship between the community groups well established and why there has never been a problem by the majority Christian population? This article will answer the things mentioned above which tell how the relationship between the community is harmoniously established and conflicts never occur.*

### Keywords

Christian, Islam local wisdom



## I. Introduction

Local wisdom in the diversity of religions in Karo is very interesting to study through the traces of the history of Islamic enclave settlements in Karo. The study will be more interesting and relevant especially when ethnicity, religion, and race are often used as an issue to gain power along with political euphoria and reform. This study focuses on the integration between Christians and Muslims in Karo specifically in Tiga Beringin Villages and Simpang Pergendangan Villages, which aims to develop a multicultural society in Indonesia. Through this paper the authors try to show local wisdom in caring for diversity that lives together, giving and receiving the elements of integrative culture that is still ongoing nowadays. This paper is also expected to provide multiculturalism learning for the Indonesian society, by making historical facts and historical traces.

## II. Research Method

Primary and secondary data collection techniques are carried out through direct observation or survey to the object of research (Tiga Beringin Village and Simpang Pergendangan Village) and looking for supporting data to libraries and institutions that are considered to be a source of data in research. For this paper, data search or new source is carried out in the National Archives of Republic of Indonesia and the National Library of Republic of Indonesia. The method of data analysis uses the historical analysis which aims to study and explore facts or experiences and past developments by trying to draw conclusions and try to make interpretations data from the event.

The main data includes data relating to the diversity of local wisdom and religions in Karo. This data collection is done to obtain documents, archives, maps, reports, and so on as reference material. In addition to written and printed sources, in writing this paper also uses oral sources that is interviewing several informants who are considered to have an understanding of religions diversity, while also interviewing local residents.

### III. Discussion

#### 3.1 Custom as Harmonious Adhesives

Daliken Si Telu or Rakut Si telu originates from Karo language, Daliken means stone stove for cooking while Si telu is three. So Daliken Si Telu means three stone stoves. The three stone stoves are used when they want to cook to form a triangle that has space on three sides whose position must be balanced and harmonious, from that side then put wood as fuel. In general, Karo community used to use stone stoves to cook food and use wood as fuel.

The three stoves serve as support poles for cooking based on how to cook, then Karo community understand what is called Daliken Si Telu. The stoves or supporting poles in Daliken Si Telu arrangement are: *Sembuyak* / *Senina* / *Sukut*, *Kalimbubu*, and *Anak Beru*. Daliken Si Telu kinship system is used both in traditional events, weddings, entering new homes, misfortune and including in solving social problems in Karo community such as land disputes, accidents and so forth. Daliken Si Telu is often also called Ralut Sitelu, which means three binds that reinforce each other, complement each other and must not be separated from each other.

Daliken Sitelu or Rakut Sitelu is the soul of Karo tribe, determining the status and role in family and community life. The status and role will apply wherever they are in both custom and daily life. However, the appointment of his position changes, depending on the situation where he is so that an Ethnic Karo, his adult camp will have all three statuses and roles. They also have to carry out their responsibilities according to their status and role without connecting to religion, position, rank, wealth and others<sup>1</sup>.

In the summary of Daliken Si telu, the position of *Sembuyak*, *Kalimbubu* and *Anak Beru* is only valid during the traditional ceremonies and celebration, families or clan groups that are positioned as *Kalimbubu* in certain traditional ways can also become *Anak Beru* or *sukut* in traditional ceremonies in other places. *Kalimbubu* is the master who must be served, while *Anak Beru* is a worker or servant for *Kalimbubu*. At a wedding ceremony, for example, *Kalimbubu* is a group of brothers or fathers on the wife who has a desire and her child is a party who wants to marry a sister from someone who has a traditional celebration or celebration. *Sukut* (*sembuyak*) parties who want to carry out certain ceremonies then they first conduct consultations assisted by *Senina*. *Senina* not only plays a role in helping consultations but also as a mediator that connects between *Kalimbubu* and *Anak Beru* related celebration or ceremony to be held. Therefore *Senina* must be chosen based on mutual family agreement because she is also responsible for the continuity of the event. Preferably a person who has kinship and emotional closeness so that he understands the situation and condition of the family of *Sukut* or from families who have intentions<sup>2</sup>.

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<sup>1</sup> M. Abduh Lubis, "Budaya dan Solidaritas dakam Kerukunan Umat Beragama di Tanah Karo", *Sosiologi Agama: Jurnal Ilmiah Sosiologi Agama dan Perubahan Sosial*, Vol II, No. 2, July-December 2017, pp. 245-246.

<sup>2</sup> Tridah Bangun, *Manusia Batak Karo*, Jakarta: Inti Idayu Press, 1986, p. 104.

Rakut Si Telu has been practiced continuously since the days of the previous king, even though he is a nation of kings if his position in traditional ceremonies is the son of a servant (worker and servant) then he must take care of all the traditional ceremonies, both from deliberations (traditional meetings), provision completeness of the event, consumption until cleaning after the completion of the custom event. Even though the young bear's position as official, this does not change the situation. For Karo ethnicity the term "*la beradat*" (not have custom) is very embarrassing. Telu Si Rakut continues to be carried out from generation to generation until now.

Every Karo community does this based on family ties and mutual awareness of customary rules, with Rakut Si Telu, each Karo community from different family groups and clans will meet and interact actively in traditional ceremonies, even if someone has a high government position when he and his family group occupy the position as the new bear in traditional ceremonies so he still has to work to serve his *Kalimbubu* even though *Kalimbubu* is a farmer and not a state official. This is because *Kalimbubu* is also considered a "*Dibata Ni idah*" (visible representative of God) so it must be respected and upheld within reasonable limits and not excessive. Respect is done starting from a special seat covered with white pandanus mats, a very polite way of speaking should not be careless, serving food and drinks preferred (not to be lacking). There is an assumption that if someone hurts his heart, he will not get luck. There is the term "*melus sinaun-sinuan*" which means the results of the first time or work will not get good results. When someone asks who is right wrong, then a person must apologize first, *Kalimbubu* must also respond to the attitude of the apology properly. This is what shows the harmony of structure in the community<sup>3</sup>.

### 3.2 Religious Tolerance of Communities in Tiga Beringin Village and Simpang Pergendangen Village

Tiga Beringin Village and Simpang Pergendangen Village are one proof of the high attitude of tolerance and wisdom in Karo community, especially in Tiga Binanga. In both villages, the population has been Muslim for generations. In Karo community, the value of land is quite large / valuable because it is related to economic life (agriculture). However, there is a wisdom for non-Muslim communities to release to their families who are Muslim because of the awareness that the basis is purely a Muslim. Although the basic Three Binanga majority are Christians. But there has never been a problem regarding land related to religion.

Likewise in the case of marriage, when there is a desire or arranged marriage from a society or relatives of different religions. When it was mentioned that one of the brides-to-be came from Tiga Beringin Village or Simpang Pergendangen Village, the community would immediately understand that the marriage would take place in Islamic terms. That does not mean blaming adherents of non-Muslim religions are not devout adherents. However, as if there is readiness and acceptance of Islam. If the family does not approve of religious differences in marriage, then they will advise or prohibit good matchmaking.

In Tiga Binanga, there is a location called a place of respect for the "*nini pagar*"<sup>4</sup> which is a respected spirit / ancestor, especially *Pemena* followers. When people who still respect the fence hold a ritual at the location, such as asking for rain or worshipping, people in Tiga Beringin still attend. However, they were not involved in the ritual. Their presence is only as

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<sup>3</sup> Roberto Bangun, *Mengenal Orang Karo*, Jakarta: Yayasan Pendidikan Bangun, 1989, p. 27.

<sup>4</sup> *Nini pagar* is a place of worship or a place of worship for Karo community who still embrace traditional religious beliefs that is "*Pemena*".

a tolerance towards their relatives who still carry out the ritual. They only present and witness as a sense of brotherhood to their relatives.

When the happy or sad customary events, even though their relatives are non-Muslim, the people of Tiga Beringin Village and Simpang Pergendangen Village according to their status and role are also undergoing, sometimes even as a newborn child who must hold the main control in customary community discussion. Then they will carry out this role with full responsibility. There is no distinguishing attitude even though faithfully adheres to a different religion.

In Tiga Binanga Sub-district there is a tradition called *merdang merdem* (year work). Previously this event was related to a celebration of thanksgiving for the harvest as well as a family gathering event, relatives gather, party, eat together. Usually a new baby from outside the village will come to help his *Kalimbu* prepare for consumption. Likewise *Kalimbu* will come as an expression of his love for his newborn son who is celebrating the year work. The people of Tiga Beringin Village and Simpang Pergendangen Village did not celebrate this annual party. They only celebrate Eid al-Fitr. However, people from these two villages will visit other villages in Tiga Binanga Sub-district. If their position is new, they will arrive early. Usually the day before the peak day preparing food (cooking and serving) guests / relatives who come to the house of his relatives. Similarly, if its position *as sukut* (*sembuyak*) and *kalimbubu*. They were present as a sense of participating in the celebration.

The family (host) also shows tolerance towards Muslim relatives through the food served is halal. Starting from the preparation process (slaughter of cooked animals), cooking and presentation are all halal. Another tolerance is when the fasting month (*Ramadhan*), then people who are not Muslim will avoid to carry out a traditional party. Likewise in serving food at traditional events (joy and sorrow) in Tiga Binanga area very rarely provided food that is not halal. This is an effort to appreciate Muslim relatives.

In addition to the explanation above, there are also other forms of tolerance, namely when the community in both villages perform worship (prayer time), so when there are local residents who are holding events such as music keyboards and others, then fully aware of the volume will be reduced or take a short break waiting for time prayer is over. In addition, if one of the relatives is Muslim, and when the prayer time arrives, the non-Muslim family must remind and provide a prayer room with a white pandanus mat as a prayer mat. In Tiga Beringin village there is a Sijarul Huda Islamic school.

The Islamic school is located outside a village that is bordered by a population that is predominantly Christian. But there has never been a problem between the children who attend this place and the children outside it. They are good friends and harmonious. Parents have never taught these children to religious differences. It is precisely in the equation that is relatives (family). The children stressed that they are family with the words of their relatives such as *senina*, *impal* and others.

Both villages where the community are 100% Muslim, but there have never been complaints or harassment from the surrounding community who are non-Muslim. Karo community is known as an agrarian society, so assessing land is a very valuable economically and also prestige. But for this area if by chance there is land owned by non-Muslims that might be obtained from ancestral heritage, they will willingly let go so that the village is maintained as a Muslim settlement, despite the relinquishment of the rights through compensation or land exchange. In these two villages there are also the newcomers Muslim communities who are not originally Karo ethnic. Their presence is related to the spread of religions such as religious teachers and Islamic religious teachers, from marriages and so

forth. But these newcomers can be accepted by the whole community and even the newcomers are given Karo clan as a form of appreciation and kinship.

#### IV. Conclusion

Culture in the community occupies a very important role in the life of Karo community in Tiga Beringin Village and Simpang Pergendangen Village, Culture becomes a unifier as well as a guardian of the religious differences of the community, and the clan system inherited from ancestors from generation to generation is still maintained nowadays. Rakut Si Telu for Karo community in Tiga Beringin Village and Simpang Pergendangen Village has a great significance in reducing social problems and sentiments that trigger religious conflicts, the kinship system in Si Telu Rakut forms the solidarity of a community that synergizes with each other, respects each other and is able to move mutual cooperation, on the basis of emotional attachment between one another in the family home. Community solidarity in the culture forms a harmonious social space without having to contradict religious differences. The people in these two villages, although religiously obedient in religious life since hereditary, they are also able to maintain a very good relationship with the surrounding community in Tiga Binanga. In daily relationships are well established, as well as in traditional events, they do not connect different religions to carry out the status of their roles according to the Rakut Sitelu.

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## Communication Activities Seba Baduy Lebak Regency Banten

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### Abstract

*The research is intended to elaborate vastly concerning communication activity ceremony of Seba Baduy in Lebak Banten Region. Focusing on some issues which divided into few micro subs such as communicative situation, communicative event and communicative act in Seba Baduy ceremony, Lebak Banten Region. The Applied method for the project is qualitative method of communication Ethnographic. The subject of the research is Baduy and Jaro Luar community which follows Seba Baduy ceremony, there are 3 informants obtained by purposive technique in the researched ceremony. The data gathering requirement held through in-depth interview, non-participant observation, field notes, literature study, documentations and daring searching. The technique of testing the validity of data by increasing the persistence of observation, triangulation and discussion among friends. For the analytical data used are descriptive, analytical, and interpretation. Research result shows that communicative situation found in the Seba Baduy ceremony which held on two spots Pendopo of Lebak Region and Pendopo of Banten Province on Safar month. Communicative event in the Seba Baduy ceremony as the gratitude and do what the ancestors of Baduy community have passed through generations. While communicative acts in Seba Baduy is act which shows verbal and non-verbal acts as respect expression for the Government and appreciate the nature.*

### Keywords

Seba Baduy; activity  
communication;  
communication ethnographic



## I. Introduction

Seba Baduy is one of the activities or traditions that Baduy people do in grateful for the harvest in one year. The traditional celebration of Seba, according to the people of Baduy, is a relic of the Elder ancestors (Kokolot) that must be performed once in each year. The event was held after the harvest season of the Huma field, even tradition has lasted hundreds of years since the era of Banten Sultanate in Serang Regency. However, in the Seba ceremony this time, it is done in 2 (two) places in the Lebak Regency city hall and provincial city hall. Seba itself is giving up the crops or produce of the Earth to the local government that we commonly call a tribute to the kingdom but different from the tribute. It is all the gratitude of the outer Baduy people and Baduy in because it gets abundant harvest, this Seba activity without any compulsion from any outside Baduy community led by Jaro or Baduy in led by Puun, Together brought the crops to the government that was handed over to the Regent Lebak directly at the city hall of Lebak Regency.

Seba Baduy activities must be carried out on foot from the village where they live to the center of Lebak Regency precisely in the city hall of Lebak Regency. Baduy people are not allowed to use vehicles or footwear on their way. Seba Baduy's activities are carried out by all the Baduy people, both residing in the inner Baduy and outer Baduy. The purpose and

objectives of this Seba Baduy activity as a tribute to the existing government because it has been allowed to occupy a territory that does not belong to Baduy people other than that Seba event was conducted to carry out what has been ordered by Their ancestors as gratitude to the God Almighty. Broadly, the ceremony of Seba Baduy begins with walking distance from his residence to the center of the government after it is doing with mutual prayer. Baduy people believe that by doing this activity the harvest of the next year can be more abundant and much better.

Researchers, in this case, are interested in knowing more about the Seba Baduy activities that are still carried out by all Baduy tribe communities, because today we are all in the era of modernization with all its negative and positive aspects, but there are still groups of people who still uphold customary law and still carrying out traditional activities which are considered by some people to be unfavorable in religious teachings, which is Islam. The Baduy people in their lives are guided by the traditions that their ancestors inherited. They adhere to the values, norms, knowledge, and rules that are undertaken as a belief that when violating the tradition is believed to meet disasters, then the series of activities of Seba Baduy are always the same and never change in the implementation. As a social creature of the life of Baduy people in running Seba Baduy activities cannot be removed from communication activities, because communication is an important part of human social life or society. According to Dell Hymes quoted in Engkus Kuswarno's book, communication activity is a typical or complex activity in which there are typical events of communication involving certain acts of communication and in certain contexts as well (Kuswarno, 2008: 42). With a description of the communication ethnography by Dell Hymes in the book Engkus Kuswarno, to obtain a clear and comprehensive picture. It is divided into several sub-focal ethnographic communications, namely communicative situations, communicative events and communicative actions. As for the ethnographic explanation of communication in the book Engkus Kuswarno, the focus of attention is the behavior of communication in certain cultural themes. The means of communication according to communication science is the action or activity of a person, group or audience when involved in the communication process (Kuswarno, 2008: 35). In the Book of Engkus Kuswarno, ethnographic communication sees the behavior of communication as the behavior born of the integration of three skills possessed by each individual as a social creature, the three skills it comprises of linguistic skills, interaction skills, and cultural skills (Kuswarno, 2008: 18).

The communicative situation is a general setting, the setting is defined as the size of space and time and arrangement. In Communicative situation there is communication contains the process of delivering messages by someone to other people to tell, change attitudes, opinions or behavior either directly orally or indirectly through the media (Hasbullah, 2018). The size of the space or setup of a room is necessary for an event to occur. Based on the pre-study Ritual Procession of Seba is done in several places, the office of Regent Lebak-Banten, office of Banten governor. Communicative events are the basic unit of descriptive purpose. A particular event is defined as the entire unit of component intact. Starting from the general purpose of communication, the same general topic, the same participants, the same common language varieties, the same tone, the same rules for interacting in the same settings. Conceptually, based on the pre-research process, the ritual ceremony starts from the mandate of their ancestors who are obliged to carry out the pikukuh. Communicative actions can be predicted to include exclamation, praise, self-esteem, gratitude, and command. Based on pre-research in the ritual procession, Seba is led by Jaro Tangtu or governance Jaro. In this case, Jaro ordered the harvest to be brought to the Banten

government. If the harvest is not used then this ritual is not perfect. The importance of sub-focus is a reference researcher for his research that is to describe deeply and describe in-depth about the activities of the Seba Baduy ceremony that became research material. Sub-Focus is a tool to dissect the events that are thoroughly so that researchers can find out about what is in the activities that are thorough.

Based on the explanation above, the researcher considers Seba Baduy activity which is implemented by people of Ciboleger village Baduy Tribe Lewidamar Regency, Lebak-Banten Regency is a culture that has its own meaning for Baduy tribe community. Researchers want to reveal the meaning of the cultural ceremony and see how the process of communication activity occurs in it. The culture or activity of Seba Baduy Lebak Banten, when viewed using the communication ethnography approach will explain every detail of the tradition.

## **II. Research Method**

The method used in this research is a qualitative method, with a tradition of communication ethnography, the substantive theory adopted which is symbolic interaction and symbolic convergence, in which to analyze the communication activity of the traditional event of Seba Baduy Lebak Regency of Banten. The understanding of communication activity according to Hymes quoted in Engkus Kuswarno is a complex characteristic activity, in which there are special events that involve certain communication acts and in the context of certain communication (Kuswarno, 2008: 42). So if qualitative research is observed in it there is an inductive thought process in understanding and interpreting a phenomenon that occurs using a natural method. The ethnographic approach that exists in qualitative research also does not escape the field of anthropology that contains linguistic values and communication. According to Frey et al. in the book Deddy Mulyana that ethnography was used to examine human behavior in a specific natural environment (Mulyana, 2008: 161). The combination of ethnography and communication will eventually bring about the typical research. Communication ethnography is very relevant in the realm of qualitative research methods, this is because in qualitative research will lead communication ethnography to understand how language, communication, and culture cooperated with each other to produce distinctive behavior. The ethnographic talk does not escape the study of anthropology and sociolinguistics, in comparison with the ethnography of communication in which it involves the relationship between language and communication, or the relationship between language and culture. The selected research informants are Jaro from the Baduy community, the people involved in the Seba Baduy Lebak Banten event, who are all research informants are men because only men can be invited to educate and women are prohibited from interacting with the community. outside in the event. And take the informant from someone who works in the government of Lebak regency. The analysis of data in qualitative research was conducted at the time of data collection, and after completion of data collection in a certain period. Basically, in the ethnographic research, the communication process analyzes the data along with the data collection process. The analysis of data on this research is divided into descriptions, analyses and interpretation phases.

### III. Discussion

The focus on this research is Seba Baduy communication activity in Lebak Regency of Banten, wherein the implementation it becomes a special activity that appears in each event of Seba Baduy in each of the elements. The communication activity according to Hymes quoted in the communication ethnographic book Engkus Kuswarno, states that typical or complex activities, in which there are special events of communication involving certain actions of communication and in certain contexts (Kuswarno, 2008: 42). The above statement proves that there is a typical communication activity from the Seba Baduy event in which there is a meaning under what the ancestors assigned became an important part of their lives. Likewise, every activity they do aims to honor their ancestors and their way of thanking them to God Almighty. The Seba is a deposit given by their ancestors to stay live until at any time. Seba is also a culture that they believe is their way of thanking the creator and the government. Seba has existed since the Kingdom of Medut of Banten Sultanate. The aim was to have a relationship with the royal family and to thank them because they were guarded and allowed to occupy the kingdom at that time. In the old days, Seba was only done by Jaro-Jaro Tangtu and Dangka. But to preserve Seba's sustainability, it was altered by their ancestors that that did Seba be obliged to follow by the entire Baduy community. The goal is not to be interrupted, and everyone in the Baduy community can do according to the provisions that exist when going to Seba.

Many phases in which they did before doing Seba. The first they harvest what they planted for one year and take a bunch of rice to get in the mashed into the rice. It must be done by every citizen in his home to do the symbolic that their crops have entered the harvest. After they had harvested the crops they planted, they went in droves for self-cleansing or called to purify themselves by the Baduy people in a place they thought was sacred. It cannot be witnessed by people outside the Baduy. They did so because they would do their fasting in the month of Kawalu. Their fasting is for three months in the month of Kawalu Tembe, Kawalu Tengah, and Kawalu Tutung. After they had done the fasting in the month of Kawalu, they did Lebaran in the way of the Ririungan in their respective villages. The Eid is often called the event Kawalu on the Baduy community. Lapse three days after carrying out the Kawalu, Baduy Community Conduct a population census or so-called Ngalaksa, it is done more or less one week of the event. Along with the Ngalaksa Baduy community was ordered to set aside the crops that they could be used as the main requirement in doing Seba. After completion of all activities, then the Baduy community went down to the center of Ciboleger Village to meet Jaro outside and reported that the Baduy community must do Sebada based on Puun provisions in their respective villages. If the specified time is ready, then all Baduy people gathered in the center of Ciboleger Village to do Seba. After Jaro permits departing, Seba has already begun his activity. They are obliged to walk to the place which is the goal of Seba, Lebak Regency, and Banten Province by bearing or carrying some of the crops they get.

#### 3.1 The communicative situation in The Seba Baduy Event Lebak Regency of Banten

Based on the results of the research, researchers get 3 situations that researchers can take, the first that Seba should be done after the activities in the Community Baduy completed, namely the activities Kawalu and Ngalaksa. The rules cannot be changed because it has been a predetermined provision since the Seba began in the era of the Kingdom of MEdut or the Sultanate of Banten. For the second situation, a Seba event was done at the turn

of the year or was on the Safar of the moon's provisions on the Baduy community. The date and time cannot be determined because it should be in the account of Puun for the smoothness and safety of the Baduy people when starting activities until their return to their hometown. Seba was entrusted withal event requesting protection to their ancestors and creators. Because after they had done Seba, they would do a Muja ritual in which it was aimed to convey that they had done what was commanded and thanked what they believed. The third situation that the researcher gets is to problem the place and time where the Seba was done, namely in the City hall Regency Lebak, because it can accommodate the whole Baduy community that follows the event of Seba. The main laden Seba for the problem of the place should have a wide area that can accommodate the whole community Baduy and high government, in order to avoid the difference of caste and flattered between the Baduy community with the government. For the problem of place in Banten province is also in the City hall in the Banten City of Serang. The place is always used as the government to accept the Baduy community in doing Seba. However, the time for the Seba Baduy event cannot be determined, because it depends on the conditions of travel that they experience during the destination or from one place to the next place. But in the last few years that researchers observe, Seba event is done in the afternoon or after Maghrib, as well as the time of activity in the province. So, for the situation in the time category, researchers can only describe that the Seba event took place in the afternoon towards night.

The Interconnectedness of the situation is in the Seba Baduy event of communication theory, the ethnography of communication and the symbolic theory. In relation to communicative situations with interaction, the theory is where the Baduy community symbolized that this Seba event as a symbol that the Baduy community will run the new year in the month HItungan in the community Baduy. As for what makes the Seba event a symbol of Baduy community activity based on what the researchers examined through informant interviews, that is, Seba was symbolized as an event to carry out what their ancestors commanded and to appreciate and be grateful for what the Baduy people got back a year in the government area. In communicative situations, in the event, Seba Baduy There are also elements of communication in it. Whereas in the implementation of Seba Baduy there are communication components namely communicators, messages, communicants, media and effects. This Seba Baduy event conveys the message to the communicants (government) that the Baduy community has carried out the harvest in the government-owned land and they divide the results to the Government through The Baduy's event of Seba, as well as intersecting the owner of the region or government. In the communicative situation, The Baduy's event of Seba, there are also media in the task of conveying to the community outside the regency and Banten province that is the implementation of cultural activities in the province of Banten. For the impact or effect given in the event, Seba only gives a positive effect in which the Baduy community relationship with the government is increasingly harmonious based on what research results researchers are thorough.

The Seba Baduy event is in the tradition of communication ethnography because the event is always repeated at the same time and place until it became a habit of society. The Baduy people always do Seba in the month of Safar from the beginning of Seba. The situation became a benchmark to be done when going to the Seba event.



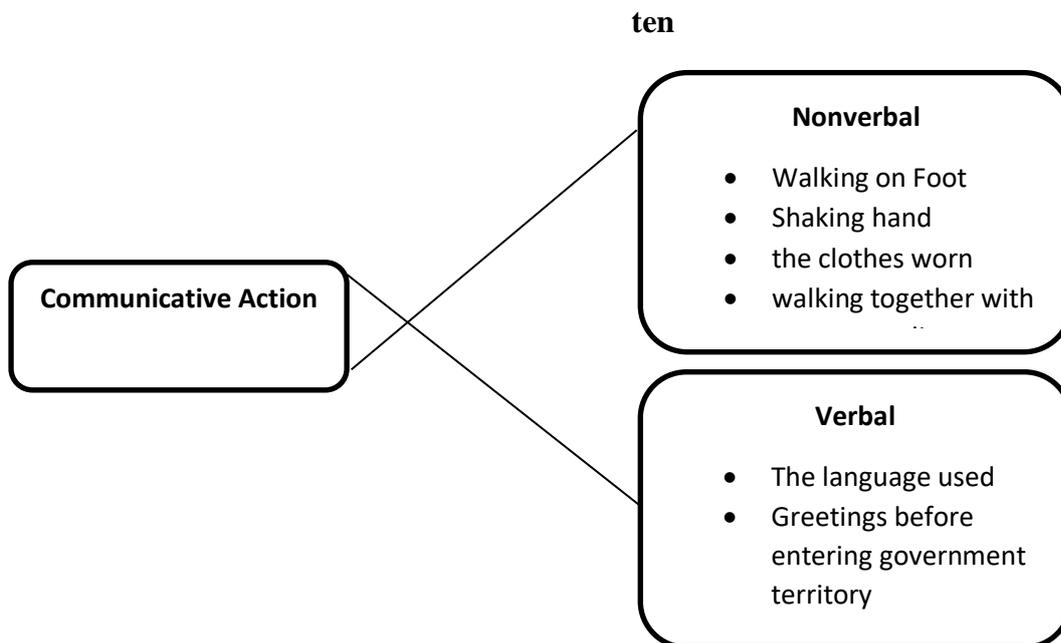
**Figure 1.** *The situation when Seba Goes On*  
(source: Research Documentation, 2017)

### **3.2 Communicative Action in the Seba Baduy event in Lebak Regency, Banten**

Communicative actions in its articles include statements, orders, solicitation & nonverbal behavior. In the Seba Baduy event, there are some communication measures performed. To find out what non-verbal actions are walking without using a mat and shaking hands after asking permission will enter the government area in the Baduy's event of Seba. The ungrounded footwork is carried out to keep the natural state from being easily damaged due to trampled, as well as the prevailing rules when the Seba is commanded by the Puun. And shaking hands aims to inform the surrounding community and the people of Baduy, that the community of Baduy in allow entry and received either by the government. The Verbal action found in the Seba Baduy event is to say hello to the local government that welcomes the arrival of the Baduy community. This is a symbol when the people of Baduy will enter the regency and provincial government. The purpose of this is to ask permission that the people of Baduy will enter the area of government. Examples of verbal actions that researchers can take while observing directly are:

*“assalamuallaikum wr, wb. Neda dihapunten, simkuring bade ngauningakeun katepangkeun babasika sareng rengrengan, yen urang kadongkapan ku dulur urang ti kanekes nu seeurna kirang langkung 2000 jalma, nu maksudna bade ngagendis ka Ibu Bupati, dinalaraga mumule budaya nyaeta nu biasa dilaksanakeun bade Seba Baduy ka ibu gede, ku sakituna mugia di sangga ku pa sekda ti simkuring mangga nyandakeun”*  
(sumber: Data Penelitian 2017)

In communicative action very clearly there are symbols that belong to the communication component through the process of communication done. Communicative action in the Seba event has delivered the message as researchers have explained above. One of them, the verbal action that occurred in the Seba Baduy event during the event is the pronunciation of “greeting” when in front of the gate of the regency or provincial government. It aims to convey the message that they asked for permission to enter the territory of the government.



**Figure 2.** *Communicative action in The Seba Baduy event Lebak Regency of Ban*  
(source: Researcher Data, 2017)

Based on observation results conducted by researchers about the situation, events and actions in The Baduy's event of Seba, researchers saw that the event was merely done to provide gratitude for the crops they get to God Almighty. The event as a way they do to thank and give thanks to the God Almighty so that the crops they get blessings and are always added or harvested the following year more from the crops they get today. There are many things that researchers observe based on the sub-focus on the researchers' reference contained in the Seba Baduy event communication activities, so it can be concluded that everything that is done from the Seba Baduy event is based on observations and interviews, namely as a way carried out by the Baduy community to be grateful for everything they have got from the harvest they have got, and do not forget to thank the government for being allowed to occupy the area they occupy.

#### **IV. Conclusion**

The Seba Baduy event was done after several preparations in the activities of the Baduy community. The preparation to implement Seba is that the Baduy community must conduct self-cleansing or purify themselves while fasting in the month of Kawalu and Ngalaksa as well as collecting crops that have been set aside for Seba activities. After all, preparations were made, the Baduy community would descend the mountain based on the time prescribed by the Puun. For this year, Seba was conducted from 19 to 22 May 2017. The Baduy Seba community calendar is performed in the month of Safar of the year of the welcome month. There is a place that they are headed to run Seba, the City hall Lebak Regency on May 20, 2017, and the City hall governor dated May 21, 2017. For the duration of the Seba, it cannot be clearly determined, but it is done in the afternoon to the evening.

The communicative event in Seba Baduy event is where Seba has 2 places, namely regency city hall and province city hall. Seba was attended by Jaro, Jaro Tangtu and Dangka,

Baduy people and government in Seba's activities. Before committing Seba, Baduy people did some preparations in the series of Seba, including Kawalu, Ngalaksa, and gathered crops. His purpose was to have Seba according to what their ancestors had done. While the purpose of Seba itself is how they thank and thank the government and offer gratitude to God Almighty for the crops they get. The contents of the message are grateful to God Almighty and live the commandment given by the ancestors of the Baduy community. The form of message in The Seba Baduy event is to keep the friendship and thank the government and to unite with nature to be guarded. They do it by giving crops and walking to the designated place. But in the event of Seba, there are rules and prohibitions to be asserted. The rules are the determination of the date and place and the ordinances commanded by their Puun. For the prohibition, Baduy people who are doing Seba must not use public transportation to the destination and are forbidden to joke in Seba. Seba belongs to the type of story event. The actions of communication contained in the Seba Baduy event are two types of action, namely Verbal and Nonverbal. In general, for verbal, the Baduy community led by Jaro greeting the greetings when in front of the gates of the government that was welcomed by local officials. While the nonverbal event of Seba is walking their feet to the place that they headed in the event of Seba and shaking handshake between the representatives of the Baduy community with representatives from the Government, that the Baduy community is welcome to enter the region of government.

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## Implications of the Inquiry Strategy on Science Process Skills and Students Learning Outcomes in Learning Growth and Development Systems of Plants at SMA and MA Negeri Kembang Tanjong Pidie Regency

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### Abstract

*This study aimed to determine the differences between learning with free inquiry strategies on science process skills and learning outcomes on the materials of growth and development at SMA and MA in Kembang Tanjong, Pidie Regency. Data was collected on 6 October to 10 November 2018. This study uses a quantitative descriptive approach with a quasi-experimental research technique. The design in this study is a non-equivalent control group design. The collecting of data divided into two groups: the experimental group and the control group. The number of samples in this study were 50 students for the experimental class and 52 students for the control class. Hypothesis in this study testing based on the SPSS program version 23.0 for windows of a significance level of 0.05 obtained results; the value of science process skills students  $6,055 > 1,98$  ( $t_{hitung} > t_{tabel}$ ), the value of student learning outcomes of a significance level of 0.05 obtained sig value is  $5,965 > 1,98$  ( $t_{hitung} > t_{tabel}$ ). Based on two variables measured show that the implementation of the inquiry strategy there are differences between the science process skills and student learning outcomes in the material growth and development in plants at SMA and MA Negeri Kembang Tanjong, Pidie Regency.*

### Keywords

free inquiry strategy,  
science process skills  
learning outcomes SMA and  
MA Kembang Tanjong  
regency



## I. Introduction

Biology is a vehicle to increase knowledge, skills, attitudes, and values. Biology deals with how to find out and how to understand nature systematically. In other words, biology does not only involve mastery of a collection of knowledge in the form of facts, concepts, and principles, but also is a process of discovery (Departemen Pendidikan Nasional, 2003). Process skills include observing skills, proposing hypotheses, using tools and materials properly and always considering work safety and safety, asking questions, classifying and interpreting data, and communicating findings verbally or in writing, exploring and sorting out relevant factual information for testing ideas or solving everyday problems (Dahar, 2011).

Science process skills are a complex set of abilities commonly used by scientists in conducting scientific investigations in a series of learning processes. Science process skills are a series of activities that can be measured from practicum activities, as the best means of developing process skills (Rustaman, 2005). The inquiry strategy can be realized through practicum activities.

Inquiry requires a higher order of thinking. Through inquiry the teacher provides input for students with problems to investigate along with procedures and materials. This type of inquiry learning is used to teach certain concepts, facts or skills and lead ways to open inquiry where students formulate their own problems to investigate (Brickman, *et. al.* 2009). Students will master the concepts and principles that are good if they have good science process skills. The success of students in understanding learning materials, depends on the teacher as a guide who must act as a good motivator and facilitator. When teaching and learning should be actively involved in the teaching and learning process. This is reflected in the activities of students in learning not only as recipients of subject matter. According to Munandar (1999) states learning with a non-authoritarian atmosphere, where teachers put confidence in the ability of students to think and dare to express new ideas. When students are given the opportunity to work according to their interests and needs, their creative abilities and flourish.

The success of the teaching and learning process is directly influenced by the strategies used by the teacher in teaching. Inquiry strategy gives students the opportunity to solve problems in learning independently. The use of inquiry strategies is expected to open students' insights to find concepts from the experience of working independently or in groups. The inquiry strategy is described as a student-centered approach. Students in this approach, form their own problems and hypotheses, make plans for scientific research, conduct this research to test their hypotheses and discuss their findings with other friends (Hassard, 2005). This type of inquiry learning is used to teach certain concepts, facts or skills and lead the way to open inquiry where students formulate their own problems to investigate, one of the concepts taught through inquiry strategy is Growth and development.

Based on beginning of the survey at SMA/MA Kembang Tanjong district that consist of two high school and one Madrasah Aliyah that is SMA Negeri 1 Kembang Tanjong, SMA Negeri 1 Glumpang Baro and MAN 3 Pidie, where SMA Negeri 1 Glumpang Baro is formerly is part of Kembang Tanjong district. based on the location and distance of the school is very close, the researchers involved SMA Negeri 1 Glumpang Baro as a sample in this study. Based on preliminary survey results it was found that biology learning in SMA / MA Kembang Tanjong sub-district was still dominated by the behavioristic paradigm which considers knowledge to be memorized facts and teachers as the main source of knowledge. In this paradigm, teachers do not involve students in learning activities such as not learning students in groups and not doing group inquiry. The teacher also does not involve students in learning planning, does not conduct project assessments, does not conduct group discussions and does not present the results of discussions to the class. The main demands of education open students' insights to find concepts from the experience of working independently or in groups.

The understanding of students' learners toward learning materials will be realized, if the students themselves are directly involved in understanding learning materials. Students are involved with reading books, making conclusions, explaining verbally, asking questions and answering questions. All this can be done group discussion and class discussion by paying attention to the differences between students so as to create a pleasant classroom atmosphere. The conducive atmosphere is inseparable from the involvement of the teacher as a motivator and facilitator.

The reality is obtained at SMA / MA Kembang Tanjong Subdistrict, seen by many students who considered learning biology difficult to understand, because students were less involved in the teaching and learning process. This can be seen in the ongoing teaching and

learning process namely the lack of student learning activities and the low learning outcomes. The low learning outcomes is one of them caused by teacher factors in implementing learning strategies. Some teachers have not been able to develop the creativity of students in learning and are less optimal in involving students in learning. Based on these, the teacher must be clever in compiling the learning scenario. Learning that emphasizes memorization methods and seeks one correct answer must be immediately abandoned and turn to learning designs that allow students to express creativity and science process skills.

## **II. Literature Review**

### **2.1 Inquiry Strategy in Biology Learning**

Biology is a natural science that studies life in the world from all aspects, both about living things, the environment, and interactions between living things and their environment. Therefore, it is not uncommon to find things called miracles when studying this science. Learning from biology that is applied in the world today is the result of research from scientists, and this result can be proven and does not deviate from the facts. At present the development of biology supported by technological advances has given birth to many other branches of science.

Biology learning is very compatible with inquiry methods that involve learning in process skills such as observing, classifying, measuring, predicting, explaining, and concluding. In carrying out these processes, teacher assistance is needed. However, the teacher's assistance must be increasingly reduced by the more mature students or the higher class of students.

Biology is essentially knowledge of the concepts of life in the universe that includes animals, soil, humans, and microorganisms with all its diversity. The process of learning biology through a series of scientific thinking processes, the end of the learning outcomes of the material is expected that students are motivated to develop knowledge, skills, scientific attitudes, love, and appreciate the greatness of the Creator, even more broadly after students have finished studying biology there are changes in behavior not only about changing knowledge but also in the form of skills, habits, attitudes, understandings, appreciation, interests, adjustment, in short regarding all aspects of the organism.

Learning by discovery (inquiry) is an important component in a constructivist approach that has a long history of innovation or educational renewal. Learning by discovery / inquiry, learners are encouraged to learn mostly through their own active involvement with concepts and principles, and the teacher encourages students to have experience and conduct experiments that enable them to find principles for themselves.

Learning by inquiry strategy teaches a study material not to produce a living library of the study material, but rather is shown to make students think for themselves, emulate what historians do, they take part in the process of gaining knowledge. Knowing is a process, not a product (Nur & Wikandari, 2000). Learning by discovery can be applied in many subjects. Jones and Eick explain inquiry learning is an active process and describes scientific inquiry that takes place in the context of formal education. Based on Sanjaya (2005) states inquiry is a technique or method used by teachers to teach in front of the class. In its implementation the teacher gives assignments in the form of problems in class. Learners are divided into groups, and each group gets a specific task that must be done. Then they study, research or discuss their assignments in groups. After their work is discussed, a well-structured report is then made.

Learning with discovery has several advantages. Learning with inquiry strategy spurs students' desire to know, motivates them to continue their work until they find the answer. Students also learn to solve problems independently and have critical thinking skills because they must always analyze and handle information. Inquiry teaching requires teaching strategies that follow scientific methodologies and provide opportunities for meaningful learning. Inquiry is the art and science of asking and answering. Inquiry involves observation and measurement, making hypotheses and interpretations, forming strategies and testing strategies. Inquiry demands experimentation, reflection and recognition of its own strengths and weaknesses.

## 2.2 The Skills of Sciences Process

Skills are the ability to use thoughts, reason and actions efficiently and effectively to achieve a certain result, including creativity. According to Sandra (1990), that in science learning activities students should not only learn the concepts or products contained in the science subject matter but must include other components, including the components of science process skills.

Creative people are those who have an extraordinary ability to adapt to all situations and their skills are able to carry out their work to achieve the desired goals. Usually creative people are always curious, have broad interests, have fun and love creative activities. The characteristics of creative learners according to Munandar (1999) are imaginative, have initiative, have broad interests, are independent in thinking, researching, happy to be adventurous, full of energy, confident, willing to take risks, courageous in their convictions and beliefs.

According to Soeparwoto (2004) the characteristics of creativity are; great curiosity, often asking good questions, giving many ideas or proposals to a problem, free to express an opinion, stand out in one of the arts, have their own opinions and can express / not easily influenced by others, strong imagination, originality high (visible in ideas, essays, and so on and using originality in problem solving), can work alone and enjoy trying new things.

Science process skills are the ability of students to apply scientific methods in understanding, developing and discovering science. Science process skills are also called a series of activities that can be measured from practicum activities. The science process skills in this study are in accordance with the indicators of science process skills, namely: observing, grouping, predicting, asking questions, hypothesizing, planning experiments, using tools / materials, applying concepts, and communicating.

Process skills are a learning approach that emphasizes the learning process, activities and creativity of students in obtaining knowledge, skills, values and attitudes, and applying them in everyday life (Mulyasa, 2005). The process skills approach can be interpreted as an insight or role model for developing intellectual, social and physical skills that originate from fundamental abilities that the principle already exists in learners. The process skills approach to science learning places more emphasis on forming skills to gain knowledge and communicate the results.

The process skills approach is intended to develop the abilities possessed by individual students. Dimiyati & Mudjiono (2002) contains a review of the process skills approach taken from Funk (1985) as follows. First, the process skills approach can develop the nature of students' knowledge. Students are encouraged to gain knowledge well because they better understand the facts and concepts of science. Second, learning through process skills will give students the opportunity to work with science, not just tell stories, and or listen to the

history of science. Third, process skills can be used by students to learn the process and also the product of science. The approach to science process skills gives students the opportunity to actually act as a scientist.

## 2.3 Learning Outcomes

### a. Understanding Learning Outcomes

Learning outcomes according to Suprijono (2009) "Patterns of actions, values, understanding, attitudes, appreciation and skills. Learning outcomes in education today are better known as Bloom's taxonomy, what is meant by this taxonomy is a way to classify complex things, meaning to classify in stages, from the simplest to the most complicated abilities. In accordance with the taxonomy of learning objectives, learning outcomes are distinguished in three aspects namely cognitive, affective and psychomotor aspects (Suprahatingrum, 2013).

- Cognitive aspect

Cognitive dimensions are abilities related to thinking, knowing and solving problems, such as comprehensive knowledge, applicative, synthesis, analysis and evaluative knowledge. Cognitive areas are areas that discuss learning goals regarding mental processes that begin at the level of knowledge to a higher level, namely evaluation.

- Affective aspect

Affective dimension is the ability related to values, attitudes, interests and appreciation. According to Uno (2007), there are five levels of affection from the simplest to the most complex, namely the willingness to accept, the willingness to respond, to believe, the application of works and the perseverance and accuracy.

- Psychomotoric aspect

Psychomotor areas include goals related to skills that are manual or motoric. Like the other two domains, this domain also has various levels. The simplest sequence to the most complex is perception, readiness to carry out an activity, mechanism, guided responses, skills, adaptation and organization.

### b. Factor Affecting of Learning outcomes

Learning outcomes are the addition of knowledge, skills, abilities and changes in behavior after the whole series of learning activities has been completed (Wuryani, 2002). Learning outcomes achieved by participants are learning outcomes obtained through the learning process and are influenced by internal and external factors.

Two factors that also influence the process and learning outcomes, these factors originate from within the human being itself or are called internal factors, and factors originating from outside the human self or called external factors. One important aspect of cognitive development that is closely related to external factors is perception. "Perception is someone's interpretation of a stimulus" (Trianto, 2007)

## 2.4 Relationship between Science Process Skills and Learning Outcomes

Science process skills are very important to be developed in education because they are the basic competencies to develop students' scientific attitudes and problem solving skills, so that they can form creative, critical, open, innovative, and competitive learners in competition in the global world in society. In addition, some of the reasons underlying the need for process skills in teaching and learning activities were stated by Semiawan (1990) that learners more easily understand complicated and abstract concepts if accompanied by

concrete examples or through tangible objects, so students learn actively and creatively in develop skills to process the acquisition of concepts. Semiawan (2002) states that the skilled process is very closely related to the creative process. The stages that must be carried out in the creative process are preparation (preparation), incubation (incubation), illumination (illumination), verification (verification). Through this stage skilled processes will begin to be seen. One of the skilled processes in science is process skills. Semiawan (1990) states the process skills of students include observation activities (observation), the formulation of hypotheses, research planning, controlling variables, interpretation of data, temporary conclusions, forecasting, application and communication.

## 2.5 Material for Growth and Development in Soil

Growth and development are two processes that run simultaneously. So the process of growth and development cannot be separated from one another. Every living thing experiences a process of growth and development.

Growth is the process of increasing the number or size of cells that cannot return to their original form (irreversible), and can be measured (expressed in numbers or graphs). For example, seed sprouts grow into mature soil.

Development is a process leading to maturity / maturation, can not be measured but can only be observed. At the cellular level, development can be in the form of differentiation of cells that just divide to form tissues that make up certain organs. In soil, development is marked by the appearance of flowers or fruit. Growth and development in higher soil begins with seeds. Seed is the result of fertilization between the spermatozoid and the ovum that grows into zygotes. The zygote then grows into an embryo. Furthermore, the embryo will germinate to produce young individuals.

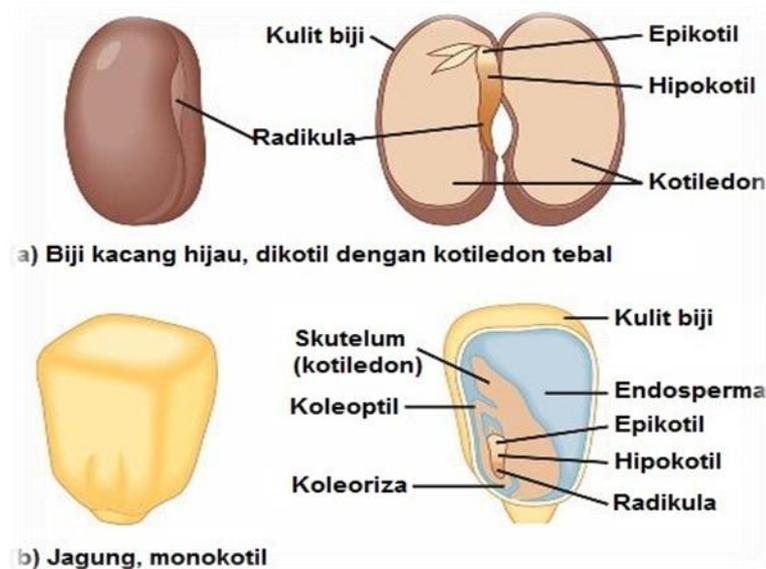


Figure 1. Structure of Dicotyledon and Monokotil

### a. Process of Growth and Development of Soil

#### • Germination

#### Physiology of Germination

Seed germination starts at the end of the seed dormancy period. This is marked by the absorption of water into the seeds (Imbibisi). Water entering the seeds will release the hormone gibberellins which will stimulate the aleuron to secrete enzymes as biocatalysts in seed metabolism.

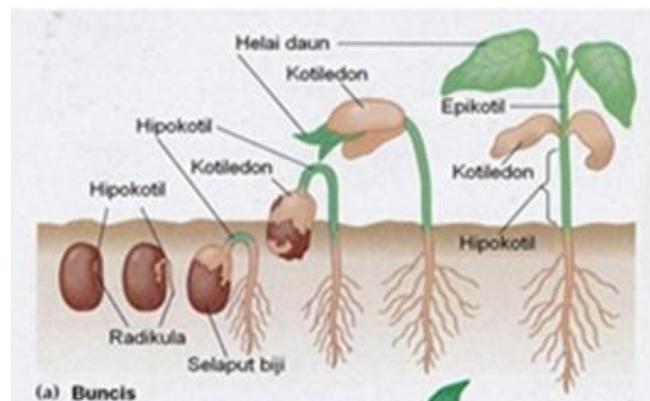
The results of the germination process in the form of growth and development of plumules into stems and leaves and the development of radicles into roots. The newly grown embryo does not yet have chlorophyll so it cannot yet carry out photosynthesis to produce its own food. Food for embryos is obtained from endosperm (Irnaningtyas, 2015).

- **The Germination Type**

Based on the position of the cotyledons in the sprouts, the type of germination can be divided into two, including:

- **Epigeal type germination**

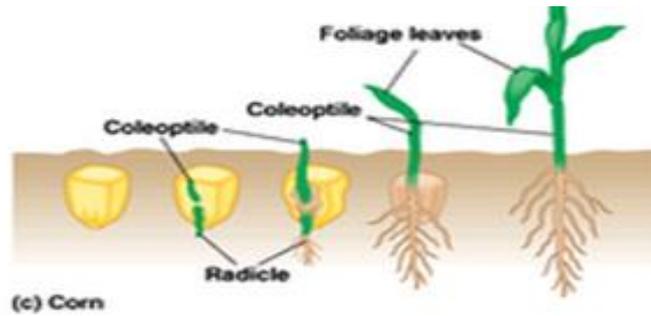
The type of epigeal germination is characterized by hypocotyl growing lengthwise so that the plumula and cotyledon are raised upward (ground level). Cotyledons can carry out photosynthesis as long as the leaves have not formed. Examples of this plant are green beans, soybeans, sunflowers and peanuts. The first organ that appears when seeds germinate is radicles. These radicles will then grow through the soil surface. For dicotyledon soil that are stimulated with light, the hypocotyl stem segment will grow straight to the ground lifting cotyledons and epicotiles. The epicotyl will first appear and then the cotyledons will fall out when the food reserves in them have been used up by the embryo (Campbell *et al.*, 2000: 365).



**Figure 1.** Epigeal type germination  
(Source: Campbell *et al.*, 2000:365)

- **Hypogeal Type germination**

Hypogeal germination is characterized by an epicotile that grows elongated then the plumula grows to the surface of the ground through the seed coat. Cotyledons remain in the soil. Examples of soil that experience this germination are peas, peas, corn, and embryo grass (Campbell *et al.*, 2000).



**Figure 2.** Hypogeal Type germination  
 (Source: Campbell *et al.*, 2000:366)

### b. The Primary Growth

Primary growth is growth that occurs due to primary meristem tissue activity or also called apical meristem. The primary growth point is formed since the plant is still in the form of an embryo. This meristem network is located at the tip of the stem and root end. As a result of this growth, plant roots and stems grow longer.

At the growing point, growth occurs gradually. Therefore the growth area can be divided into three, namely the cleavage region, the extension region, and the differentiation region.

#### Cleavage area

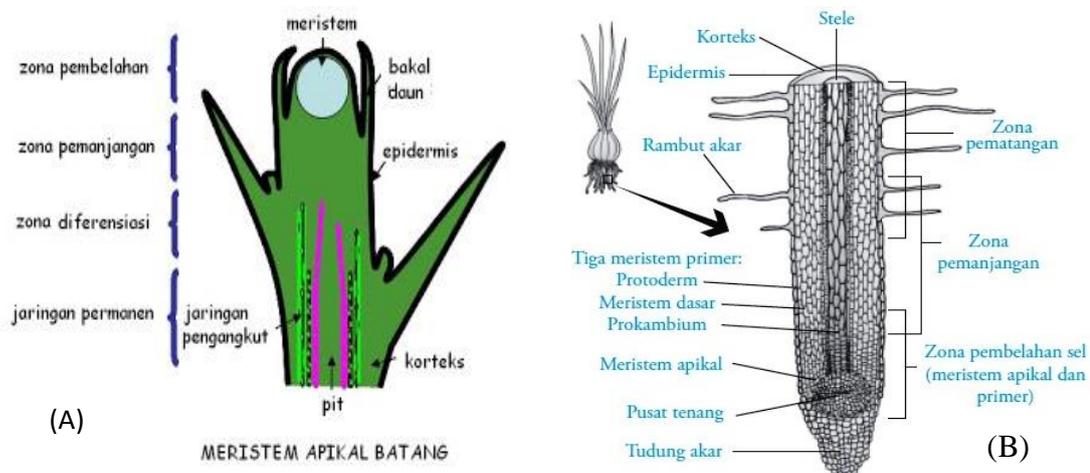
Cleavage area is located at the very end. In this area new cells are constantly produced through the process of cell division. This area is called meristematis area.

#### Elongation area

The elongation area is located behind the cleavage area. In this area the cells resulting from division will grow so that the cell size increases. As a result, it is in this area that has been lengthened.

#### Area of differentiation

The area of differentiation is located behind the elongation area. Cells that have grown undergo changes in form and function. Some cells undergo differentiation into epidermis, cortex, xylem, and phloem. Some form parenchyma, colenchyma, and sclerenchyma.



**Figure 3.** (A) Primary growth of Stems, (B) Primary Growth of roots  
 (Source: Campbell *et al.*, 2000:362)

### c. The Secondary Growth

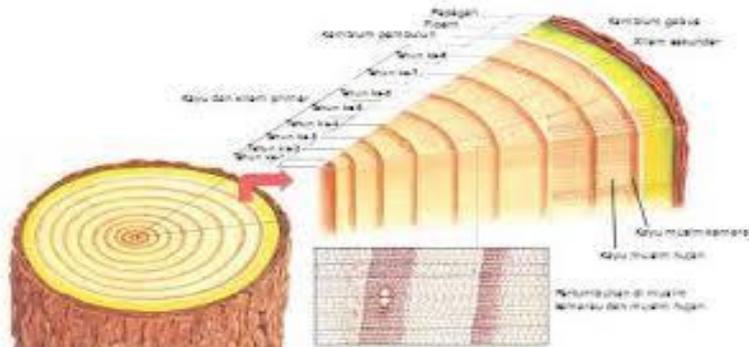
Secondary growth is the result of secondary meristem tissue activity, namely cambium vessels and cork cambium (phelogens). In general, secondary growth occurs on the stem of Gymnosperms and dicotyledonous soil. Monocotyl soil do not experience secondary growth, except *woody monocots, especially Agave, Aloe, Dracaena, Pandanus, and Yucca*.

Vascular tissue is located between the xylem tissue (wooden vessels) and phloem vessels (skin vessels). The division of vascular cambium cells occurs radially, which divides outward to form secondary phloem and divide inward to form secondary xylem (Irnaningtyas: 2015).



**Figure 4.** Secondary Growth in Woody Plants  
 (Source: Campbell *et al.*, 2000:364)

In annual soil (perennial), secondary growth occurs for many years so that the secondary xylem layer after layer forms wood with a circular formation called a growth circle (year circle). The formation of a circle grows in the rainy season the layer is thicker than the layer formed in the dry season. During the rainy season, the quantity of water absorbed from the soil increases and secondary xylem growth will be faster. Conversely, in the dry season, the intensity of water absorption decreases so that the secondary xylem formed will be smaller and appear darker in color because the cells are denser and drier due to lack of water. The growth circle allows us to estimate the age of a tree.



**Figure 5.** Circles of growth on woody plants  
 (Source: Campbell *et al.*, 2000: 364)

Factors that affect growth and development in plants can be divided into internal factors and external factors.

- **Internal Factor**

Internal factors that influence growth and development originate in the body of living things themselves, this category is a factor of genes and hormonal states

**Gen**

Genes are substances that carry traits inherited from the parent. Genes influence the characteristics and characteristics of living things, such as body shape, body height, skin color, flower color, feather color, fruit flavor, and so on. Genes also determine the metabolic ability of living things, thus affecting their growth and development. Animals, soil, and humans who have good growth genes will grow and develop quickly according to their growth and development period. Although the role of genes is very important, genetic factors are not the only factors that determine patterns of growth and development, because they are also influenced by other factors.

**Hormon**

Hormones are substances that function to control various functions in the body. Although the levels are small, hormones exert a significant influence in regulating various processes in the body. Hormones in soil are often called phytohormones or body regulatory substances. Some of them are auxin, cytokinin, gibberellins, ethylene, abscisic acid, kalin, and traumalin acid:

- a) Auxin, serves to stimulate cell extension, stimulate the formation of flowers, fruit, and activate cambium to form new cells
- b) Cytokines, stimulate cell division and accelerate the formation of roots and shoots.
- c) Gibberellins, stimulate cell division and enlargement and stimulate seed germination. In certain soil, gibberellins can cause flowers to appear more quickly.
- d) Ethylene, acts to inhibit stem elongation, accelerate fruit aging, and cause leaf aging.
- e) Abscisic acid plays a role in the process of leaf removal and seed dormancy.
- f) Kalin, plays a role in stimulating the formation of root organs, stems, leaves, and flowers.
- g) Traumalin acid, functions to stimulate cell division in plant parts that are injured. This event only occurs in dicotyledonous soil.

- **External Factor**

External factors that influence the process of growth and development of living things come from environmental factors. Some environmental factors that affect the growth and development of living things are as follows.

**Food or Nutrition**

Food is the raw material and source of energy in the body's metabolic processes. The quality and quantity of food will affect the growth and development of living things. Because it is in its infancy, you should eat enough nutritious food to support the growth and development of your body.

Nutrients needed by humans and animals are carbohydrates, proteins, fats, vitamins, and minerals. All these substances are obtained from food. As for soil, the nutrients needed are water and nutrients dissolved in water. Through the process of photosynthesis, water and carbon dioxide (CO<sub>2</sub>) are converted into food substances with the help of sunlight. Although it does not play a direct role in photosynthesis, nutrients are needed so that soil can grow and develop properly. Try to observe, late-fertilized rice soil, the leaves will turn yellowish. Once

fertilized, the leaves of the rice plant will return to green and grow well. Why is that? In the fertilizer contained nutrients that are important as plant nutrients.

### **Temperature**

All living things need suitable temperatures to support their growth and development. This temperature is called the optimum temperature, for example a normal human body temperature is around 37 ° C. At the optimum temperature, all living things can grow and develop properly. Animals and humans have the ability to survive within a certain ambient temperature range. Soil show a more pronounced influence on temperature. Rice planted at the beginning of the dry season (high average temperature) is harvested faster than rice planted in the rainy season (low average temperature). A type of rose that grows and blooms well in the cool mountains, when planted in hot coastal areas its growth slows and does not produce flowers as beautiful as before. This is because all processes in growth and development such as water absorption, photosynthesis, evaporation, and respiration in soil are affected by temperature.

### **Radiance**

Radiance affects the growth and development of living things. Soil really need sunlight for photosynthesis. However, the presence of light can actually inhibit plant growth because light can damage the auxin hormone found at the end of the stem. If you store the sprouts in a dark place for several days, the sprouts will grow faster (taller) than they should, but look weak and pale / yellowish due to lack of chlorophyll. In addition to soil, humans also need sunlight to help form vitamin D.

### **Water and moisture**

Water and moisture are important factors for growth and development. Water is needed by living things. Without water, living things cannot survive. Water is a place where chemical reactions take place in the body. Without water, chemical reactions in cells cannot take place, which can result in death.

### **Soil**

For soil, soil influences their growth and development. Soil will grow and develop optimally if the soil conditions in which they live fit the nutritional and nutrient requirements. Soil conditions are determined by other environmental factors, such as temperature, mineral content, and water.

## **III. Research Method**

This research conducted at SMA / MA Kembang Tanjung Subdistrict, namely SMA Negeri 1 Kembang Tanjung, SMA Negeri 1 Glumpang Baro and MAN 3 Pidie. Data collection was carried out in the even semester of the 2017/2018 school year from June to August 2018.

The types of instruments used in this study include observation sheets of science process skills, learning achievement test instruments and learning implementation instruments.

Observation sheet to measure students' scientific process skills in the learning process. This observation sheet processing is done by scoring for all aspects of science process skills based on indicators.

#### IV. Discussion

Research on the implications of the free inquiry strategy influences the science process skills and learning outcomes of students on growth and development material in soil in the SMA / MA Kembang Tanjong Subdistrict, Pidie District has been completed on November 10, 2018

The research process includes several stages, namely the preparation phase, the data collection stage, and the analysis phase. The preparation phase includes the stages of preparing learning tools such as Syllabus, Learning Implementation Plan (RPP), Student Worksheet (LKPD), observation sheet to measure science process skills and multiple choice questions for cognitive tests of student learning outcomes.

Data collection phase includes the stage of researching and testing research instruments, where the researcher collects preliminary data in the form of student cognitive test results before learning (pretest) in the experimental class and the control class. Posttest instruments consisted of 30 multiple choice questions. The next meeting the researchers conducted a teaching and learning process (PBM) in the experimental class with the free inquiry strategy and in the control class with conventional learning. At the fourth meeting after learning ended in the experimental class and the control class the researcher returned to collect data about the science process skills and student learning outcomes. Data for learning outcomes (pretest) were collected with a test instrument in the form of multiple choice questions of 30 questions. Retrieval of data about students' science process skills is done by using an observation sheet on the practical work activity LKPD.

The analysis phase is the processing of the results obtained from the data collection stage into quantitative data that is measured and processed using the SPSS 23.0 for windows application. Hypothesis testing in this study was conducted with parametric statistics using Independent Sample t-Test.

Research that has been carried out obtained data about science process skills and student learning outcomes on growth and development material in soil that are applied using inquiry strategies in the experimental class and conventional learning in the control class. This research was conducted in class XII (Twelve) Glumpang Baro High School, MAN 7 Pidie, and High School 1 Kembang Tanjong. In this study, the total number of students was 150 students divided into 2 groups: the experimental group by 73 students, and the control group by 77 students.

This study uses two types of learning, namely learning by using free inquiry in the experimental class and conventional learning in the control class. The results of this study will be described in accordance with the variables studied in the three SMA / MA Negeri in the Pidie Regency Region.

#### V. Conclusion

Based on the results of research on the implications of a free inquiry strategy on science process skills and student learning outcomes in learning the growth and development systems in soil in state high schools in Pidie District, it can be concluded that:

a. Based on the results of the t test showed that there is an influence on students' Science Process Skills between the experimental class and the control class. This can be seen in table 4.1 the column of significance showing that  $t\text{-count} > t\text{-tabel}$  at a significant level 0,05 that is  $7,443 >$  which means that there is an influence of inquiry strategy on students' science process skills on growth and development material in soil.

b. Based on the results of the t test at a significance level of 0.05 obtained sig values are  $7.733 > 1.98$  ( $t\text{-count} > t\text{-table}$ ) and Sig (2-tailed)  $0.000 < 0.05$  indicate that the data is significant or significantly different between classes experiment and control class. That is, the application of inquiry strategy influences student learning outcomes on growth and development material in soil.

c. The effect of learning with free inquiry strategy is seen from the results of the average difference test at the significance level ( $\alpha = 0.05$ ) it is known that the value of p (sig) is  $0,000 < 0.05$ . So the hypothesis (H1) which states that there is an influence of learning with free inquiry strategy on science process skills on growth and development material in soil is accepted.

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## The Effectiveness of Implementation of the MGMP Revitalization Program as a Media Increasing English Teacher Competency in Pidie District

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### Abstract

*This research was conducted to determine the effectiveness of the revitalization program for Teacher's Deliberation of Course of Study (MGMP) as a medium to improve English teacher competency. The research method applied in this study is evaluative research based on (Arikunto 2007: 222) evaluative research can be interpreted as a process carried out in order to determine policy by first considering the positive values and benefits of a program, as well as considering the processes and techniques that have been used to do a research. The results showed that each participant's positive reaction to the implementation of the program could significantly influence the increase in knowledge and skills for each participant / program participant in relation to the philosophical and theoretical basis of learning English in secondary schools. However, increasing knowledge and skills did not always have an impact significant at the practical level, namely the quality of the learning process carried out by teachers, participants in the MGMP revitalization program, in the classroom. Teachers still tend to use conventional patterns in the process of learning English.*

### Keywords

scout activity, state  
defends attitude



## I. Introduction

It is expected that the quality of the Indonesian people can face increasingly fierce competition with other countries in the world, of course the quality is produced through the provision of quality education. Along with global challenges, education is very important because education is a determinant of the quality of Sumber Daya Manusia Human Resources (SDM). The quality of SDM is positively correlated with the quality of education, and the quality of education is often indicated by good conditions, compliance with requirements and all components that must be contained in education. These components are input, process, output, education staff, infrastructure and costs. The quality of education will be achieved if contributions, processes, results, teachers, facilities and infrastructure, as well as costs are available and implemented properly. But of the various components that play a more important role are qualified or qualified teachers (Sri Damayanti, 2008). To improve the quality and competence of teachers, teachers must have professional standards in mastering the material and learning strategies and can encourage students to learn seriously.

In accordance with the Law of the Republic of Indonesia Number 14 of 2005 concerning Teachers and Lecturers Article 2 paragraph (1) confirms that teachers have the position of professionals at the level of basic education, secondary education, and early

childhood education in the formal education pathways adopted in accordance with regulations legislation. Article 4 also explains that the position of the teacher as a professional as referred to in Article 2 paragraph (1) serves to improve the dignity and role of the teacher as an agent of learning functions to improve the quality of national education.

On the other hand, teacher professionalism in Indonesia is still far from what was expected: 3.9 million teachers are currently available, 25% of them do not meet the qualification criteria and 52% do not have professional certificates. However, a teacher in carrying out his duties must have competency standards that include pedagogical, personal, social and professional skills (Yunus, 2017). In addition, based on the results of the skills test, the average teacher skills score was only 42.25%, which was significantly lower than the expected minimum skill score of 75%. In addition, according to the Human Development Index (HDI), teachers who have teaching qualification standards range from 60% for elementary schools, 40% for junior high schools, 34% for high schools. and 17, 2% of teachers teach not according to their field of

study or educational background (Arni Hayati, 2009). To streamline the teacher training program, in 2015 the government through the Ministry of Education and Culture has conducted a Teacher Competency Test (UKG) and set a value of 55.50 as the UKG graduation standard as a mapping of teacher competency values throughout Indonesia. English language teachers in Pidie Regency have also taken UKG to see the ability of teachers in the district. The UKG results show that 86% of teachers in the district have not yet passed the UKG(Dinas pendidikan Pidie, 2015).

The data shows that the average ability of English teachers in Pidie district is still below the minimum standard value. As one of the developing cities in the province of Aceh, it must have English teachers with high professional and pedagogical competencies, in addition, the presence of MGMP in English in Pidie district has received guidance from related institutions such as the Education Office, however, the English MGMP unable to take advantage of this attention and support. It is assumed that creativity, vitality of members and management cannot determine the existence and development of the English language MGMP. Specifically, it is hoped that the MGMP can improve the professional competence and pedagogy of English teachers in Pidie District.

Subject Teacher Consultation (MGMP) is a professional forum for subject teachers in district, city, sub-district or school areas. The principle works is the activity, by, and for teachers from various schools. On this basis, MGMP is a non-structural organization that is independent, family-based, and has no hierarchical relationship with other institutions. This is in line with Soetjipto and Raflis (2009: 36) which states that MGMP is a type of school teacher organization that is recognized by the government to date. MPMP was established on the recommendation of Ministry of Education and Culture officials. "Meanwhile (Ondi Saondi and Aris Suherman,

2010: 80) said this communication forum for the profession was needed to contribute to increasing the professionalism of its members, not only to increase the capacity of teachers in terms of developing learning tools, but also to increase the teacher's capacity, knowledge, knowledge and understanding of the material being taught and its development.

Looking at the above view, we can say that MPPG is basically an increase in work skills, better known as the Education and Training Program. The government has also set the objectives of the English Language MGMP activities as follows. (1) Expanding teacher's insights and knowledge in various ways, especially mastery of teaching materials, compiling

syllabus, compiling learning materials, learning strategies, learning methods, maximizing the use of

learning facilities / infrastructure, utilizing learning resources, utilizing teacher abilities, developing teacher or professional abilities etc. (2) Providing opportunities for members of work groups or work meetings to share experiences and provide mutual assistance and feedback. (3) Enhancing knowledge and skills, and adopting a more professional approach to learning for work group participants or work meetings (4) Empowering and assisting work group members in carrying out learning tasks at school. (5) Change the work culture of work group members or work meetings (increase knowledge, competencies, and performance) and develop teacher professionalism through professionalism development activities at the MGMP level. (6) the quality of the education and learning process which is reflected in the improvement of student learning outcomes. (7) improve teacher competency through activities at the MGMP level.

According to (Suyanto, 2013) so that the objectives of the MGMP can be achieved, various steps need to be taken in determining the form and process of the MGMP, as follows. (a) Determination of educational and training needs, or a comprehensive comprehensive assessment (b) Establishing general and specific goals (c) Choosing methods (d) Choosing media (e) Implementing programs (f) Evaluating programs.

## II. Review of Literature

### 2.1 Basic Framework and Structure of the MGMP Program

Based on the basic framework of the program, MGMP activities refer to the Regulation of the Minister of National Education of the Republic of Indonesia No. 16 of 2007 concerning qualifications and standards of teacher competencies, including educational competencies, personality competencies, professional competencies and social competencies. For each competency can be described as follows:

Pedagogik Competence is a set of abilities and skills related to interaction of teaching and learning in class, how teachers understand students, design and implementation of learning, class management, evaluation processes in learning and development of students so that they can actualize all their abilities to the maximum. The indicators of this pedagogical competence are understanding students by utilizing the principles of cognitive development, understanding the foundation of education, applying learning and learning theories, determining learning strategies and developing learning designs that are appropriate to the conditions of students. (b) Personality competence is a set of abilities and personal characteristics that reflect the reality of the attitudes and behavior of teachers as educators. This personality competence will give birth to a personality that is stable, stable, wise and authoritative, noble in character so that it becomes an

example for their students. The indicators include acting in accordance with legal norms and social norms, displaying independence in all his actions as an educator, all his actions have benefits for students, schools and the community. (c) Professional competence is a set of abilities and skills for mastery of mastery material in depth, intact and comprehensive. It means that the teacher needs to have a wide and in-depth mastery of learning material, including mastery of curriculum material, scientific substance, and methodology. The indicators are understanding the teaching materials in the school curriculum, understanding the relationship between concepts related subjects, understanding the steps of research related to the field of science. (d) Social competence is a set of

knowledge and skills related to relationships or interactions with others. In this social competence teachers are required to be able to communicate and interact effectively with students, fellow educators, parents, guardians of students and surrounding communities. The indicators are able to communicate and socialize effectively. The teacher is an elite figure of the community who is considered to have moral authority that is large enough so that he must have the ability to relate and communicate with others.

Based on the explanation above, the four competencies are integrative and holistic, which means that these skills need to be integrated into every teacher's actions and activities as a whole and holistically. As a professional teacher must have all four competencies. However, during the

2013 program implementation, academic mastery and professional competence were absolute requirements to be fulfilled. Specifically, for an English teacher, the four competencies above must be manifested in a number of more concrete communicative competencies. According to (Celce-Murcia et al, 1995: 5-35). The communicative competence includes (1) discourse competence, namely competence to understand the text produced in a real communication event in a particular context; (2) actional competence in act language competence, namely competence in labeling a step of communication in spoken language; (3) linguistic competence, namely competence to master various components (grammar, phonology, pronunciation, vocabulary, etc.) and English characteristics; (4) sociocultural competence, socio-cultural competence, namely mastery of the procedures or ethics of communicating in English; and (5) strategic competence, strategic competence, i.e. competencies related to effective communication strategies (oral or written) in a particular context. Based on Celce-Murcia's explanation that these five competencies play an important role in supporting English teachers, especially in applying English as a colloquial language daily

communication tool as well as communication in the scientific world of scientific language, naturally according to the way native speakers of English communicate. In addition, the communicative competence has implications for how an English teacher must teach the language to each student.

Knowledge of correct grammar can help teachers monitor and improve themselves and students in the communication process. Strategic competence will encourage English teachers to create a learning process that is fun and interesting for students. On the other hand, sociolinguistic competence can help English teachers train students in communication by using grammar and choice of words based on social context.

## 2.2 Competence of English Teachers

Competence is defined as knowledge, skills and fundamental values that are reflected in the habits of thinking and acting. Other meanings of competencies are one's specifications, knowledge, skills and attitudes and their application in the workplace, according to the performance standards required in the field. Teacher Competency Teacher competence refers to the ability of a teacher to fulfill his responsibilities responsibly and appropriately. According to Hamzah B. Uno (2008: 28), there are several abilities that are demanded from teachers in order to foster interest in the learning process, namely: (1) Being able to describe learning materials into various forms of delivery; (2) Being able to formulate goals for high-level cognitive learning, such as analysis, synthesis, and evaluation. Through these objectives the learning activities of students will be more active and comprehensive; (3) Mastering various effective learning methods according to the types and learning styles

possessed by individual students; (4) Having a positive attitude towards the task of his profession, so that he always strives to improve the ability to carry out his duties as a teacher; (5) Skillful in making simple teaching aids according to needs with the demands of the subjects they are developing and their use in the learning process; (6) Skillful in using various models and learning methods that can foster interest so that optimal learning outcomes; (7) Skillful in interacting with students by considering the objectives and subject matter, conditions of students, learning atmosphere, number of students, time available, and factors relating to the teacher himself; (8) Understanding the nature and character of students, especially their learning abilities and study habits, interest in learning, motivation to learn, and learning outcomes that have been achieved; (9) Skillful and use existing

learning resources as material or learning media for students in the learning process; (10) Skillful in managing classes or leading students in learning so learning becomes interesting and fun.

Therefore, each teacher's competency will show the true quality of the teacher. This competency will be manifested in the form of mastery of knowledge, skills and professional attitudes in the implementation of functions as a teacher, as well as the ability to carry out tasks that are the responsibility of the teacher, which is part of the teacher's professional competence. Based on the opinions of experts, the teacher's task can be concluded, namely (a) teaching, guiding and training students, (b) teacher professional development, (c) community service. To carry out the above tasks and responsibilities, a teacher is required to have certain skills and abilities.

The formulation of the problem regarding the effectiveness of the program in this evaluative study was formulated as follows: 1. How did each participant react to the English MGMP activity in Pidie District? 2. To what extent has every teacher mastered knowledge and skills regarding the theoretical and philosophical foundations of English subjects after participating in the English Language MGMP activities in Pidie District? 3. How is the motivation of each participant in the English MGMP activity to transfer knowledge and skills into the English learning process? 4. What is the impact of the English MGMP activities on the development of English teacher professionalism in Pidie District?

The focus of this research are to get an idea of the effectiveness of the MGMP to improve the competence of English teachers in Pidie Regency. 1. Analyze each participant's reaction to the English MGMP activities in Pidie District. 2. Describe knowledge and skills regarding the theoretical and philosophical foundations of English subjects after participating in the English Language MGMP activities in Pidie District. 3. Analyze the motivation of each participant in the English MGMP activities to transfer knowledge and skills into the English learning process. 4. Analyze the impact of MGMP English activities on the development of English teacher competencies in Pidie District.

### **III. Research Method**

In an effort to support the Aceh government program with the government's objective in implementing Aceh Carong (Aceh Smart), one of the Aceh Governor's priority programs in the field of education is to improve quality and smart cities expressed in the work mission of Pidie District. This research was conducted in Aceh Pidie district, Aceh province, because Pidie district is one of the developing cities and cities that depend on the quality of human resources who have school graduates with good English communication skills. The research method used in this study is evaluative research. According to (Arikunto 2007: 222)

evaluative research can be interpreted as a process undertaken to determine policy by first considering the positive values and benefits of a program, as well as considering the processes and techniques that have been used to conduct research. This means that the data collected is not just numbers, but data comes from field notes (observations), interviews (documentation analysis) and questionnaires.

The research conducted by using instrument was carried out in three ways, namely by distributing questionnaires (questionnaires), field notes (observations) and interviews (documentation analysis). This evaluative research process follows four Kir Kiratrick evaluations (1996: 21) which contain evaluations of reactions, learning, behavior and results. Evaluation of the reactions carried out to study the impressions or reactions of each participant asked participants to be asked and interested in the English MGMP program that was carried out. Evaluation on learning is done to learn which knowledge and skills are mastered by each participant while studying in the MGMP activities. While behavioral evaluations are conducted to learn whether each MGMP participant has changed their performance by applying the knowledge and skills learned during the discussion in the English MGMP activities. Finally, the focus on the results of the evaluation is to study the activities of the English MGMP on improving teacher competency which increases the ability to improve the quality of teaching materials and improve the quality of learning better.

## IV. Discussion

### 4.1 Data Analysis

Based on explained above, this evaluative study is intended to find out the effectiveness of SMPN2 English MGMP activities in order to improve the competence of English teachers so that the quality of mastery of teaching materials and learning practices in the classroom is getting better. In accordance with the characteristics of the activity, this evaluative study applies the Kirkpatrick four-stage evaluation model (Kirkpatrick's Four-level Evaluation Model). Variables that are the focus of this study include the teacher's reaction to the implementation of MGMP activities, teacher's knowledge and skills after participating in MGMP activities, teacher's motivation to transfer knowledge and skills, and the impact of MGMP activities on increasing teacher cometensi. Explicitly, the relationship between variables in this study can be described as follows:



**Figure 1.** The relationship between variables

The data in this study were collected through three different techniques, namely questionnaires, observations, and interviews. The data obtained was then tested using regression analysis. To determine whether the three antecedent variables affect the impact of

teacher competence or not, a regression analysis is carried out by following a four-step procedure. Four regression equations are used to test the relationship between variables in this study. In addition, the analysis of inter variable correlation was also observed to find out the magnitude of the correlation coefficient between the variables.

#### 4.2 Research Results

The results of evaluative research on the implementation of the MGMP English language revitalization program show that the positive reaction of each participant to the implementation of the program has influenced the level of mastery of the knowledge and skills possessed by each participant. However, the acquisition of knowledge and skills does not always have a significant impact on the quality of the learning process undertaken by MGMP revitalization program participants. There are variables that are bridged so that knowledge and skills bring the desired impact of MGMP revitalization program implementation, motivating each participant to apply the knowledge and skills gained in the context of performance. Overall the implementation of the MGMP revitalization program has been able to improve the knowledge and skills of discourse on the philosophical and theoretical foundations of learning English. The obstacle that arises is the lack of motivation from many participants to apply knowledge and skills in the context of

performance. Lack of motivation to apply knowledge and skills has resulted in teaching practices that have not changed much. This shows that the forum has not been able to effectively and optimally function and role as media development and professional development of their teachers. These constraints must look for root causes and then comprehensive solutions must be provided, so that effective implementation of the program can be maximized.

#### 4.3 Discussion

As explained above, this evaluation study is to determine the effectiveness of MGMP activities in Pidie district to improve the skills and quality control tools of English teachers as classroom practice. In accordance with the characteristics of the activity, the evaluation research is to apply the evaluation model in four steps of Kirkpatrick (the four-level evaluation model of Kirkpatrick's). Variables are the subject of this study including the teacher's reaction in the implementation of MGMP activities, teacher's knowledge and skills after the following MGMP activities, teacher's motivation to transfer knowledge and skills, and the impact of increasing teacher MGMP on teachers. For this reason, Pearl Development and the reliability of the instruments developed in evaluative research are based on training programs from the assessment model developed by Kirkpatrick (1996: 21), and based on the process of interviewing and observing the performance of several participants or the MGMP English Language revitalization program in Pidie District.

Three variables; i.e. reactions, knowledge and skills, motivation and are developed using a Likert scale with 1 range of values (most negative) to 5 (highest score). Although the impacts are only twice (distance scale 2 only); where scale 2 means that the revitalization program has a lot of effects on professional development of teacher performance and scale 1 means that the revitalization program has a small impact on teacher professional development. The reaction of participants or participating in the MGMP revitalization program implementation measured by a ten-point declaration is to determine the level of participant satisfaction with the MGMP program implementation. Positive reaction to program participants, it is hoped that the higher level of knowledge and competence

possessed by participants after participating in the revitalization MGMP program. Conversely, the negative reaction from MGMP revitalization program participants, the higher the level of knowledge and competence possessed by participants after participating in the revitalization MGMP program. Thus, these items are very reliable to measure the motivation of participants or participants to apply the knowledge and

skills gained after participating in the MGMP revitalization program. Impact. The impact is defined as the end result that occurs as a result of participation in the MGMP revitalization program. The final results include increasing knowledge and skills from the MGMP revitalization program, so that the quality of the learning process in the classroom is better. The better the learning quality of MGMP teacher participants in the revitalization program in class can be used as an indicator that there is an increase in teacher professionalism.

## V. Conclusion

Research on the implementation of the MGMP English Language revitalization program using evaluative methods shows that the positive reaction of each participant to the implementation of the program has influenced the level of mastery of the knowledge and skills possessed by each participant. However, the acquisition of knowledge and skills does not always have a significant impact on the quality of the learning process undertaken by MGMP revitalization program participants. There are variables that bridge the knowledge and skills that bring the desired impact of the implementation of the program, the motivation of each participant to apply the knowledge and skills gained in the context of performance. Overall the implementation of the MGMP revitalization program has been able to improve the knowledge and skills of discourse on the philosophical and theoretical foundations of learning English. The obstacle that arises is the lack of motivation from many participants to apply knowledge and skills in the context of performance. Lack of motivation to apply knowledge and skills has resulted in teaching practices that have not changed much. This shows that the forum has not been able to effectively and optimally function and role as media development and professional development of their teachers. This obstacle must find the root cause and then a comprehensive solution must be provided, so that the effectiveness of program implementation can be maximized.

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## The Effect of Students' Perceptions on Civic Education Learning on the Mastery of Concepts

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### Abstract

Nowadays, quality learning from teachers is an important factor in preparing graduates who are able to compete competitively. The relationship of the millennial students and technology transforms the way they get to know the world. Therefore, achievement, guidance and motivation for the current generation is a challenge. Students' perceptions are directly related to self-concept, motivation, effort, and help in finding behaviors. A perception is one's response resulting from a stimulus received. Students' learning processes cannot be separated from perceptions as a process of understanding information. Teachers must be able to develop a strategy that ensures learning conducted by teachers is in accordance with what the students expect and desire. A good student's initial perception of the material being studied makes students enthusiastic in participating in learning. A good perception of the object will affect motivation and desire to learn, which will affect the students' mastery of concepts. Students' perceptions can contribute to their mastery of concepts in civic learning. This research aims to determine the significant effect of students' perceptions of learning civics on their mastery of concepts. The research was conducted on 64 students. The instrument was tested for validity and reliability. The data were then analyzed using the One-Way Anova test. The results showed students' perceptions of civic education learning significantly influences their mastery of concepts.

### Keywords

student perception;  
mastery of concept; civic  
education learning



## I. Introduction

Learning is the most important part for every student to take in order to form professional and quality human resources. In this process, learning can run well and is meaningful if students show a good perception of the material being taught. The initial perception of students, which is not good towards the material, will make them less enthusiastic in participating in learning. Conversely, a good initial perception of the material will make students very enthusiastic in participating in learning, indicated by the presence of higher attention, feeling of favoring more, feeling as a need, as well as a deeper and detailed memory of the teaching material/concepts received. According to Maskowitz and Orgel in Bimo Walgito (1997: 54), a perception is an integrated state of individuals related to the stimuli they receive.

The integrated situation is in the form of attention, needs, motivation, feelings, and deep memories. According to Turner (1983), a perception is an assessment of individuals, including of knowledge to give meaning to stimuli from the physical environment or from other instruments. Jalaludin Rachmat (2001: 51) states that a perception is a process, including knowledge in giving meaning to an individual's environment. Meanwhile, Sondang P Siagian (1989: 100) argues that there are factors that influence the emergence of one's perception, such as from the person concerned, target of perception, and situation factors. Other factors that influence perceptions include physiological, attention, interest, and need factors. (Hasmine: 2013).

A perception as an individual response to the stimulus he/she receives has an effect on the effectiveness of students in participating in learning activities. The research of Ryan & Deci *et al.* (2000) shows that students' intrinsic motivations display behaviors that can be described such as exploratory, independence, deep information processing, exploration and reflection. It is important to note that students' perceptions are essential. In a situation of independent learning, once the assignment has been submitted to students, there is relatively little control over their perceptions. Reid (2010) in his research states the importance of building deep relationships with students in order to obtain feedbacks from students. In short, students' perceptions become a fundamental aspect of learning activities. Students with a good perception of the material will show some characteristics, including participating in learning well, feeling happy and not getting bored quickly, more easily understanding the explanation from the teacher, asking if there are difficulties, and having a high desire to succeed so able to complete the task well.

The full mastery of the concept of certain materials of each student has a big implication for the world of education. According to Peter Salim and Yenni (1991: 764), the mastery of concepts is defined as the ability to understand or apply knowledge, intelligence in a field. Meanwhile, Winkel (2005: 113) suggests that the concept is an abstraction of an idea generalized from something special, which consists of concrete and defined concepts.

The concrete concept refers to various objects in the physical environment while the defined concept refers to the reality in the physical environment. Mulyani Sumantri and Permana (2001: 41) suggest that mastery of concepts is the ability of individuals to mention similarities and differences in examples that present information on the characteristics and values of the attribute of a concept and to reformulate the concept. In short, mastery of concepts is the ability of students to capture and explain the meaning of a concept from a subject. Concepts must be inferred from behaviors because concepts cannot be observed and are an internal presentation of a group of stimuli. Oemar Hamalik (2003: 166) argues that there are several things that must be considered as indicators of the success of students in understanding a concept, including students can mention concepts, state the characteristics of concepts, choose and distinguish between examples from non-concepts, and solve problems related to concepts. Mastery of concepts really needs to be emphasized in civic education learning. Through mastery of concepts, students will be able to understand and solve every problem that arises in their lives. Mastery of concepts for students is also needed to make a complex material to be simpler and easier to understand.

Civic education is a conscious effort with the aim of developing students' knowledge, attitudes and skills in order to become good citizens, namely citizens who understand, are aware of, and are able to exercise their rights and carry out their duties responsibly. The development of three student competencies namely Civic Competence (Civic Knowledge),

Civic Disposition (Citizenship Values and Attitudes), and Civic Skills are the focus of civic education learning with an emphasis on developing critical thinking. (Winarno, 2014).

Specifically, for the civic education subject, the material in the civic education book for the fourth grade of curriculum 2013, 2017 revision includes knowledge of concepts, actual events, and facts related to the substance and ability to apply the knowledge and skills needed to participate effectively in society. The substance of the material designed is to strengthen the awareness of the superior ability and achievement of students and to develop the importance of the active participation of these citizens contextually in accordance with experiences in students' daily lives. The students' positive initial perceptions about civic education learning make them very enthusiastic in participating in learning. The purpose of the research was to determine the effect of students' perceptions about civic education learning on their mastery of concepts.

## II. Research Method

The research method use is a quantitative approach to determine the effect of students' perceptions of civic education learning on their mastery of concepts. Students' perceptions of civic education learning is an independent variable (X) which is divided into two, namely positive and negative perceptions of civic education learning Students' mastery of concepts is the dependent variable (Y).

The subjects involved in the research were 64 students in the seventh grade Junior High School 2 Karangpandan, Karanganyar Regency, Central Java Province, Indonesia in 2018/2019 Academic Year.

The data of the independent variable, i.e. students' perceptions of civic education learning, were collected using a questionnaire. The questionnaire was arranged using a Likert scale with a score range of 1-4. Meanwhile, the data of the dependent variable, i.e. students' mastery of concepts in civic education learning, were collected using the multiple-choice objective test instrument with the correct score of 1 and the incorrect score of 0.

The multiple-choice test instrument to measure mastery of concepts and the questionnaire instrument to measure students' perceptions has been tested for its validity and reliability. The test instrument and perception questionnaire were tested for validity with the Pearson's Product Moment formula using SPSS, which results in 36 valid multiple-choice questions and 25 valid items of the perception questionnaire about civic education learning. The reliability test of the multiple-choice test uses the Spearman Brown's formula and the reliability test of students' perceptions of learning uses the Cronbach Alpha's formula (Sundayana, 2015). The result is both instruments are reliable with the test reliability coefficient of 0.950 and the questionnaire reliability coefficient of 0.837.

The data analysis was performed by statistical analysis. The statistical analysis was performed with the help of the SPSS (Statistical Product and Service Solutions) program. The data analysis uses the One-Way Anova test with the help of SPSS to determine whether or not there is an effect of students' perceptions about civic education learning on their mastery of concept. Before analyzing the data with One-Way Anova, the analysis prerequisite tests were carried out, namely data normality test and homogeneity test.

### III. Result

#### 3.1 Student Perception Data

The student perception data obtained through the questionnaire are divided into two, namely positive and negative perceptions. The perception is positive if the perception score obtained is greater than the average perception score of the whole subject. Conversely, the perception is negative if the perception score obtained is lower than the average overall perception score of the subject. A summary of the results of the student perception data calculation is presented in Table 1 below:

**Table 1.** A Summary of Student Perception Calculation Results

No.	Student Perception	No. of Student
1	Positive Perception	39
2	Negative Perception	25
Total		64

From the table, we can see that of all the 64 research subjects, 39 students have positive perceptions of civic education learning and 25 of them have negative perceptions.

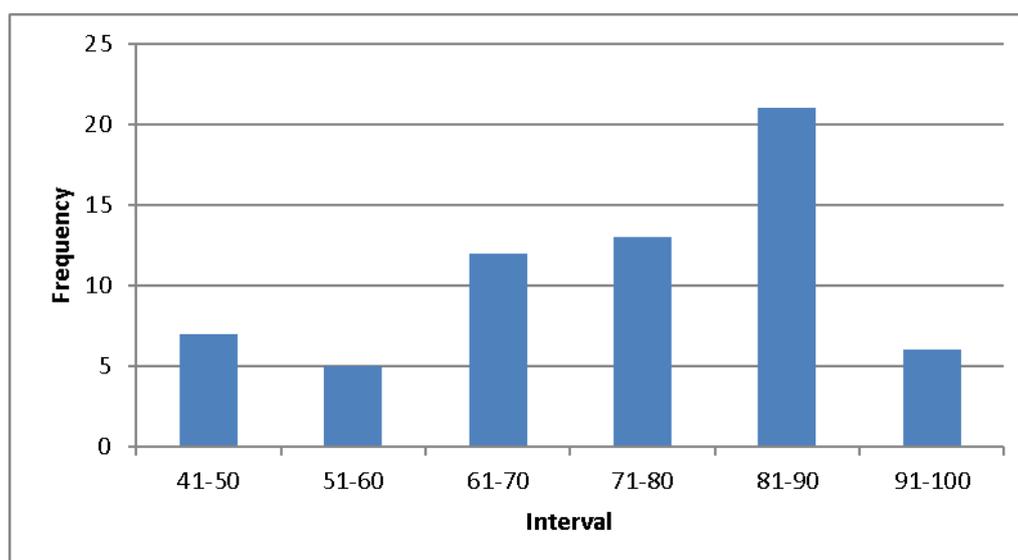
#### 3.2 Data of Conceptual Mastery

The data of conceptual mastery were obtained from the multiple-choice test instrument totaling 36 questions that had been tested for validity and reliability. The results of the calculation of the mastery of concept data for the civic education subject of 64 students are presented in Table 2 below:

**Table 2.** Results of Conceptual Mastery Data Calculation

Interval	Class Limit	Median (X)	Frequency (f)	Cumulative Frequency (fc)	Percentage (%)
41-50	40.5-50.5	45.5	7	7	10.94 %
51-60	50.5-60.5	55.5	5	12	7.81 %
61-70	60.5-70.5	65.5	12	24	18.75 %
71-80	70.5-80.5	75.5	13	37	20.31 %
81-90	80.5-90.5	85.5	21	58	32.81 %
91-100	90.5-100.5	95.5	6	64	9.38 %

Based on the calculation of the conceptual mastery scores, the maximum score of 64 students is 100 and the minimum is 41.67. The average score of 64 students is 73.22 with a standard deviation of 15.11. To facilitate the reading, the calculation results of the conceptual mastery are presented in Figure 1 below:



**Figure 1.** Diagram of Interval and Frequency of Mastery of Concept Data

Based on the diagram, it is known that 7 students have mastery of concepts in the range of 41-50 and 5 students in the range of 51-60. 12 students are of the range of 61-70, 13 students in the range of 71-80, 21 students in the range of 81-90, and 6 students in the range of 91-100.

### 3.3 Prerequisite Test Analysis

There are two prerequisite tests of analysis, i.e. the normality test to find out whether the data are normal and the homogeneity test to find out whether the sample comes from a homogeneous population. The normality test was carried out with Kolmogorof-Smirnov Z (Liliefors) through SPSS. The data are declared as normal if the P-Value (Asymp.Sig) is greater than 0.05 and vice versa. The homogeneity test was performed by the formula of Test of Homogeneity of Variance or Lavene's Test through SPSS. The samples are declared as coming from a homogeneous population if the P-Value (Asymp.Sig) score is greater than 0.05 and vice versa.

Based on the results of the normality test on mastery of concepts data, the P-Value (Asymp.Sig) is 0.190. This value is greater than 0.05, which means that the mastery of concept data are normally distributed. Based on the normality test on the data of students' perceptions of civic education learning, the P-Value (Asymp.Sig) is 0.796. This value is greater than 0.05, which means the data of students' perceptions of civic education learning are normally distributed.

Based on the results of the homogeneity test on the mastery of concept data from the sample of students' perceptions of civic education learning, the P-Value (Asymp.Sig) is 0.813. This value is greater than 0.05. Thus, the sample comes from a homogeneous population.

The two prerequisite tests have been fulfilled, which are normally distributed data and the data from a homogeneous population. Therefore, the data analysis with One-Way Anova can be performed.

### 3.4 Hypothesis Test Result

The research hypothesis is “There is a difference in effect between positive and negative perceptions of students about civic education learning on their mastery of concepts”. The hypothesis testing was done by One-Way Anova test through SPSS. The determination of the test results is if the P-value is lower than 0.05 ( $<0.05$ ), then it is concluded that the hypothesis is accepted or there is an effect (Yamin & Kurniawan, 2014). The results of the hypothesis test calculation with the One-Way Anova formula with the help of SPSS are as follows:

#### ANOVA

Nilai Penguasaan Konsep					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	3657.923	1	3657.923	21.136	.000
Within Groups	10730.231	62	173.068		
Total	14388.154	63			

Based on the One-Way Anova test with the help of SPSS, the P-value (Sig.) is 0.000. This value is lower than 0.05, so the hypothesis is accepted. It means that there is a difference in effect between positive and negative perceptions of civic education learning on the students' mastery of concepts. It can be concluded that students' perceptions of civic education learning affect their mastery of concepts.

## IV. Discussion

Based on the results of the research through the questionnaire sheets, 39 students have positive perceptions and 25 negative perceptions of civic education learning. The students' perceptions referred to in this research are students' responses to civic education learning. With the positive perceptions of learning, students will be more motivated and enthusiastic in participating in learning.

This is consistent with the statement of Moskowitz and Orgel in Bimo Walgito (1997, 54) that a perception is an integrated state of the individual concerned with the stimuli they receive. It is the integration in the form of attention, needs, motivation, feelings, memory/thinking ability that students will use in the process of understanding and interpreting information to find meaning from the data received by various senses that make students with positive perceptions have better mastery of concepts. Furthermore, this affects the students' mastery of concepts, so that in the learning process perceptions are inseparable the students' learning process, as the process of finding information to be understood or someone's understanding of something. When students look at something, a perception that will encourage students to make decisions or conclusions will emerge. Students with positive perceptions will have higher motivation, feeling of favoring more, feeling as needs, deeper memories and details about the material received.

The results above indicate that there are significant differences in the effect between students with positive perceptions and those with negative perceptions of civic education learning on their mastery of concepts. This research proves that students who have positive perceptions will gain better mastery of concepts than those who have negative perceptions. Students with positive perceptions in this research obtain the average score of the mastery of

concepts better than those with negative perceptions. This can be seen from the average score of the mastery of concepts of 73.22.

This is a tangible form of the existence of a unity of students with positive perceptions. Therefore, the results of this research prove there is a significant effect of students with positive perceptions on their mastery of concepts. There is a unity of students with positive perceptions in the form of high attention, feeling as a need, motivation, feelings, memory/active thinking ability. Leavit (1986) states that one's perception is related to his/her needs. Someone will have a positive perception about something if it suits his/her needs. It can be ascertained that students with negative perceptions cannot show integrated conditions in the form of attention, needs, motivation, feelings, memories/thinking abilities which will further affect the students' mastery of concepts.

Perceptions are the students' responses of stimuli received and influencing the effectiveness of their learning activities. We can say that the characteristics of the students who have positive perceptions include: students participate in learning well; they like the civic education subject; they can understand the subject more easily; they pay attention to explanations from the teacher; they do not feel bored quickly; they ask if they find difficulties; students show some character values in the learning process; and they have a high desire to succeed. For the students with negative perceptions, they cannot show the characteristics above, but conflicting characteristics.

Based on the explanation of the research results above, it can be stated that students who follow the class with positive perceptions will have better mastery of concepts and those with negative perceptions tend to have low mastery of concepts.

It shows that students with positive perceptions will have mastery of concepts different from those with negative perceptions. Students with positive perceptions always get an average mastery of concepts better than those with negative perceptions. The students with positive perceptions have a stronger desire to succeed in mastering the concepts in order to complete assignments well, while those with negative perceptions have less strong desire to succeed in mastering the concepts in completing assignments. Therefore, it is evident that a perception is important in learning, in addition to other aspects such as method, model, approach, and learning media.

It is clear that the effect from students with positive perceptions will lead to better mastery of concepts and increase their understanding of the material, while the students with negative perceptions have poor mastery of concepts because they do not have the desire to follow the learning process, do discussions, convey difficulties, and are less able to show a good understanding of the learning material.

The research hypothesis testing shows that the students' perceptions of civic education learning has an effect on their mastery of concepts. Based on the results of the data analysis using the One-Way Anova test with SPSS, the P-value (Sig.) is 0.000 ( $p < 0.05$ ), meaning that the students' perceptions of civic education learning influence students' mastery of concepts. This shows that in the learning process, students cannot be separated from perceptions as a process/way for someone to understand something. Then, we can sum up that there is an effect of students' perceptions of civic education learning on their mastery of concepts.

## V. Conclusion

Students' positive initial perceptions of civic education learning will make them enthusiastic in participating in learning. Their positive perceptions of civic education learning will lead to better mastery of concepts and increase a good understanding of the learning material. Teachers must change students' negative perceptions of civic education learning, so the students are enthusiastic in participating in learning because students' positive perceptions of civic education learning have proven to increase their mastery of concepts.

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## President Indonesia's Speeches: The Talk Meets Action in Functional Analysis

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### Abstract

*This study discusses the experiential function in Jokowi's speeches. The experiential function deals with the processes found in the speeches. There are six processes in the experiential function such as material, mental, verbal, behavioural, relational, and existential process. The study is aimed to identify the processes and find out the dominant process in the speeches. The speeches consist of 325 clauses, and the dominant process is material process with 124 clauses or 38,15%, followed by relational process with 79 process or 24,3%, mental process with 51 clauses or 15,7%, existential process 33 clauses or 10,1%, behavioural process 20 clauses or 6,1%, and the least is verbal process 18 clauses or 5,5%. It shows that Jokowi's speeches are the reflection of his slogan; 'work, work, and work'. Jokowi has done a lot of work and he explained it in his speeches.*

### Keywords

President of Indonesia;  
speech; experiential  
function; process



## I. Introduction

When we talk about language, meaning making practice that happened in grammar. Carter & McCarthy (2006:2) in Emilia (2014:23) explain that grammar is concerned with how sentences and utterances are formed. It is supported by Halliday & Webster (2009: 3) stated that a grammar is that abstract stratum of coding between meaning and expression; it is a resource for making meaning, and then Halliday & Matthiessen (2014:21) in their statement that grammar is the central processing unit of language, the power house where meanings are created; it is natural that the systems of sound and of writing through which these meanings are expressed should reflect the structural arrangement of the grammar. That is why grammar became the central processing unit of language within meaning making practices, because the clauses of grammar representing some process in a context produces the implicit meaning of text.

As the language user or linguist, the obligation we have to do is turning experience into meaning, and finally into wording. This study used the transitivity system as part of the experiential function because it has a necessary role to express ideational meaning in the public speech. According to Emilia (2014: 77) stated that the ideational meta function is to do with how language is used to represent experience, or to organize, understand, and express our perceptions of the world and our consciousness. Specifically, the experiential function belongs to ideational metafunction, and the transitivity system construes the world of experience into manageable set of process types Halliday (1994a:106), which is also termed as the clause as representation.

The three elements of the transitivity system –participants, process types, and circumstances – are, in nature, constructing the events (Bumela, 2012). So, from three experts

above make the researcher curious to explore how the transitivity system belongs to experiential function occurs in public speech. Currently, we can see the real phenomenon that experiential function in ideational metafunction is more highly structured. The transitivity system, which is wished to provide guidance for the audiences about how the ideational meaning is created in the situational context. Then, it is become a crucial one because transitivity system of experiential function becomes one of ways to make our speech completely good. Experiential function concerns with the clauses that have guises. (<http://repository.syekhnurjati.ac.id/2181/1/IKBAL%20JAMALUDIN-min.pdf>)

President Jokowi is known as the president who likes to work. He also has slogan ‘work, Work, and work’ for his cabinet. What he has done is reflected in his speeches. In his speeches, he always describes about his achievement during his time. The study of his speeches is matched using the experiential function since the experiential function analyse the text based on the experience of the speaker or writer.

## II. Review of Literature

### 2.1 Experiential Function

Halliday (1994: 40) says that the ideational function is one of the meta function that has two sub functions: the experiential and logical function. The experiential functions concerned with content or ideas, while the logical function is concerned with the relationship between ideas. The experiential function is realized by the transitivity system. It strands of meaning will involve one major system , that of transitivity (process type), with the choice of process implicating associated participant roles and configurations. Transitivity choices will be related to the dimension of field, with the choice of process types and participant roles seen as realizing interact ants’ encoding of their experiential reality: the world of actions, relations, participants and circumstances that give content to their talk.

Transitivity system belongs to experiential function. When we look at the experiential function, we are looking at the grammar of the clause as representation. It is called so because the clause in its experiential function is a way of representing pattern of experience. Through the system of transitivity, we can explore the clause in its aspects such as: who, does, what, to, whom, when, where, why, or how function.

When people talk about what a word or a sentence means, it is the kind of meaning that they have in their mind. Meaning in this sense is related to content or idea. So, here the clause is the most significant grammatical unit because it is the clause that functions as the representation of processes explores by transitivity system. Transitivity analysis offers a description of one of the structural stands of the clauses. Transitivity specifies the different types of function or process that are recognized in the language, and the structures by which they are expressed.

There are three semantic categories which explain in a general way, how phenomena of the real world are represented as linguistic structures. They are: the process itself, participants in the process and circumstances associated with the process. These provide the frame of reference for interpreting experience of what goes on. We use term process/function and participant in analyzing what is represented through the use of language. Processes/functions are central to the transitivity. They are on the part of the clause which are realized by the verbal group. They are also regarded as what “goings-on” and suggest many different kinds of goings-on which necessarily involve different kinds of participants in varying circumstances, while participants and circumstances are incumbent upon the doings,

happenings, feelings and beings. Processes/functions can be subdivided into different types. ([repository.usu.ac.id/bitstream/.../16407/4/Chapter%20II](https://repository.usu.ac.id/bitstream/.../16407/4/Chapter%20II))

There are six different process/function that are identified by Halliday (1994: 14):

a. Material Function is process of doing

Material Function is process of doing, that some entity physically does something and undertakes some action which may be done to some other entity. Clauses with a material function obligatorily have a doing (process) and a doer (participant). Actions involve actors or participants. The entity who or which does something is called the Actor. There optionally is an entity to which the process is extended or directed. This entity which may be done to is the Goal.

The term Goal implies meaning of “directed at”. Goal is that participant at whom the process is directed or to whom the action is extended. Another term that has been used for this function is patient which means one that suffers or undergoes the action.

b. Mental Function is process of sensing

Mental process refers to verbs indicating perception, cognition, and affection (Emilia, 2014: 153). It is known as a type of process that relates to sense, feelings, thought, or perception (Eggins, 2004:225). In this case, the first participant related to the sense must be a conscious or human being is called by senser, and the second participant or the purpose will be named by phenomenon. There are many verbs which refer to these mental process, such as think, imagine, like, want, see, know, and heard.

c. Verbal Function is process of saying

Verbal processes of saying, as in what did you say? (Halliday,1994a). This process is tended to verbal communication. The potential participant roles, they are:

- A sayer as the participant responsible for the verbal process
- A receiver as the one to whom the saying is directed, it may be the subject in a passive clause
- A verbiage as the function that corresponds to what is said
- A target as the entity that is targeted by the process of saying.

d. Behavioral Function is process of behaving

Behavioral processes are processes of physiological or psychological behavior (Halliday, 1994a: 139). Here behavioral process related with something of phisic or mental, which is the participant roles is behavior.

e. Existential Function is process of existing

Existential processes represent experience by positing that “there was / is something” (Eggins, 1994: 254) that something exist or happens” (Halliday & Matthiessen, 2004). Existential process is describing about “exist” or existence.

f. Relational Function is process of being

Relational process involves states of being, including having (Halliday, 1994: 119). Relational process is typically realized by the verb be (am, is, are, was, were, been) become, seem, and appear or some verb of the same class (known as copular verbs). There are two classifications in relational process, they are relational attributive process and

relational identifying process. In the relational attributive, the first participant will be named by Carrier while the second participant is called by Attributive.

Then relational identifying, the first participant will be named by Token, and the other participant will be named by Value. According to Eggins (2004: 242) said that typically the nominal groups in identifying intensive are definite, whereas in attributives the attribute is an indefinite nominal group. It means that there is no passive form in relational attributive otherwise it can be passive forms in relational identifying. It is happened because most of the first participant and the other participants are nominal groups.

### III. Research Method

This study is principally designed on the data-and observation- based, and on the qualitative descriptive type of research. The research considers texts from multimodal perspective to include semiotic modes that accompany language or through which language is realized. The approach allows the incorporation of all relevant modes of communication that is a mode defined as a system with a set of rules and regularities attached to it.

The analysis refers to combination of theories which are able to describe certain semiotic codes such as the social semiotic approach developed by Halliday (1985,1994,2004) known as Systemic Functional Linguistics (SFL). Language enables us to conceptualize and describe patterns of experience which was encoded in the clause as representation (experiential function) and dealt with the types of processes, the participants and circumstances associated with them.

The data of this study is limited into three selected speeches of Jokowi. The speeches are the inaugural speech, the speech in Asia Africa conference, and the speech in front of the parliamentary. Altogether there are 325 clauses from the speeches after classified.

### IV. Analysis

The first data is the inaugural speech of Jokowi. There are around 68 clauses found in the speech. From the analysis, it is found that the dominant process is relational process with 27 clauses, followed by material process with 17 clauses, existential process with 9 clauses, mental process with 7 clauses, verbal process with 5 clauses, and behavioural process with 3 clauses.

No.	Process	Amount	Percentage
1	Material	17	25
2	Mental	7	10,29
3	Verbal	5	7,35
4	Behavioral	3	4,41
5	Relational	27	39,7
6	Eksistensial	9	13,23
		68	100

The second data is Jokowi's speech in the opening of Asia Africa Conference. There are around 61 clauses found in the speech. From the analysis, it is found that the dominant process is material process with 29 clauses, followed by relational process with 13 clauses, verbal process with 8 clauses, mental process with 7 clauses, existential process with 5 clauses, and behavioural process with 3 clauses.

No.	Process	Amount	Percentage
1.	Material	29	47,5
2.	Mental	5	8,2
3.	Verbal	8	13,11
4.	Behavioral	2	3,27
5.	Relational	13	21,3
6.	Eksistensial	4	6,5
		61	100

The third data is Jokowi's speech in front of the parliamentary on 17<sup>th</sup> August 2017. Jokowi described what he had done during one year and how he took the responsible for the work. This speech is the longest one among all speeches. There are around 196 clauses found in the speech. From the analysis, it is found that the dominant process is material process with 78 clauses, followed by relational and mental process with 39 clauses each, existential process with 20 clauses, behavioural process with 15 clauses, and verbal process with 5 clauses.

No.	Process	Amount	Percentage
1.	Material	78	39,8
2.	Mental	39	19,9
3.	Verbal	5	2,5
4.	Behavioral	15	7,6
5.	Relational	39	19,9
6.	Eksistensial	20	10,2
		196	100

The all data can be summed up into:

No.	Process	Amount	Percentage
1.	Material	124	38,15
2.	Mental	51	15,7
3.	Verbal	18	5,5
4.	Behavioral	20	6,1
5.	Relational	79	24,3
6.	Eksistensial	33	10,1
		325	100

The number of the clauses are 325 clauses. The most dominant process is material process with 124 clauses. The second is relational process with 79 clauses. The third is mental process with 51 clauses. The fourth is existential process with 33 clauses. The fifth is behavioural process with 20 clauses. And the sixth or the last is verbal process with 18 clauses.

The material process is dominant because in his speech Jokowi explained what he had done during his period being a president. It is also in line with his slogan, that is, 'work, work, and work'. The relational process becomes the second since Jokowi explained many things to the audience. Verbal process becomes the least because it is a speech so the clauses about saying is seldom used.

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## Gender Education in Disruption Era (Study of Virtual Ethnography)

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### Abstract

*Education is an academic level without being restricted to gender. Men and women are basically entitled to education. Education for men and women should get the same treatment. Education will continue to experience a complicated phase but will give birth to an established generation in technology. But the challenge of facing the speed of technology will change the way humans work in obtaining education. Education for men and women in the disrupted era has different challenges, but addressing the problems that arise today women will have an impact if the preparation for the era of disruption is not protected by the government. Avoiding participation in the practice of cyber bullying and cybercrime is another form of protection in understanding and responding to this era wisely and wisely. The virtual ethnographic approach is the cornerstone of the strategy to see the development of education for men and women with a model of technology-friendly education to answer the challenges of education in the era of disruption.*

### Keywords

education, gender, disruption era, virtual ethnography



## I. Introduction

The upheaval in the trajectory of the history of women and men is assumed in the class differences between the superior and inferior groups. Women and man will always be interpreted from various tribal understandings, social class and religion. The dominance of men in various aspects makes women lose opportunities. Women's success is measured by its ability to organize the household as an embodiment of patriarchal culture. Understanding of the nature of women is often used as a shield on the basis of religion and tradition in the context of traditional thinking so that women become marginalized.

Women become a special study because of the polemics surrounding the problems faced by women from various social, economic, legal and political aspects. The movement of women who have been initiated since the beginning did not really bring change to the lives of women. Women are often the subject of exploitation because they are still seen as assets of commercialization of certain parties by arguing to defend women's dignity, but in reality women are only used as an arena for mere symbolic violence which leads to injustice to women.

The practice of oppression of women still occurs in the community, where women are not given the right to gain freedom to explore themselves to develop creativity because of the lack of human awareness to understand women. Restraints on women are based on unequal ideologies because basically it is a strategy to inhibit the progression of women wrapped in the framework of the notion that religion and adat are considered by women to achieve a

desire that makes women can be used as a pioneer in the development of world mindset third. The movement of women pioneered by feminists encouraged women to rise up and move forward.

Feminism in Indonesia experiences pros and cons, not a few people who consider that the feminist movement is not suitable in Indonesia which has patriarchal eastern culture and strong religious fanaticism. They consider feminism to be doctrine the mindset of Indonesian women, which in turn makes them forget about their duties as women. Although in the beginning the feminism movement in Indonesia was quite a lot that did not support because patriarchal culture was quite embedded in Indonesian society, but did not discourage women from continuing to demand gender equality and defend women from oppression, this situation was seen by women showing their existence. The existence of women who are getting stronger in the current era is accompanied by technological advances that are on par with men. The involvement of women in the public sphere in reaching an era of disruption that is increasingly felt in the new era of industrial revolution 4.0 is addressed by some cyber-feminists by trying to enter into information and communication systems that involve women as actors. But competition in the disruption era shows that women and men are also able to collaborate in various aspects, for example with technology-friendly education. Women and men can use technology by opening equal opportunities, including in terms of helping generic family income.

Education is an academic level without being restricted to gender. Men and women are basically entitled to education. Education for men and women should get the same treatment. Education will continue to experience a complicated phase but will give birth to an established generation in technology. But the challenge of facing the speed of technology will change the way humans work in obtaining education. Education for men and women in the disrupted era has different challenges, but addressing the problems that arise today women will have an impact if the preparation for the era of disruption is not protected by the government. in accordance with the description of the Education Council of the Ministry of Higher Education's Higher Education Council, higher education needs to be aware of the challenges faced in education development, including by providing quality education services to increase the number of people who complete basic education to higher education. This is intended so that the quality of human resources owned by Indonesia can be increased and will be expected to increase productivity and economic competitiveness.

Technological progress will not be able to be blown away, but its utilization strategy in the era of disruption is now used as a trigger for success. Schmitt (2015), R. Morrar, et al (2000) confirmed reasons why Industry 4.0 is important and is seen to be revolutionary in the era of information technology and open market operations. First, Industry 4.0 mitigates the burden of current challenges for manufactures in order to make the companies more flexible and responsive to business trends. Second, Industry 4.0 enables the transformation of modern economies to become more innovative and hence increase productivity. Third, it highlights the role of consumer as a co-producer and puts them in the centre of all activities. The customization of products is the most important activity in the product value chain, and digitization will facilitate crowdsourcing, which in turn will lead to a faster design process. Finally, it will enable sustainable prosperity through the use of modern technologies to find solutions to the challenges.

Online-based education programs are currently very large, for example with online programs and other technology-based non-formal education. The learning process is currently experiencing rapid development, Acceleration of information and access to knowledge

gained dependency with very fast internet access. This condition actually experiences progress towards a rapid and sustainable way, including in gender education that is quality and based on gender equality. Global achievement in millennial education which is a reincarnation of the old age in the western world is actually a new challenge.

Education is actually a conscious effort in generating competent behaviors and skills for the advancement of education that is standardized and globalized. But education sometimes cannot stand on its own right now. Gender education in the era of disruption is also a form of conscious effort in addressing future opportunities so that gender differences are not an obstacle in utilizing literacy towards the problems of men and women today.

## II. Research Method

The research approach taken is to use a virtual ethnographic methodology that is investigating the internet and exploring entities (users) when using the internet. Another term in this methodology is known as a neutnographic, (2000) namely special or special forms of ethnographic research adapted to reveal the unique habits of various types of social interactions mediated by computers (the internet) including in the field of marketing. The research informants consisted of users of social media Facebook, Instagram, and start-up users such as Shoopee, Lazada, and Bukalapak. In addition to passing on online interactions, the author also conducts offline meetings or face-to-face meetings with research informants. The virtual ethnographic procedure performed is in accordance with the narrative of Actions, Hines, and Kozinets (Rulli, 2017) that the backing of virtual ethnographic research consists of (1) entering into the cultural arena, (2) obtaining and conducting data analysis from entities, (3) ensuring interpretation of data that matches facts in the field, (4) ensuring research ethics run well, (5) provide an opportunity for the entity or member of the community under study to provide feedback, and (6) must leave the community after conducting research. The data collection is done through observation and interviews both directly and online, and literature studies. Furthermore, data processing is done by knowing background information, types of cyber media, forms of artifacts, social structures of the community and entities, work data related to objects or physical evidence, and beliefs behind cultural artifacts. After that, confirm the results of the research and write a report on the research results.

## III. Result and Discussion

### 3.1 Gender and Education Problems in the Disrupted Era

Education is a level in achieving national goals, the basic concept of strength in developing education is through the learning process. Strategies in the learning process can be designed to be measurable. Therefore the teacher is a patron in designing interesting models and developments. The social sciences are a series of sciences that move through the dynamics of interesting concepts. Understanding of the concepts in social science stems from basic knowledge, then generalizations (Rosramadhana, 2017).

The disruption era is not a new period, but is considered a new challenge because access to information and communication is fast and globalized. This disruption concept emerged in the development of the 4.0 industrial revolution. In the USA, interest to Industry 4.0 is explained by social goals and changes. Formation of digital society raises demand for further development of innovational technologies, among which robototronics is of the highest interest. At present, the US government has to solve a serious social contradiction

related to striving for overcoming the unemployment and become the leader in the global competition of industrial innovations. In Industry 4.0, this contradiction is solved with the help of creation of highly intellectual jobs for servicing robototronics, which will allow overcoming the initial unemployment and satisfying the growing needs for opening the creative potential of American workers. Visible results in Industry 4.0 are to be achieved by 2022 (S. Lobova, 2019). In line with the development of an all-digital era and a global technological struggle, both men and women must be able to compete and be alert to the current that cannot be stopped now and in the future. Gender education for women and men in the current era of disruption is based on maturity in utilizing technology.

Gender education in the current era of disruption is focused more on opportunities for the use of appropriate technology. Women and men can use technology as a field to get information, applications and even develop digital-based knowledge. The thing that is related to technological developments today is the problem that arises. The readiness of women and men in terms of education currently seems to be still relatively inequality especially in the challenges of the current disruption era. According to Suarmini, et al (2018), Although the industrial revolution 4.0 has promising prospects, there are a number of challenges faced by female professional workers to work in the industrial world. The 2015 UNESCO study shows the low level of participation of female workers in industry. This is due to the perception that the work environment in the industry is the domain of men's work, which involves physical work and is not attractive to female workers. In addition, there are still not many female graduates who pursue industry careers. Most women workers choose to work in administration and management that are not directly related to their field of expertise.

Other problems among women in education usually occur after women experience a period where women are faced between careers and households. With this disruption era, women are not only seen as second class human beings in the patriarchal cultural system. Women can take part without being constrained by the constraints of socio-cultural constructions that have been quite shackled. However, women have a strategic role in providing the best education for children. If women take part in the public sphere, surely they must balance their roles which are more important in the domestic sphere, namely as generation educators. In relation to this, women must open themselves to this era of industrial revolution 4.0. The progress of the times and the rapid development of technology, requires women to be able to use the capabilities of Information and Communication Technology (ICT) optimally. Moreover, to measure the extent to which a country's development is gender based, it can be measured by the optimal treatment of gender equality in the country.

Women as generation educators must be able to master the development of the times to be able to educate children in accordance with their times. Through mastery of ICT, the development and dissemination of information can be found easily and quickly. Information received can encourage economic growth which can later support the improvement of quality of life. However, women also have to be able to provide various foundations in behaving so that they can form a generation with character. Platforms such as strengthening nationalism (love of the homeland), understanding the values and norms of Indonesian culture are important things to be able to be mastered by women so that later they can transfer that knowledge to children. According to Lestari (2011), equality of access and mastery of the technology of information and communication for women and men has become a global concern. Gender issues and information and communication technology have been included since the 1995 Beijing declaration which is the result of the fourth conference on women. Likewise, the Sustainable Development Goals (SDGs) program on gender equality

emphasizes increasing the use of information and communication technology for women's empowerment Suarmini, et al (2018).

Gender education in the era of disruption certainly does not only discuss the efforts of women to achieve gender justice. More than this, in this era men and women have the same contribution in determining their lives. Based on *International Telecommunication Union* (ITU) data, shows that the percentage of ICT users for women is still lower than that of men. The inhibiting factors for women in developing countries to master ICT are low education, literacy, language, time, costs, social and cultural norms.[6]. The socio-cultural construction that views women as only sufficient in the domestic sphere, inhibits the movement of women to actively participate in development. Therefore, if all this time the domestic realm is dominated by women in managing it, then in this era men are also required to be able to master the domestic sphere. Likewise women must also be able to contribute to the public sphere. Because freedom and equality must not be limited socially so that every human being has the potential to develop himself as widely as possible

So far, the socio-cultural constructions supported by religious orders that the task of earning a living are men and caring for children are women, making them seem to limit their social movements. In some companies, for example, women tend not to be prioritized in recruiting employees due to their nature of pregnancy, childbirth, and breastfeeding. This condition is felt to hamper the stability of the company because its employees must take time off from work. However, in this era of disruption, both men and women do not need to feel dependent on hiring employees in various companies. Through the use of technology, both men and women can open independent businesses online through online shop sales of various available applications. Marx (J. B. Foster, 2018) said that much of this change was due to factory legislation, the ten-hour day, rising wages, and the now official bourgeois ideology of the male breadwinner and the female housewife. The last served to strictly define gender roles in the newly emerging era of monopoly capitalism, in which relative surplus value, as opposed to absolute surplus value, was dominant.

In addition, the social reality that the use of technology has begun to be implemented by women can be seen from the presence of a community of herbal medicine sellers carrying in North Sumatra. The sellers of herbal medicine carry out sales innovations that not only sell their watches directly, but are also trained to be able to open an online business. Entrepreneurship development for herbal medicine sellers through social media has become important in this era because the range of selling herbs directly is certainly limited. Therefore, one of the women's organizations called PESADA (women's strengthening organization), chaired by Dina Lumbantobing, trained 15 people selling herbal medicines in Medan through the Medan Women's Urban Foundation. The workshop was also carried out to provide awareness to the seller of herbal medicine about the equality and ability to earn income. In addition, training was also held to introduce social media to herbal sellers to run entrepreneurship more widely.

The herbal sellers are not so familiar with social media. Among others, they feel that social media is not important for their business. So that this reinforcement needs to be transmitted to the children of herbalist sellers to provide an insight into the mastery of the use of social media to their mothers. After knowing the benefits and uses, herbal medicine sellers are introduced to be able to market their products, especially determining what packaging is attractive so that their products are worthy of being sold on social media.

In some start-up applications you can find various forms of existing herbal products. Not only that, the women have also opened an online shop by selling various products

including hijab, clothing, shoes, bags, and other household supplies. Even though women do not have capital in kind, but with their position as resellers, they can market the product as if the product is available in their online shop. In addition, the latest innovation has also been launched by Sido Appears by creating soft capsules made from the development of Sido Muncul's liquid herbal products. Previously this product was wrapped in sachet packaging. This innovation is increasingly giving direction to changes that support the development of the industrial sector. Sido Muncul as a producer of traditional medicine is able to inspire, innovate, and open up opportunities for export markets whose hopes can be emulated by other herbal sellers..

The 2016 BPS data shows that gender equality is getting better. The emancipation of women produces encouraging results. Women are increasingly active in various aspects of life. The following is a data table that shows the role of women in 2015.

**Table 1.** The Role of Women in 2015

No	Activities	Percent age
1	Women as professionals, leadership, and technicians	46,03%
2	Contributions to women's income in the economy	36,03%
3	Women in Parliament	17,32%

Source : bps.go.id (Badan Pusat Statistik, 2017)

**Table 2.** The Behavior of Indonesian Internet Users on Social Media for activities

No	Activities	Percentage	Number of Population
1	sharing information	97,5%	129,3 m
2	Trade	94,6%	125,5 m
3	Dissemination of Government Policy	90,4%	119,9 m
4	Calling the Religion	81,9%	101,6 m
5	Politics	75,6%	100,3 m

Source: Results of the 2016 Survey– Polling- DAAI TV

Based on these data the Human Development Index for men and women has increased. The Human Development Index (Men) has increased from 2010-2015, from 70.94% to 73.58% and women experienced an increase from 63.43% to 66.98%. This Gender Development Index shows that the closer to 100, the smaller the inequality that occurs between women and men. This disruption era has increasingly shown that widespread participation gives men and women the freedom to contribute. This is reinforced by the high number of trading activities (94.6%) on the behavior of internet users on social media for activities.

Social innovations are known as new practices used to tackle social challenges; they have a positive influence on individuals, society, and organizations (Hahn & Andor, 2013). Social innovations have also been defined as new models, services, and products that simultaneously meet social needs (Marolt et al., 2015). They can be expressed by one or a combination of the following: law, regulation, behaviour, service, business model, perception, organization, or technology (Abott, 2014).

Innovations in the use of technology have also been carried out by farmers. Farmers can sell their produce online through available marketplaces such as *Agromaret*, *TaniHub*, *Petani*, *Pantau Harga*, dan *LimaKilo*. Through the various available marketplaces, farmers can break

the long chain of distribution so that the benefits felt by farmers can be more felt and communication with consumers can be formed directly. If so far the mastery of technology among farmers is considered to be a problem, but now with the various socialization of ICT education both held by the government and non-government, farmers are starting to try to be able to expand their access. This not only requires the intelligence of male farmers, women farmers must also be able to master the ability to use ICT. In the end, farmers can set themselves apart, so that later there will be no more farmers who are in debt with loan sharks. This is in accordance with the description of the Education Council of the Ministry of Higher Education's Higher Education Council that independence actually reflects the attitude of a person or a nation regarding himself, his community, and his enthusiasm in facing challenges. Because it concerns attitude, independence is basically a cultural problem in the broadest sense. The attitude of independence must be reflected in every aspect of life, both legal, economic, political, socio-cultural, and defense security.

### 3.2 Technology Friendly Education

Technology-friendly education is a concept related to the ability of individuals to understand the use of technology wisely. A form of education that can provide convenience as well as the ability to control all information that is spread wisely. Technology is certainly intended for all education. Educational and family institutions are a major milestone in channeling understanding of technology-friendly education. Don't let individuals misuse technology.

Cyber bullying is one example that when individuals, both men and women are not able to use technology wisely, it will experience cyber abuse. Definitively, *cyber bullying* or *online social cruelty* (Kowalsk, 2008) or *electronic bullying* (S. Shariff, 2011) or social terror through technology is intentional, repetitive behavior, or negative habits by using information and communication technology, such as e-mail, instant messaging, and personal sites by individuals and groups with the intention of hurting others. Indonesia is currently entering this cyber bullying era. Especially with the various political conditions in Indonesia, making netizens freely abuse anyone with various forms of insults, intimidation, the spread of hoaxes, speeches of hatred, both aimed specifically at the victims and with public knowledge.

In addition, individuals must also understand the concept of cybercrime in order to avoid online crime which is now increasingly prevalent in the mass media. Various cases must at least be understood such as illegitimate eavesdropping, bank fraud, money laundering, network use of other parties, pornography, copyright infringement, virtual terrorism, online gambling, credit card forgery, situ plagiarism, data destruction, virus spread, and damage to computer systems (R. Nasrullah, 2016). Therefore, cybercrime must also be anticipated by mass media users. This disruption era, everyone can be a disseminator of information broadcast on their respective social media. Even mass media such as television, radio, and print media also tend to use various images or amateur recordings from information disseminators in the mass media. Therefore, caution is important in using online media.

Global competition in this era also requires everyone to be able to create and innovate in creating their cultural products. The concept of innovation in this era of disruption has actually been initiated by Bower and Christensen 1995, namely technological innovation. Digitalization in several aspects becomes a benchmark in seeing the progress of development in a region. Even the term "survival of the fastest" is quite a trend in this disruption era. That anyone who is not swift and capable in responding to the development of the times, will tend

to experience lagging. Gardiner (D. Mayling, 2017) revealed that technology encourages various changes, not only in technology itself but also in human life, the way humans relate, the way we organize, therefore developing creativity and innovation is important to improve.

According to the population census that was first implemented by Indonesia since independence in 1961, it was noted that of the 31.3 million men aged 10 years and over, 53 percent had never attended school. As for women, the term is much higher at 76 percent. As is true in many other countries, the higher the level of education, the greater the difference in women's participation compared to men. Therefore, at this time the young and old generation, men and women must have a stake in building Indonesia. Being a conscious generation of technology-friendly education is a way of addressing this disruption era wisely and wisely, so as to create advanced human resources in Indonesia.

#### IV. Conclusions

Gender education in the era of disruption must be addressed intelligently and wisely. The era of digitalization provides great potential for each individual to contribute to every domain. In addition, both men and women must understand the concept of gender equality so that they can fill this era with creativity and innovation. However, individuals must be able to filter so they can avoid the practice of bullying both as perpetrators and victims. In addition, intelligence and precision are needed in using social media so that it can avoid the practice of cyber crime that is increasingly rampant.

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## The Role of Human Relations in Increasing Employee Performance

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### Abstract

*The background of this research was the low performance of the employee, which could be seen from the non optimal task implementation, overdue task completion, and low discipline. In this study, the researcher used analytical descriptive method, also literature study and field study as the instruments. The field study consisted of observation, interview, and questionnaire. The result of the research showed that the human relations done by the Sub-District Head had not been fully implemented based on the principles in human relations. It caused the low employee performance in the Argapura Sub-District Office of Majalengka Regency, so that the hypothesis of the researcher is true and can be accepted.*

### Keywords

human relations  
performance; employee



### I. Introduction

The objective of national development is to increase standard of living and welfare of the people which will lead to advanced and independent quality human resources in a peaceful environment. To bring the national objective into the realization, good and reliable government is needed so that the benefit can be received by all level of community. Besides, the awareness and responsibility of all Indonesians are needed; to be actively participated in the development to make the national development come true. In related to that, to support the national development, both national and regional government have the obligation to provide optimum public services in all areas to the community.

To provide the optimum public service, quality government officials are needed. Quality human resources are potential assets in order to build a performing organization (Iwan Christian Bethol, Burhanuddin Kiyai, no date; Yuli Ramanda, 2001; Susilowati, 2018), because the quality of the official or employee will affect the quality of employee performance. Thus, efforts are needed to improve the performance of each employee, so that the services to the community can lead to community satisfaction which will lead to trust in the government. It was also applied in Argapura Sub-District Office of Majalengka Regency, where in order to provide maximum service to the community, it was necessary to improve the quality of each employee so that employee performance could improve and the work could be carried out properly and optimally.

To reach the goals of an organization, the support of all parties are needed, which are the leader and employees. An organization must be able to create a supportive atmosphere where the leader is able to work closely with employees and direct the goals of the organization effectively so that employees feel that these goals are shared goals. The problems occurred in the officials in Argapura District were the limited opportunities to develop their knowledge, limited appreciation from the leader, insufficient work equipment and the placement of employees who were not in line with their expertise.

To improve employee performance, the Head of Sub-District is demanded to do one of the management functions, which is human relations. It means that to build relationships and good communication in order to create harmony among employees so as to be able to direct employees with high awareness and sense of responsibility towards the organization and can solve all problems among employees, which leads to the acceleration to achieve the organizational goals. Human relations has an impact on performance improvement (Iwan Christian Bethol, Burhanuddin Kiyai, no date; Angreini Talumantak, Christoffel Kojo, 2016; Moh. Nanang Khoirul Anwar, Moh. Mukeri Warso, 2016). Human Relations activities can run well if it is made into an organizational policy so that employees can be motivated and improve their work productivity. Human Relations will run well if it is balanced or accompanied by policies in the organization.

Human relations is the overall series of formal and good relations between superiors and subordinates, as well as subordinates with other subordinates who must be fostered in such a way as to create an intimate and harmonious team work and work environment in order to achieve goals (Siagian, 2004). The implementation of human relations is very important because it can solve problems which are related to human factors in the organization to make it run in line with the expected goals and create a conducive work climate and eliminate miss-communication at work which in turn can encourage improvement in employee performance itself (Anonymous, 2016).

## **II. Research Method**

The research method used in this study was analytical descriptive study. It is a research method which illustrates the actual events which are recorded, collected, classified, analyzed, and finally taken into conclusion. The data of this research consisted of two variables, which are independent variable (X variable) of human relations and dependent variable (Y variable) of employee performance. The population of this research was 21 people, and the sample taken was 20 people with total sampling or census technique. To analyze the data or questionnaire, it was done by determining the distribution of frequency and percentage which was processed through SPSS version 22.00 program.

## **III. Result and Discussion**

### **3.1 Implementation of Human Relations by Sub-District Head as an Effort to Increase Employee Performance in Argapura Sub-District Office of Majalengka Regency**

In the implementation of human relations, a leader must understand and be able to apply the principles of human relations, so that the implementation of human relations can be more directed and effective and can direct and encourage employees to carry out any work or activities of the organization well to achieve goals organization. Similarly in the Argapura Sub-District Office in Majalengka Regency, as an effort to improve employee performance in carrying out their work, it was required to apply the principles of human relations in the implementation of human relations. To know the value of the principle of human relations implementation by the Sub-district head as an effort to improve employee performance at the Argapura Sub-District Office of Majalengka Regency, Table 4.11 below shows recapitulation of the highest score of the principles of human relations implementation.

**Table 1.** Recapitulation of Principles of human Relations Implementation bu Sub-District Head of Argapura

No.	Indicator of Questions	Total	
		F	%
1.	There must be a synchronization between the goals of organization with individual goals within the organization.		
	- There is a briefing.	12	60
	- Appropriate and acceptable goals of organizations for employees	13	65
2.	Comfortable work atmosphere		
	- Interesting job	12	60
	- Work atmosphere which increase work passion	12	60
	- Intimate work relations	13	65
	- Fair treatment from the leader to employees	13	65
3.	Reasonable informality in work relationship		
	- Harmonious work relationship	13	65
	- Maintain informal work relationship	12	60
	- Responsive leader	12	60
4.	Subordinates are not machine		
	- Do not force job to employees	11	55
	- Subordinates are involved discussion about work	11	55
5.	Improve subordinates' skill to the maximum level		
	- Give work based on the ability	12	60
	- Provide ability for courses/ training	13	65
6.	Interesting and challenging job		
	- Routine job	13	65
	- Understandable task at work	12	60
	- Challenging job	12	60
7.	Recognition and appreciation for doing the job well		
	- Appreciation in the form of appraisal	11	55
	- Promotion or prize given to outstanding employees	10	50
8.	Sufficient equipment		
	- Sufficient equipment for working	12	60
9.	The right man on the right places		
	- The suitability between background of education, expertise, and skill	11	55
10.	The compensation must be worth of the amount of work given		
	- Suitable salary and allowance	14	70
	Total	254	1270
	Average		60,5

According to Table 1, the average of the highest score reached 60,5%, so if it is related to the criteria of data analysis assessment, it reaches the criteria of “Fair”. Therefore, it can be concluded that the Sub-District Head still needs to improve his human relations to implement the principles of human relations optimally.

Based on the explanation, it can be concluded that the employee performance in Argapura Sub-District Office of Majalengka Regency has been fairly good based on the dimension of cost effectiveness. It was proven by the score of 2 (two) from the indicator of cost effectiveness which reached 65%. Thus, according to Arikunto’s criteria of data analysis assessment, the employee performance in the dimension of cost effectiveness has reached the predicate of “Fair”.

**Table 2.** Recapitulation of Employee Performance Achievement Score in Argapura Sub-District Office of Majalengka Regency

No	Employee Performance	F	%
1	Quantity		
	- Result of work is suitable with the predetermined target	12	60
	- The increased number of employee’s attendance	12	60
2	Quality		
	- The work is done based on the target in line with the work standard and guideline	13	65
	- The result of work is the same as the expectation	13	65
3	Productivity		
	- The work result give satisfaction for the organization and community	11	55
	- The increased of employee’s spirit in doing the task	10	50
4	Punctuality		
	- Completion of work which is punctual and based on the guideline has been set	11	55
	- The increased work discipline of employee in carrying out the task	11	55
5	Cost Effectiveness		
	- No waste of money in work implementation	14	70
	- The work is done based on the predetermined budget	12	60
Total		120	595
Average percentage = $\frac{595}{10}$		59,5	

Source : Research result in 2014

Based on the results of the achievement of human relations implementation by the Sub-District Head and employee performance, it can be concluded that the implementation of human relations based on the implementation of human relations principles has a parallel relationship with the improvement of employee performance. It has been proven from the recapitulation of the average score of the implementation of human relations principle which reached an average value of 60.5% with the predicate of “Fair” and the performance

achievements of new employees which reached an average of 59.5% with the with the predicate of “Fair”.

The results showed that the implementation of human relations was empirically proven to improve employee performance because the impact given by human relations was to make employees to be more communicative to their colleagues and leader. The results of this study is in line with the results of research conducted by (Kim et al., 2010; Irfan, 2014) which showed that the implementation of human relations can improve the spirit at work through leadership so that work effectiveness can be maintained. Therefore, human relations has a close relationship with the performance of employee and organization (Annisa Ayu Fadillah, 2011; Ngari, 2016).

### **3.2 Obstacles in the Human Relations by Sub-District Head as an Effort to Increase Employee Performance in Argapura Sub-District Office of Majalengka Regency**

In the implementation of human relations, the Sub-District Head met some obstacles in implementation the principles of human relations principles. It affected the effort to improve the employee performance in Argapura Sub-District Office of Majalengka Regency. The obstacles were among others:

1. In implementing the principles that subordinates are not machines, the obstacles were:
  - a. The difference of education background level and ability of the employees caused less optimal result in implementing the principle of not forcing job to employees.
  - b. The limited time owned by Sub-District Head caused the lack of intensity of work discussions.
2. In implementing the principle of recognition and appreciation for doing the job well, the obstacles were:
  - a. Limited time owned by Sub-District Head cause less optimal of giving appraisal to the outstanding employees.
  - b. Limited fund caused the lack of allowance or prize given to the outstanding employees.
3. In implementing the principle of the right man on the right places, the obstacles were the imbalance of level of education and skill of employees which caused the less optimal burden of work based on their abilities.

### **3.3 Efforts of Sub-District Head to Overcome the Obstacles in the Implementation of Human Relations in the Effort to Increase Employee Performance in Argapura Sub-District Office of Majalengka Regency**

To overcome the obstacles in the implementation of human relations, the Sub-District Head of Argapura of Majalengka Regency has done the following efforts:

1. To overcome the limited time by Sub-District Head, the efforts done were:
  - a. Delegating the authority to the employee so that the work discussion could be carried out.
  - b. Spending more time for the office, so that giving the appraisal to the outstanding employees can be done.
2. To overcome the limited fund, the Sub-District Head made effort by:
  - a. Making priority scale in the official revenue and expenditure budget.
  - b. Making proposal for funding to the Regency government so that the price or allowance could be given optimally to the employees.

3. To overcome the imbalance of level of education and skill of employees, the Sub-District Head made effort by:
  - a. Giving opportunities for the employees to attend higher education.
  - b. Conducting courses or training that support the implementation of work.
  - c. Provide guidance and direction regarding the implementation of the task.

#### IV. Conclusion

The results of the research has been done by the researcher showed that the overall implementation of the principles of human relations by the Sub-District Head had only reached an average value of 60.5%. Thus, the implementation of human relations by the new Sub-District Head was considered "Fair". It proves that the principles of human relations have not yet been fully applied by the Sub-District Head. To overcome these obstacles in applying human relations principles, the Sub-District Head made the following efforts:

1. To overcome the imbalance of ability of the employees, the Sub-District Head made effort by:
  - a. Giving opportunities for the employees to attend higher education.
  - b. Conducting courses or training that support the implementation of work.
  - c. Giving direction and guidance to the employees about the task completion.
2. To overcome the limited time by Sub-District Head, the efforts done were:
  - a. Delegating the authority.
  - b. Spending more time for the office.
3. To overcome the limited fund, the Sub-District Head made effort by:
  - a. Making priority scale in the official revenue and expenditure budget.
  - b. Making proposal for funding to the Regency government

The implementation of human relations by the Sub-District Head has a parallel relationship with efforts to improve employee performance at Argapura Sub-District Office of Majalengka Regency. It proved that the recapitulation of the average score regarding the implementation of the human relations principles which reached an average value of 60.5% with "Fair" category and efforts to improve employee performance reached an average value of 59.5% with the "Fair" category.

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## Effects of Sales Promotion on Consumer Buying Behavior of Food Seasoning Among Nigerian House Holds: A Case Study of Nestle Maggi Naijapot'

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### Abstract

The major concern to Nigerian companies has been how do promote made in Nigeria food products like food seasoning that has been produced in line with our local taste and culture. It is in this context that this study seeks to examine the effects of sales promotion on the consumer buying behavior of food seasoning among Nigerian households using Nestle Nigeria Plc Maggi NAIJA POT brand as a case study. The study employed cross sectional research design and the population consists of consumers of Nestle product (Maggi seasoning) in Bwari Area Council, Abuja. The sample size is 246 determined using Topman's formula. Primary data was used through administration of questionnaire and regression analysis was used to test the relationship between the study variables. The findings revealed that most of the consumers enjoy the rebates which influence their decision before, during and after the purchase; there is a positive effect of free trial and free gift on consumer buying behavior of Maggi NAIJAPOT in Bwari Area Council, Abuja. The study concluded that that sales promotion through rebates, free trial and free gifts is one significant tool marketing companies should give attention to in order to influence their consumers' buying behavior, and recommended among others that providing free samples for food seasoning is a good technique to use in introducing new products to the Nigerian marketplace, also free gift should be included in the outer part of the product packaging to serve as a visual attraction to Nigerian consumers. It may also take the form of the commonly used terminology BOGOF' (Buy one get one free)

### Keywords

sales promotion; consumer behavior; food seasoning; Nigerian households



### I. Introduction

Over the years, companies based their whole effort on just producing quality goods and services and forgot that the backbone and assurance for survival are the end users which are the final consumers. If marketing has one goal, it is to reach consumers at the moment that most influence their decision.

Attracting new customers has become very important in modern business in addition to loyalty, as the cost of maintaining consumers is less than the cost of attracting new customers. Firms therefore have to rethink the relationship between attitude and behavior of their consumers if they must be competitive and survive. According to Romdonny, Juju, Jusuf and Rosmadi (2018) to maintain customers, of course business people must be able to know the tastes of consumers, especially from the social psychological aspects and consumer

culture which can change at any time. And all businesses need to communicate to the consumer what they have to offer, and in an attempt to communicate, promotion is necessary (Ahungwa 2018; Jobber & Lancaster, 2006).

Promotion refers to the motivational methods of getting the consumer to purchase the product. Promotion is also refers to “any communication used to inform, persuade, and/or remind people about an organizations or individuals goods, services, image, ideas, community involvement, or impact on society” (Evans & Berman, 1997). It mainly consists of messages and related media that are used to communicate with the market

The basics of sales promotion strategy involve delivering the communicational message(s) from the producer (or company) to the consumer. The object of the message is to persuade the audience to purchase the product or service. Therefore the consumer needs to be receptive to the message and to be able to interpret it in such a way that it influences him/her to purchase the product. Sales promotion is certainly one of the critical elements in marketing mix and tool kit for the marketers. Statistics for packaging companies show that sales promotion comprises nearly 75% of the marketing budget (Neslin, 2002).

According to Orji (2017), Consumer buying behavior is the study of individual, groups, organizations and all the activities associated with the purchase, use and disposal of goods and services, including the consumers emotional, mental and behavioral responses. The study of consumer behavior is concerned with all aspects of buying behavior - from pre-purchase activities through to post-purchase consumption, evaluation and disposal activities. It is also concerned with all persons involved, either directly or indirectly, in buying decisions and consumption activities including brand-influencers and opinion leaders. Company and marketers sought to grab consumers’ attention through glitzy advertising campaigns and then “push” them through the funnel, maximizing conversions to avoid losing customers along the way. Companies that apply consumer behaviour while producing their products and services have a distinct competitive advantage that distances them from their rivals. Every business has a target audience and companies that look at consumers buying behavior tends to understand its end users and this is achieved through consumer behavior study and research. The organizations that have an intimate understanding of their target audience possess a competitive advantage over those that do not. Establishing a one-to-one relationship and thorough knowledge of your target audience is a core responsibility for business in the 21st century and beyond (Ahungwa, 2018).

For companies who fail to look at consumers as the King and their buying behavior will have no share in the competitive market and as such will be on its way to total decline thereby losing out in profits. These companies will also not be attractive for investors and will be left with no other option but to divest or harvest their product. The greater the satisfaction received by consumers and the higher the value of customer loyalty, the greater the profits the company will get (Romdonny & Rosmadi, 2019). Research on sales promotion tools is important to understand the factors that affect a company’s competition with its competitors, so that they can use the most effective techniques for promotion of their products and/or services and attract and maintain customers. Typical tools include free samples, price reduction and discounts, giving advertising gifts and offering coupons, membership cards, installment payments, extension of warranty period, and so on. It is in the light of this that this study seeks to assess the effect of sales promotion on the consumer buying behavior of food seasoning among Nigerian households with particular emphasis on Nestle Plc Maggi NAIJA POT Cubes brand.

### 1.1 Statement of the problem

The basic belief of marketing-oriented company is that the customer is the hub around which the business revolves. Therefore, understanding what makes people in general buy and what makes customer in particular buy is a vital part of business success. This implies that in ever changing marketing environment, there is a growing concern or awareness among marketers to go for a careful study of the consumer buying behavior around which all marketing activities are made.

In Nigeria, consumer buying behavior towards made-in-Nigeria products has been a major challenge facing marketers for centuries. Specifically, a major problem that has bedeviled Nigeria in her effort to develop her industrial sector is the apparent preference by Nigerians for foreign made goods. The most immediate manifestation of this problem is smuggling in the face of various attempts by governments of Nigeria to curtail the indiscriminate importation of consumer goods. Some major attempts to check this negative consumer buying behavior against locally made goods include the ban on certain import and promotional appeals on radio and television (Daramola, Okafor & Bello, 2014). In spite of these, the problem has largely remained unsolved and the consequence had been a decline in various local industries, with the most adversely affected being the textile and food industry. No amount of patriotic slogans about made in Nigeria goods had been able to correct this trait in Nigeria consumers. It has persisted to the extent that many retailers in Nigeria use the foreign tags or labels as a selling tool especially in justifying high product prices. This negative attitude towards home made products contribute to the economic development of advanced countries and relegate culture heritage of the country in various fields, to the extent that some Nigerians were importing packaged soup and cooked rice. The concern is that, how do we promote made in Nigeria food products like food seasoning that has been produced in line with our local taste and culture? It is in the context of this problem that this study seeks to examine the effect of sales promotion on the consumer buying behavior of food seasoning among Nigerian households using Nestle Nigeria Plc Maggi NAIJA POT brand as a case study.

And on the whole, the study will provide answer to the following pertinent questions;

- a. Do rebates have an effect on consumer buying behavior of food seasoning among Nigerian households, especially Nestle Maggi NAIJA POT Cubes?
- b. Does free trials have an effect on consumer buying behavior of food seasoning among Nigerian households, especially Nestle Maggi NAIJA POT Cubes?
- c. Do free gifts have an effect on consumer buying behavior of Nestle Maggi NAIJA POT Cubes?

### 1.2 Research hypotheses

The following hypothetical assumptions have been postulated for validation in line with the study questions raised;

H01: There is no significant effect of rebates on consumer buying behavior of food seasoning among Nigerian households, especially Nestle Maggi NAIJA POT Cubes

H02: There is no significant effect of free trial on consumer buying behavior of Nestle Maggi NAIJA POT Cubes.

H03: There is no significant effect of free gifts on consumer buying behavior of Nestle Maggi NAIJA POT Cubes.

## II. Review of Literature

### 2.1. Sales Promotion

Sales promotion consists of techniques that are aimed at increasing sales in the short run, meaning that they are mostly used for a short period of time. It offers control, and the costs can be much lower than of advertising. The main characteristics of sales promotions are that they offer better value for money and they try to cause responses immediately.

According to Mendez (2012), and Orji, Akhaine, Ezinmuo & Boman (2019), there are different ways to classify sales promotions; the most basic is to classify them between trade promotions and consumer promotions. Consumer promotion as defined by Joseph (2018) as a marketing technique that is used to entice customers to purchase a product. Such promotions usually last for a set period of time and are used to achieve a specific purpose, such as increasing market share or for unveiling a new product. Such consumer promotions tools include sampling, free trials, free gifts, contests, and special pricing.

Mendez (2012) also stated that consumer sales promotions take many forms, but are mainly classified as nonmonetary and monetary promotions. Monetary promotions refer to monetary incentives, such as coupons, rebates, and discounts, while nonmonetary promotions refer to samples, premiums, displays, sweepstakes, and contests

One of the most important reasons for a sales promotion is to elicit a direct impact on the purchase behavior of the firm's consumers. It is continuously said that most types of sales promotions affect the decision-making and buying stages of the buying process directly and is very effective in the long-run as it leads directly to increased sales, and hence profit (Kwok & Uncles, 2005).

#### a. Types of Sales Promotion

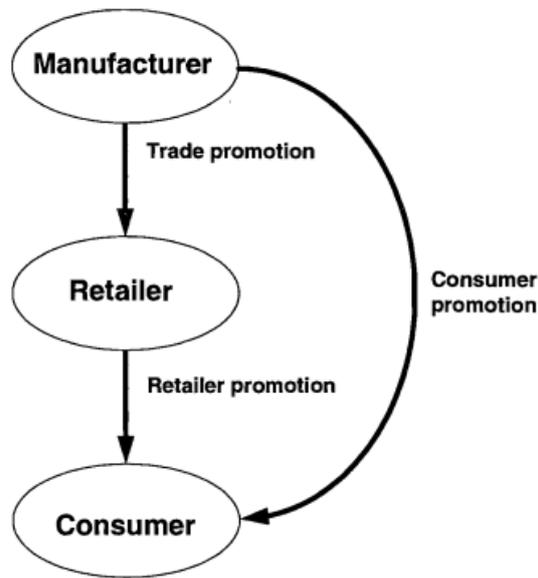
Essentially, sales promotions are categorized into three depending on the initiator and the target of the promotion. These include: consumer promotion, Retailer promotions and trade promotions.

Consumer promotions; are those efforts aimed at influencing the trial consumer. They are promotions offered by manufacturers directly to consumers. Such promotions are designed to motivate consumers to immediate (or nearly immediate) action. Consumer's promotion techniques can be used to draw people into a particular store, to induce new product or to promote established products. According to Ahungwa (2018), to accomplish this task, marketers have developed quite a variety of sales promotion techniques or tools, sometimes

Consumers get benefits from attractive bonus packs and premium items with purchase as well as price discount.

Retailer promotions; are promotions offered by retailers to consumers. These include allowances and discounts, factory-sponsored in-store demonstration, trade shows, sales contests, cooperative advertising etc (Gilbert & Jackaria 2002)

Trade promotions; are promotions offered by manufacturers to retailers or other trade entities. They are the aspect where the manufacturer is concerned not only with promoting the product to the consumers but also with whether the product is on the retailers' shelves when the customers go to the store to buy (Osuala, 1998). Retailer promotion and consumer promotion are directed toward the consumers by retailers and manufacturers, respectively. The manufacturers direct trade promotion to the retailers and the retailers direct to the consumers (Mahmud, Mohammed & Sultan 2014).



**Figure 1.** Illustrates types of sales promotion

Source: Per-Goran, P. (1995) in Ahungwa (2018)

#### b. Sales promotion tools

Sales promotions are temporary deals, events and ways of communicating with potential customers to motivate them to spend, or spend more. Adapting a variety of common sales promotions to marketing situation helps increase revenues and profits. According to Ahungwa (2018) there are four types of sales promotions tools which are: coupons, samples, rebates and Bonus packs. But our emphasis is on rebates, samples (free trials) and bonus (free gifts) which is suitable to our case study-Nestle Maggi NAIJA POT’.

##### 1. Samples

Free Samples and Premiums are also among the most important tools of sales promotion. Free samples are trial amount of a certain product distributed to customers through so many different ways like handing them in front of office buildings, send them by mail or attach the sample to another different product. Free samples stimulate the trial of a new product during the introduction stage of the product (Ahungwa, 2018). However, the problem of samples is that it is the most expensive sales promotion tool. Providing free samples is a technique used to introduce new products to the marketplace. Samples give the consumer a chance to see how well they like a product or try something they otherwise would not normally buy, like Maggi NAIJA POT’

##### 2. Rebates

Rebates are also a form of sales promotion that could be likened to coupons. Nonetheless, there exists a major distinction between both of them: the coupons amounts are redeemed during purchase but rebates are redeemed after purchase. This ambiguity could be resolved by explaining the process of the rebates: when a customer purchases a product - subject to rebate discount - he/she sends the proof of purchase like the receipt and the company sends him the money afterwards by mail (Kotler & Armstrong 2010). This was always conceived as the main disadvantage of rebates as the uncertainty of redeeming the money persists after buying the product which constitutes the major dissimilarity between coupon and rebates (Lu & Moorthy 2007).

### 3. Bonus pack

Marketers also refer sometime to bonus pack as a mean to promote sales to their customers. Bonus pack could be exemplified where by a soft drink company may offer a 14 cans pack for the price of 12 cans making the customer benefit from 2 cans for free. The biggest deal in that field is the BOGO (Buy One, Get Other for free), as commonly used in Nigeria. Bonus packs could have several advantages as boosting sales in the short run without the need to reduce price (Ahungwa, 2018).

## 2.2 Consumer and Consumer Behaviour

According to Orji, Bello, Muktar & Usman (2017) Consumer is the one who ultimately utilizes the goods and services produced, while customer is a person, company or other entity which patronizes another person, company, or other entity regularly. A consumer may be a customer, while a customer may not be a consumer, because he/she may not be buying for his or her uses.

But in studying consumer behavior, customers are also generally referred to as consumers, because whether they are the buyers or users, there is an exchange or transfer from one person to another for needs satisfaction. Thus, consumer behaviour is the study of the processes involved when individuals or groups select, purchase, use or dispose of products, services, ideas or experiences to satisfy needs and desires.

Buying behaviour is the decision processes and acts of people involved in buying and using products, where as, consumer buying behaviour refers to the buying behaviour of the ultimate consumer (Orji et al, 2017). Also, according to Orji et al (2017), consumer buying behavior involves purchasing and other consumption related activities of people engaging in the exchange process. It has also been described as the mental, emotional and physical activities that people engage in when selecting, purchasing, using and disposing of products and services so as to satisfy needs and desires.

Behavior of consumer is motivated or purposive. The behavior is directed towards the goal of obtaining products or other resources. It is the activities of people engaged in actual and potential use of market items-whether products, services, retail environments or ideas. The better the firm understands its consumers like the Nigerian households, the more likely it becomes successful in the marketplace. Knowledge of consumer behavior would render immense help for planning and implementing marketing strategies in a competitive environment like Nigeria (Orji et al, 2017).

## 2.3 Nestle Nigeria Plc Maggi NAIJA POT

Nestle Nigeria Plc on Tuesday 7th November 2017 at it's flowergate factory Shagamu, Ogun state launched another addition to the family, a new seasoning cube called "MAGGI NAIJA POT". Mauricio Alarcon, MD/CEO of Nestle Nigeria in his opening remarks during the launching said, "We dedicate ourselves to deeply understanding the needs and preferences of our consumers, and then we tailor our products to suit local tastes and food cultures." The new seasoning cube developed in Nigeria based on the strong understanding of local cuisine, is a combination of natural smoked fish, stock fish and crayfish to give soups and pottages that bottom-pot taste that Nigerians love.

MAGGI NAIJA POT was developed with the aim of using more familiar and common ingredients, improve the nutritional profile of Maggi, increase local sourcing and build local economies and also raise awareness about healthy lifestyles, cooking and diets. The seasoning will help to save time, money and effort since Naija pot combines selected locally

known ingredients in one small cube. It is also a source of iodine for higher nutritional value ([www.pmnewsnigeria.com/2017/11/07](http://www.pmnewsnigeria.com/2017/11/07))

It is these unique attributes of Maggi NAIJAPOT that motivated this study to focus on it for research.

#### 2.4 Theoretical Framework

The theoretical framework upon which the study was based is Reasoned action theory and Engel, Kollet, Blackwell (EKB) model. Reasoned Action theory was propounded by Martin Fishbein and Icek Ajzen in the late 1960s, the Theory of Reasoned Action centers its analysis on the importance of pre-existing attitudes in the decision-making process. The core of the theory posits that consumers act on a behavior based on their intention to create or receive a particular outcome. In this analysis, consumers are rational actors who choose to act in their best interests. According to the theory, specificity is critical in the decision-making process. A consumer only takes a specific action when there is an equally specific result expected. From the time the consumer decides to act to the time the action is completed, the consumer retains the ability to change his or her mind and decide on a different course of action.

Sales personnel's learn several lessons from the Theory of Reasoned Action. First, when marketing a product to consumers, personnel's must associate a purchase with a positive result, and that result must be specific. Axe Body Spray used this concept very effectively by linking its product to desirability with women. Second, the theory highlights the importance of moving consumers through the sales pipeline. Sales personnel must understand that long lags between initial intention and the completion of the action allow consumers plenty of choice or decision (Ahungwa, 2018).

The EKB Model (1968) expands on the Theory of Reasoned Action, and lays out a five step process that consumers use when making a purchase. The first step, input, is where consumers absorb most of the marketing materials they see on television, newspapers or online. Once the consumer collects the data, he or she moves into information processing, where the consumer compares the input to past experiences and expectations. Consumers move to the decision-making stage after a period of thought, choosing to make a purchase based on rational insight. Consumers are affected in the decision-making phase by process variables and external influences, including how the consumer envisions his or herself after making the purchase.

Under the EKB Model, marketers have two periods where their input is the most valuable. During the initial information stage, marketers must provide consumers with enough information about the product to drive the consumer to keep the company's products under consideration for purchase. Marketing becomes a factor again in the phase of external influences. Lifestyle brands are very good at instilling desire in the consumer to look or feel a certain way with the product, like comparing Maggi NAIJA POT to indigenous crayfish and Dawadawa, even if the brands product is not fundamentally different from the compared one.

The outcome of this blend of theories that constitute the fulcrum of our study is the establishment of the linkages between them and consumer buying behavior of food seasoning like Maggi NAIJA POT among household in Nigeria.

### III. Research Method

The design of the study is a cross sectional survey research. Surveys help in obtaining important information from a large representative portion of a population. The cross sectional survey design is appropriate for this study because it seeks to examine the effect of sales promotional activities on consumer behaviour of food seasoning at one point in time from a representative sample selected to describe the population of the study. The broad nature of the research problem prompted the use of cross sectional survey design and its ability to act as an efficient technique in producing data from the population sample.

#### 3.1 Population of the Study

The population of this study includes consumers of Nestle product (Maggi NAIJA POT' seasoning) within Bwari Area Council, Abuja, Nigeria. There is no definite population of the study due to the open nature of the consumers of the product under study.

Sample size determination; sample is a smaller group of selected items, that is, the subset of a given universe. Sampling is the process of selecting a given amount of elements from a universe on which a study will be conducted. The sample size for the study is 246. It was determined using Topman formula (as shown below). Systemic random sampling technique was adopted in selecting those respondents that participated in the study

Topman's formula  $n =$

Where:

n = sample size

Z = degree of confidence

P = probability of positive response

Q = probability of negative response

E = Estimated error margin

(Source: Weires, 2006)

In Weires,( 2006) as stated in Ahungwa (2018), the above formula is referred to as "population proportion. If p is not estimated, its value can be used at a constant of 0.5. In this case, a pilot study using 10 respondents was conducted using convenience sampling and the result was 80-20% probability of positive responses to negative responses. Using inferential judgment a probability of positive and negative response was selected as 0.8 and 0.2.

Therefore, given a constant 95% degree of confidence,  $z = 1.96$  as traced from the z table. Margin of error is 5%

Therefore,

$$n = 1.962 * (0.8 * 0.2) / 0.052$$

$$n = 1.962 * (0.16) / 0.0025$$

$$n = 3.8416 * 64$$

$$n = 245.8624$$

$$n = 246$$

#### 3.2 Data Collection

Data was obtained from primary source using survey questionnaires adapted by the study. The instrument was suitable given the study's reported reliability index of .79, which is high. Close ended questions were used for the questionnaire to enable faster data compilation and to easily classify the responses of respondents. The questionnaire was designed using the 5-point likert scale format.

### 3.3 Data Analysis

Data obtained from the questionnaires administered to the respondents were analyzed using both descriptive and inferential statistics. The descriptive statistics was the use of simple percentage and mean and inferential statistics using linear regression technique. The choice of regression is because it explains the effect and relationship between two or more variables of interest. It shows the predictive strength of the influence of the independent variable on the dependent variable as opined by Orji (2017). Analysis was carried out using SPSSv21 (Statistical Package for Social Sciences).

### 3.4 Model Specification

The regression model used for the data analysis is;

$$Y = a + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 \dots + e$$

Y= consumer buying behavior

a= Intercept (value of Y when  $x_j$  is Zero)

$\beta_j$ = Regression weight attached to the variation  $j$  ( $j = 1, 2, 3$ )

$X_1$ = Rebates

$X_2$  = Free trials

$X_3$ = Free gifts

C= Error term

## IV. Discussion

**Table 1.** Descriptive analysis of Questionnaire items

	Answer Key		Strongly Agree	Agree	Slightly Agree	Disagree	Strongly Disagree	Total	Mean	Standard Deviation
	<b>Rebates</b>									
1	Maggi gives rebates out to its customers	No	8	13	36	39	121	216	3.17	1.124
		%	3.5	5.9	16.6	18.2	55.8	100		
2	Rebates motivate you to buy Maggi seasoning?	No	26	18	34	41	97	216	3.75	1.425
		%	12.0	8.2	15.7	19.1	45.0	100		
3	You been given a rebate before	No	9	11	32	41	122	216	4.17	1.156
		%	4.1	5.3	14.9	19.1	56.6	100		
	<b>Free Trial</b>									
1	You like free trial	No	18	40	59	68	31	216	3.56	1.318
		%	8.4	18.4	27.3	31.4	14.5	100		
2	You received Maggi free gift before	No	17	40	32	52	75	216	3.71	1.251
		%	7.7	18.4	14.9	24.2	34.8	100		
3	You often receive	No	26	30	28	71	61	216	3.70	1.205

	free gifts	%	12.0	14.0	12.8	32.9	28.3	100		
	<b>Free Gifts</b>									
1	Do you like free gift?	No	34	50	28	84	19	216	3.59	1.106
		%	15.9	23.2	13.0	39.1	8.8	100		
2	Have you received Maggi free gift before?	No	13	49	25	66	64	216	3.31	1.207
		%	5.8	22.5	11.6	30.4	29.7	100		
3	How often have you been given free gifts?	No	11	28	16	88	74	216	3.24	1.321
		%	5.1	13.0	7.2	40.6	34.1	100		
	<b>Consumer purchasing behavior</b>									
1	I purchase Maggi seasoning frequently	No	16	23	30	80	67	216	3.71	1.251
		%	7.2	10.8	13.8	37.0	31.2%	100		
2	Changes in price affect my purchase of Maggi seasoning	No	28	28	30	69	61	216	3.60	1.515
		%	13.0	13.0	13.8	31.9	28.3%	100		
3	I buy Maggi seasoning based on my initial perception of the product.	No	9	13	45	116	33	216	3.19	1.27
		%	4.3	5.8	21.0	53.6	15.2%	100		

(Source; Field Survey; 2019)

Table 1 shows that the study sought to use “rebates” to examine whether it has effect on consumer buying behavior. The table shows that the highest ranked item was “Have you been given a rebate before?” (M=4.17; SD=1.156), this was followed by “Do rebates motivate you to buy Maggi seasoning?” (M=3.75; SD=1.425).

Table 1 also shows that the study sought to use “Free Trial” to examine whether it has effect on consumer buying behavior. Based on the responses, the table shows that the highest ranked item was “Have you received free trial for Maggi seasoning before?” (M=3.71; SD=1.251), this was followed by “How often have you been given free trail?” (M=3.70; SD=1.205).

Also the table shows that the study sought to use “Free Gifts” to examine whether it has effect on consumer buying behavior. Based on the responses, responses shows that the highest ranked item was “Do you like free gift?” (M=3.59; SD=1.106), this was followed by “Have you received Maggi free gift before?” (M=3.31; SD=1.207) and the lowest ranked is “How often have you been given free gifts?” (M=3.24; SD=1.321).

Finally, the study sought to establish whether each of the dimensions of sales promotion used in this study (rebates, free trails and free gift) have effect on consumer buying behavior. The findings show that the highest ranked item was “I purchase Maggi seasoning frequently” (M=3.71; SD=1.251) this was followed by “Changes in price affect my

purchase of Maggi seasoning” (M=3.60; SD=1.515) and the least ranked was “I buy Maggi seasoning based on my initial perception of the product” (M=3.19; SD=1.270).

#### 4.1 Test of Hypothesis

Hypothesis One: There is no significant effect of rebates on consumer buying behavior

**Table 2.** Model Summary for effect of rebates on consumer buying behaviour

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.644 <sup>a</sup>	.518	.614	3.16529

a. Dependent Variable: Consumer buying behavior

b. Predictors: (Constant), Rebates

The study conducted a regression analysis to establish the direction of the relationship between the independent and dependent variable. Table 2 shows the model summary which shows that the  $R^2$  is 0.518 which means that 51.8% of variation in consumer buying behavior is due to rebates as an aspect of sales promotion.

**Table 3.** ANOVA<sup>a</sup> for effect of rebates on consumer buying behaviour

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	9.632	1	9.632	28.765	.000 <sup>b</sup>
	Residual	71.660	214	.335		
	Total	81.292	215			

a. Dependent Variable: Consumer buying behavior

b. Predictors: (Constant), Rebates

Table 3 shows the ANOVA results of the linear regression analysis. The findings show that the significance level is  $< 0.005$  ( $p = 0.000$ ). This finding implies that the regression model is significant in explaining change in the study dependent variable.

**Table 4.** Coefficients<sup>a</sup> for effect of rebates on consumer buying behaviour

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.826	.198		14.257	.000
	Rebates	.281	.052	.644	5.363	.000

a. Dependent Variable: Consumer buying behavior

The regression coefficients show the size of the effect of the independent variables on the dependent variable. Table 4. shows that an increase in rebates leads to an increase in consumer buying behavior of Maggi NAIJA POT in Bwari Area Council, Abuja. The findings further revealed that rebates ( $\beta = 0.281$ ,  $p < 0.005$ ) had effect on consumer buying behavior. The proposed regression model thus becomes:  $Y = 2.826 + 0.281X_1 + \epsilon$

Hypothesis Two: There is no significant effect of free trial on consumer buying behavior

**Table 5.** Model Summary for effect of free trial on consumer buying behavior

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.663 <sup>a</sup>	.569	.564	2.59465

a. Dependent Variable: Consumer buying behavior

b. Predictors: (Constant), Free trial

The study conducted a regression analysis to establish the direction of the relationship between the independent and dependent variable. Table 5 shows the model summary which shows that the  $R^2$  is 0.569 which means that 56.9% of variation in consumer buying behavior is due to free trial as an aspect of sales promotion.

**Table 6.** ANOVA<sup>a</sup> for effect of free trial on consumer buying behaviour

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	5.619	1	5.619	15.889	.000 <sup>b</sup>
	Residual	75.673	214	.354		
	Total	81.292	215			

a. Dependent Variable: Consumer buying behavior

b. Predictors: (Constant), Free trial

Table 6 shows the ANOVA results of the linear regression analysis. The findings show that the significance level is  $< 0.005$  ( $p = 0.000$ ). This finding implies that the regression model is significant in explaining change in the study dependent variable.

**Table 7.** Coefficients<sup>a</sup> : effect of free trial on consumer buying behaviour

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.976	.228		13.073	.000
	Free trial	.258	.065	.663	3.986	.000

a. Dependent Variable: Consumer buying behavior

The regression coefficients show the size of the effect of the independent variables on the dependent variable. Table 7 shows that an increase in free trial leads to an increase in consumer buying behavior of Maggi NAIJA POT in Bwari Area Council, Abuja. The findings further revealed that free trial ( $\beta = 0.258$ ,  $p < 0.005$ ) had effect on consumer buying behavior. The proposed regression model thus becomes:  $Y = 2.976 + 0.258X_1 + \epsilon$

Hypothesis Three: There is no significant effect of free gifts on consumer buying behavior.

**Table 8.** Model Summary for effect of free gifts on consumer buying behavior

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.588 <sup>a</sup>	.446	.443	.49852

a. Dependent Variable: Consumer buying behavior

b. Predictors: (Constant), Free gifts

The study conducted a regression analysis to establish the direction of the relationship between the independent and dependent variable. Table 8 shows the model summary which shows that the  $R^2$  is 0.446 which means that 44.6% of variation in consumer buying behavior is due to free gifts as an aspect of sales promotion.

**Table 9.** ANOVA<sup>a</sup> for effect of free gifts on consumer buying behaviour

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	28.107	1	28.107	113.096	.000 <sup>b</sup>
Residual	53.185	214	.249		
Total	81.292	215			

a. Dependent Variable: Consumer buying behavior

b. Predictors: (Constant), Free gifts

Table 9 shows the ANOVA results of the linear regression analysis. The findings show that the significance level is  $< 0.005$  ( $p = 0.000$ ). This finding implies that the regression model is significant in explaining change in the study dependent variable

**Table 10.** Coefficients<sup>a</sup> : effect of free gifts on consumer buying behaviour

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.255	.248		5.061	.000
	Free gifts	.694	.065	.588	10.635	.000

a. Dependent Variable: Consumer buying behavior

The regression coefficients show the size of the effect of the independent variables on the dependent variable. Table 10 shows that an increase in free gifts leads to an increase in consumer buying behavior of Maggi NAIJA POT in Bwari Area Council, Abuja. The findings further revealed that free gifts ( $\beta = 0.694$ ,  $p < 0.005$ ) had effect on consumer buying behavior. The proposed regression model thus becomes:  $Y = 1.255 + 0.694X_1 + \epsilon$

#### 4.2 Discussion of Findings

Research objective one was to ascertain the effect of rebates on consumer buying behavior of Maggi NAIJA POT. The result of hypothesis one confirms that there is a positive effect of rebates on consumer buying behavior in Bwari Area Council, Abuja. The findings revealed most of the consumers enjoy the rebates which influence their decision before, during and after the purchase. The research findings gave answer to the research question and the alternative hypothesis one which stated that there is a significant effect of rebates on consumer buying behavior of Nestle Maggi NAIJA POT was accepted. These finding

collaborates with the findings of the study by Zhang (2016) rebates have a market effect and are beneficial to the manufacturer and to consumers.

Research objective two was to ascertain the effect of free trial on consumer buying behavior of Maggi NAIJA POT among Nigerian households. The result of hypothesis two confirms that there is a positive effect of free trial on consumer buying behavior in Bwari Area Council, Abuja. This implies that free samples stimulate the trial of a new product during the introduction stage of the product. Providing free samples is a technique used to introduce new products to the marketplace. Samples give the consumer a chance to see how well they like a product or try something they otherwise would not normally buy. In comparison to other studies, the findings are in line with the findings of Ben Amor and Guilbert (2009) who found that after a period of free samples, the samples significantly increase the immediate sale of the product.

Research objective three was to ascertain the effect of free gifts on consumer buying behavior of Nestle Maggi NAIJA POT. The result of hypothesis three confirms that there is a positive effect of free gifts on consumer buying behavior in Bwari Area Council, Abuja. This result demonstrates that free gifts are an effective sales promotional tool. Free gifts entice consumers to make a purchase by including a bonus along with the product. The gift may be included in the outer part of the product packaging to serve as a visual attraction. It may also take the form of a prize inside the package. The finding is supported by other studies such as Zhu, Chang and Chang (2015) who found that Perceived usefulness, perceived quality, perceived cost, and perceived ingenuity are antecedents of happiness toward a free gift with purchase.

## **V. Conclusion**

Confirming with the findings of this study, it suggests that sales promotion through rebates, free trial and free gifts is one significant tool marketing companies should give attention to in order to influence their consumers' buying behaviour. The findings of this research support the findings of previous researchers. Further it can be concluded that effective sales promotion is a tool to influence consumer behaviour. This study elicits the key determinants of sales promotion which can be nurtured by the management of companies to better influence consumer purchase behavior. Hence this study widens the scope of identifying measures that will enhance organization performance like rebates, free trial and free gifts.

Based on the findings, the study recommends the following:

1. Since most of the consumers enjoy the rebates which influence their decision before, during and after the purchase, Nestle Nigeria Plc should continue to adopt that in promoting their new products in Nigeria.
2. Providing free samples is a good technique to use in introducing new products to the Nigerian marketplace. Samples give the consumer a chance to see how well they like a product or try something they otherwise would not normally buy.
3. Free gift should be included in the outer part of the product packaging to serve as a visual attraction to Nigerian consumers. It may also take the form of the commonly used terminology BOGOF' (Buy one get one free)

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## Rubber Agriculture Tapanuli in the Malaise Era, 1929 – 1939

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### Abstract

*Entering the early 1930s, people's purchasing power has decreased due to the sluggish world economy. This event was later called "The Great Depression" or better known as "Malaise". This decline also occurred in the automotive industry sector which uses a lot of processed rubber as a supporting component. Reduction of the amount of production in the automotive industry then results in reduced absorption of processed rubber. At the same time, the production of rubber precisely increased. As a result, the price of rubber has dropped dramatically. This condition has certainly hit rubber producers. Including smallholder rubber farmers in Tapanuli who also felt the impact of the economic crisis. This paper discusses the condition of smallholder rubber farming in Tapanuli during the malaise. The discussion starts from the situation of smallholder rubber farming before the malaise, continued with the economic depression and its impact on rubber prices, the policy of production restriction by the Dutch East Indies Government and its application, to the impact on rubber farmers in the region. From the results of this study, it can be said that smallholder rubber farmers in Tapanuli were also affected by the "malaise" but the impact was not significant because the community did not adopt a monoculture pattern.*

### Keywords

people's rubber farming; Tapanuli



## I. Introduction

The collapse of stock prices on the Wall Street, New York in October 1929 became one of the triggers in accelerating the occurrence of a major depression which then impacted on the decline of the world economy. This event not only had an impact on the collapse of large industries, but also had an impact on the collapse of small industries or plantations owned by the community, both in developed countries, or developing countries.

In the management of rubber plantations, the aspect of tapping by slicing the skin so that the sap dripping as production is a major component. In other words, tapping done for more than 20 years on plants requires an approach based on agronomic aspects, engineering aspects, and planning aspects and crop management. These things become a priority so that in addition to obtain the sustainable production, high production (in the form of g / tapping / plant) is also produced. In short, by planting superior clones that do not accompany the aforementioned aspects, rubber production remains low due to the absence of integrated tapping technology (tapping system, tapping frequency, the use of appropriate tools, the use of stimulants, etc.) (Hutapea, et al, (2019).

This impact is then increasingly felt by countries producing primary goods that sell their commodities at very low prices which then impact on the cessation of investment activities in the countries producing these primary goods. To avoid further adverse effects,

some countries adopt policies economies, such as Britain which released the gold standard, and Japan then devalued the yen.<sup>1</sup>

The Netherlands, which became the ruler of the Dutch East Indies as well as being a producer country, was reluctant to take policy to get out of this difficult situation. The Dutch East Indies refused to devaluate the gulden currency<sup>2</sup>, thereby making the export value lower than the import value. The planters in the Indies were more shocking. Increasing the amount of production in order to maintain income stability was preferred, despite the fact that the price of estate crops fell sharply in 1929 and lasted until 1932, until prices actually dropped in 1933.<sup>3</sup>

Even worse, up to 1937, the Dutch East Indies Government still maintained financial policies that were based on the gold standard, even though this policy had been abandoned for most of the countries affected by the malaise. Production is very worrying, thus further extending the depression period for the Netherlands East Indies itself.<sup>4</sup>

One of the areas of the Dutch East Indies that was affected by the malaise was Tapanuli. As an area that manufactures processed rubber, Tapanuli became one of the areas supplying raw materials to the world industry, especially the automotive industry. Thus, automatically, both plantation and plantation companies in property by the people will receive the effects of this economic depression. This research will only focus on smallholder rubber farming, so that the formulation of the problem starts from the situation of smallholder rubber farming before the malaise, continued with the occurrence of economic depression and its impact on rubber prices, the policy of production restriction by the Dutch East Indies Government and its application, up to its impact on rubber farmers in the region.

## II. Research Method

This study uses primary and secondary data collection techniques obtained through library studies to institutions that are considered competent, such as the National Library of the Republic of Indonesia and the National Archives of the Republic of Indonesia to collect archives, books, and other forms of publication that are in line with the purpose of this study. After the data is obtained, the next process is to verify the data obtained, and then interpret it into writing.

## III. Discussion

### 3.1 Smallholder Rubber Farming in Tapanuli before Malaise

Before the great depression hit countries in the world, rubber planting activities carried out by the people in Tapanuli looked normal. As usual, the increase in production and the development of the number of rubber trees was extraordinary, so meaningful. The people in

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<sup>1</sup> Heaton, H., *Economic History of Europe*. New York: Harper & Brothers. 1936

<sup>2</sup> Diska Meizi Arinda, Ufi Saraswati, Abdul Muntholib. *Krisis Ekonomi di Banyumas 1930-1935 Sampai Perpindahan Pusat Pemerintahan dari Banyumas ke Purwokerto Tahun 1937*. Journal of Indonesian History 6 (1) (2017), p 16

<sup>3</sup> Furnivall, J.S., *Netherlands India: A Study Of Plural Economy*. Cambridge: The University Press. 1944

<sup>4</sup> PADMO, Soegijanto. DEPRESI 1930-AN DAN DAMPAKNYA TERHADAP HINDIA BELANDA. *Humaniora*, [S.l.], n. 2, june 2013. ISSN 2302-9269. Available at: <<https://jurnal.ugm.ac.id/jurnal-humaniora/article/view/2159/1939>>. Date accessed: 02 nov. 2019. /\*doi:<http://dx.doi.org/10.22146/jh.2159>. \*/ doi:<https://doi.org/10.22146/jh.2159>, p. 150

Tapanuli are so focused on making a profit from rubber latex in order to increase their financial coffers or improve their daily lives.

Starting from 1922 until 1926, the amount of Tapanuli people's rubber exports increased. The increase in the number of exports was triggered by a growing industry in Europe and America that many use rubber as industrial preparations, so that the price of rubber on international markets has increased.<sup>5</sup> The increase in prices on the international market certainly made people more eager to cultivate rubber plants. Until 1924, rubber trees in Tapanuli amounted to 11,040,000 rubber tree trunks. This amount is calculated based on rubber growing areas in Tapanuli, including (Sibolga, Angkola, Batang Toru, Sipirok, Natal and Batang Natal, Nopan City, Panyabungan, Muara Sipongi, Tarutung and Pahae), where the area has as many trees 3,850,000 rubber tree trunks.<sup>6</sup> The number is indeed lower when compared to the Padang Lawas Onderafdeeling area which has a total of 7,179,000 trees.<sup>7</sup>

In 1922 the total export of Tapanuli people's rubber amounted to 1,703 tons. The following year, total exports of Tapanuli people's rubber increased, at least, there were 1,025 tons which increased. In 1923, Tapanuli people's rubber exports became 2,728 tons. In the following years, exports of smallholder rubber in Tapanuli increased, namely in 1924 amounting to 3,967 tons, in 1925 there were 3,528 tons, and in 1926 there were 3,820 tons.<sup>8</sup>

In 1927, Tapanuli people's rubber exports were still relatively high, namely 3,563 tons. The decline occurred in 1928 when a regulation was issued regarding the types of processed rubber which were divided into 3 types which took effect on January 1. Total production at that time amounted to 2,236 tons.<sup>9</sup> Exports returned vigorously in 1929 with a total export of 3,389 tons, with an average of 282 tons per month each.<sup>10</sup>

The increase in exports that occurred from 1922 to 1927 was a result of the adoption of the Stevenson's Scheme by the British to all of its colonies. The Netherlands and its colonies who did not follow these rules then benefited from the British attitude of reducing the amount of production in order to reduce the price of rubber to improve. In these years, the Tapanuli people felt the benefits of rubber plants, after the first decade of the 20th century there was a price boom could feel it.

### 3.2. Malaise and Production Restrictions Policy

The occurrence of a major depression that began in 1929 made the economic situation of the countries in the world turbulent. This situation was clearly unfavorable for developed countries, but also countries that were crawling to develop. Malaise then had an impact such as the collapse of prices and commodity demand, the emergence of problems in the cultivation of commercial crops, especially rubber and sugar, financial crisis and declining levels of

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<sup>5</sup> Dari data yang sama, disebutkan juga bahwa ekspor tahun 1922 berjumlah 1000 ton, 1923 berjumlah 1.963 ton, 1924 berjumlah 3.528 ton, 1925 berjumlah 3.778 ton, dan 1926 berjumlah 4.546 ton. Data dikompilasi dari Verslag van De "Handelsvereniging te Medan" tahun 1924 – 1927, p. 82, 62, 120, and 122

<sup>6</sup> Carlton P. Brook dan H.W.J. Dofegnies, *De Bevolkingsrubbercultuur in Nederlandsch- Indië, V. Tapanoeli en Sumatra's Westkust, Weltevreden*: Landsdrukkerij, 1926, p.40

<sup>7</sup> *MvOnderafdeeling Padang Lawas*, P. M. Vissers, 1925. Tanpa Halaman

<sup>8</sup> *Loc. Cit*

<sup>9</sup> Third Report on Native Rubber, dalam "The Bulletin Rubber Growers Association", September 1929, p. 635

<sup>10</sup> Fourth Report on Native Rubber Cultivation, dalam "The Bulletin Rubber Growers Association", Mei 1930, p. 243-244.

employment opportunities, community income and purchasing power of the community itself.<sup>11</sup>

In the early days of the malaise, the price of rubber greatly fell, ie only 30 cents for every half kilogram, even in August only 25 cents for each kilogram. This then made the export of Tapanuli rubber sluggish, only 2,500 tons in 1930.<sup>12</sup> The decline also occurred in 1931, the total exports of smallholder rubber in Tapanuli amounted to 1,702 tons.<sup>13</sup> In 1932, the number of smallholder rubber exports actually plummeted. Noted, throughout 1932, total exports were only 293 tons.<sup>14</sup> In addition to the economic depression that caused the automotive industry to decline in America and Europe, the abolition of Stevenson's Scheme in 1928 triggered overproduction, so that industrial countries were unable to accommodate existing production.<sup>15</sup>

The sluggishness of rubber export activities then ended in 1933, where this then continued in 1934 because the amount of Tapanuli people's rubber exports then gradually improved until the first week in May. The decline has occurred since the start of a government meeting of various rubber producers in the world incorporated into IRRRA (International Rubber Regulation Agreement) such as the United Kingdom, the Netherlands and France. The meeting discussed the regulation of production and export of rubber from production areas in response to the impact of Stevenson's Scheme revoked on 1928. The reason for this meeting was to maintain the world's rubber supply so that it could be controlled in accordance with market demands and obtain a fair price so that it benefited producers from rubber producers. This rule came to be known as rubber restrictions. By the Dutch government, for smallholder rubber, a special export tax was imposed on dry rubber exports in accordance with price fluctuations. This came into force since June 1, 1934.<sup>16</sup>

Almost throughout 1934 until the first quarter of 1935, rubber prices still declined. In October 1934, exports of dry rubber were then divided into 2 groups, namely groups 1a and 1b. For 1a consists of blankets and sheets that are machined and not rotated by humans, while 1b consists of all types of sheets that are viewed based on quality, including width and thickness which must reach 30mm.<sup>17</sup>

The first quarter of 1935, rubber trading activity still looks quiet. This is because the rubber producers are busy with the processing of production permits that have been enacted on January 1, 1935. April 1935. People seem to favor individual restrictions rather than special excise exports. Only in Padang Lawas is not the case, people there prefer special excise exports over individual restriction.

In individual restrictions, trees that are tapped with those that are not tapped will be recorded. This data collection aims to determine how many quotas of trees are allowed to be

<sup>11</sup> PADMO, Soegijanto. DEPRESI 1930-AN DAN DAMPAKNYA TERHADAP HINDIA BELANDA.

Humaniora, [S.l.], n. 2, june 2013. ISSN 2302-9269. Available at: <<https://jurnal.ugm.ac.id/jurnal-humaniora/article/view/2159/1939>>. Date accessed: 02 nov. 2019. /\*doi:http://dx.doi.org/10.22146/jh.2159.\*/ doi:<https://doi.org/10.22146/jh.2159>, p. 148

<sup>12</sup>Third Report on Native Rubber, *Op.Cit*, p. 645

<sup>13</sup>Ninth Report on Native Rubber Cultivation, dalam "*The Bulletin Rubber Growers Association*". April 1932, p. 223

<sup>14</sup>Twelfth Report on Native Rubber Cultivation, dalam "*The Bulletin Rubber Growers Association*", Januari 1933, pp. 5 6

<sup>15</sup> Edi Sumarno, "Perkebunan Karet Rakyat di Sumatera Timur, 1863-1942", dalam "Tesis". Yogyakarta: Program Pasca Sarjana Universitas Gajah mada, 1998, p. 116

<sup>16</sup> *bid*, p. 119

<sup>17</sup> Twenty-first Report on Native Rubber Cultivation, dalam "*The Bulletin Rubber Growers Association*", April 1935, p. 286

tapped. This quota is divided into two parts, namely the Tapanuli basic quota, and the local quota that applies to the regions. In the data collection, it was found that in 1935 the number of trees tapped was 10,264,762 trees, while those that were not tapped were 6,480,659. From this amount, it was found that the Tapanuli quota was 0.35%, while for the local quota it was 3.38%.<sup>18</sup>

The use of coupons in selling rubber production turned out to be very profitable. This coupon acted as a legitimate tool that seemed to imply that the rubber that was sold did not need to be doubted because it had been registered with the Dutch East Indies government. The results began from the second quarter until the end of 1935, tapping activities resumed because rubber prices were starting to improve. The total export of rubber smallholders in Tapanuli in 1935 was 2,413 tons from 2,579 tons of quota given.<sup>19</sup>

In 1936, the price of rubber using coupons and not using coupons fluctuated, especially for the type of dry rubber sheety crepe, which became the mainstay of Tapanuli because of their high quality. However, sales using coupons and sales without coupons had different prices, even the price difference between using a coupon by not using a coupon can get very far. Of course it will be more expensive to use a coupon. Noted, throughout 1936, the most expensive price was 39 ¼ cents per kilogram, and for those who did not use coupons only 8 to 8½ cents per kilogram. This is what sometimes makes traders prefer to only sell their coupons only, without the results of their production.

In 1936, a total production of 5,500 tons.<sup>20</sup> Rubber prices rose again in 1937. In that year, the highest price was recorded at 66 to 70 cents per kilograms for those using coupons. Exports in 1937 were 8,193 tons. The increase in production was triggered by increasingly expensive prices, especially in the second and third quarters where the price of rubber without a coupon increased.<sup>21</sup>

Rubber tapping activities began to decline in 1938. In that year, smallholder rubber exports decreased by 50% when compared to 1937.<sup>22</sup> That means, exports of smallholder rubber were only 4,044 tons. This decline occurred in the first 5 months due to low selling prices rubber without the use of coupons, so that buying and selling activities were slightly disrupted. Exports increased again in the third quarter. This increase was not caused by the high price of rubber, but the public pursued production to be able to calmly welcome the month of Ramadan.<sup>23</sup>

Increasing the price of rubber both using coupons and those not using coupons made the rubber tapping activity vigorous again. In 1939, the total exports of dry smallholder rubber was equal to 4,196 tons. This number increased slightly from 1938 which experienced a decrease in the quantity and quality of production.<sup>24</sup> The warming world political conditions made prices even more chaotic, both prices of basic necessities and prices of industrial needs. Sea security as a path for export-import activities began to be threatened when the Second

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<sup>18</sup> *Ibid*, p. 172

<sup>19</sup> Twenty-fifth Report on Native Rubber Cultivation, dalam “*The Bulletin Rubber Growers Association*”, Mei 1936, p. 187

<sup>20</sup> Twenty-ninth Report on Native Rubber Cultivation, dalam “*The Bulletin Rubber Growers Association*”, Mei 1937, p. 229

<sup>21</sup> Verslag van “*De Handelsvereniging te Medan*” Over het Jaar 1937, p. 305

<sup>22</sup> Verslag van “*De Handelsvereniging te Medan*” Over het Jaar 1938, p. 286

<sup>23</sup> Native Rubber Report for Second Half-Year, dalam “*The Bulletin Of The Rubber Growers Association*”, April 1939, p. 237 – 238.

<sup>24</sup> Verslag van “*De Handelsvereniging te Medan*” Over het Jaar 1939, p. 282

World War romance began to be felt in 1940. This led to sluggish rubber tapping and began to really be transferred to other commodities.

### 3.3 The attitude of the People's Rubber Farmers over the Lower Rubber Prices Tapanuli

The price of rubber that is not fixed and always fluctuating becomes a challenge for the people who cultivate it. Large profits will certainly always be overshadowed by losses that are also not small in number. Mainly caused by policies that emerged up to the time of economic depression as it has been since 1929.

During the malaise, rubber and sugar plantations received a very extraordinary impact. Whether it was undertaken by large investors, to the local community. Everything collapsed because the export value of these two commodities was so low. this suffering. Decreased employment opportunities, low income, and low purchasing power of people became a serious problem at that time.<sup>25</sup>

But for the people of Tapanuli, especially those who cultivate rubber plants, the community has its own way of dealing with the problems that occur. In the early days of depression, the community chose to leave their rubber fields and then glanced back at coffee plantations that were previously under-attention because of the high price of rubber. Not to forget, the community also returned to take care of their rice fields to cover daily needs in difficult times. In addition to coffee and rice, the community also planted pepper and coconut to be used as copra.<sup>26</sup>

In the Sibolga and Mandailing Kecil areas, for example, in the second quarter of 1931, community attention towards rice fields and other plantations increased. Communities began to harvest rice fields and gardens planted with other commodities. Although in other areas there are still some who tap the rubber trees, this is done only to prepare the month of Ramadan and fulfill the needs of the Eid al-Fitr. Not only that, there are also people who do wiretapping to pay taxes.<sup>27</sup>

Still in the same year, in the Barus region, the community was getting ready to plant rice in the rice fields they owned. Of course this has an impact on the decline in rubber tree tapping activities. Trees that are considered to be old are then cut down so that people get an empty space to then be planted with food plants around the garden.<sup>28</sup>

The low price of rubber during the fourth quarter of 1932 made tapping activities quiet because farmers assumed they would not benefit. As a result, during the fourth quarter, tappers from Java were unemployed, and some even left the residency because they did not get work. <sup>29</sup>This then continued in the following years, when workers who were skilled in maintenance and tapping began to diminish. This is actually not a problem for rubber farmers

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<sup>25</sup> PADMO, Soegijanto. DEPRESI 1930-AN DAN DAMPAKNYA TERHADAP HINDIA BELANDA.

*Humaniora*, [S.l.], n. 2, June 2013. ISSN 2302-9269. Available at: <<https://jurnal.ugm.ac.id/jurnal-humaniora/article/view/2159/1939>>. Date accessed: 02 nov. 2019. /\*doi:http://dx.doi.org/10.22146/jh.2159.\*/doi:<https://doi.org/10.22146/jh.2159>, p 151.

<sup>26</sup> Fourth Report on Native Rubber Cultivation dalam "*The Bulletin Of The Rubber Growers Association*", Mei 1930, pp. 243-244.

<sup>27</sup> Ninth Report on Native Rubber Cultivation dalam "*The Bulletin Of The Rubber Growers Association*", April 1932, p. 227

<sup>28</sup> Sixth Report on Native Rubber Cultivation dalam "*The Bulletin Of The Rubber Growers Association*", Mei 1931, pp. 237-238.

<sup>29</sup> Thirteenth Report on Native Rubber Cultivation dalam "*The Bulletin Of The Rubber Growers Association*", April 1933, p. 230.

in Tapanuli, because rubber farmers are more optimizing family labor in the process of tapping. There are also those who use local youth who live close to rubber fields. This is done because the Javanese people prefer to return to work on plantations or refuse offers of work because the wages obtained are considered unprofitable. The Nias people who worked on community rubber land in Tapanuli also followed the same footsteps as the Javanese did. The Nias people chose to return to their home regions to work on copra because it was considered to be profitable.<sup>30</sup>

The pattern of community agriculture that is not monoculture makes the Tapanuli people more prepared when facing a depression like this. Apart from being a way out when the price of one commodity goes down, people can work on other commodities that are more profitable. In Tapanuli, when the price of rubber is high, farmers will pay more attention to this tree, so that the community divides their work time by 15 days for rubber plants, and the next 15 days for working on rice fields. Sometimes this can be more so that when the price of rubber is high, the amount of rice imports and other commodities will increase.<sup>31</sup> This pattern also applies to coffee plants. When rubber prices are high, coffee exports from Tapanuli will decline, whereas if rubber prices decline, coffee exports from Tapanuli will increase. The increase in coffee exports occurred in 1932 until the first quarter of 1933 when the price of rubber was really down. In 1931, the amount of coffee and rubber exports was only 276.7 kg.<sup>32</sup> The number of Robusta coffee exports will increase while decreasing the price of rubber. The highest coffee export occurred in 1932 where the price of rubber actually fell. In that year, Robusta coffee exports were 2955.4 tons, while rubber exports were only 293.1 tons, or only 10% of the total coffee exports.<sup>33</sup>

A similar situation also occurs in Padang Lawas Onderafdeeling. The community does not feel a significant influence when the price of rubber decreases. The community divides their busy activities equally between caring for rubber plants with other commodity roses, so that when the price of rubber decreases, the community can utilize other commodities as a livelihood.<sup>34</sup> In fact, in 1935, due to the quite large distribution of rubber trees in the region, coupled with the amount of income the community got, the government raised the tax which was originally only 3% then to 8%.<sup>35</sup>

From Sumatra In late 1936 until early 1937 in the Sibolga region, the money earned from selling rubber was used to build luxury homes, or to use the money to repair homes that had been aged. The money obtained is also spent to meet the needs of clothing and shelter.<sup>36</sup> In addition, in the same year, milk, sardines, biscuits and grapes imported from East and West Sumatra increased in number.<sup>37</sup> This happened because in 1936 and 1937, rubber prices experienced an increase after previously experiencing a decline.

#### IV. Conclusion

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<sup>30</sup> Twenty-ninth Report on Native Rubber Cultivation. *Op.Cit*, p. 233.

<sup>31</sup> Carlton P. Brook dan H.W.J. Dofegnies, *Op.Cit*, p. 4

<sup>32</sup> MvO (*Memorie Van Overgave*) de *Onderafdeeling* Padang Lawas, G.W. Van Der Zwalm, 1936, p. 180

<sup>33</sup> *Ibid*, p. 179.

<sup>34</sup> *Loc.Cit*.

<sup>35</sup> MvO (*Memorie van Overgave*) *Onderafdeeling* Padang Lawas. 1935, p.27

<sup>36</sup> MvO (*Memorie van Overgave*) H. Bartstra, *Controleur* van Sibolga en Ommelanden, 1 Juni 1935 – 9 Juni 1938, p. 73.

<sup>37</sup> Verslag van “*De Handelsvereniging te Sibolga*” Over het Jaar 1937, p.14

The world economic crisis that began in 1929 had a negative impact on all regions in the world. Especially the areas that became the basis of plantations, both sugar cane plantations and rubber plantations. The Dutch East Indies which is one of the largest rubber producing countries automatically felt the crisis which one of them caused by the collapse of stock prices on the Wall Street, New York in October 1929.

As one of the rubber producers in the Dutch East Indies, Tapanuli also felt the difficulties that occurred during the malaise. But the perceived difficulties did not significantly affect the daily lives of the Tapanuli people. The habits of the people who did not make monoculture farming patterns and chose to make polyculture farming patterns became saviors. For the people especially during times of crisis like this. The Tapanuli people who cultivate rubber plants are not so worried about the crisis because people can use other commodities that have been planted on their land, such as coffee, coconut, rice and pepper. With the planting of other commodities which are no less profitable, the people in Tapanuli have successfully passed the crisis that has taken place throughout the world.

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## A Foucauldian Reading: Power in *Awakening* by Kate Chopin

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### Abstract

*This paper traces Foucault's notion of power in Kate Chopin's The Awakening. The writers bring into the light, different aspects of a woman's position in the society of late nineteenth-century America. Paper looks at private and social conditions of women, using Foucault's ideology of power, and discuss the reactions of Chopin's protagonist in relation to her actions towards the workings of power in her life. With a close analysis of the novel based on Foucault's ideology of power, researchers discuss the workings of power in the protagonist's married and social life, including her efforts to set herself free from this power and her process of resistance analyzed according to Foucault's theory. The research comes to the conclusion that the impossibility of acting outside power, the possibility of resisting power from within and Foucault's "Care of the self" as the only way to traverse the power-defined failed of possible actions. Paper shows that, Chopin's protagonist does not resist patriarchy based on Foucault's methods and her actions towards power do not lead to any effective ending.*

### Keywords

power; resistance;



### I. Introduction

This paper traces Foucault's notion of power in Kate Chopin's *the Awakening*. It looks at private and social conditions of women using, Foucault's ideology of power and discusses the reactions of Chopin's protagonist in relation to her actions towards the workings of power in her life. Foucault believes that power is not limited to one source; it can be found in all layers of society and is positive and productive. Power, he believes controls people by the process of normalization. Resistance to power therefore has to be done from inside the power structure because power is an all-embracing entity out of which nobody can act. He proposes the process of "care of the self" as a way to resistance. Chopin's protagonist tries to resist the power of patriarchy in her society and personal family life. The paper shows that her process of resistance does not fit into Foucault's definition of the term. She tries to confront power directly and from outside, and therefore her efforts do not lead to the result she wished for. She proves to be unable to live a life free from male presence; and not strong enough to live an independent life. She finally finds her freedom in death and ends her life in sea. So the paper shows that the protagonist does not succeed because she does not have enough knowledge of her social, cultural and private life which Foucault believes is the first condition for an effective resistance.

## II. Research Methods

### Foucault and Resistance

Although Foucault believes that the subject is constituted by power, he does not reject the idea of resistance to this power. Foucault argues that resistance is not outside power, and it depends on it. In his view, resistance grows out of the power against which it struggles. Therefore, resistance is internal to power (Hartman, p.3). The resistance which he talks about does not show itself when those who are subject to power try to rise above and defeat the existing network of power structures. It happens when they deliberately challenge the expectations of those who are in the position of power. By this rebellion they refute the stability of their identity within the expected bounds, when this rebellion continues; it produces some possibilities of change and therefore effective resistance.

Foucault suggests specific and local struggles which try to loosen the constraints and provide more chances for action, so, based on what he says, if you want to resist power, you cannot confront it by trying to eradicate it or settle yourself in its place. In other words you cannot free yourself totally from the constraints of power. Resistance in the Foucauldian manner means that you should try to expand your scope of action within the framework and limitations that are defined and stated by power (Bevir, pp. 16-18). Based on Foucault's views about disciplinary power, in order to struggle against it. We should refuse what we are. The reason is that we are objects of disciplinary practices and are tied to our identities; so in order to resist this power, we must free ourselves of the limitations which are imposed on us by normalizing identity categories.

Foucault's idea that identity is constructed by power has been used by feminists to show the processes through which the normative and stereotypical forms of masculine and feminine identities are produced. What Foucault claims about identity as a power-constructed entity, does not mean that it is determined or artificial. It rather shows that our gender identities, and the way through which we act and perform these identities are defined by cultural norms. For example, natural female identity is defined as submissive, domestic, passive, etc, and by contrast a natural male identity is expressed as active, practical, rational, etc. Cultural norms produce and maintain the idea that gendered identities are natural. In this way they can conceal their roles in regulating these identities. Therefore, heterosexuality, feminine physical and moral ideas (motherhood, womanhood, etc) are considered natural and normal, and any form of deviancy from them as abnormal.

As the researchers stated about Foucault's concern with resistance, distinguishes between ethics and morality, and argues that the capacity to resist needs a type of agency which can be developed by an ethic of care of the self. There are three decisive elements for experimentation with self, an awareness of one's current condition as defined by the given culture and historical moment, and finally an attitude or disposition to critique. Foucault believes that obtaining a good knowledge of our present reality and trying to change it at the same time is a step towards self-formation. The present reality entails our cultural and social conditions, and the way we live in society. We should accept the fact that our identity, the way we are and the way we act are all the effects of power structures and are produced by them. We have to live base on those rules and norms which are set us by the disciplinary system of power. If we are clearly aware of the mechanisms of power and the way that they act on us, we will be able to cope with them in a more effective way. Accepting our real world and having a good knowledge of it keeps us from elevating our present to a state of undeniable significance or leaving it in order to find an ideal, better one. The researchers

believe that the most important point about getting a good insight of our present reality is at the same time that we accept it. This means that although we live in present and accept its reality, we do not have to give up to it.

The second element that Foucault states as being deceive for ethical self-formation is that one should be aware of one's present condition, one's cultural circumstances, and also the historical moment. Following this element, he argues that in order to resist the modern form of power, and after you obtain the awareness, you should believe the reality of your present situation and then try to violate it at the same time. Moreover, he argues that the structures of power cannot be displaced. You cannot overthrow the existing power- relations and restore them according to your own standards and benefits. The power which Foucault discusses is not summarized in a particular source. It is present everywhere and in the context of all relations (Mills, p. 35).

That is why you cannot destroy it by dethroning the source, for example the king. Foucault also states the idea that the act of resistance to power can be done in the frame work which power itself has set for you (Bevir, pp.16-18). Therefore your scope of action vis-à-vis power is determined for you. Researchers' opinion concerning this form of resistance and its possibilities is that according to Foucault's definition, your resistance will be eventually set by power. Although you can choose the kind of your actions and efforts within the power-defined structure. You are still bound with the rules and standards of the same power. Therefore, you should play according to the game rules, even if you have found new methods to play the game. Here the paper will discuss these elements in the case of Edna and the process through which she tried to resist the normalizing power of her society.

### **III. Discussion**

#### **Edna and Resistance to Power**

Edna lives in a society that encompasses traditional and patriarchal patterns in their most restricting sense. The Creole community in which she dwells is a male-centered one in which the norms have described the female as the one who is dependent on the male, and is domestic and emotional. She should be "an angel in the house" taking care of her children and her husband. The female model of perfection is the sacrificial mother-woman who effaces herself for her family's welfare. On the other hand, the male figure is described as independent and traditional. He should be in control of his family and especially his wife. He bears the responsibility of economic matters of his family. While his wife control the domestic affairs, he is responsible for social matters. Edna is surrounded by controlling men and mostly conventional women. In such a society, Edna's efforts to become independent from her husband and male dominance meant a great opposition and threat to the dominating social and cultural structures.

For her husband she is a possession, something that belongs to him. A Creole wife was considered her husband's possession and had the same role as his other belongings such as house. Her appearance and behavior in society were as decisive in her husband's social status as the kind of job or his living place. One can say that a Creole woman's role is actually like a glass through which her husband is judged. Edna's form of resistance is not of the kind that Foucault argues. She does not resist within the structure of power. Her actions are of the rebellious kind. Since her first stages of awakening. When she was becoming aware of her different feelings and ideas, all she did was nothing but transgression. None of her actions were performed in the defined cultural and social frameworks. She rejected all codes of value

which ruled the Victorian mind of her time. She was not a mother-woman, or a sacrificial wife.

Her feminine features were being replaced by behaviors which were defined as more masculine. Her self-assertiveness, and acting as a sensuous active agent in sexual affairs were taking her far from standards of femininity. She did not care about her domestic household affairs or her husband's social condition. Her mind was haunted with ideas of independence and freedom from marital bounds. Passing time with Robert or with socially unacceptable men like Alece was becoming more enjoyable and important in her daily schedule, than attending family gatherings and acting the role of a domestic, ideal wife. Her efforts to become an artist were not aimed at delighting her family and guests, but at self-expression. She does not play for her family, and starts painting and selling her art works. In this way, everything that she does for setting herself free from power structures of her society is nothing but rejecting them directly.

The second element of Foucault's formula of resistance cannot be seen in case of Edna. She does not try to get a good understanding of her present. Her actions clearly show the fact that she is following her instincts and emotions. Her behavior is rash and not thoughtful. If she had reached a full understanding of her cultural and social realities, she would not have acted so impulsively. By Considering the norms which dominated her society she can easily conceive this reality that transgressing these rules ends in a life like that of Mademoiselle Reisz. Actually she does not have a clear definition of her aim, and does not even know herself well. If she had a better understanding of how an independent life would be, she would not replace her dependence on her husband with her dependence on another male figure like Robert. She just wants to get rid of the bounds and restrictions which life has placed on her, but she cannot find the appropriate means.

She also does not have a good awareness of her capabilities for living a life of her own. She cannot bear seclusion and loneliness. In order to fill the gap of a passionate relationship in her marital life. She goes to Robert and his love, and later when Robert leaves for Mexico, she tries to fill his gap with a sexual affair with Alece Arabin, despite the fact that she does not have any feeling towards him. This shows her weakness and the fact that she cannot live an independent life, because she does not have emotional independence. Based on these personal attributes, Edna cannot enter the scope of the third element of Foucault. At this stage Foucault says you must accept your present reality and your being a purposeful agent both at the same time revolt against it. Edna does not admit her reality as a woman of the Victorian society. She does not understand her reality as a mother who has two children, and like it or not has some sort of responsibility towards them. If she had accepted her reality she may not have committed suicide as a way to escape.

Although Edna does not seem to be strong enough for revolt, the researcher believes that her social and cultural positions do not give her proper space for that. The researcher's opinion is that although Foucault's attitude is a hopeful one, it can not be brought into action without paying the price. When one lives in a normalized society and is produced by its norms, acting against one's normalized identity or in other words rejecting what one is, will place one in a state of exclusion. By rejecting one's identity one can define oneself as abnormal and is consequently lead to seclusion. This condition is best portrayed by Chopin in chapter of Mademoiselle Reisz. She is not welcomed in social gatherings and lives a secluded life, because she doesn't fit into the standard female definition of the 19th century. Chopin shows the reader that if Edna wants to live a life of her own, she will have a condition like

that of Mademoiselle Reisz. This older woman stands as the model of independence for Edna, but this quality is very unacceptable in her culture and society.

As a regional work of fiction, *The Awakening* realistically pictures the life, culture, customs and values of Creoles. The language, landscape and names of places are realistically presented, and many of their customs such as their gatherings, free time activities, family structures and relationships are clearly depicted. The novel can also be considered a new woman work because it discusses women rights, their position in marriage and their role within their family and society. Its protagonist resists the dominant norms of proper femininity. In contrast to these norms, she is portrayed as self-assertive, sensational, and independence seeking. Actually this novel along with other new woman works of fiction were trying to make clear the workings of patriarchal power in ordering females to its own benefit by attributing to women qualities such as being spiritual and saintly and therefore keeping them in the domestic realm of the house as a part of men's possessions.

#### IV. Conclusions

According to what has been discussed, although the protagonist of Chopin's novel tries her best to challenge and resist the prevailing norms of her society, the power structures does not give way into any transgression and silences her at the end she defies nearly all the traditional notions of normal, proper femininity, like motherhood, wifehood, and acceptable womanhood. She even dares to leave her family house and live in a house that is on her own property. She is brave enough to seek sexual partners and act as an active sexual agent. Looking at her actions in the light of Foucault's theories of care of the self and possibilities of resistance makes this point clear that the modern form of power does not give way to any type of replacement. According to Foucault, the only way to resist power is to expand one's scope of action in the frame work that power has defined (Bevir, pp. 16-18). Therefore one can never obtain total freedom from the constraints of power. As mentioned earlier, Foucault also mentions three elements for ethical self-formation and resistance to power (Infito, p. 14).

Edna does not fit into any of these circumstances. Her space of action is not a suitable one for helping her to modify the situation. She lacks the required awareness of the present, and her cultural and social realities, and this is why she cannot change anything. She does not believe her reality and just tries to transgress the borders. In order to change anything, one must have enough understanding and knowledge about it. Edna closes her eyes to her society's values and her situation in that society and tries to force her own principles. Apart from lack of proper circumstances, Edna is not strong enough to bear a lonely life. She still needs to be related with a man, and although she challenges many traditions concerning the structure of family and the institution of marriage, she cannot stand a life devoid of passion. In order to resist, she gradually acquires male attributes. She tries to fight patriarchy by becoming like a man in appearance as well as behavior. This is actually a failure, because she cannot struggle as a woman and is formed by male values of independence. Concerning the possible choices of Edna, other than suicide, researchers believe that regarding Edna's state of awareness and her new born world view there is actually no choice that can satisfy her awakened soul. Although her suicide may seem to be an escape, it is to be expected and the only possible way for her to attain peace and comfort.

As a rebellious novel, *The Awakening* by Kate Chopin has been considered as an exploration into the conditions of women during the late 19th. It records a woman's hopeless

struggles to break through the cultural bounds and restrictions of her society. The patriarchal system was so deeply rooted in her society and people around her that, her efforts in order to live based on her inner desires, awakened self and also her resisting the prescribed feminine roles turned out to be useless, and finally resulted in her decision to leave that life. Because of the portrayal of a woman's challenging traditional female roles of motherhood and womanhood this novel has also been discussed as a feminist work. So the novel is a brave one because it dares to portray those aspects of a feminine self that were considered taboo, at the time of its publication. It is also considered a French Creoles who were living in Louisiana at the time of the novel. The characters of Chopin's novel can be easily described according to the social norms and expectations of her traditional, male-centered society.

Chopin portrays her process of awakening to the realities of her society as well as that of her being. As an example of a new woman figure, she ignores her role as a dutiful wife and self-sacrificial mother. She lacks almost all the standards of "the angel in house" notion, and her appearance as well as behavior challenges the Victorian ideals. Her resistance and her ending in the novel are both good examples of the working of power, especially the power of patriarchal norms, in her life. Edna is the prototype of any young woman who becomes aware of the injustices of her society and her own sexuality. She rebels against the patriarchal restrictions and attempts to realize her inner self. The novel depicts the fact that not all women can take themselves out of this traditional structure. Even though many of them try their best, they cannot obtain satisfactory results. Edna feels a need to break away from the bounds of motherhood, wifehood, and restrictive roles of womanhood. She knows that she is different from many women.

Paper discusses the way through which patriarchal power functions in the society of Chopin's time, and also the novel's protagonist in terms of her resistance to the prevailing power of the Victorian patriarchy and social norms. By making a contrast between her protagonist and two other women in the story, Chopin clarifies her protagonist's personality. She is compared with a model of pure traditional woman who is the embodiment of all proper feminine qualities and also with an independent, unmarried woman. This comparison shows the reader that the protagonist is neither of these two. She is trying to turn from the first and reach the second, but actually she is not able to lead a life of independence. Although she resists the marriage institution, prefers her interests and desires to those of her family, and ignores the expectations of society from her as a wife and mother, she does not have enough strength and stability to bear the loneliness of living as an independent life.

Depicting an independent woman as living in a state of solitude and seclusion, Chopin shows the protagonist's status in society if she chooses to live on her own. Society of her time does not accept woman's independence and their transgression from norms of femininity. The Protagonist of the novel is trying to resist the prevailing power of patriarchy in her society by challenging standards of femininity. Her process of resistance is not in accordance with Foucault's theories of resistance. He defines resistance to modern forms of power in terms of "Care of the self" for which he proposes three elements. Chopin's protagonist does not fit in any of them. She does not have a safe and experimental space to practice self-formation in its Foucauldian sense. Her society is a pure traditional one in which any form of transgression is unacceptable and is punished by putting the transgressor in a state of ignorance and exclusion. She is circled by possessive men and the limitation of marriage. She does not have a deep understanding of her present reality.

She does not regard her situation as the wife of a Creole man who has two children. Her not accepting the reality, leads her to cross the borders and make a fruitless effort towards

living beyond the limits. Although she may have the courage to resist she does not have enough insight. According to Foucault, resisting disciplinary power is eventually determined by the power itself. One cannot resist power from outside and impose one's will on it. Resistance can only be performed from within and in the power-defined structure. That is why Chopin's heroine cannot perform a successful Foucauldian resistance. The researchers argue that the protagonist of Chopin's novel is not strong enough to live an independent life. Traditional rules are not strong enough to live an independent life. Traditional rules are so deeply rooted in her mind that she is unable to completely free herself from male dominance. Although she revolts against the institution of marriage, she cannot obtain emotional independence and falls into a romantic relationship, she argues that she will not let any other man possess her, but she is actually possessed by a strong attachment to a male presence.

Her mind is haunted by her lover and she even fills his gap by turning to another man whom she does not love. She gradually acquires the male attributes in the course of her resistance. She cannot struggle as a woman, and instead fights patriarchy by becoming like a man. Her rash behavior leads to her disappointment and committing suicide. Although her final act may seem to be an escape, the paper argues that no other choice seems to be possible for her to reach peace and comfort. Researchers believe that according to Foucault's ideology, although you can resist, your scope of action is defined by the very power that you try to resist. Therefore, although one can find new ways to play the game, he should play according to the game rules. Chopin's novel is a good example of what happens to a woman who decides to transgress her society's bounds. Her form of resistance is a direct one which aims at ignoring the rules with the hope of being understood. She rejects all the codes of true womanhood which her Creole society has established. Her method of resistance does not fit into Foucault's model. Her understanding of the power of patriarchy is a totally restrictive one summarized in the constitution of marriage. In order to resist this power and live for her inner self, she tries to draw herself out of the limitations of her married life. She ignores her children, passes most of her time walking around with her lover, and stops submitting to her husband's desires.

Her environment is not a safe one that can provide her with suitable situation to act. She lives in a community in which people are deeply traditional and no revolutionary and unconventional behavior is acceptable. Furthermore she does not resist as a married woman with two children. According to Foucault, she should be aware of her current condition as defined by the given culture and historical moment (Infitino, p.14). Chopin's heroine should analyze her situation as a woman living in the Creole society of the late 19th and take action based on an all encompassing consideration of circumstance. In contrast to this, she tries to live an independent life similar to that of Mademoiselle Reisz. Foucault argues that in order to violate our present reality we should be able to accept and respect it first. The protagonist of *The Awakening* directly violates all rules and norms of her culture and time without taking a logical consideration of the circumstances. Considering the protagonist's resisting actions in the light of Foucault's theories of "Care of the self" and possibilities of effective resistance clarifies the point that the modern form of power

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## Generalization of Foreign Experience in the Career Guidance Center Work of Urfu

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### Abstract

*The subject of the work was to improve the methodology of the career guidance center of the URFU (Yekaterinburg, Russia) by overcoming contradictions in the recommendations on the profiles of activities for people with different types of personality. An adequate recommendation is based on combination of the generalized opinion of experts (12 career centers at the US universities, authors of 8 books) on the profile of the applicant's activity (manager, agent, etc.) and 24 fields of activity. Due to this solution it was possible to evaluate each sphere for the applicant by saturation with suitable profiles. And it extremely increases his chances to realize the most significant project by the age of 39. The methodology was based on the typological concept of the personality structure from the personality type, the character type and the dominant type of intelligence. This concept in contrast with the five-factor model of the personality structure demonstrates a significant result of the work. About 70% of graduates of the Russian universities do not work on the received specialty. For 7 years the presented methodology of the vocational guidance center of the URFU (Yekaterinburg, Russia) was improved to the level at which these "lost" 70% were detected at the testing stage before entering the university. The typological model defines a large field of variations PT+CT+TI in which talent can be multidirectional. This makes the career center mission not always feasible. The center should have the ability to design a personalized project. In career centers at the US universities the applicant is recommended a variety of options where he can be useful. Thus, they shift the responsibility of the problem of choice to applicants' shoulders. The proposed methodology allows forming a project in which he will be most effective and competitive.*

### Keywords

Psychology;  
profession;  
applicant;  
university



### I. Introduction

In the 105 Russian universities 127.4 thousand students were studying in 1914 academic year, 2.8 million – in 1995, 6.5 million – in 2011. According to All-Russian center of learning social opinion data in 2012 only 56% of graduates work in their specialty in Russia. According to different mass media estimates 75-92% of graduates do not work in their specialty. In URFU – 70% of graduates. A. Fursenko, the former Minister of Education, gave the most – 92%. So, about 70% of the budget money is not effectively spent on education.

To illustrate the problem we will show it on the example of the government of the Russian Federation of 2018. "Tatyana Golikova is perhaps the only pros because she is an economist by profession ("labor economics") and she headed the Accounting Chamber in the past. Vitaly Mutko supervising construction and regions is an engineer-mechanic of water transport on the first education and lawyer on the second (1999). Alexei Gordeev who

oversees agriculture is a railroad engineer. Dmitry Patrushev, Minister of the same agriculture, is a manager and diplomat (Candidate Degree in the economy of research organizations). Maxim Akimov graduated from the History Institute of the Tsiolkovsky Pedagogical Institute, and now he oversees communications, transportation and "digitalization of the economy" as vice-premier. Dmitry Rogozin, a graduate of journalism, will head Roskosmos. Denis Manturov, the Minister of Industry and Trade, is a sociologist. Alexander Novak, the Minister of Energy, is a metallurgical engineer. Yevgeny Dietrich, Transport Minister, is an expert in applied mathematics. Vladimir Medinsky, the Minister of Culture, is an international journalist. Olga Vasilyeva, Minister of Education, is a director-choirmaster on the first education. Mikhail Kotyukov supervising higher education is a financier». This example characterizes the situation better than other arguments. One person out of 12 in the government corresponds in his work to profile education.

The problem of professional orientation, choice of profession is connected with the ideas about the personality structure that changed with time. An example of a differential typological approach [2, 4] can be considered the work of John Holland (1966). The basis was the division according to the types of personality (and environment): realistic, research, artistic-art, social, entrepreneurial, conventional. Career types, examples of professional behavior of successful work, life options (including labor activity), "pictures" of maximum productivity and its "downturns" in different age periods of life are typically distinguished in the structurally-behavioral approach. An example of the institutional approach is the concept of symbolic interactionism of Irwin Hoffmann (1959) where the professional behavior of people is regarded as their role in a scenario that combines the actions of individual characters in an integrated system. A person can be a seller and his client, a doctor and a patient, a boss and a secretary, etc. In the cognitive-motivational approach the process of professional self-determination is considered in the context of individual characteristics of person's prediction and decision-making. Career alternatives are compared by the subject of choice according to the value of the possible events associated with them.

## II. Review of Literature

E.A. Klimov, the developer of the theory of the typological individual style of activity, Doctor of psychological science, Academician of the Academy of Pedagogical Sciences of the USSR (1930-2014) was the leading specialist in the Russian Federation. The starting points of the ISA concept were the following established facts:

- 1) Any person has qualities essential for success that are not educated.
- 2) There are several variants of adaptation to activity which are different in methods but equivalent in the final effect for any individual.
- 3) There are opportunities for overcoming weak abilities in most professions.

Subjective components of professional suitability are the following: civic qualities, attitudes toward the profession (propensities, interests, and preferences), health (physical and mental), individual and general abilities, skills (skills, knowledge, and experience). In Soviet times the personality was a small add-on to her civic position.

V.N. Kononova (from the Center for Testing and Development) identifies the following teaching profiles in the higher grades of the general education school: physics and mathematics, science, technology, social and economic, linguistic, humanitarian, artistic-aesthetic, defense-sports, industrial-technological. Differential-diagnostic questionnaire of E.A. Klimov divides people into 5 categories: "man-nature", "man-technology", "man-man",

"man-sign", "man-artistic image." A more modern approach can be found in the "Psychological foundations of vocational guidance. Classification of professions" lectures of Noskova O.G., the professor of Moscow State University (2014). It is supposed to divide the actions of the subject of labor according to the functions: 1-visual actions; 2 – auditory; 3 – memory; 4 – imagination; 5 – logical (technical intelligence); 6 – logical (verbal intelligence); 7 – logical (social intelligence); 8 – communication; 9 – oral speech; 10 – attention; 11 – will, self-regulation; 12 – motional.

Ismagilova F.S., Doctor of Psychology, professor, has written the dissertation on the subject "Professional experience of specialists and management of it ..." (2000). As the key factor she considers the specialist competitiveness which is provided by the following:

- 1) The integrated vision of the professional environment and yourself in it;
  - 2) The level of competence that is adequate to the requirements of the employer,
  - 3) The readiness to change this level in accordance with the requirements of the employer that are set up by the choice of a strategy for managing their professional resources.
- Therefore, a matrix of professional experience competitiveness (PEC) is built.

According to his education guidance (2003), Zeer V.F., Doctor of Psychology, recommends a 4-component personality structure consisting of the following:

- 1) Directivity (the system of dominant needs and motives)
- 2) Competence (awareness, erudition)
- 3) Important qualities (observation, memory, technical brainwork, spatial imagination, attentiveness, emotional stability, resolution, endurance, pliability, perseverance, purposefulness, discipline, self-control, etc).
- 4) Psychophysiological properties (neurotism, extraversion, reactivity, energy).

The personality directivity is identified with its motivation. Competencies are probability intellectual abilities that have been transformed into skills, etc. Since the 70's the so-called five-factor model of personality based on the psychometric approach is most widely used. It includes the following 5 factors presented in Table 1.

**Table 1.** Five-factor model of personality (B. Goldberg)

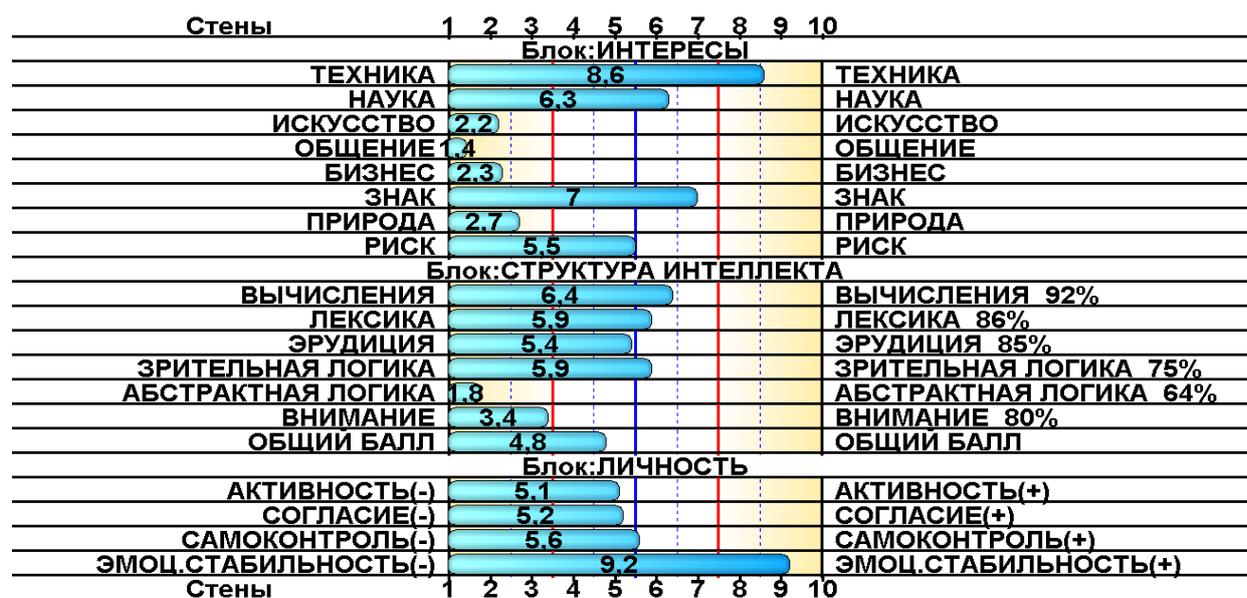
Factor		Positive pole	Negative pole
Extraversion	+	Sociability, assertiveness, high activity	
	-	Calmness, passivity, restraint	
Goodwill	+	Kindness, gullibility, warmth	
	-	Hostility, selfishness, distrust	
Conscientiousness	+	Organizationality, thoroughness, reliability	
	-	Carelessness, negligence, unreliability	
Emotional stability	+	Stability, balance	
	-	Nervousness, irritability	
Intelligence	+	Curiosity, creativity	
	-	Narrowness of interests, mediocrity, limitation	

There were also techniques oriented at this model. In 2001, "Proforientator" computer diagnostic complex was created under the direction of Shmelev A.G., Doctor of Psychology, in Moscow. The center has more than 200 regional units throughout the territory of the Russian Federation. For the month about 500 people are tested. Testing runs for a 1 hour, conversation does for 30 minutes. The personality structure that is used in the test looks like this (Table 2):

**Table 2.** "Proforientator" test structure by Shmelev A.G.

Structure of interests, 84 statements	Structure of the intellect, 73 questions	Personality structure, 50 statements
Е.А. Климов Дж. Холланд		Big Five personality qualities
Engineering	Vocabulary	Activity, initiative
Science	Calculations	Consent - cooperation
Art	Visual logic	Self-monitoring – planning
Communication	Erudition	Emotional stability – resistance to stress
Business	Abstract Logic	
Symbol	Attention	
Nature		
Risk		

As a result, the participant gets two diagrams.



**Figure 1.** Sample of the diagnostic profile of the methods of A.G. Shmelev

After receiving the results, an experienced psychologist looks at them. Based on the result he must give advice where to go to learn.

Test of Shmelev A.G. is not career-oriented, does not give specialties at the university and shifts the interpretation of the results obtained to the person tested. It is necessary to choose from 8 directions rather than from 300 specialties of the university. In the course of research, the same individuals act both as test subjects and as experts. A.G. Shmelev believes that if the applicant entered the place where the Center directed, then this is the result of the work. However, we know that approximately 70% of graduates do not work in their specialty. Questions are formed as statements. This substitutes the conception of ability by interest. All questions suggest the context "I like to do ...". The goal of vocational guidance is not to find what the entrant might like, but to find out what he will be most effective in.

The work of most career centers at the US universities is based on the Myers-Briggs personality typology. There is an MBTI test and, therefore, there is its criticism. In general, criticism is focused on the low validity of individual dichotomies. According to Abelskaya E.F. TF and EI are not in doubt, but SN and JP show "the conceptual similarity between S and J, N and P constructs". In other words, a correlation between the two dichotomies was found. The same feature is noted by McCrae R. (1985, 1989). Abelskaya E.F. made the research on students studying management, trade, etc. For the employees of trade, the JS priority is quite expected. If you need to find a correlation PS, then you need to do research on the army or police.

According to Myers and McCaulley (1993), the research of the type connections identified by MBTI and the number of their representatives in different professions did not reveal such pronounced links. This study only confirms that any enterprise is integrated into society and therefore should consist of diverse people.

The Military Research Institute conducting MBTI by order the US Army concluded that it was non-effective for career guidance (Druckman, D., 1991). The committee specially created by the US National Academy of Sciences also summarized the results of 20 MBTI validity studies and concluded that its T-F and S-N scales show low validity. On the basis of these results the test was found unusable for career guidance. The authors of this study for some reason did not think that:

- 1) In the military case, any creativity is excluded by the profession
- 2) There are such dichotomies that are not significant in general for the industry
- 3) There are others, significant factors (intellectual abilities, volitional, etc.) that have remained outside the MBTI and therefore do not allow making such categorical conclusions on the MBTI. The test cannot be responsible for other areas of the personality.

The typological approach supposes the presence of bright "types", that is, the bimodal distribution of answers on the dichotomous scale. While in studies the distribution of answers tends toward the normal with the center in equilibrium for all 4 binary features (intellection-feeling, extraversion-introversion, etc.) Thus, a large number of people will be assigned to essentially different types if there is an insignificant difference in the values measured by the test. This situation also increases the probability of a measurement error (McCrae R. R., Costa P.T. 1989, Stricker, L, 1964). Let's take the conventional scale EI in the range from 0 to 100. The introvert with schizoid CT is taken for zero, extrovert with hysterical CT – for 100. We are sure to get a normal distribution with an inflection point of 50. There will be both: an introvert with hysterical CT and an extrovert with schizoid CT. This does not refute the presence of EI.

In the review of the Russian translation of the book by I. Myers-Briggs and P. Myers "MBTI: Definition of Types", A.G. Shmelev (2010) points out that the theory of the Myers-Briggs typology contains the following "stretches" that were not subsequently confirmed when recruiting empirical data:

- None of the MBTI factors correlates with the level of person's mastering of moral and social behavior regulators, i.e. with criterion such as predisposition to corporate loyalty, which is important enough in the selection of personnel as opposed to the desire to steal the company, for example.
- People described as "pure" MBTI types are much less than "mixed" types. A typical situation is when according to answers a person with a probability of 0.6 belongs to one type, 0.5 – to another and 0.4 – to a third one, for example. Dropping information

about the second and third possible types leads to coarsening and loss of accuracy of the scheme predictions.

- The theory of types denies the superiority of a parametric description over a typological description that contradicts the data accumulated in psychometry. The parametric description is basically an indication of the measured position of the human psyche in a multidimensional parameter space, and a typological description is just an indication of which region a person is on by some criteria that coarsens the scheme.

Arguments of A.G. Shmelev does not seem essential. He searches in MBTI tests for what they did not put there. In this case it is intellectual giftedness. Corporate loyalty is a secondary production concept which inexplicably became primary to the categories of psychology. Tests by the A.G. Shmelev do not contain the ability to altruism, hedonism, etc. Types become mixed because PT, CT and TI can in a certain sense contradict each other. For example, ESTP is usually decisive people. But the ESTP with depressive CT are inclined to provide an opportunity to decide for them. Is it possible to take the MBTI typology for an example of effective management of a scientific idea? How much research has been done on it.

### **Why has this problem not been solved for many years?**

- 1) Psychologists cannot find a model of personality structure that would become the basis of the model of professional orientation
- 2) Disagreements on the structure of intelligence and the adequacy of tests.
- 3) Universities and schools are not responsible for where their graduate goes. They are responsible only for his level of preparation, but not for the validity of his choice.
- 4) Applicants have difficulties with testing because they know themselves badly. Incorrect self-identification in the tests does not approach the solution of the problem, but distances it.
- 5) Another part of the applicants want to make mistakes themselves, they not allow making a choice for them.
- 6) A huge number of untenable methods of career guidance. For example, the fingerprint testing methodology was officially recognized as a charlatan by the Russian Academy of Sciences in 2017.
- 7) The concept of a career and the best choice of the trajectory of motion are of an uncertain nature.
- 8) There are difficulties in proving the correctness of the choice. The result of the recommendation can be known in several decades. There are no generally accepted selection criteria. There is also methodological discrepancy of different approaches.
- 9) The desire of parents to recommend a child a convenient way for them to solve the problem.
- 10) There are no opportunities for the applicant to work a short term in the chosen specialty in the lower post.
- 11) The unwillingness of the scientific community to consolidate around a compromise problem solution, unreasonable inflation of this or that aspect of the problem.
- 12) Substitution of the decision of a trade choice problem by decisions of other problems: an opportunity to enter a specialty with low competition, convenience to get to places of study, to enter for the company with someone, etc.

- 13) It is often recommended an industry where an applicant could work, rather than the place where he would be most effective.

### III. Research Method

#### 3.1 The Method of Professional Orientation Test in the Theses:

- 1) The methodology is based on the typological model of the personality structure and it is not aimed at what a person could do, but on what he will be most effective, competitive.
- 2) The person is estimated by his most famous, significant project which is expected to be realized by him as a performer at the age of 25, and as a leader at 39 [9, 28].
- 3) In order to implement such a project, leadership is necessary at once for a number of competencies. Accordingly, the selection criterion is the branch of activity itself, which is the more preferable, the more the possible profiles of activity are in it.
- 4) The field of activity in the field of the priority project should correspond to the motivational hierarchy of the applicant.
- 5) An obligatory condition for the implementation of the author's mega-project is an effective business partner. Each of us has its advantages and disadvantages. Disadvantages should be closed by business partners. It is ideally, if one of the two partners is an innovator, and another is an expert.
- 6) The giftedness of any person is unconventional and it requires the creation of a local project. However, it is initially necessary to review all the expected projects involving innovative technologies in the chosen field.
- 7) The way to the mega-project will consist of local projects. It is necessary to set a task that exceeds the available possibilities for its solution in each of those local projects.

Let us explain some of the points of the methodology and identify the problem of research.

The methodology is based on the typological model of the personality structure. The personality consists of three segments: the sphere of focus of interests, "will and feelings," the associative-intellectual sphere (K. Leonhard, 1988). The author suggested to "place" known psychotypes in each of these segments. These are types of personality (PT), character (CT) and a number of types of intelligence (TI), some of which can dominate. CT includes schizoid, paranoid, narcissistic, psychopathic, compulsive, hysterical, depressive, and masochistic. TI by G. Gardner are the following: linguistic, analytical, spatial, musical, bodily-kinesthetic, interpersonal, and intrapersonal. We usually add tests for abstract logic and concentration of attention. The present "Big Five" is absorbed by the typological model.

Types of character limit the field for choice to a greater extent. For example, people with schizoid CT are not able to work with a high intensity of communication. People with narcissistic CT look for an administrative work. Types of personality and character simply screen out about 85% of options, but the further choice remains for intellectual giftedness. We give simplified examples. To work as a design engineer, for example, you need two types of intelligence – spatial and analytical. Another example, a girl with CT Compulsive ESFJ, with the dominance of spatial and analytical intelligence, can choose the management of the development business. EF and compulsive CT will allow her to communicate with a variety of clients for the sale of real property. SJ will allow her to qualitatively execute the transaction. Spatial intelligent and understanding the foundations of construction give her an

understanding of the structure of the object being sold. In this case, she will win any competition.

As an example, let us cite the outstanding director of comedy films Eldar Ryazanov. His formula is PT ENFP CT Schizoid TI Linguistic. He was not only a director. He is the author of the script, the poet, the actor, the leader of the film panorama, etc. E. Braginsky was his business partner – co-author of all scripts for films. The popularity of his films was growing. These and other aspects led to a large number of masterpieces created by him.

The authors [29] obtained a graph of the age of scientific discoveries of Nobel laureates. It turned out that it is normally distributed around the age of 39. The authors also made a similar study in the field of sports with the same result. The person is estimated by his most famous, significant project. The expected age of this project is 39 years old. It is important to find some prototype of the future project and to scale it step by step.

The work algorithm is built on examples of the achievements of people with a similar configuration of personality: the type of personality, character and the dominant type of intelligence. At our university we asked to pass the testing of the most famous graduates with their achievements and then the test results formed recommendations for entrants with a similar typological structure. However, the idea of the PT+CT+TI personality structure provides such a wide field of options that it is not possible to exhaust one sample. Therefore, most of the recommendations we received after processing the recommendations of career centers at American universities and well-known books on the personality typology.

The author conducted a study of the connection between motivation and PT, CT, the age of achievements in sports.

### 3.2 Experimental Part

People who completed their studies at the 4<sup>th</sup> course were tested and answered the question about the future plans 2 months before the diploma. Testing was conducted in different education areas for 7 years. Summarized statistics give us 70% of graduates who do not plan to work in their specialty. The total number of respondents was 390 people.

Another quiz which also lasted for a long period was conducted among the most famous graduates of URFU. Due to these 120 people who passed the test and filled out the questionnaire it was possible to form the outlines of the methodology. There are 3 out of 10 questions when over 85% of the respondents gave solidary answers:

- 1) All respondents do not find difficulty in answering the question about the most significant achievement. It is an achievement that is considered to be their goal, and not a position, status, etc.
- 2) The majority of respondents had several necessary competences where their level was higher than that of their colleagues according to their own assessment. Respondents did not initially plan the most significant project. This came about as a "confluence of circumstances."
- 3) The respondents agree that until a certain age they create a reputation for themselves and after that it already works for them.

Subsequent studies have made it possible to formulate the methodology of the vocational guidance center of the URFU. However, many difficulties arose on the way to its realization.

The research problem is overcoming contradictions in the recommendations of American career centers and authors of books on professions for various PT. The local task

was to form the branches with the greatest degree of specific dichotomies from such generalized opinions.



Figure 2. The US career center

According to the generalized data of 12 career centers at US universities and 8 books, a complete list of activity profiles is formed. It turned out that from 12 different sources people with 9 different PT claimed for a nutritionist vacancy, for example.

It was necessary to collect all the information and generalize them. In this case, many similar profiles have different names, for example, an actor and an artist. After the unification of the names there remained 588 vacancies and there were about 2.9 different PT variants for each of them. Each of the PT variants had an unequal specific gravity with other variants. One option was given greater preference and they were called more often.

There was an assumption that such a variation in the choice may be related to the industry factor. Therefore, it is necessary to identify the sectors in which the priority of dichotomies is viewed – the twofold and more superiority of expert opinions in pairs J/P, E/I, S/N, T/F. Such ratio in terms of pairs will be conditionally called the industry coefficient for this or that dichotomy. This problem was solved successively in several steps. It was not taken into account posts where a university education was unrequired. As a result, it was possible to sort out opinions on 25 different profiles (Table 3).

Table 3. Correlations of various dichotomies of authors [10-19, 22-27, 30] in various fields of activity

	Field of activity	J	R	E	I	S	N	T	F
1	Power, social sphere, society, politics, ecology	28	18	31	13	22	33	22	28
2	Energy (electricity, heat, new sources)	14	5	3	14	14	7	26	0
3	Oil and gas, mining, geology	3	6	3	3	8	5	13	0
4	Banks, finance, securities, stock exchange	26	14	22	23	28	22	46	9
5	Medicine, pharmaceuticals, health	29	28	17	36	34	25	19	33
6	Coordination, dispatching, logistics	22	28	37	10	34	21	27	21
7	Personnel, psychology, sociology	33	19	22	26	15	39	9	45
8	Technology, chemistry, physics of composites, nanomaterials, metallurgy	12	11	10	12	12	15	30	1

9	Space, aviation, transport, auto, communications, telecommunications	6	23	10	12	28	10	27	2
10	Mechanical engineering, instrument making, electronics, mechanics	22	11	9	20	28	10	43	6
11	Construction, real property, design, hydrology	5	3	6	3	7	4	15	1
12	Science, basic research, chemistry, physics, mathematics	16	22	11	23	7	31	35	4
13	Education, career guidance	18	12	10	23	14	17	13	18
14	IT, Internet, programmer-developer	23	31	12	47	22	38	56	13
15	Engineer-designer of DNA, biology, biotechnology	11	12	2	26	8	24	22	7
16	Public relations, advertising, brand, trade, PR, communication	18	32	46	9	23	23	17	43
17	Sport, recreation, tourism	4	16	17	10	19	5	8	18
18	Service, catering, organization of celebrations, event management, manicure	15	22	24	9	24	10	4	29
19	Journalist, TV broadcast, advertising, polygraphy, linguistics	20	18	26	18	9	33	14	27
20	Architecture, design, artists, aesthetics, design	11	27	5	31	12	23	19	17
21	Art, artist, scriptwriter, musician, director, culture, writer	10	45	24	25	20	32	14	35
22	Security, taxes, insurance, jurisprudence, attorney, MES	15	11	13	11	20	9	16	5
23	Philosophy, theology, history, anthropologists, schooling	54	26	32	46	62	29	61	16
24	Agriculture, forestry	5	6	0	6	8	3	7	2

As you can see from Table 3, a number of areas of activity initially involve the work of a rather small number of PT in them. This conclusion explains to us the reason for the difference in opinions of the authors [10-19, 22-27, 30] in the profiles of PT.

The next step is to do a similar generalization no longer by industry, but by activity profiles and then synthesize PT formulas for managers, engineers, etc. for each industry. The criterion is the same – a minimum twofold superiority in the number of expert opinions in pairs J/P, E/I, S/N, T/F, which is marked by the number 1 in Table 4. These correlations will be conditionally called the profile coefficient for each of the dichotomies. From a fairly large data sorting we learned that the manager is an extrovert and the teacher at school is F. Let's give only a part of the results.

**Table 4.** Correlations of various dichotomies of authors according to the posts regardless of the field of activity

		J	R	E	I	S	N	T	F	J	R	E	I	S	N	T	F
337	Manager			1						183	154	226	111	163	174	169	168
145	Engineer							1		87	58	56	89	72	73	140	5
102	Consultant						1		1	56	46	62	40	19	83	24	78
100	Coach		1	1		1				32	68	68	32	69	31	36	64
98	Analyst							1		62	36	41	57	34	64	87	11
87	Director	1		1						68	19	70	17	43	44	46	41
79	Therapist								1	32	47	36	43	46	33	10	69

77	Administrator	1					1		59	18	41	36	37	40	55	22
71	Designer		1		1			1	23	48	23	48	29	42	18	53
69	Doctor					1			34	35	30	39	48	21	25	44
66	Teacher							1	33	33	32	34	27	39	4	62
65	Employee					1		1	30	35	36	29	46	19	14	51
55	Social Worker							1	27	28	24	31	24	31	0	55
54	Artist		1					1	16	38	24	30	26	28	10	44
51	Psychologist						1		24	27	23	28	7	44	21	30
49	Journalist						1		18	31	32	17	8	41	27	22
47	Technician				1	1			23	24	7	40	35	12	29	18
45	Interrogator							1	18	27	23	22	27	18	36	9
44	Mediator			1				1	16	28	36	8	15	29	8	36
44	Scientist				1		1	1	22	22	14	30	10	34	32	12
43	Planner			1			1		17	26	32	11	12	31	17	26
42	Programmer-developer						1	1	19	23	15	27	9	33	36	6
41	Lawyer						1	1	24	17	27	14	9	32	36	5
35	Writer						1		17	18	14	21	1	34	17	18
34	Pharmacist				1	1			22	12	11	23	26	8	22	12
34	Photographer		1					1	8	26	19	15	14	20	23	11
33	Nutritionist							1	17	16	16	17	15	18	0	33
32	Policeman					1			11	21	21	11	30	2	20	12
30	Mechanic		1		1	1		1	8	22	9	21	25	5	27	3
30	Auditor	1				1		1	25	5	11	19	22	8	26	4
29	Lecturer	1						1	22	7	15	14	16	13	20	9
28	Actor		1	1					7	21	24	4	13	15	12	16
28	Dentist	1				1			22	6	13	15	23	5	16	12
28	Musician		1					1	8	20	11	17	12	16	9	19
28	Pilot					1		1	11	17	12	16	24	4	25	3
27	Agent			1				1	12	15	21	6	14	13	6	21

Для каждой пары J/P, E/I, S/N, T/F условие выделения определялось как:

The next stage is the necessity to add typical positions in each of the 24 selected industries (manager, logistics, economist, etc.). This gap must be filled for all branches rather than to be represented selectively. This is a standard set of posts for each industry which is added to the existing profiles of activities in the industry. This led to a significant increase in the total number of PT profiles from 588 to 1,500. The final step was to determine the significance of dichotomies for each of them. For each pair J/P, E/I, S/N, T/F the allocation condition was defined as:

Profile coefficient  $\times$  industry coefficient  $\Rightarrow 2$

The selected values were marked by the number 1. Here is an example of typical positions of a state enterprise (Table 5).

**Table 5.** Significant dichotomies for typical state enterprise posts

Director of the state enterprise	1		1				
The administrator of the state enterprise	1		1				1
Manager of the state enterprise	1		1				
Marketer of the state enterprise			1			1	
Consultant of the state enterprise	1		1			1	1
The agent of the state enterprise			1				1
Economist of the state enterprise	1			1		1	1
Mediator of the state enterprise			1			1	1
Consulting of state enterprises	1		1			1	1
Coordinator of the state enterprise			1		1		1
Copywriter of the state enterprise		1	1			1	1
Inspector of the state enterprise	1		1		1		1
Auditor of the state enterprise	1				1		1
Accountant of the state enterprise	1				1		
The investor of the state enterprise		1	1			1	1
Analyst of the state enterprise	1		1			1	1
Planner of the state enterprise			1			1	1
Logist of the state enterprise	1		1				1

#### IV. Result and Discussion

We left the many-voiced authors to the most balanced decision in the process of such work. Thus, all the data obtained was filtered and generalized. There were specific and nonspecific profiles in each of the 24 spheres of activity. The specific profiles have undergone a simple procedure for identifying significant dichotomies in a combination of opinions. The nonspecific profiles went through a more complicated procedure of combining universal profiles with the specific field of activity.

As a result of this work 1,500 variants of the activity profile were obtained. At the university the closest specialty was selected for each of them in accordance with the list of such specialties in Russia. After determining the applicant's PT+CT the list is reduced about up to 150-350 options.

An important result of this work was the identification of activity profiles adapted to the specifics of the industry. This allows us to find suitable profiles for each PT+CT combination. The next step was the allocation for each profile of the most significant types of intelligence (TI). For example, it is analytical for an accountant, intrapersonal – for the writer, abstract logic – for the scientist. As a rule 1-3 of TI were allocated. Evaluation of the TI test was to compare the test for this applicant with the average statistical answer. Such an answer corresponded to 2.5 points on a 5-point scale. For each test, the average density of answers was calculated in order to correctly correlate the number of correct answers into points. As a result, for each profile of activity we obtained an average rating of profile intellectual abilities on a 5-point scale. The sum of such ratings for suitable profiles for a given applicant formed for him the final importance of the industry. The identification of such an industry is very important in that by getting into the right industry the applicant will independently find his

own priority project for him. The significance of this factor is estimated at 40% of the total assessment. The significance of the activity profile itself was also estimated at 40%.

In addition, the expected hierarchy of motives was formulated for each of the 1,500 profiles. In testing the applicant passes a motivation test in which his own hierarchy of motives is obtained. It is needless to expect that a person with a low level of "aesthetic" motive significance will choose the profile of the designer's activity.

An important problem is a low percentage of people with adequate answers during testing. There are about 50%. This can be written about endlessly. All introverts with depressive CT consider themselves extroverts, and all extroverts with schizoid CT – introverts. People with psychopathic CT cannot be tested themselves without help at all. Girls often choose F, and boys – T. Well-developed intelligence can "turn" F into T. Any compulsive R becomes J, and N turns into S. Motivation can be induced by parents. This is especially true for depressive CT. People with schizoid CT have 2-3 very narrowly specific interests and our opinion suggesting a way out of this framework simply will not make any difference. Exciting experiences are necessary for hysterical CT. People with high concentration of attention look older of the same age. The complexity of the personality structure leads to a low percentage of adequate testing. A child usually finds it difficult to answer questions that no one previously asked him. However, if you give him time to think and re-test, then the answers of the children are much more accurate. Therefore, testing is repeated in a month and in case of inconsistency of results is carried out for the third time.

## V. Conclusion

1) The methodology of the vocational guidance center of URFU (Ekaterinburg, Russia) is presented in the work:

- The methodology is based on the typological model of the personality structure.
- It focuses on a significant project at the age of 39.
- The industry with the largest number of job profiles is selected.
- Conformity of motivational hierarchy of the applicant to the work.
- An effective business partner
- It is necessary to create a project for non-standard talent
- In each local project you must set tasks above the level.

About 70% of graduates of universities of the Russian Federation do not work on the received specialty. For 7 years the presented methodology of the vocational guidance center of the URFU (Yekaterinburg, Russia) was improved to the level at which these "lost" 70% were detected at the testing stage before entering the university.

2) The type of personality from Myers-Briggs is responsible for the direction of the interests of the individual and causes the greatest debate. The work was carried out to generalize different points of view resulting in a list of 1,500 activity profiles for 24 different spheres. Consolidation of points of view occurred with a double or more superiority of one of the alternatives over the other within the dichotomy. The methodology of the URFU center and the US career centers can be schematically written as  $PT+CT+TI > TI$ . This approach allows us to distinguish not just the possible field of the applicant activity, but what he is most effective in. There is an example of a similar and more than successful person with impressive achievements for many variants of combining  $PT+CT+TI$  of an applicant.

3) The methodology eliminated unsuitable profiles for the given  $PT+CT$  combination. The remaining ones used the results of specialized intellectual tests. According to them the list

was ranked. Another aspect of the technique was the capacity of each of the 24 spheres for a person with this PT+CT combination – the number of acceptable activity profiles. It allows people to maneuver inside the industry when choosing a field of activity, and if there is a necessary number of competencies to lead a particular project.

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## Handling Cases of Sexual Violence against Children in North Aceh Regency (Overview: Law Number 23 Year 2002 and Aceh Qanun Number 11 Year 2008 Concerning Children Protection)

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### Abstract

*The impact of sexual violence in northern Aceh has destroyed the rule of law, individual rights and social order, through writing it will describe and analyze efforts to handle cases of sexual violence against children in the northern Aceh district. This type of research includes normative juridical research in which qualitative information and research data are mostly in the form of texts and a number of case studies. The results showed that: sexual violence against children in the district of North Aceh, namely rape, sexual harassment, sodomy, incest, escaping underage girls, molestation and intimidation. Adult actors sometimes have blood relations, kinship, educational relationships and have intimate relationships. Forms of handling cases by social services under the control of P2TP2A service units in collaboration or in partnership with various parties / institutions starting with assistance in the community, psychological recovery of victims, bringing victims to the doctor for wise and then proceed to the police station, continued to assist until the legal process in court there is legal certainty then the next handling will be handled by the government through the North Aceh district social service by maintaining security, fulfillment of restitution rights for victims, but this hope has not been realized maximally because the North Aceh district government has not made a comprehensive program for rehabilitation of victims, generally victims handed over to the family and facilitated to be entrusted in the salafi boarding school (traditional).*

### Keywords

Handling; sexual assault;  
law and Qanun



## I. Introduction

Child abuse is all forms of physical, mental and sexual violence that result in disability or injury to the body and mind<sup>1</sup>. Whether carried out by individuals (individuals), groups of people (families), groups (institutions), or by the state, both have the potential or have resulted in neglect and abuse to the health, safety, development or honor of children. Henry Kempe mentions cases of neglect and abuse experienced by children with the term Battered Child Syndrome, namely: "Any situation caused by lack of care and protection of children by parents or other caregivers." Here, what are interpreted as acts of violence against children are not only serious injuries, but also minor injuries.<sup>2</sup>

<sup>1</sup> Qanun Aceh Nomor 11 Tahun 2008 Tentang Perlindungan Anak, (Pemerintahan Aceh, UNICEF 2009) p. 8

<sup>2</sup> Bagong Suyanto and Sri sanituti, *Krisis & Child Abuse*, (Surabaya: Airlangga University, 2002), p. 114

The experts classify acts of violence or violations against the rights of children of at least four forms, one of which is sexual violence, that is, any act in the form of sexual harassment, forced sexual relations improperly, forced sexual relations with others for commercial purposes and / or purposes specific purpose.<sup>3</sup> Thus sexual violence is included in acts that insult, attack, use one's body and sexuality, forcibly with violence or threat of violence or other actions that cause a person unable to give consent in a free state that results in physical and psychological suffering. Including all types of sexual crimes such as incest, raping, including children in pornography, sexual slavery, giving inappropriate touches or showing sexual activity to children, using obscene words to children, and showing pornographic content to children.

According to Bagong Suyanto, included in the category of sexual violence<sup>4</sup> are all acts that appear in the form of coercion or threatening to have sexual relations (sexuality intercourse), torture or act sadistic and leave someone - including those who are classified as children after sexuality. All behaviors that lead to acts of sexual abuse against children both at school, in the family and in the neighborhood around where children live are also included in the category of violence or violations of the rights of this type of children. Cases of child rape, molestation by teachers, others, even stepparents who are often exposed in reporting various mass media is a concrete example of this form of violence.<sup>5</sup>

The behavior of sexual violence above can occur in public areas (perpetrators who do not have kinship, blood or marriage) and personal (perpetrators have blood relations (father, brother, sister, and uncle), marriage (husband), kinship, intimate relations (girlfriend), or living with the victim), both male and female. Therefore, the writer tries to raise the issue, the core of his study rests on (1) Forms of sexual violence against children that occurred in North Aceh district (2) Handling cases of victims of sexual violence against children by social services under the P2TTP2A North Aceh regency institution.

To answer the problems that arise in this paper, a theory foundation is needed to build or strengthen the truth of the problem being analyzed. First theory Legal protection as the main theory or theory framework (Grand theory). The subject of protection in the Child Protection Act is a child. The object of protection is the rights of every child. If the children's rights are violated, then the child is entitled to protection, subjects who are entitled to provide protection to the child include: the state, government, society, family and parents. Guardians and social institutions.<sup>6</sup>

The second continues on Medium Theory / middle theory (authority theory). According to DR. H Salim HS Theory of authority (authority of theory) is a theory that studies and analyzes the "power of government organs to exercise its authority both in the field of public law and private law" elements listed in the theory, including: the existence of power, the existence of organs the government and the nature of its legal relations. Government organs are government tools that have the task of running the wheels of government. Legal relations are relationships that cause legal consequences. The legal consequences are the emergence of

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<sup>3</sup>Elucidation of article 28 letter b, Aceh Qanun Number 11 of 2008 concerning Child Protection.

<sup>4</sup> In general, violence comes from the word hard, whereas according to etymology violence means a matter of a hard nature or the actions of a person or group that causes death or causes pain to the body or causes injury to others, the Ministry of Education and culture, Kamus besar Bahasa Indonesia, (Jakarta: Balai Pustaka, 1989 cet 2 p. 424.

<sup>5</sup> *Ibid*, Bagong, p 30.

<sup>6</sup> H. Salim HS dan Erlies Septiana Nurbani, *Penerapan tiori hukum pada penelitian tesis dan disertasi* ( Jakarta, PT Raja Grafindo, 2013), p 263

rights and obligations.<sup>7</sup> The final thesis is the supporting theory / applied theory (applicative theory), namely the sharia maqashid tiori, the sharia maqashid theory here is more focused on analyzing *fiqh* implementation in the context of state power and values in the form of human benefit in each *taklif* revealed by God.

## II. Research of Literature

### 2.1 The Phenomenon of Sexual Violence

According to National Commission of Women annual records (annual record) from 2002 to 2012 victims of sexual violence were dominated by women, it is known that at least 35 Indonesian women are victims of sexual violence every day. This means that every 2 hours there are 3 Indonesian women who are victims of sexual violence.<sup>8</sup> Whereas in 2016 the Ministry of Women's Empowerment and Child Protection recorded 8.5 percent of 87 million or as many as 900 thousand children in Indonesia were suspected to have been victims of sexual crimes of 'predators' of children. Based on the results of a 2013 survey, boys were twice as likely to experience sexual violence as girls because in addition to predatory goals, boys were stronger and more resilient; this was revealed by Deputy of Child Protection in the Ministry of PP and PA Pribudiartha Nur Sitepu.<sup>9</sup>

In terms of the number of National Commission of Women records that in 2014 there were 4,475 cases of sexual violence against women and children, in 2015 there were 6,499 cases, in 2016 there were 5,785 cases and in 2017 there were 5,649 cases. As for the province of Aceh Since 2015-2017, the Integrated Service Center for the Empowerment of Women and Children (P2TP2A) Rumoh Putroe Aceh noted, the number of violence against women and children per year has increased sharply. In 2015 there were 939 cases, in 2016 there were 1,648 cases, and in 2017 there were 1,791 cases.<sup>10</sup>

Based on data from the Integrated Service Center for Empowerment of Women and Children (P2TP2A) in Aceh there are seven districts / cities with the highest handling of cases in 2016-2018 namely cases of violence experienced by women and children. Pidie regency recorded 7%, Bener meriah district 9%, Aceh Tengah 9%, Bireun regency 12%, Aceh Besar 13%, Aceh Utara 25% and the city of Banda Aceh 25%.<sup>11</sup> From the data, North Aceh regency is one of the districts that has the highest number of violence against women and children because North Aceh Regency besides its area is wider than other regency areas of the city as well as the largest population after Banda Aceh.

The recapitulation results of the Office of Women's Empowerment and Child Protection KP3A (North Aceh district, 2013 cases of rape children (28 cases), 2014 (22 cases), 2015 (27 cases), 2016 (31 cases), 2017 (39 cases) and in the year 2018 (24 cases), for 2013 sexual harassment cases (2 cases), 2014 (4 cases), 2015 (5 cases), 2016 (9 cases), 2017 (13 cases), and 2018 (11 cases), while for cases sodomy in 2013 (8 cases), 2014 (2 cases), 2015 (4 cases), 2016 and 2017 did not exist, in 2018 there were (1 case):<sup>12</sup>

Given the above phenomena and the child as an immature individual physically, mentally and socially, as a result of inattention that children must get protection from adults.

<sup>7</sup> *Ibid.* p. 186

<sup>8</sup> Document of Komnas Perempuan year 2016

<sup>9</sup> Tajuk Rencana, *Harian Waspada*, 3 October 2016, p. B6

<sup>10</sup> <https://kumparan.com>, Accessed August 10, 2019

<sup>11</sup> Pusat Pelayanan Terpadu Pemberdayaan Perempuan dan Anak (P2TP2A) Aceh

<sup>12</sup> Sumber kantor BP3A kabupaten Aceh Utara, tanggal 28 maret 2016

The form of handling<sup>13</sup> so that the existence of the child is protected from various forms of sexual violence threats in the form of anticipation / prevention (prevention) or nurture the victim and punish the perpetrators (repressive) after committing acts of violence. If these actions are not taken early in the child's rights in the form of non-discrimination, the best interests of the child, the fulfillment of the right to grow and develop, respect and protect their honor will be ignored

## 2.2 The Presence of Children in Islam

According to Islamic teachings children are a trust from Allah and cannot be considered as property that can be treated at will by anyone. Children in Islam are socialized as creatures of God who are wise and have a noble position, whose existence is through the process of creation which has the dimension of the will of Allah<sup>14</sup>. Rationally, a child is formed from supernatural elements that are transcendental from the process of ratification of science (science) with scientific elements taken from the material values of the universe and spiritual values taken from the process of belief (Islamic monotheism).<sup>15</sup> Explanation of the status of children in Islam is affirmed in the Qur'an: (QS, al-Isra 'verse: 70) which means: "And verily we have glorified the children of Adam, We transport them on land and in the sea, we give them good fortune and we provide them with a perfect advantage over most of the creatures that we have created"

Islam's concern for children has actually started from the process of creating babies from *mudghah* (sperm), then *'alaqah* (blood clots) and to the *mudghah* (collection of flesh that has been blown by spirits). The last condition of the fetus is that there are legal provisions that bind it, which must be protected by safety.

No one would deny that abortion (abortion) at that time was included as an act of murder of one life that has penetrated the way of life.<sup>16</sup> When the fetus was born, Islam also calculated it, Imam *Shafi'i* argued that the release of a fetus that was in the form of a human being would be related to the law, and if the birth was not safe or dead (screaming or crying) he must be disregarded. Narrated from al-Mughirah bin Syu'bah that they were ordered to pay respect to the fetus who died. He said "Give names, bathe, kafani, and bury them. Verily with Islam Allah glorifies the old and the young."<sup>17</sup>

In Aceh and West Sumatra, in the culture and structure of the Acehnese society, cultural values stem from Islamic values. Indigenous *ngon hukom* (religion), but the substance *ngonsifeut*, meaning that Aceh's traditional values are integrated with religious values. This is reflected in one of the social institutions of the Acehnese community known as the *gampong pageu*. West Sumatra is also known as *Adat Basandi Syara'*, *Syara' Basandi Kitabullah* (ABS SBK), *Syara' mangato*, *Adat mamakai*. This philosophy has confirmed the existence of Islam in social life in its community, and become an inseparable thing in their daily lives. These values apply in various institutions, such as *surau*, family institutions (*rumah gadang*) and other institution.(Abdullah, 2018)

<sup>13</sup>Penanganan bermakna Proses, cara, perbuatan menangani (mengerjakan atau menggarap sendiri), Suharso dan Retno Ningsih, Kamus Besar Bahasa Indonesia, edisi Lux (Semarang: Widya Karya, 2012), p.. 525

<sup>14</sup> Imam Jauhari, *Advokasi Hak-hak Anak ditinjau dari hukum Islam dan peraturan perundang – undangan*, (Medan: Pustaka bangsa, 2008), p. 46

<sup>15</sup> *bid.*

<sup>16</sup> Ahmad al-mursi Husain jauhar, *Maqashid Syari'ah*, terj (Khikmawati kuais, (Jakarta: Sinar Grafika Offset, 2009), p.. 37

<sup>17</sup> Ahmad al-mursi..., *Maqashid Syari'ah*, p. 37

In the concept of *fiqh* protection for children continues both in infancy and in adolescence where a child has received protection from mothers for breastfeeding both his own mother or another woman called by the term *ridha'ah* (breastfeeding), when the age of *mumaiz* gets protection for maintenance or the upbringing of his parents called *hidhanah* (*tarbiyyah*) even in the *fiqh* provisions "If a husband and wife divorce and be with a child who has not been *mumaiz* (do not understand his benefit), then the wife has more right to educate children until 7 (seven) years of age, then (after more than seven years) the child can choose which one they like. Wives who are entitled to care for children must fulfill seven conditions: *al-aqlu* (understanding, (independent) *al-din* (practicing religion), *iffah* (able to maintain self-respect), *amanah* (trustworthy person), *iqamah* (person who is trustworthy) settled in the country of the child he educated), *khalwu min zaujin* (unmarried woman).<sup>18</sup>

The obligation for parents (fathers / guardians) to protect the body from the threat of starvation is the cost of daily life termed *nafaqah*. As for *nafaqah* in *fiqh*, it is explained in a separate discussion, namely: "*nafaqatu al-'umudain min wajibatun li al-walidaini wa al-mauludina*"<sup>19</sup> i.e. where parents (father / guardian) are obliged to bear the livelihood of the child if there are two deficiencies in the child that is poor and weak (still children) or poor and crazy.<sup>20</sup>

Protection in terms of the law for children also has a place in *fiqh* as well as legal protection for adults, it is not justified by anyone or any institution to carry out a life-threatening act and honor, but not in a special discussion but scattered in several books such as the issue of this murder discussed in the book of *ahkam jinayat*, while the act of adultery and accusing adultery is discussed in the book of *hudud* (punishment). The chapters do not mention *igtishab* (depriving them of honor or rape) and explicit sexual harassment. But based on the approach of the *qiyas* (analogy) method of sexual violence, it can be likened to the existing original laws namely adultery, *ikrah 'ala zina* (coercion of someone to commit adultery), *mufakhazhah* (مفاحضة) sexual harassment (at-taharusy) which is not up to committing adultery, *istimna* '(fondling), *liwat* (homosexual) and *musahaqah* (lesbian).

All forms of the above actions are classified in the act of *jarimah* in Islamic criminal because in the act there are acts of violence, an action referred to as violence is basically because in the act of storing the meaning of persecution in Arabic called with *dhalim*. If the "violence" diction is attached to "sexual" so as to form the phrase "sexual violence", then what is meant by sexual violence are all actions that contain an "element of persecution" oriented towards sexual cases. Every act of persecution, the substance of the meaning of coercion (*ikrah*) is attached. For example rape case. Rape is an act of wrong doing (persecution). That injustice was caused by the element of coercion (*ikrah*) to have sexual relations with other people, causing physical injury, in the form of loss of honor. If you look at the existence of elements of *ikrah* and persecution, then in essence the case of sexual violence in the *Shari'a* also includes cases of sexual harassment. This is reflected in (QS An-Nur verse 30).

The substance of the verse is the order to hold one's view, guard *farji* and guard the nakedness which is the entrance to sexual harassment. This is as reflected in the interpretation conveyed by Al-Thabary in the book of interpretation of *Jami'u al-Bayân li Ayi al-Qurân* which means: "Allah SWT reminds of His Prophet Muhammad SAW: (Say to the believers), By Allah and For your sake, O Muhammad, (holding his eyes), ie refraining from looking at

<sup>18</sup> Ibnu qasim al-ghazhi, *Fathul Qarib al-Mujib*, jilid 3, Semarang: Haramai, t.th. p. 197-198)

<sup>19</sup> والجنون, p. 46

<sup>20</sup> *Ibid.*

something that invites eyes but is forbidden by Allah SWT from looking at him, (and keeping his eyes) from being shown to people who are not lawful for him to see, covering the limbs from their sight . (That is the cleanest for them)."<sup>21</sup>

Thus *shari'ah* (qur'an / hadith) and *fiqh* do not mention concrete forms of sexual violence that are still generally not found concretely terms of sexual violence against children along with the application of punishment for the perpetrators, so that now among contemporary scholars can lead to two views different, namely acts of violence against children included in the category of *jarimah udud*<sup>22</sup> and or *jarimah ta'zir*.<sup>23</sup> However, the *mujtahids* have laid down the basic law against the perpetrators of adultery for example by stoning or binding 100 times. As for the crime of *Jarimah Liwat, Mukhafadhah, Ikrah 'Alazina and Musahaqah and Istimna'*, the sanctions are different from the criminal acts of Jarimah Adultery.

The provisions for the protection of victims in the Islamic criminal law system (*jinayat*) are found in criminal cases of murder and ill-treatment by applying the diyat concept, this is mentioned in the Qur'an (Q: S, Albaqarah [2] paragraph 178), from paragraph it can be concluded that *diyat* is an asset that must be given by the perpetrators of the crime of murder or ill-treatment to the victim or the victim's family, even though the form of punishment (sanctions), *diyat* is a property given to the victim, not to the treasury. In this aspect *diyat* can be equated with compensation losses. More precisely *diyat* is mentioned as a mixture of punishment and compensation. Said to be a punishment because diyat is a form of sanctions against criminal acts (*jarimah*) that have been carried out by the perpetrators. *Diyat* also as compensation for diyat received by the victim in full.<sup>24</sup>

### III. Discussion

#### 3.1 Forms of sexual violence against children in northern Aceh

North Aceh Regency consists of 27 sub-districts, all sub-districts occurred acts of sexual violence, but all cases of sexual violence were not recorded as a whole in related institutions because there was an effort by some people to hide the case from the knowledge of the excuse because in order to protect the honor or good name of the victim from knowledge Public, below are some of the results of recapitulation of related institutions concerning victims of sexual violence against children.

Number of cases of sexual / district violence  
 Within the district area of North Aceh<sup>25</sup>

No	Sub-district	2016	2017	2018
1	Sawang	4	4	4

<sup>21</sup> Ibn Jarir al-Thabary, *Jāmi' u al-Bayān li Ayi al-Qur'ān*, Beirut: Dar al-Ma'rifah, tt.: 353

<sup>22</sup> Crime that is threatened with punishment *had*, is the penalty that has been determined oleh *naş* (al-Qur`ān and an al-Ḥadīth), there are no two limits (the lowest and highest limits) and cannot be replaced by other penalties, because it is a right of Allah. Jamal 'Atiyah dan Wahbah al-Zuhaili, *Tajdīd al-Fiqh al-Islāmī*, (Bairūt: Dār al-Fikr dan Damascus: Dār al-Fikr, 2000) p.. 328

<sup>23</sup> Punishments not determined by *naş* relating to crimes that violate the rights of God and the rights of servants - which serve to teach the perpetrators of crimes and prevent them from repeating similar crimes. 'Atiyah Mustafā Musyarrafah, *Al-Qadā fi al-Islām*, (T.tp: Syirkah al-Syarq al-Awsāt, 1966), p. 149.

<sup>24</sup> Ahmad Hanafi, *Asas-asas hukum pidana Islam* (Jakarta Bulan bintang, 1993), p. 284

<sup>25</sup> Eliati marzuki, ketua P2TP2A kabupaten Aceh Utara, diambil pada tanggal 25 November 2019.

2	Dewantara	2	5	2
3	Baktiya	2	2	3
4	Lapang	2	1	1
5	Simpang Kramat	2	2	0
6	Nisam Antara	0	2	1
7	Samudra	1	2	1
8	Seunudon	2	3	2
9	Muara Batu	2	2	2
10	Pirak Timu	1	0	0
11	Cot Girek	2	1	1
12	Meurah Mulia	1	1	1
13	Baktiya Barat	1	1	2
14	Langkahan	1	3	2
15	Tanah pasir	3	2	3
16	Kuta Makmur	2	2	1
17	Lhoksukon	4	4	3
18	Tanah jambu Aye	4	4	4
19	Nisam	2	2	2
20	Nibong	2	2	1
21	Tanah luas	2	1	0
22	Syamtalira Bayu	0	1	-
23	Banda Baro	1	1	0
24	Syamtalira Aron	0	2	2
25	Matang kuli	-	-	-
26	Buloh blang Ara	-	-	-
27	Geurudong Pase	-	-	-
	Total cases	42 cases	50 cases	38 cases

Based on the recapitulation results of the Office of Women Empowerment and Child Protection, KP3A (North Aceh district for the last three years (2013 - 2015) as shown in the following table<sup>26</sup>:

Case type	2013	2014	2015
Child rape	28	22	27
Sexual harassment	2	4	5
Domestic Violence	43	33	34
Rape	7	7	5
Daring	5	2	5
Traumatic	29	10	50
Sodomy	8	2	4
Child Murder	1	1	3
Child Incest	2	-	-
Total	512	81	143

<sup>26</sup> Sumber kantor BP3A kabupaten Aceh Utara, tanggal 28 maret 2016

Whereas in 2016 to 2018 as follows:

Case type	2016	2017	2018
Child rape	31	39	24
Sexual harassment	9	13	11
Domestic Violence	55	48	58
Rape	2	6	4
Persecution	7	4	5
Traumatic	4	12	-
Sodomy	-	-	1
Child Murder	-	4	-
Child Incest	-	-	-
Dispose of the baby	-	4	-
Total	511	136	103

The details of cases of sexual violence based on data from the Integrated Service Center for Empowerment of Women and Children (P2TP2A) North Aceh in January - August 2016 there were 34 cases:

Victims of sexual violence against children in North Aceh district  
January - August 2016.<sup>27</sup>

No	Initials	Relationship with victims	Sub-District	Handling	Information
1	Rz (16) Junior High school student	Neighbors (28)	Nibong	-Community -Police -P2TP2A Assistance at the police station	Attempted rape
2	Sw bt Z (15)	Foreigners	Baktya barat	- Community -Police -Attorney	Attempted rape
3	Mu bt Ab (16)	Boyfriends	Samudera	-P2TP2A Assistance in the community, Polres and in the court -Stage trial in court	-disability -raped in turns with 5 of the perpetrators' friends
4	Sal bt Md (16)	Foreigners (25)	Buloh b.ara	-P2TP2A Assistance in the	-Disability -The offender was released because there

<sup>27</sup> Dokumen P2TP2A Kabupaten Aceh Utara 5 November 2016

				community, police station, court and seek witnesses -The prosecutor is in the investigation	was not enough evidence
5	Db bt Sl, (8) Elementary school students	Father	Langkahan	- P2TP2A Community and police assistance, - Prosecutor: in the proof stage, because there was not enough evidence then the case was in SP3 (stopped)	-Rape -Founded repeatedly recognition of his biological mother.
6	Ra (11) Elementary school students	Steps father	Langkahan	-P2TP2A Assistance in the community, Polres. - Attorney legal proceedings in court -Polres: arrest the perpetrator -Course: legal proof process	-rape 2 times
7	Ms,(11) Elementary school students	Uncle (28)	Seunudon	-P2TP2A Community and Polres assistance -P2TP2A facilitated victims to see doctor Nila for medical needs. -Court; Proof process -Polres; temporary detention	-Rape twice -the victim was secured at his grandmother' s house

8	Nm bt Nw, (16)	Computer tutor	Lhoksukon	-P2TP2A Community facilitation, Polres, -Polres: cannot be continued legally by reason of lack of evidence	Sexual abuse
9	Nei bt Sya, (9) Elementary school students	Steps Father (38)	Banda Baro	-P2TP2A Assistance in the community, the police station and in the court	Rape
10	Nur bt Ib (12) Elementary school students	Neighbor	Tanah Luas	-family -Police -Polres, due process of law	Rape, police detainee
11	Pm, (17) Senior school students	Friend (Class brother is still a child)	Tanah pasir	-family -Police -Polres: Legal proceedings. -Polres: temporary detention	-Rape -The victim has been secured at his uncle's house to Bireuen district -Police detainees
12	Yo Binti Sar, (17) Senior school students	Friend, grown up	Langkahan	-P2TP2A Handling in the community, police station	Love each other pregnant victims, the perpetrators fled to Jakarta and were determined as DPOs
13	Fit	Friends, still children	Cot girek	-something -Polsek -Customary leaders, customary law processes end	Sexual harassment

				in peace	
14	Sz bt Aw, (10)	Foreign offenders 4 children age, 11, 9.8, 7	Merah mulia	-P2TP2A assistance in the community, and at the police station Prosecutor, the legal process at the police station	rape
15	NA, (17)	Friends (22)	Pirak Timu	-P2TP2A assistance in the community -family, Legal consultation with P2TP2A Police, temporary detention. -Polres, continued legally	rape
16	Nila bt MY (16)	Cousin (22)	Seunudon	P2TP2A assistance in the community -Family legal consultation with P2TP2A	-Rape - give birth
17	Cut, (16)	Uncle, cousin and neighbor are 10 thousand people	Sawang	-P2TP2A assistance in the community -Family legal consultation with P2TP2A	-Disability -Rape several times (6 months pregnant)
18	N.A bt, (19)	Foreigners	Muara Batu	-P2TP2A assistance in the community -Family legal consultation with P2TP2A	Raped repeatedly
19	Syf bt He, (7)	Neighbors	Baktiya	-P2TP2A assistance in the community -Family, legal consultation	Sexual harassment

				with P2TP2A - Customs, ending in peace	
20	M S, (14)	OTK some people	Samudra	-P2TP2A assistance in the community -Family; Legal consultation with P2TP2A	-Disability -Rape in turns

From the many data above, the researchers then sought the validity of their handling up to the police and prosecutors. Based on the recapitulation data of the North Aceh Regional Police Unit for Protection of Women and Children (PPA) in 2016-2017, in 2016 there were 27 perpetrators of sexual violence and in 2017 there were 15 of these people in general who committed crimes of sexual harassment, escaping children underage women, molestation, child abuse, crimes against decency, promiscuity.<sup>28</sup> the crime / criminal act has been processed as an effort to protect victims and sanctions that are repressive against the perpetrators, so that the perpetrators are ensnared by Law Number 35 of 2014 concerning Amendments to Law Number 23 of 2002 concerning Child Protection namely article 80 paragraph 1 everyone violates the provisions referred to in article 76C (everyone is prohibited from placing, allowing, involving, ordering to involve children in situations of mistreatment and neglect) shall be sentenced to a maximum imprisonment of 3 (three) years 6 (six months) and / or a maximum fine a lot of Rp. 72,000,000 (seventy-two million rupiah). and paragraph 4 reads "criminal plus a third of the provisions referred to in paragraph (1), paragraph (2), and paragraph (3) if the parent carries out the conduct."<sup>29</sup>

In addition to the above article the police based on the case, the perpetrators were also charged with Article 81 paragraph 1.2 and article 82 paragraph (1), article 81 paragraph (1) which reads "Any person who violates the provisions as referred to in article 76 D is convicted with a maximum imprisonment short 5 (five) years and a maximum of 15 (fifteen) years and a maximum fine of Rp. 5,000,000,000 (five billion rupiah), paragraph (2). Criminal provisions referred to in paragraph (1) shall also apply to anyone who intentionally commits tricks, a series of lies, or persuades a child to have intercourse with him or others. Whereas in Article 82 paragraph (1) each person who carries out the provisions referred to in article 76 E shall be sentenced to a maximum term of 5 years and a maximum of 15 years and a maximum fine of Rp.5,000,000,000 (five billion Rupiah).

The North Aceh District Prosecutor's Office in 2016 there were 13 people charged while in 2017 there were 16 people, the indictment article is article 82 of the Republic of Indonesia Law, Number 35 of 2014 concerning Child Protection, article 81 (2) jo (82 (1), article 81 (2) jo 82 (1), article 81 (1) (2) jo 82 (1), (2), of the total investigators' demands, the lowest criminal charge was a criminal body of 5 (five) years in prison while the highest charge was 15 (fifteen) years in prison, while the highest fine is 1 billion subsidiary 3 months imprisonment, while the lowest court sentence is 3 (three) years 6 (six months) with the highest criminal body 12 years in prison and a fine of 1 billion subside 2 months of

<sup>28</sup> Saiful ST, BRIBKA NRP 82061385, Kanit PPA data diambil tanggal 23 agustus 2019.

<sup>29</sup> Law Number 35 of 2014 concerning Amendments to Law Number 23 of 2002 concerning Child Protection

imprisonment, the highest offender receiving a sentence is the suspect numbered 111 / Lsk / 06/2017, with the initials abd Ga bin Ba with prosecutors Andri kurnia Yusda SH and M. Heriyansyah SH, the indictment article subject to Article 81 (1) jo 82 (1) 1) RI Law No. 35 of 2014 concerning Child Protection.<sup>30</sup>

From the description above, it can be concluded that sexual violence against children in the district of North Aceh revolves around several forms, namely rape, sexual harassment, sodomy, incest, escaping underage girls, molestation and intimidation. In general, the perpetrators are adults with various modes. Some use force directly and also by persuading victims by being promised a reward of some money, buying something the victim wants. While the perpetrators vary, first offenders who have blood relations such as biological fathers, uncles, cousins, second: offenders who have kinship ie stepfathers, neighbors, third: offenders who have an educational relationship namely teachers and finally offenders who have intimate relationships namely boyfriends the woman herself. All actors are ensnared by Article 81 (1) jo 82 (1) RI Law. No. 35 of 2014 concerning child protection.

### **3.2 Handling cases of sexual violence against children by P2TP2A**

The form of handling provided by the P2TP2A institution is in the form of assistance to the victim, which is a process of social relations between the companion and the victim in the form of providing facilities to solve problems starting from the communities where the victims are domiciled to keeping the victims safe. The person who is assisting here is a member of the board of P2TP2A North Aceh patent who has received legality from the government as an institution that has the functional and professional ability to assist victims who are referred to as clients. The initial step taken by the facilitator is to build an initial contact relationship with the victim to involve the victim, family and community in a situation of helping victims by communicating both verbally and nonverbally in introductions, conducting interviews, listening, using body language and so on. Then intervene by providing motivational guidance, spiritual guidance and so on.

After having the opportunity to provide assistance, P2TP2A facilitates the victim to gain access to various sources that can accelerate the successful handling of the case, namely legal consultation where P2TP2A will ask the victim and family whether the case was settled family based on local customary law or with state law in the police to the court, if the case of sexual violence is still in the category of minor criminal offenses does not cause physical and mental suffering and should be forgiven this can be resolved according to customary law resolved by local customary and religious leaders and if the case is included in a criminal offense resulting in casualties both physically and psychologically this will be taken applicable legal channels where the victim will be forwarded by medical referral services in the form of a post mortem to the victim to become evidence while in the police.

On the sidelines of the legal process P2TP2A motivates, encourages here the counselor needs to be careful in asking and advising not to get the victim hurt a second time, because the core of the guidance aims to overcome the various problems faced by the victim. If indeed the depression experienced by the victim is very severe, P2TP2A will work closely with the health department to hand over the victim to be fostered and mentored by a psychologist. Will also cooperate with the Ulema Consultative Assembly (MPU) commission B in the field of education for the strengthening of spirituality. Furthermore, based on the

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<sup>30</sup> Yudi Permana, SH. MH, Junior prosecutor as head of the General Crimes Section (Kasi Pidum), data was taken at the North Aceh Lhoksukon District Attorney's Office on July 11, 2019.

consent of the victim and the family of the case will be reported to the police (sector police), then proceed to the police chief to be investigated and investigated, every investigation is always accompanied to oversee the occurrence of emphases, where the victim is going through periods of traumatic and still in the pressures from the perpetrator that still silenced there was no courage to reveal what exactly had happened to him.

In order to deal with further acts of violence provided by P2TP2A are safe houses (shelter) considering that in the North Aceh police chief there are no safe houses so P2TP2A is partnering with *salafi dayah* (traditional Islamic boarding schools) in the northern Aceh district. This safe house service is given to victims who feel that their security and safety are disturbed. The existence of victims at home is safe and secure and their security is guaranteed and kept confidential. When the victim is in a stable condition, P2TP2A provides advocacy services or legal assistance to victims of physical violence until the legal turmoil, namely advocacy and prosecution, so that in the legal process, they always receive treatment based on the needs of the child, for example, the victim is placed in a child's room, maintaining the confidentiality of victims who are personal to other people. Show empathy attitude full of justice and sincerity if there is legal certainty then the next handling will be handled by the government (social service) in a comprehensive manner by keeping the victims as comfortable as possible.<sup>31</sup>

#### IV. Conclusion

The handling of cases of sexual violence against children in North Aceh district is still not optimal, where the social service has not been able to deal with it comprehensively as well as the courts focusing on crimes for perpetrators rather than thinking about tackling sexual violence crimes and guaranteeing the restoration and fulfillment of restitution rights for victims. Children rarely get what is called deserving of legal protection and remediation. Children of victims of sexual violence should receive treatment for restitution and compensation as a result of a crime. The rights of victims and their remedies are still numbered compared to the perpetrators. So it can be said that the punishment of perpetrators of sexual crimes against children actually does not have any effect on the victims only to the extent of retaliation in the name of the interests of the victims. Need to get more attention on cases of sexual assault. While the fulfillment of victims' rights must be paid by the perpetrators and if the perpetrators are unable, then the state must be assisted in the form of compensation. In northern Aceh there is a Baitulmal institution that has very significant funds.

Damages given to victims or their families by perpetrators or third parties, can be in the form of return of property, payment of compensation for loss or suffering, or reimbursement of costs for certain actions, is a form of protection against human existence because humans have *karamah* rights (breeding rights), and *fadhilah* rights (human priority). This is in accordance with the main mission of Islamic teachings *rahmatan lil'alam*. The purpose of Islamic law is called the *Maqashid Shari'ah* (the basic purpose of Islamic law) which includes five things one of which is - Hifz al-nasl, namely the guarantee of safety for his descendants (his children, forbidden adultery and forbidden sexual harassment).

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<sup>31</sup> Hasil wawancara dengan Ibu Eli ketu P2TP2A Kabupaten Aceh Utara 5 November 2019

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## The Effect of Organizational Culture on the Quality of Accounting Information Systems

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### Abstract

*The purpose of this study is attempt to explain, empirically test, organizational culture on the quality of accounting information systems in the Regional Organization of Medan City. The survey was conducted on 38 respondents, namely the head of finance in the agency and department. Data were collected using a questionnaire. Basic SEM variance is used for data analysis. The results showed that organizational culture had a significant effect on the quality of accounting information systems. The results can be interpreted that organizational culture has an important role to realize the quality of accounting information systems.*

### Keywords

Organizational Culture,  
Quality, Accounting



### I. Introduction

Accounting information system is a system that collects, records, stores, and processes data to produce information (Romney and Steinbart, 2018: 36). An important part of the information system needed for decision making in organizations is the accounting information system (Samuel, 2013). Good quality information systems have several characteristics, including: reliability, integration and accessibility (Darma et al. 2018), timeliness (Ong, Day and Hsu, 2009), flexible and efficient (Stair and Reynolds, 2010: 57).

Republic of Indonesia Government Regulation No. 65 of 2010 concerning Regional Financial Information Systems (SIKD) explains that in an increasingly open state life, the government as the formulator and implementation of the APBN policy is obliged to be open and responsible for the entire results of development implementation. LGs who want to have a quality SIKD must be able to: be integrated (Satzinger, Jackson and Burd, 2009: 7) and reliability (Baltzan, 2014: 185).

Hutajulu (2017) as Secretary of Commission A of the North Sumatra Regional House of Representatives, assesses the chaotic condition of websites that are not good and not updated on the OPD resulting from the absence of special attention from the leadership of relevant agencies to keep the existence of online information facilities remain informative. Whereas the target of the regional government in 2019 will be all integrated Regional Organizations as a whole (Rajekshah, 2019).

The lack of quality accounting information systems in the Regional Apparatus Organizations is caused by organizational culture as Leidner and Kayworth (2006) say that understanding organizational culture is important for assessing information systems. Organizational culture refers to a system of shared meanings held by members that distinguishes one organization from another organization (Robbins and Judge 2013: 512). From the research results of Rapina (2014), Budi (2015) and Wisma (2015) show that

organizational culture has a significant influence on the quality of accounting information systems.

## **II. Review of Literature**

### **2.1 Quality of Accounting Information Systems**

Romney and Steinbart (2018: 36) say that accounting information systems are systems that collect, record, store and process data to produce information for decision makers. Meanwhile, according to Turner, Weickgenannt and Copeland (2017: 4) Accounting information systems consist of processes, procedures, and systems that capture accounting data from business processes; record accounting data in the appropriate records; process detailed accounting data by classifying, summarizing, and combining; and report accounting data summarized to internal and external users.

Ladan, Abdullah, and Mat Saat (2017) said that the quality of the system is related to the technical efficiency of the system, regarding the consistency of the user interface, ease of use, programming errors, and system maintenance. Meanwhile according to Fitrius et al. (2018) the quality of accounting information systems is a clue that shows the ability of accounting information systems to process financial data and produce accounting information that is useful for decision makers

### **2.2 Organizational Culture**

According to McShane, Glinow and Sharma (2008: 492) organizational culture is the basic pattern of shared values and assumptions that govern the way employees in an organization think and act on problems and opportunities. Organizational culture consists of values and assumptions that are shared within an organization. Whereas Robbins and Judge (2013: 512) say that organizational culture refers to a system of meaning that is understood together by members of the organization which in this case is a company so that it distinguishes between one organization and another.

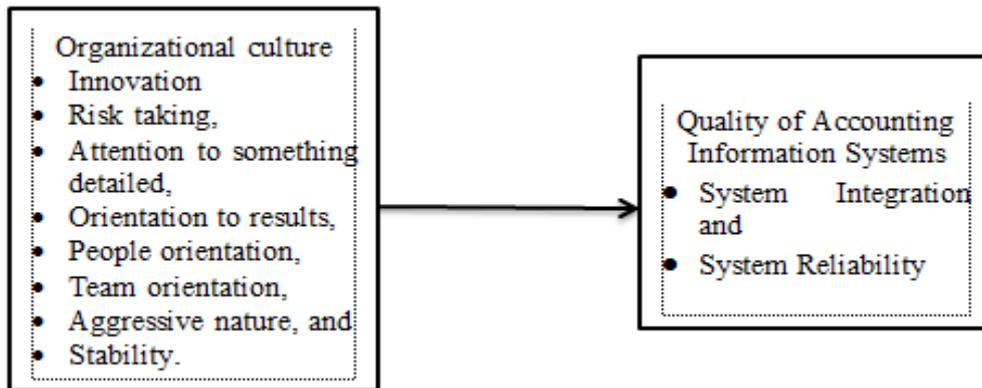
According to Robbins and Judge (2013: 512) there are 7 main characteristics that reveal the essence of corporate culture, namely: Innovation and risk taking, attention to something detailed, results orientation, people orientation, team orientation, aggressiveness, and stability. Organizational culture is an important factor in information systems (Leidner and Kayworth, 2006).

Furthermore Laudon and Laudon (2012: 94) argue that to provide tangible benefits, the use of information systems must be built with a clear understanding of the organization, important factors to consider when planning a new system are as: environment, organizational structure, culture and politics, type of organization leadership style and interest groups.

Mangkunegara in Arif (2019) states that organizational culture is a set of assumptions or systems of beliefs, values, and norms developed in organizations that serve as guidelines for behavior for its members to overcome the problem of external and internal adaptation. Organizational culture is a pattern of beliefs and organizational values that are believed and imbued by all members in doing work as an appropriate way to understand, think, and feel about related problems, so that it will become a value or rule within the organization. This will encourage members of the organization to work harder and create work motivation.

Some previous research results show the influence of organizational culture on the quality of accounting information systems. Wisma (2015) research results say that organizational culture influences the quality of accounting information systems. Cultural

factors become important not only when information systems are created and developed, but must still be considered when information systems are implemented. While Rapina (2014) based on the analysis of research results shows that organizational culture has a significant influence on the quality of accounting information systems. Based on the explanation and results of previous studies above, it can be concluded that that organizational culture influences the quality of accounting information systems. This research model can be seen in Figure 1:



**Figure 1.** Research Model

Based on the theoretical framework above, the hypothesis to be tested in this study is that organizational culture has a significant effect on the quality of financial accounting information systems.

### III. Research Method

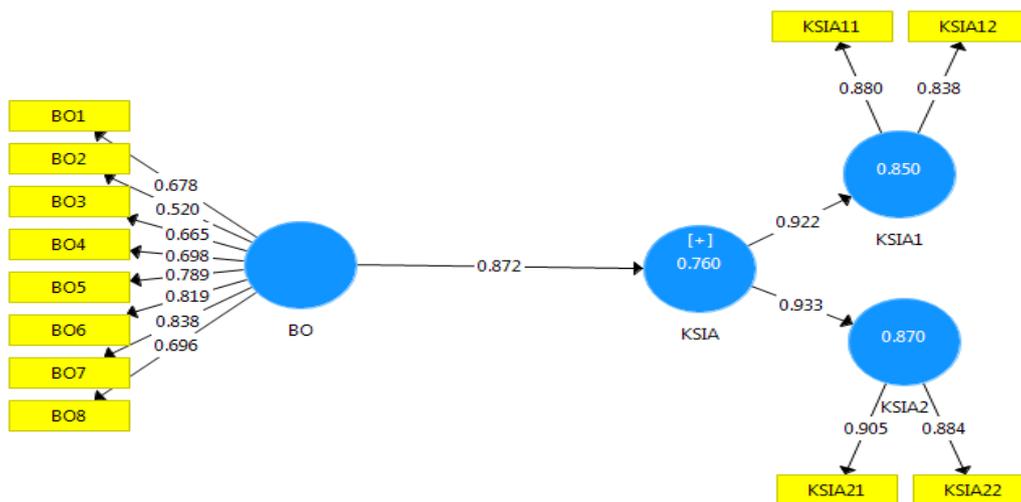
This research uses descriptive and verification methods. The population in this study was 56 units of the Medan Regional Organization. The sampling technique used is simple random sampling so we get 38 units. Respondents in this study were heads of finance. Data collection techniques in this study used a questionnaire. The question includes two variables: organizational culture (BO) and the quality of the accounting information system (KSIA). Organizational culture variables (BO) consist of 8 indicators, namely: Innovation (BO1), risk taking (BO2), Attention to details (BO3), Results orientation (BO4), People orientation (BO5), Team orientation (BO6), Aggressiveness (BO7) and Stability (BO8). While the accounting information system quality variable (KSIA) consists of 2 (two) dimensions, namely: the integrity of the accounting information system quality (KSIA1) and the reliability of the quality of the accounting information system (KSIA2).

The dimensions of the integrity of the accounting information system quality (KSIA1) consist of 2 (two) indicators, namely: integration between sub-systems (KSIA11) and system integration with other systems (KSIA12). The reliability dimension of the accounting information system (KSIA2) consists of 2 (two) indicators, namely: a system that can work correctly (KSIA21) and a system that can produce accurate information (KSIA22). This study uses a reflective measurement model. The analytical method used is structural equation modeling with a variant-based approach using SMART-PLS, while testing hypotheses using t-test.

## IV. Result and Discussion

### 4.1 Result

From the results of data processing of organizational culture variables and the quality of accounting information systems with Smart PLS, it can be seen in the following algorithm 1 validity and reliability:



**Figure 2.** Validity and reliability

Source: Data Processing Results (PLS Algorithm)

Verification results of the validity and reliability of indicators on organizational culture variables and the quality of accounting information systems. Hair et al. (2014: 709) states that the construct has good validity if the Average Variance Extracted value  $\geq 0.50$ . Furthermore Hair et al. (2010: 710) states that constructs have good reliability is if the value of Construct Reliability (CR)  $\geq 0.70$ . Verification and reliability results can be seen in Table 4.1 below:

**Table 1.** Verification and Validity Results

Variable	Dimension	Indicator	AVE	Composite Reliability	Validity	Reliability
BO		BO1	0,517	0,894	Validity	Reliability
		BO2				
		BO3				
		BO4				
		BO5				
		BO6				
		BO7				
		BO8				
KSIA	KSIA1	KSIA11	0,800	0,889	Validity	Reliability
		KSIA12				
	KSIA2	KSIA21				
		KSIA22				
KSIA			0,661	0,886	Validity	Reliability

Source: Data Processing Results

The results of outer loading and cross loading can be seen in the following table 4.14:

**Table 2.** Outer Loadings and Cross Loadings

Variabel	BO	KSIA1	KSIA2	KSIA
BO1	0,678			
BO2	0,520			
BO3	0,665			
BO4	0,698			
BO5	0,789			
BO6	0,819			
BO7	0,838			
BO8	0,696			
KSIA11		0,880		0,844
KSIA12		0,838		0,735
KSIA21			0,905	0,873
KSIA22			0,884	0,792

Source: Data Processing Results

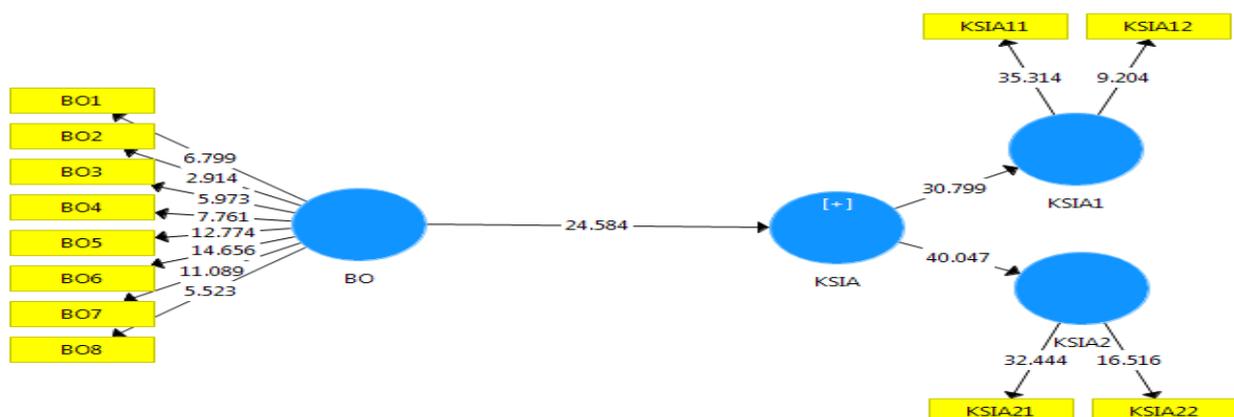
Based on the data in Table 4.1 and Table 4.2 the average variance reflected is above 0.5 and the outer loading indicator in the construct is higher than all cross loading with other constructs, it is concluded that the reflective measurement model is valid. Likewise, based on data from Table 4.1 composite reliability and all outer loading indicators higher than 0.60, it were concluded that the reflective measurement model was reliable.

### Hypothesis Test

The hypotheses that will be tested in this study are:

Ho: Organizational culture has no significant effect on the quality of accounting information systems.

Ha: Organizational Culture has a significant effect on the quality of accounting information systems.



**Picture 3.** Bootstrapping

Source: Data Processing Results (PLS Bootstrapping)

Based on the data in Figure 4.2, the researchers found that t-Statistic is greater than t-Table ( $24,584 > 1.69$ ). This means that  $H_0$  is rejected or in other words, organizational culture significantly influences the quality of accounting information systems. The path coefficient between top management support and the quality of financial accounting information systems is 0.872; the coefficient of determination ( $R^2$ ) is 0.760. This means that organizational culture is able to explain the quality of accounting information systems by 76%, while the remaining 24% explains other factors not included in this research model.

#### 4.2 Discussion

Based on the results of hypothesis testing, we find empirical evidence in the context of the organization of terrain city area organizations that organizational culture has a significant effect on the quality of accounting information systems. The results of this study provide empirical evidence that the better the organizational culture, the more appropriate and clear directions and guidelines for each member, the more the quality of the accounting information system increases. In other words the quality of the accounting information system will improve if the culture of the organization gets better.

The results of this study confirm the theory put forward by various experts. Organizational culture is an important factor in information systems (Leidner and Kayworth, 2006). The use of information systems must be built with a clear understanding of culture (Laudon and Laudon, 2012: 94). Ahuja and Thatcher (2014) say that cultural aspects can optimize the use of information systems in innovation. Culture is important not only when information systems are created and developed, but must also be considered when information systems are implemented (Wisma, 2015).

Empirical evidence about organizational culture influences the quality of accounting information systems, in line with the results of previous studies such as: Endraria (2018), Budi (2015), Wisma (2015), Rapina (2014), Ahuja and Thatcher (2014), Leidner and Kayworth (2006).

### V. Conclusions

Based on the results of hypothesis testing and discussion of the research results, it was concluded that: organizational culture variables significantly influence the quality of accounting information systems in the Regional Organization of Medan City.

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## Non Agriculture with Settlement Legality in Boyolali Regency Central Java, Indonesia

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### Abstract

*This research has been done to identify changes in agricultural land to non-agriculture causing the establishment of illegal settlements. Viewed from the standpoint of nature this research is descriptive research, carried out in order to help in strengthening old theories or within the framework of developing new theories. Research locations are in the Office of the Regional Planning, Research and Development (BP3D) Boyolali Regency and Boyolali Regency Agriculture Office. Data collection was carried out by interview and literature study. Data analysis technique is done by data reduction, data display and conclusion. The results show that agricultural development will occur if land problems over the conversion of agricultural land into settlements are unavoidable or need to find a solution to a problem that is very urgent, this is by studying the impact of the problem and socializing the community over these impacts and their resolution to obtain clarity of land legality the conversion. When land starts to shrink, domestic food needs will decrease because population growth cannot be avoided every year. For this reason, immediate special handling is needed, such as direct counseling for the community. Will be danger of land conversion is carried out continuously. Development of the latest technology is needed to manage the land so that fertility does not decrease quickly so as to reduce land productivity. Another way replacement of agricultural land which is used as an alternative handling of the legality problem of conversion of agricultural land.*

### Keywords

non-agriculture; the establishment of illegal settlements



## I. Introduction

Various effects of industrial activities make Boyolali Regency as a center for the collection of production results from its hinterland area and also vice versa, namely distributing things needed by its hinterland area. This development requires the fulfillment of various facilities to support various activities, ranging from residential to the area. With the establishment of industrial centers, it has attracted residents from other regions, especially coming from the countryside to fill the existing employment gaps in the new place and bring an imbalance (disequilibrium). This imbalance is a result of disparities in economic growth and employment opportunities that are always accompanied by striking demographic changes.<sup>1</sup>

The increase in population occurred due to the increased demand for space and infrastructure that filled the space to support the socio-economic activities of the urban population. The surrounding land will automatically change its function. Starting with the terminology Iwan Kustiwan, that land conversion is a function of land conversion which is

<sup>1</sup> Rochimin, Dahuri et al, 2004. Pembangunan Wilayah : Perspektif Ekonomi, Sosial and Lingkungan. Jakarta : LP3ES. P. 220

generally related to transformation in the allocation of land resources from one use to another.

The value of the area's function and available land is the main prerequisite for urbanization that drives the socio-economic goals of the wishes of the community. Economic impetus is the main motive in the formation of a land use structure in the city with the emergence of strategic business centers. Besides business motives there are also political motives, the physical form of the city, such as topography, drainage and the like. The growth of the city will move dynamically according to the needs, potential, human culture, where the development starts from the existence of centers of activity as embryos growth centers<sup>2</sup>. there is built up land consisting of activities of settlements, industry, offices and commercial services that are running smoothly (urban sprawl), in accordance with the potential of the transportation network as a result of accessibility that forms a network pattern between growth centers that naturally considers land conditions which exists.

Changes that occur due to the pressure of socio-economic transformation, especially in the city center, bring inefficiencies and inefficiencies in the use of space. Economic impetus is the main motive in the formation of a land use structure in the city with the emergence of strategic business centers. Besides business motives there are also political motives, the physical form of the city, such as topography, drainage and the like. The growth of the city will move dynamically according to the needs, potential, human culture, where the development starts from the existence of centers of activity as embryos growth centers which is limited and influences aspects of city management. At the practice level, spatial and regional layout load deviations often occur. Another fact also shows that many forms of business without a business permit and location permit can operate without sanctions by the local government. So that economic oriented phenomena that have not been regulated by the government in its implementation still rely on public awareness to complement the emergence of strategic business centers. In addition to business motives there are also political motives, the physical form of the city, such as topography, drainage and the like. The growth of the city will move dynamically according to the needs, potential, human culture, where development starts from the existence of centers of activity as embryos of growth centers.

Indications that trigger the change in land use in Boyolali are:

1. In 2017 the population of Boyolali Regency was 974,579 people. According to 2016 BPS data, there are 963 690 people with a growth rate of 0.54% per year. Judging from the rate of population growth, it can be indicated that socioeconomic activities are developing that demand housing and other urban service facilities are met.
2. The number of heavy and capital-intensive industries increased from 98 units in 2017 to 109 industries in 2017. This is related to the increase in population migration in meeting labor needs.
3. Land use for housing from condition data for 2012 - 2017 from 4,400.97 Ha to 6,223.38 Ha. This shows a decrease in agricultural land and turned into settlements.
4. From Boyolali Regency's GRDP in 2012-2017, the trade, hotel and restaurant sector grew from 3.95% to 8.53%. This shows significant economic and spatial growth

Spatial plans (RTRW) Boyolali Regency as stipulated in Regional Regulation No. 9 of 2011 after obtaining Substantive approval from the Ministry ATR/BPN. In addition, the

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<sup>2</sup> Koestoer, 2001 Koestoer, Raldi Hendro. 1995. *Perspektif Lingkungan Desa Kota: Teori and Kasus*. Jakarta: UI. Press. P.32

Governor of Central Java has also officially evaluated it so that it has been enacted today. Evaluation and review every five years.

The evaluation is carried out in order to follow the dynamics of the development of the strategic environment, the latest regulations and the alignment of various national strategic policy plans relating to utilization related to spatial use. The revision of this Regional Regulation on RTRW has an important meaning in encouraging progress in Boyolali through the growth of investment which is expected to have a positive effect on the growth of the regional economy and increase people's welfare. Spatial planning is the key to opening an investment before the next licensing process.

"The goal of spatial planning in Boyolali Regency is to realize integrated development in all regencies based on agriculture and the development of various industries with environmental insight," explained the Head of the Regional Planning, Research and Development Agency (BP3D) of Boyolali Regency, Nur Kamdani when met at his office on Wednesday (7/17/2019). Furthermore, according to Nur Khamdani, in Boyolali Regency thousands of hectares have been prepared to support the industry in Kota Susu. "To support the investment, the region has been prepared Industrial allotment (KPI) covering an area of 2,130 hectares spread across 19 districts," he explained.

Based on the background description above, the authors are interested in studying more deeply with the title of the study " Non Agriculture with Settlement Legality in Boyolali Regency Central Java, Indonesia". The aim of this research is to identify changes in agricultural land to non-agriculture causing settlement establishment illegally.

GKA follows the dynamics of the development of the strategic environment, the latest regulations and the alignment of various national strategic policy plans related to utilization related to spatial use. The revision of this Regional Regulation on RTRW has an important meaning in encouraging progress in Boyolali through the growth of investment which is expected to have a positive effect on the growth of the regional economy and increase people's welfare. Spatial planning is the key to opening an investment before the next licensing process.

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## II. Review of Literature

### 2.1 Overview of Spatial and Regional Plans

Preparation of city spatial plans refers to the National Spatial Planning and provincial spatial plans, guidelines and guidelines for the implementation of spatial planning and long-term regional development plans. Preparation of urban spatial plans must pay attention to the development of Regency problems and the results of the study of the implications of spatial planning of cities, efforts to equitable development and economic growth of the city, alignment of urban development aspirations, carrying capacity and capacity of the environment, long-term regional development plans, regional spatial plans bordering city, and the strategic spatial plan of the city. Spatial plans for urban areas contain the objectives, policies, and strategies for spatial planning of urban areas, plans for

spatial structure of urban areas which include urban systems in the area related to rural areas and infrastructure systems for urban area networks, plans for spatial patterns of urban areas that include city protected areas and city cultivation area, determination of the city strategic area, directions for the use of urban area space which contains an indication of the main medium-term five-year program, and provisions for controlling spatial use of the city area that contain general provisions of zoning regulations, licensing provisions, incentive and disincentive provisions, and sanctions directives . Urban spatial plans become guidelines for the preparation of regional long-term development plans, preparation of medium-term development plans regions, spatial use and control of spatial use in urban areas, realizing cohesiveness, interconnection, and balance between sectors, determination of location and function of space for investment and spatial planning of strategic areas of the city

In addition to the limited land available, spatial issues are increasingly complicated, because the current condition of the Indonesian economy is accelerating. Space is the physical appearance of the region in geographical and geometric dimensions which is a container for humans to carry out their lives in a decent quality of life. What is meant by the structural form of spatial use is the arrangement of the elements that form the hue of the natural environment, the social environment, the artificial environment in a hierarchical relationship with one another.<sup>3</sup>

The term spatial is an objective reality. Structural form and spatial use patterns can be orderly and harmonious, can also be chaotic. Including that it must be understood that structural forms occur because of social, economic, technological, political and administrative processes. Benefits and functions should also mean those on the surface, subsurface and on the surface of the earth that are permanent. Can be in the form of buildings, fields, forests and others on the surface of the earth, it can also be a mine, bore wells, aquifers, etc. under the surface and flight routes, air transport, rain carriers, and others above the earth's surface.<sup>4</sup>

## 2.2 Review of the Function of Agriculture to Non-Agricultural Land

Population growth in an area is associated with an increase in land use change. An increase in population increases the need for developed land. Demand for land increases (Demand side) while land availability does not change (*Supply side*). Kondisi limited land resources while this high population growth causes the value of land to grow each year. This condition results in the contested land value between sectors. For example the value of land for agriculture is compared with the value of land for property / housing / industry. The value of land for industry and housing is much higher than the value of land for agriculture, especially rice fields. Because the direct benefits received by agricultural land are smaller, land conversion will be easier.<sup>5</sup> In the agricultural process through several stages in the process of managing agricultural resources. The first stage of agricultural process is the management of land (Pandapotan, 2019).

The process of land conversion cannot be avoided in every developing region. Developing areas usually have a fairly high population growth, followed by an increase in

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<sup>3</sup> Ridwan and Sodik. 2016. Hukum Tata Ruang dalam Konsep and kebijakan Otonomi Daerah. Cetakan Ke 3. Bandung: Penerbit Nuansa. P. 22.

<sup>4</sup> Wirasaputri. Proses Penyusunan Rencana Tata Ruang dalam Kaitan Kelestarian Fungsi Lingkungan Hidup. Kanun Jurnal Ilmu Hukum. No. 62, Th. XVI (April, 2014), pp. 129-146. P.135

<sup>5</sup> Kusumastuti et al. 2018. Faktor Yang Mempengaruhi Alih Fungsi Lahan Pertanian Pangan Di Kabupaten Pandeglang. Jurnal Sodality: Jurnal Sosiologi Pedesaan | Vol 6 No 2 Agustus 2018, P. 131-136 | 135

land requirements for settlements and other public facilities including industry. The process of land conversion usually begins with the release of land mainly due to the land sale process<sup>6</sup>

### 2.3 Overview of the Government Control Function

The process of land conversion cannot be avoided in every developing region. Developing areas usually have a fairly high population growth, followed by an increase in land requirements for settlements and other public facilities including industry. The process of land conversion usually begins with the release of land mainly due to the land sale process<sup>7</sup>.

Regional growth that drives up land prices can also trigger land release. In general, the transfer of function of agricultural land from farmers is influenced by three things. First, external factors in the form of regional growth dynamics, demographics and the economy. Secondly, internal factors are in the form of socio-economic conditions of families of land users. Third, policy factors, in the form of rules and regulations as well as the implementation of rules

A better understanding of the nature of public policy as an action that leads to a goal, when we can break down government policies into several categories, namely :<sup>8</sup>

1. Policy demands
2. Policy decisions
3. Policy statements
4. Policy outputs
5. The final policy outcome

Entering the current economic recovery period, the government through the policy of the use of abandoned or abandoned land has sought to encourage owners and smallholders to jointly deal with cultivating their land with food crop commodities. This effort only temporary. With the improvement of investment capability, the developers or developers who have already mastered agricultural land (rice fields) will continue to try to carry out non-agricultural activities (services, industry, and housing) on the land.

This has further raised new problems in line with the implementation of regional autonomy. This problem is increasingly complex in the field because the direction of national policy in terms of controlling the conversion of agricultural land functions often collides with local government policies that prioritize local interests and regional policies. Although the application of land use control policies is still considered to be quite effective in limiting the use of lowland land for non-agricultural activities (such as the location licensing mechanism and the implementation of the Regional Spatial Plan), there are apparently many "land speculators" behaviors that are not affordable by the application of the policy.

1. There are many cases where the owners of agricultural land deliberately change the function of the land to make it easier to be traded without going through licensing mechanisms or violating existing Spatial Planning. Economic deregulation, driving Foreign Investment or Domestic Investment and promoting non-oil and gas

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<sup>6</sup> R. Janah, B. T. Eddy and T. Dalmiyatun. Alih fungsi lahan pertanian and dampaknya terhadap Kehidupan penduduk di kecamatan Sayung Kabupaten Demak. *Agrisociomics Jurnal Sosial Ekonomi Pertanian*. ISSN 2580-0566. 1(1):1-10, Mei 2017

<sup>7</sup> Ibid, R. Janah, B. T. Eddy and T. Dalmiyatun

<sup>8</sup> Taufiqurokhman. 2014. *Kebijakan Publik*. Fakultas Ilmu Sosial And Ilmu Politik Universitas Moestopo Beragama Pers. ISBN 602-9006-07-0. P. 6

DOI: <https://doi.org/10.33258/birci.v3i1.736>

development (industry and property) have led to very real economic growth. But on the other hand as a consequence of the process of transformation of the economic structure (from agriculture to non-agriculture), in addition to changes in demographic aspects (rural to urban), this change has had a special impact on the survival of agricultural land (including irrigated rice fields).

2. In the context of development in Java, the number of families or households that live from the non-agricultural sector reaches 100%. Some important factors that influence changes in the pattern of agricultural land use in Java are the privatization factors for the development of industrial estates, large-scale residential developments and new cities, as well as deregulation of investment and licensing facilities.
3. Three national policies that have a direct effect on the conversion of agricultural land to non-agriculture are: Changes in land use can be caused by changes in regional spatial plans, the direction of development policies and because of market mechanisms. In the past there were more because of the last two things, due to the lack of understanding of the community and government officials regarding spatial planning, or regional spatial plans that were difficult to realize. In line with the development policy which emphasizes the aspect of growth through the ease of investment facilities, both to local and foreign investors in the provision of land, the change in land use from agriculture to non-agriculture occurs widely.
4. Recognizing this problem, the government has established several provisions in the policy to limit and / or prevent the conversion of arable agricultural land to non-agricultural uses such as:
  - a. Presidential Decree Number 53 of 1989 concerning Industrial Estates and Presidential Decree Number 33 of Year 1990 concerning the Use of Land for the Development of Industrial Estates has banned the development of industrial estates as well as the provision or permit of location and acquisition of land on arable land.
  - b. Letter of the State Minister for National Development Planning / Chair of Bappenas Number 5334 / MK / 9/1994 dated 29 September 1994 concerning Changes to Use of Technical Irrigated Rice Land for Non-Agricultural Land Use.
  - c. Letter of the State Minister for National Development Planning / Chairperson of Bappenas to the Minister of Home Affairs Number 5335 / MK / 9/1994 dated 29 September 1994 concerning the Compilation of the Second Regional Spatial Plan.
  - d. In the context of implementing PAKTO-23, a State Minister for Agrarian Affairs / Head of the National Land Agency s.P.l be issued to the Head of the Regional Office of the Provincial National Land Agency and Heads of District / City Land Offices throughout Indonesia Number 460-3346 dated 31 October 1994 concerning changes to the use of Technical Irrigated Rice Land for Non-Agricultural Land Use. This circular prohibits Land Officers in the area from issuing location permits for irrigated land for non-agricultural purposes, even though according to the Regional Spatial Plan it is intended for non-agricultural activities.

## 2.4 Licensing Review

Law is a means in which contained values or concepts about justice, truth, and social benefits and so on. The legal content is abstract. Law enforcement is essentially the

enforcement of these abstract ideas or concepts. Law enforcement itself is an attempt to turn these ideas into reality.<sup>9</sup> Conceptual, then the essence and meaning of law enforcement lies in the activity of harmonizing the relationships of values that are set out in the rules that are steady and manifest and the attitude of action as a series of translation of the final stage of values, to create, maintain, and maintain social peace. Conception that has a philosophical basis, requires further explanation, so that it will look more concrete.<sup>10</sup>

Law enforcement activities are first intended to improve law order and certainty in society. In the framework of this effort, a system of coordination and harmonization of tasks between law enforcement agencies will be established. Efforts to uphold the law also include activities to increase public confidence in the law and its enforcers.<sup>11</sup> The government uses permits as a juridical tool to control citizens' behavior. According to Spelt and Ten Berge, a permit is an agreement from the authorities based on laws or government regulations, in certain circumstances to deviate from the provisions of the statutory prohibition. Meanwhile Ridwan HR, by summarizing a series of opinions the scholars concluded that the permit is a one-sided government action based on legislation to be applied to concrete events according to certain procedures and requirements. Based on such understanding, the elements in licensing include juridical instruments, statutory regulations, government organs, concrete events, procedures and requirements.

As a decision issued by the government, permits can be used for certain purposes in the form of a desire to direct or control certain activities, prevent danger to the environment, a desire to protect certain objects, want to divide small objects, and can also be shown for direction, by selecting certain people and activities.<sup>12</sup>

As it is known from such a large area, a large population, then the regional expansion is done. As a consequence of the principle of decentralization, then various government affairs were handed over to the regions into regional affairs. The transfer of authority within the decentralization framework is intended to bridge the need for efficiency and effectiveness in handling problems, optimizing local roles, as well as accommodation for regional diversity. With this reality, the handling of licensing issues becomes one of the distribution, not only the authority of the central government but also the authority of the regional government.

### III. Research Method

This research method is a descriptive study, carried out in order to help in strengthening old theories or within the framework of developing new theories. Explorative research is primarily intended not to test certain hypotheses. research locations to support the success of this study are the Office of the Regional Planning, Research and Development (BP3D) Boyolali Regency and the Office of Agriculture in Boyolali Regency:

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<sup>9</sup> Ridwan HR, *Hukum Administrasi Negara*, UII Press, Cetakan Kedua, Yogyakarta, 2003, P.229

<sup>10</sup> Soerjono Soekanto, *Faktor-faktor Yang Mempengaruhi Penegakkan Hukum*, Raja Grafindo Persada, Jakarta, 2007, P.2

<sup>11</sup> Soerjono Soekanto, P.3

<sup>12</sup> Ateng Syafrudin, 1994. *Butir-butir Bahan Telaahan Tentang Asas-asas Umum Pemerintahan Yang layak Untuk Indonesia*, dalam Paulus Efendi Lotulung, Himpunan Makalah Asas-asas Umum Pemerintahan Yang Baik. Citra Aditya Bhakti, Bandung, P.64

1. The data source in this study is direct. Boyolali Regency Office of Planning, Research and Development Agency (BP3D) and Boyolali Regency Office of Agriculture (Primary). Primary legal materials such as:
  - a. 1945 Constitution Article 33
  - b. Law No. 26 of 2007 concerning Spatial Planning
  - c. Law No. 41 of 2009 concerning the protection of agricultural land for sustainable food
  - d. Law No.1 of 2011 concerning Housing and Settlement Areas
  - e. Central Java Provincial Regulation No. 6 of 2010 concerning the Central Java Province Spatial Planning Plan for 2009-2029
  - f. Regional Regulation of Boyolali Regency No. 9 of 2011 concerning the Layout Plan of Boyolali Regency in 2011-2031
  
2. Data analysis techniques in which there are 3 main components of the data :<sup>13</sup>
  - a. Data reduction: Form of making abbreviations, coding, focusing themes, making problem boundaries, writing memos
  - b. Data display: An assemblage of information organizations that allows research conclusions to be carried out.
  - c. Conclusion data

From the beginning of the data collection, the researcher must begin to understand the meaning of things that are found by recording the rules of patterns, statements, possible configurations, directives of cause and effect, and propositions that the competent researcher holds these things are not strong, meaning that they remain open.

#### IV. Discussion

Spatial planning law based on Law No. 26 of 2007 concerning Spatial Planning which is dominated by the "planning system" - "spatial planning system from the top down", which causes losses and misery, which is not expected (economic, non-economic, non-economic-ecological, social aspects), because ignoring the principle of side by side, which starts spatial planning from the bottom up, namely from the Village Spatial Planning to the Village Spatial Planning, as a planning system in spatial planning, so that the spatial planning is "merely" a correction of the existing spatial layout for the purposes of emergency, for example priority in the interests of environmental security from floods and landslides. The principle of spatial planning basically requires regional planning (sectoral planning), money (investment) and time to be held at the same time

Spatial Planning, is the result of a government formed based on the will of the government known as the top down not on the initiative of the community or bottom up, which is the problem here because it was formed by the government while the root of the problem Indonesia does not yet have a single basic map, both national and regional. (Interview Results1).

From these conditions illustrate that the spatial system arrangement with the provisions that the community must follow the direction of the government.

In the case of the establishment of housing on the status of agricultural land, there is a new problem in Boyolali Regency. This needs to be addressed by concrete actions from the government. The proper arrangement and attitude in the case of the establishment of

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<sup>13</sup> Setiono, *op.cit.*, P. 30-32

settlements in Boyolali Regency was stated by the Head of the District Agriculture Office. Boyolali with the following opinion:

Increasing land requirements in Boyolali Regency, so that the suburban area has potential and the existing land use has begun to shift for land tenure and / or land use (land use) of each sector in a constructive manner and there is no possibility of spatial planning and zoning that is stable or sustainable.

With regard to regional autonomy, the community must have a village spatial plan, which contains data, subjects and objects, therefore according to the legal status, a Regional Spatial Plan needs to be reviewed. Regarding this spatial plan related to the legal status of the land, whether state land, communal land or individual land. Regarding *ulayat* land, there is a bill, but until now it has not yet been made. This *ulayat* land is a customary land that contains cultural values and is a land that is owned for generations. (Interview Results 2).

Expansion of Agricultural Land and Adding New Agricultural Land as well as replacement of agricultural land used as an alternative to handling the problem of using agricultural land into settlements (Agricultural Extensification). By looking at a single base map (containing data and information) that overlaps, causing conflicts between districts and cities and even provinces, because it is based on PP No. 10 of 2000 concerning the Level of Accuracy of Maps for Regional Spatial Planning stipulates that for the spatial plan added 2.5 km for the district, for the province of 10 km, if a conflict occurs, the area cannot be utilized either by the city or district and provincial government, conflict this is usually sourced from natural resources that exist between the boundaries of the area.

If related to subject and object data (area data), the law must be logical because at the first level the law is a positive law in this case the law and jurisprudence, this jurisprudence increases the need for land in the district. Boyolali, so that the suburban area has potential and the existing land use has begun to shift for land tenure and / or land use (land use) of each sector in a constructive manner and there is no possibility of spatial planning and zoning that is stable or sustainable.

With regard to regional autonomy, the community must have a village spatial plan, which contains data, subjects and objects, therefore according to the legal status, a Regional Spatial Plan needs to be reviewed. Regarding this spatial plan related to the legal status of the land, whether state land, communal land or individual land. Regarding *ulayat* land, there is a bill, but until now it has not yet been made. This *ulayat* land is a customary land that contains cultural values and is a land that is owned for generations. (Interview Results2) this aims to solve problems in positive law, then legal theory, which bridges to achieve national law, national law must be sustainable and sustainable, the philosophy of law to transform in achieving truth and supported by science and technology.

## V. Conclusion

Agricultural development will occur if the problem of land over the conversion of agricultural land into settlements cannot be avoided or need to look for a solution to a problem that is very urgent, this is by studying the impact of the problem and socializing to the community over these impacts and their resolution. When land starts to shrink, domestic food needs will decrease because population growth cannot be avoided every year. For this reason, special handling is immediately needed, such as direct counseling for the community. Will the danger of land conversion is carried out continuously. And the development of the latest technology is needed to manage the land so that fertility does not

decrease quickly so as to reduce land productivity. Another thing is in the form of replacing agricultural land which is used as an alternative handling of agricultural land conversion problems to obtain clarity of the land conversion legality.

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## Polite Requests of Indonesian Learners of FLE and French Native Speakers: An Interlanguage Study

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### Abstract

*This study anchored in the field of Interlanguage Pragmatic (ILP). The approach taken is speech act based. The investigation focuses on realization of polite requests produced by Indonesian learners of Français langue étrangère (FLE) (henceforth abbreviated as ILF) and native speakers of French (henceforth abbreviated as NSF). The model used for the investigation is the Cross-Cultural Speech Act Realization Project (CCSARP) model formulated by Blum-Kulka et al. (1989), modified by Warga (2005) and Bae (2012). The model applied to the analysis of the data is based on three politeness systems of social relationship between speaker and addressee proposed by Scollon and Scollon (2001). Data was collected by using Written Discourse Completion Test (WDCT). Six out of twelve request situations formulated by Reiter (2000) categorized into each politeness system were selected to be analyzed. The WDCT were tested to 20 ILF; 1 learner of Universitas Negeri Medan and 19 learners of Universitas Negeri Jakarta. The 20 participants are those who are certified of Diplôme d'études en langue française (DELF) of B2 level (advanced level). As the baseline data of the study, the e-mailed data of 20 NSF were also collected. The study found that there is a preference of Indonesian learners of FLE and native speaker of French to use Conventional Indirect strategy in their requests. This strategy, even realized in slightly different number of use, was highly used and considered to be the most polite request by the two groups.*

### Keywords

politeness;  
requests;  
Indonesian learner;  
French native



## I. Introduction

Learning a language, whether as a second language or foreign language, is not only a matter of dealing with the acquisition of vocabulary, phonetics and morphosyntax of the language learned solely in isolated structures. It is also the matter of understanding and awareness of the use of these elements in different contexts with speakers of different mother tongues. This idea is in lines with the idea of Warga (2005) stating that a successful language learners need to master the rules of using the elements. In order to convey a successful communication, a language learner needs to engage with pragmatic competence.

The performance of speech acts is not always an easy task for learners of second languages, because the ways to deliver a request, for example, is governed by social conventions and therefore the actual implementation of those acts of language requires not only language skills but also sociopragmatics skills. Even the second language learners of advanced level often fail to accomplish the speech-acts efficiently and socially appropriate in the target language and lags far behind native speakers in several respects. (Thomas, 1983; Blum-Kulka, 1983; Kasper, 1984; Olshtain & Blum-Kulka, 1985, Bella 2012). Politeness as one important issue in pragmatic seems to be an important device in order to carry out

successful communication and has a prominent role in reflecting learners' communicative competence. It is well known that politeness is often realized by indirectness strategy (Leech, 1983). The use of this strategy not only enable speaker to save speaker's face, furthermore it can also intentionally be used as tool to attack hearer's face (Grainger 2011; Tannen 2010; Kiesling and Johnson 2010).

The present research aims to contribute to attaining a clearer picture of Indonesian learners of FLE politeness performance in speech acts of request by examining the strategies used especially the use of indirectness strategy. It is triggered by the fact that there is still little attention, if not none, paid to investigate Indonesian learners of FLE especially to their pragmatics production of polite request. Hence, this study would fill the theoretical gap about Indonesian learners of FLE compared to native speaker of French that apparently never been investigated.

## II. Research Method

This work implements qualitative approach. The research participants are taken purposively based on their availability. They are 20 students of the Department of French; 1 student of the Universitas Negeri Medan and 19 students of the Department of French of Universitas Negeri Jakarta who certified of B2 (intermediate level) of DELF (Diplôme d'études en langue française) according to the Common European Framework of Reference for Languages (CECRL).

As the baseline of the study, Data of native speakers of French is gathered by e-mail from 20 native speakers of French aged 24 – 55 years old living in France; Marseiile, Metz, Lyon, la Rochelle, Saint Aunès, Caen, Bayonne, et Lorraine.

Data is collected by using the form of an open-ended written discourse completion test (WDCT). The questionnaire used in this investigation involved six out of twelve written context-enriched situations developed by Reiter (2000) modified by using three politeness systems of social relationship between speaker and addressee proposed by Scollon and Scollon (2001): (a) hierarchical politeness system, (b) deferential politeness system, and (c) solidarity politeness system.. In each of the situation, the information was given on the requestive goal, social distance, social dominance, the role-relationship, the length of acquaintance, the frequency of the interaction, and a description of the setting. Each situation could only be answered by a request.

Request were analysed for the occurrence of request strategies in the head act of the request that is the core part of the request sequence which realizes a request independently of other elements (Blum-Kuka et al. 1989).

## III. Discussion

### 3.1 Results

The following sections present the analysis of request strategies used by Indonesian learners of *FLE* and Native speakers of French with regard to strategies used based on level of indirectness of request. Overall there are 240 requests analysed under investigation.

#### a. Politeness in Deference Politeness system

Situation 1

(-P/+D/R Low)

*Speaker asks bus passenger to swap seats*

In the situation where the speaker has equal power and relatively big distance with the addressee, and low rank of imposition, both groups prefer to realize their request in indirect conventional in particularly with query preparatory with *question sur la capacité* (ILF 55% - NSF 25%), *question sur la possibilité* (ILF 5% - NSF 35%) and *question sur la disponibilité* (ILF 5% - NSF 20%).

- 1) Query preparatory with *question sur la capacité*:  
ILF: *Pourriez-vous échanger la place avec la mienne?* (R13)  
'Could you change your seat with mine?'  
NSF: *Pourriez-vous me laisser la double place.* (R137)  
'Could you let me (get) the double-seat?'
- 2) Query preparatory with *question sur la possibilité*:  
ILF: *Est-ce que c'est possible si je vous demande de changer de chaise avec moi?* (R20)  
'Is it possible if I ask you to change seat with me?'  
NSF: *Serait-il possible que nous intervertissions nos places... ?* (R124)  
'Would it possible if we switch our seats?'
- 3) Query preparatory with *question sur la disponibilité*:  
ILF: *Avez-vous le plaisir pour remplacer le siège vide là-bas ?* (R1)  
'Could you change your seat with mine?'  
NSF: *Auriez-vous la gentillesse de prendre la place libre qui est à côté ?* (R128)  
'Do you have kindness as to take an available seat next to you?'

Even with slightly different number of use of question types, it seems that the learner of *FLE* and native speaker of French understand that *Préparation* (query preparatory) is the most effective way to convey this type of request. However it is found that Indonesian learners of *FLE* chose type of questions that were not use by native speakers namely *question sur la volonté* (20%) and *question sur la permission* (10%).

- 4) Query preparatory with *question sur la volonté*:  
*Est-ce que vous voudriez vous asseoir à cote du jeune garçon la? ?* (R2)  
'Would you like to sit close to that young boy?'
- 5) Query preparatory with *question sur la permission*:  
*Pourrais-je asseoir là avec mon fils?*  
'Could I sit with my boy?'

Oppositely, native speaker of French prefer *formule ritualisée* (ritual formulation) (20%). This is the type of query preparatory sub strategy that was not chosen by Indonesian learners of *FLE* for this situation.

- Ça vous dérangerait de changer de place avec moi?* (R121)  
'Do you mind changing seat with me?'

Interestingly, Indonesian learner of *FLE* chose *Formule Suggestive* (Suggestory formulae) to promote politeness in the request:

- ILF : *Si vous voulez change votre chaise?* (R18)  
'If you want to change your seat?'

## Situation 2

(-P/+D/R High)

*Speaker asks a neighbour for help to move out of flat using his/her car.*

Similar to previous data, there is a great use of indirect conventional strategy on ILF and NSF in this situation. Accordingly, ILF and NSF share the use of query preparatory with slightly equal use of *question sur la capacité* (ILF 50% - NSF 40%), *question sur la*

*possibilité (ILF 5% - NSF 5%) and question sur la disponibilité (ILF 5% - NSF 15%) and small different number of use in permission ((ILF 25% - NSF 5%)*

1) Query preparatory with question *sur la capacité:*

ILF: *Est-ce que vous pourriez me prêter la votre ? (R22)*

‘Could you lend me yours?’

NSF: *Pourriez-vous me donner un coup de main pour aménager dans mon appartement? (R153)*

‘Could you give a hand to move into my apartment?’

2) Query preparatory with question *sur la possibilité:*

ILF: *Est-ce que c'est possible vous me pretez votre voiture monsieur ? (R27)*

‘Is it possible if you lend me your car, sir?’

NSF: *Est-ce que ce serait possible que j'emprunte votre voiture (R150)*

‘Would it be possible if I borrow your car?’

3) Query preparatory with question *sur la disponibilité:*

ILF: *Est-ce que vous avez le temps ? (R38)*

‘Do you have time?’

NSF: *Est-ce que vous seriez libre pour m'aider à descendre le meuble? (R155)*

‘Would you be available to help me to move out the furniture?’

4) Query preparatory with question *sur la permission:*

ILF: *Pourrais-je utiliser votre voiture ? (R39)*

‘Could I use your car?’

NSF: *Je peux emprunter un petit peu de votre temps que vous m'aidez ? (R158)*

‘Can I borrow a bit of your time to help me?’

It is found that, again, Indonesian learners of FLE chose question *sur la volonté* (20%). This type of question was never been found in the data of native speakers of French in this situation.

5) Query preparatory with *question sur la volonté:*

*Voudriez vous m'aider? ? (R31)*

‘Would you like to help me?’

In contrast, NSF opt *formule ritualisée* (ritual formulation) (25%).

*Ça vous dérangerait de changer de place avec moi? (R121)*

‘Would you mind changing seat with me?’

The *formule ritualisée* is the formulation commonly employed by native speaker of French who has equal power, relatively big distance with the addressee, and with high rank of imposition. It belongs to polite register. Indonesian learners of French never use this kind of formulation due to lack of language stimulus in classroom.

Accordingly to soften the request, NSF use *Formule Suggestive* (Suggestory formulae) in their request, as following example:

*Si vous pourriez me rendre ce service ? (R149)*

‘If you could help me?’

NSF deliberately uses also non-conventionally indirect strategy or hints in this situation.

NSF: *Il faudrait que je porte des affaires à la déchetterie et je n'ai pas de voiture. (R142)*

‘I had to take these things to the dump’

In this case, NSF delivers the request by promoting the urgency of the action that have to be executed promptly. NSF use hints as a means to reduce the weight of the request.

It can be concluded that in the deference politeness system where distance between speaker and addressee is relatively big, there is a preference of Indonesian learners of FLE

and native speaker of French to use Conventional Indirect strategy in their request for example when asking to swap seats to stranger in the bus or asking help to a neighbour whom the speaker not so familiar with. Eventually, this strategy, even realized in slightly different number of use is considered to be the most effective polite way to deliver a request.

## b. Politeness in Solidarity Politeness System

### Situation 3

(-P/-D/R Low)

*Speaker is driving and asks his/her friend to ask someone for direction*

The data shows the use of indirect conventional strategy on ILF and NSF in this situation. ILF and NSF mutually use query preparatory with question sur la capacité (ILF 40% - NSF 55%), as the only type of question used in this situation.

#### 1) Query preparatory with question sur la capacité:

ILF : *Tu peux demander à cet damme où est la rue de Merpati 25 ?* (R48)

‘Can you ask that lady where Merpati 25 street is?’

NSF: *Tu peux demander au piéton la direction ?* (R170)

‘Can you ask a direction to the pedestrian?’

The data show remarkably use of direct strategy of *Mode Derivable* (imperative) in both groups (ILF 35% - NSF 30%) and that of obligation statements (ILF 5% - NSF 10%).

#### 2) *Mode Derivable* (Imperative):

ILF : *Demande à cet homme de cette adresse.* (R41)

‘Ask the address to the man.’

NSF: *Va demander au piéton du bout de la rue, le chemin.* (R176)

‘Let’s ask the pedestrian on the corner, the address.’

#### 3) Obligation statements:

ILF : *On doit demander à quelqu’un.* (R49)

‘We have to ask somebody’

NSF: *Tu devrais demander à ce piéton de nous indiquer où se trouve la rue ‘X’* (R168)

‘You have to ask the pedestrian to show us where street ‘x’ is.’

The possible reason of the use of imperative and obligation statements is, primarily due to the closeness of speaker and addressee that in this case is his/her friend and secondly, due to the urgency of the request that has to be fulfilled promptly, and thirdly the risk that would possibly happen if the action is not conducted.

Interestingly, this study found the request that is not match to any types of requests strategy applied in the study. These requests produce by both ILF and NSF that can be observed in the followings.

ILF: *pourquoi tu ne demande pas à lui ?* (R54)

‘why don’t you ask him?’

The speaker delivers the request indirectly to the addressee by using negative-interrogative form of request. The request can possibly put the addressee to some inconvenience by the fact that he/she has done some mistakes by not asking the address to the man at the first place. In this situation, the speaker put the task to the addressee as if it is the responsibility of addressee himself. This kind of request is considerably impolite especially when it is expressed in a high tone of voice.

The kind of uncommon form of request is also found in the request of NSF that can be seen in the following example:

NSF: *Tiens, tu n’as qu’à demander à ce piéton!* (R167)

‘Look, all you have to do is ask the pedestrian!’

In this case, the speaker expresses the request by insisting that the action is quite easy to accomplish. It seems that the speaker intends to encourage the addressee rather than to minimize the face-threaten act of the request.

#### Situation 4

(-P/-D/R High)

*Friend asks another friend to borrow his/her house in the countryside*

Both groups prefer to realize their request in indirect conventional in particularly with query preparatory with *question sur la capacité* (ILF 5% - NSF 30%), *question sur la possibilité* (ILF 10% - NSF 30%) and *question sur la permission* (ILF 60% - NSF 10%).

1) Query preparatory with *question sur la capacité*:

ILF: *Peux-tu me laisser rester dans ta maison qui se trouve à la campagne ?* (R70)

‘Can you let me stay in your house in the countryside?’

NSF: *Est-ce que éventuellement tu pourrais me prêter pour une petite semaine à ta maison en Camargue ?* (R195)

‘Could you eventually lend me this short week your house in Camargue?’

Although this type of question is used frequently by ILF in many situations, it is not the case found in the data of this situation. There is only one request using *question sur la capacité*. This is possibly because for ILF a house is rather a personal place that is usually not shareable in Indonesian culture.

2) Query preparatory with *question sur la possibilité*:

ILF: *Est-ce que ce possible que je reste à ta maison pour une semaine ?* (R65)

‘Is it possible if I stay in your house for a week?’

NSF: *Ce serait possible que je l’occupe la dernière semaine ?* (R181)

‘Would it be possible if I occupy it during the final week?’

In contrast, ILF tend to use *question sur la permission* massively in their requests. They use this type of question far more than NSF do.

3) Query preparatory with *question sur la permission*:

ILF: *Je peux y rester pour me détendre ?* (R79)

‘Can I stay to relax?’

NSF: *Est-ce que je pourrais rester là-bas pendant une semaine avec ma femme ?* (R199) ‘Could I stay there for a week with my wife?’

The fact that NSF tends to chose *question sur la capacité* and *question sur la possibilité* considering that this kind of request is possibly due to the acceptability in their culture. In line with that NSF has a great preference in using *formule ritualisée* (ritual formulation). Furthermore, NSF use hints that might be considered as polite request.

Surprisingly, it found that ILF employ direct strategy by the use of Want and Need statements. This is quite crucial considering the rank of imposition in this situation is considerably high.

Want and need statement by ILF:

*Je voudrais rester à votre maison à la campagne pour diminuer le stress.* (R68)

(I want to stay in your house in the countryside to reduce the stress).

In this request situation, it is found requests that cannot be categorized in the formulation of request used in the study. These requests produce by both ILF and NSF that can be observed in the followings.

ILF: *tu vas me laisser d’y rester au moment duquel tu n’es pas là, n’est-ce pas ?* (R62)

‘You will let me stay there when you're not there, right?’

This type of request brings a threat to addressee because the speaker does not give choices for addressee to reconsider the request. Even formulated in the form of query preparatory it is obviously not a polite way of expressing request. The research also found the Negative-interrogative formulation of request produced by ILF as shown in following example:

ILF: *Pourquoi pas tu ne me laisse pas pour se détendre à ta maison?* (R74)

‘Why don’t you let me relax in your house?’

This kind of request seems peculiar for it is not common, if not never, been spoken by native speaker of French. The presence of the formulation is possibly due to the influence of other language learned by the Indonesian learner of French i.e. English with pattern of ‘why don’t you?’

The data from NSF show the use of query preparatory with question of “agreement” with the verb ‘accepter’ as following example:

*Est-ce que tu accepterais de me louer ta maison de campagne pendant une semaine... ?* (R183)

‘Would you agree to rent me your country house for a week ...?’

This type of request shows the sincerity of speaker that could be the “win to win solution” for both speaker and addressee.

### c. Politeness in Hierarchical Politeness System

#### Situation 5

(+P/+D/R Low)

*Student asks lecturer to borrow his/her book*

In this situation, ILF and NSF use indirect conventional strategy dominantly. Accordingly, ILF and NSF share the use of QCR (query preparatory) with slightly equal use of *question sur la capacité* (ILF 20% - NSF 35%), and great different number of use of *question sur la permission* (ILF 45% - NSF 5%)

#### 1) Query preparatory with *question sur la capacité*:

ILF: *Pourriez vous m'emprunter le livre dans le titre « pour lire le roman » madame ?* (R94)

‘Could you lend me the book entitled “« pour lire le roman » madam?’

NSF: *Est-ce que vous pourriez me le prêter, s'il vous plait ?* (R214)

‘Could you borrow me, please?’

#### 2) Query preparatory with *question sur la permission*:

ILF : *Pourrais-je l'emprunter pour 2 jours, ...?* (R86)

‘Could I borrow it for 2 days?’

NSF: *Pourrai-je vous l'emprunter?* (R203)

‘Could I borrow it from you?’

It is found that, again, ILF promote *question sur la volonté* (10%). This type of question was not found in the data of native speakers of French in this situation.

Example:

#### 3) Query preparatory with *question sur la volonté*:

*Est-ce que vous voulez m'emprunter ce livre ?* (R95)

‘Would you like to lend me the book?’

There is strong evidence that ILF prefer to use want or need statement in request in high rank of imposition (20%).

*Je voudrais prêter un livre* (R93)

‘I want to borrow a book’

This type of request is considered to be impolite especially when talking with person with higher power than speaker.

#### Situation 6

(+P/-D/R High)

*Employee asks manager to borrow car*

Similar to other requests, in this situation, ILF and NSF use indirect conventional strategy dominantly. Accordingly, ILF and NSF share the use of query preparatory with the use of *question sur la capacité* (ILF 25% - NSF 55%),

1) Query preparatory with *question sur la capacité*:

ILF : *Pourriez vous me prêter la votre ?* (R118)

‘Could you lend me yours?’

NSF : *Pouvez-vous me prêter votre voiture?* (R240)

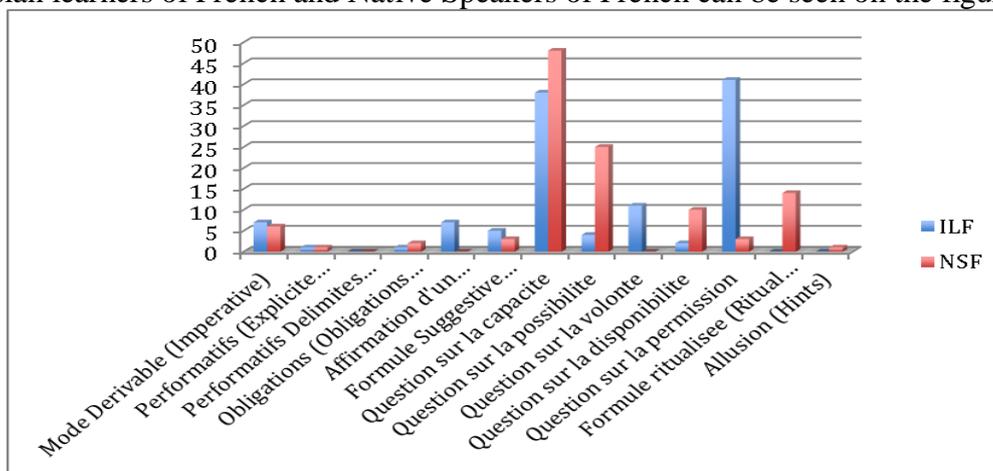
‘Can you lend me your car?’

There is a huge portion of use of *question sur la permission* realized by ILF (65%) as shown in the following example.

*Pourrais-je utiliser votre voiture?(R117)*

‘Could I use your car?’

To sum up, the similarities and the differences use of request strategies performed by Indonesian learners of French and Native Speakers of French can be seen on the figure 1.



**Figure 1.** Request strategies performed by Indonesian learners of French and Native Speakers of French

Figure 1 shows that there are similarities of request strategies used by Indonesian learners of FLE and Native speakers of French. Both of groups share preferences firstly in the use of *Indirect conventionnelles* especially the use of sub strategy of *Préparation - Question sur une condition de réussite (QCR)/Query Preparatory sur la capacité (Pourriez-vous...)*, *Formule suggestive/Suggestory formulae (si vous voulez ...?)*. Other similarity lies in the use of Direct formulation of *Mode derivable/Imperatif (Va demander au piéton du bout de la rue, le chemin)*, *Obligations/Obligation statements (Tu devrais demander à quel qu'un)*, and *performatifs délimités/Hedged performatives (j'aimerais emprunter un livre...)*. Interestingly, both Indonesian learners of FLE and native speakers of French do not opt *Performatifs/Explicit performatives* in their requests.

Significantly, Data shows that there are differences in the use of direct request especially in the sub strategy of *Affirmation d'un désir ou d'une nécessité/Want or need*

statement (*Je voudrais rester à votre maison...*). Even in indirect conventionnelles there are different use of sub strategy of *Préparation - Question sur une condition de réussite (QCR)/Query Preparatory sur la possibilité (serait-ce possible d'emprunter l'un de vos livres?)*, *sur la volonté (Voudriez vous m'aider?)*, *sur la disponibilité (Auriez-vous la gentillesse de me prêter la vôtre?)*, and *sur la permission (Pourrais-je utiliser votre voiture?)*.

It is found also the use of *Indirect conventionnelles* strategy of *Formule ritualisée/Ritual formulation (Ça vous dérangerait de changer de place avec moi?)* and *Indirectes non-conventionnelles* strategy of *Allusion/Hints (Si jamais elle est dispo, je le suis aussi)* which are restrictedly found in Native speakers of French.

### 3.2 Discussion

Investigation on interlanguage pragmatics of politeness on requests of Indonesian learners of FLE and native speakers of French reveals that, firstly, there is a similarity of the strategies used in Indonesian learners and native speakers of French. Both of the groups undoubtedly tend to use conventionally indirect strategies to show politeness in their requests. The result of the study supported the evidences of previous studies in ILP arguing that conventionally indirect is the most preferred strategy used both by learners and native speakers of many languages. It is shown clearly in the research of Sukanto, 2012 (Indonesian requests by Korean learners), Bae, 2012 (French requests by Korean learners), Félix-Brasdefer, 2005 (Mexican requests by Mexican students), Hassal, 2003 (Indonesian requests by Australian learners), Hendriks 2002 (English requests by Dutch learners of English). This confirms the seminal argument of Blum-Kulka (1987), and Trosborg (1995) stating that conventionally indirect strategies are the most preferred strategies chosen by both native speakers and learners of language learned. Furthermore, this strategy is chosen as the tools of minimizing the imposition of request. By delivering indirect request, both speaker and hearer has opportunity to save their face in accomplishing the act of request.

Errors analysis is a part of interlanguage study. Errors analysis focuses on the errors for produced by the second language learners in the target language (Bahar, 2019). The study conventionally indirect strategies are used by both groups under investigation in Deference politeness system where speaker has relatively less power than hearer, bigger distance, and with high and low ranking of Imposition (-P/+D/R High/low); Solidarity politeness system speaker has relatively less power than hearer, lower distance, and with high and low ranking of Imposition (-P/-D/R High/low) and in Hierarchical politeness system where speaker has relatively more power than hearer, bigger distance, and with high and low ranking of Imposition (-P/+D/R High/low).

However there is a different use of sub strategies made by ILF and NSF. Although both groups promote the massive use of query preparatory sub strategy but it is found that native speakers of French never use question sur la volonté in any request situations. In this case NSF tend not to intrude to positive face of addressee them. In contrast ILF promote the use of this strategy frequently.

In reverse, NSF prefer *Formule ritualisée* as a means to reduce the distance between speaker and addressee. They consequently deliberately use hints in situation with high rank of imposition. This strategy was never been employed by ILF in any request situation. Surprisingly ILF use Direct strategy of imperative regarding the request with high rank imposition. In line with that it seems that the strategy and that of want statement is considered polite by ILF.

This research has allowed us to see that native French speakers, like most native speakers of Romance languages, tend to use indirect language as one of the preferred politeness strategies in formal, informal and hierarchical situations. The indirect wording reduces the obligations of the two interacting speakers and thus relieves them of direct responsibility by giving the interlocutor choices. The use of the indirect strategy can make a positive contribution for Indonesian FLE learners, since this type of strategy is often requested but because politeness is very contextual, there are possibilities that learners, influenced by their culture of origin, have the difficulty of choosing which strategies used and which modifications applied for such situations. Therefore, it is important for learners to be sensitive to boosting target cultures by taking advantage of the most frequent contacts with native speakers. Taking short course in France could be one of advantageous alternatives for Indonesian learners.

Hence, it is suggested that we devote more attention to developing Indonesian learners of French's pragmatic competence. It is therefore hoped that this research will help researchers focus on the numerous area of interlanguage pragmatics that are still understudied in FLE, but also show FLE educators and curriculum developers the importance of teaching L2 pragmatics.

Finally, this study is subject to certain constraints as the data were collected in the form of written discourse test completion. Dealing with spoken data may vary the results especially when comparing pronunciation of both groups under investigation.

#### IV. Conclusion

It is concluded that in the deference politeness system, solidarity politeness system, and hierarchical politeness system there is a preference of Indonesian learners of FLE and native speaker of French to use Conventional Indirect strategy in their request. Eventually, this strategy, even realized in slightly different number of use is considered to be the most effective polite way to deliver a request. However there is a different use of sub strategies made by Indonesian learners of FLE and Native speakers of French. The politeness of the Request act is achieved mostly by the indirect strategy (Formulation indirecte) with the use of the interrogative sentence. The use of this type of strategy involves high level politeness. The commonly used sub-strategies are Query preparatory (QCR) by presenting (1) Question on the ability, it is the use of the interrogative sentence which asks the capacity of the interlocutor by using the verb "pouvoir" (can) (2) Question about the possibility; the use of the interrogative sentence which requires the possibility of the interlocutor.

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## Welfare Detection and Legal Effectiveness: Country Institutions Which the Authority is Regulated in Law in the Disputes of Authority

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### Abstract

*Institutional design of the state with separation of powers and checks and balance give birth to the intersection of authority. This condition has the potential to create a power dispute between state institutions. Provisions regarding the resolution of disputes over state institutions are inseparable from issues concerning subjectum and objectum litis which have become jurisprudential and the institution is independent and is not subordinate to other institutions, so there are several state institutions that cannot resolve disputes in the Constitutional Court, namely state institutions that regulate them outside the Constitution, whether regulated by law or under the law. The purpose of this study is to describe the provisions of dispute resolution for the authority of state agencies which the authority is regulated in law. This journal research uses a qualitative paradigm with a phenomenological approach in the translation. The results obtained in this study are: 1) Detection of Welfare which will be realized in maximum when all state agencies effective in operation; 2) Paradigm: Analysis of Dispute Authority of State Institutions. On the basis of a modern legal state, disputes over the authority of state institutions that are formed based on the law, need to be channeled to settle so that they remain based on due process of law and there are no rules in the process of resolving disputes over the authority of state institutions in the law.*

### Keywords

welfare; legal effectiveness; institutions; law



## I. Introduction

The rapid formation of new state institutions, which are mostly independent state commissions, is a worldwide phenomenon, and is caused by various social and economic changes. This forced many countries to carry out institutional experimentation through the establishment of various organs countries that are considered more effective, efficient, powerful, and of course. This institutional experimentation achieved success in several countries, such as the United States, United Kingdom, and France, but also failed, as in Brazil. It is said to have failed because the rapid formation of the new state institutions was not well designed, so what happened was called deadlocked democracy<sup>1</sup>. The characteristics of this hampered democracy are ineffective governance, and low accountability. Its formation is very rapid, not accompanied by a discrepancy in the role of a large bureaucracy, so that it is not resulting in inefficiency but adds to inefficiency

<sup>1</sup>Lukman Hakim, 2010. Legal Status of the State Commission in Indonesia, Postgraduate Program in Brawijaya University Malang, Puskasi Universitas Widyagama Malang, and 10 Equivalent Press, Malang, pp. 226

because it increases the burden on the state budget and increases the number of government personnel. Some of them are ad hoc in nature, meaning that there are so many of them, that the time is up, the institution has not or has not been paid from being disbanded, while the administrators continue to budget the state revenue and regional expenditure<sup>2</sup>.

In the Indonesian context, in my opinion, it is still too premature to say that the formation of new state institutions, which are mostly independent state institutions, have failed or succeeded. It is more correct to say that the related formation shows "limited success," because the achievements achieved today do indeed provide an atmosphere of democratic state rule (*demokratische rechtsstaat*), which was so coveted by the Indonesian people in the New Order era, but still did not produce the efficiency and effectiveness as it had expected to realize good governance, and moreover to realize the goals of the country<sup>3</sup>. Therefore accommodating to the demands of the people. According to Husda, (2018) the institutions cover various fields of life that are constantly evolving from time to time. There are institutions that are very close to the beliefs that are followed, so that they have a very high level of sensitivity, such as worship institutions, kinship institutions and educational institutions. There is also a relatively far from belief, so it is relatively flexible or "neutral" like an economic institution. Furthermore, the institution experienced concretization in the structure of society in the form of various social organizations as a vehicle for meeting life's needs in a collective and planned manner.

In the Indonesian context, the economic changes referred to are uncontrolled price inflation, and the low exchange rate (exchange rate) of the rupiah against foreign currencies, especially the US dollar, while social change as described earlier is a reform movement. The reform movement is a noble agreement of the nation, which forms the basis of the amendments to the 1945 Constitution, and is the womb for the formation of an independent state commission. Therefore, the existence of the KNI and the noble aims of establishing it cannot be separated from the reform movement. Furthermore, in the Indonesian context, Firmansyah Arifin stated that there were a number of things that were at the core and influenced many of the formation of new independent state institutions (independent state institutions). These things include:

1. Lack of credibility of existing state institutions due to the assumption of systemic, entrenched and difficult corruption to be eradicated. No independence of existing state institutions.
2. Because each other is only subject to the influence of one state or other power.
3. The inability of existing state institutions to carry out urgent tasks is carried out during the transition to democracy because of bureaucratic and KKN problems.
4. Global influence, with the formation of so-called auxiliary organ state agencies or watchdog institutions in many countries.
5. Pressure from international institutions, not only as a prerequisite for entering the global market, but also to make democracy the only way for a country whose origins are under authoritarian rule<sup>4</sup>.

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<sup>2</sup> Jimly Asshiddigie, 2009, Pengantar ilmu Hukum Tata Negara, Rajawali Pers, Jakarta, pp. 341

<sup>3</sup> The goals of the Republic of Indonesia are; (1) To protect the entire Indonesian nation and all Indonesian blood spills; (2) promote public welfare; (3) educating the life of the nation; and (4) participate in carrying out world order based on independence, eternal peace and social justice.

<sup>4</sup> Firmansyah Arifin, et al, 2005, State Institutions and Disputes Authority of State Institutions, National Law Reform Consortium in collaboration with the Constitutional Court of the Republic of Indonesia, Jakarta, pp. 59-60

Institutional design of the state with separation of powers and checks and balances bore intersection of authority, functional relationships or relationships of coordination among state institutions. This condition has the potential to cause authority disputes between state institutions. Therefore, as a modern constitutional state (modern rule of law), the dispute settlement mechanism should be determined (canalization), so that an authority dispute among the institutions settled through diligence process of law. In the context of Indonesian constitution, Jimly Asshiddiqie stated that the process of resolving disputes over the authority of state institutions was carried out through the constitutional justice process namely the Constitutional Court<sup>5</sup>. This has been determined in Article 24C of the 1945 Constitution of the Republic of Indonesia NRI. Provisions concerning the resolution of disputes over this state institution are inseparable from issues including *subjectum* and *objectum litis* which have become jurisprudence and the institution is independent and is not a subordinate of other institutions, so there are several state institutions that cannot resolve disputes in the Constitutional Court, namely state institutions that regulate them outside the Constitution, whether regulated by law or under the law.

## II. Review of Literature

### 2.1 Legal Countries

The rule of law was put forward by Plato and Aristotle, when they produced the concept of *Nomio* as a thirteen paper written in his old age. Plato argued that good governance is based on good legal arrangements. Plato's ideas about the rule of law became even more pronounced when he was supported by his student Aristotle, according to him the *Nomoi* concept which could be considered as the forerunner of thinking about the legal state. The ideas, ideals, or ideas of the rule of law, aside from being related to the concept of *rechtsstaat* and the rule of law, also relate to the concept of *nomocracy* which comes from the words of *nomos* and *cratos*. The words of *nomocracy* can be compared with *demos* and *cratos* or *cratients* in democracy. *Nomos* means the norm, while *cratos* is power. What is imagined as a determining factor in the exercise of power is the norm or law<sup>6</sup>.

Therefore, the term *nomocracy* is closely related to the idea of the rule of law or the principle of law as the highest authority. In the English term developed by AV Dicey, it can be attributed to the principle of rule of law that developed in the United States to become the jargon of the Rule of Law, and not of Man. What is really considered a leader is the law itself, not people. In Plato's book *Nomoi* which was later translated into English under the title *The Laws*, it is clearly illustrated how the idea of *nomocracy* actually had long been developed from the days of Ancient Greece<sup>7</sup>.

The idea of the rule of law has long been developed by philosophers from Ancient Greek times. Rule of thought is a modern idea which includes perspective and is always actual. In ancient Greece the thought of the law of the land as discussed above was developed by Plato and Aristotle was a state that stood by law that guaranteed justice for its citizens. In modern times, the concept of the rule of law in Continental Europe was developed among others by Immanuel Kant, Paul Laband, Julius Stahl, Fichte, and others using the German term, *rechtsstaat*. Whereas in the Anglo American tradition, the concept

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<sup>5</sup> Jimly Asshiddiqie, *Sengketa Kewenangan Antar Lembaga Negara*, (Jakarta: Konpress, 2005), pp. 2

<sup>6</sup> Cst Kansil, *Pengantar ilmu hukum dan tata hukum Indonesia*, Balai Pustaka, Jakarta, 2002, pp. 3

<sup>7</sup> Ibid. pp. 6

of the rule of law was developed by AV Dicey's pioneering work as The Rule of Law. According to Immanuel Kant there are two points that inspired the development of the principles of the rule of law are the problem of limitation of power by the authorities and the protection of human rights, while according to Fredrich Julius Stahl that the element of the rule of law that needs to be protected is the protection of human rights and according to him, the concept The rule of law which he calls the *rechtsstaat* includes four important elements, namely:

1. Protection of human rights
2. Division of power
3. Government based on law
4. State administrative justice

## 2.2 State Institutions Whose Authority Is Regulated (Independent)

Broadly speaking, the classical thinking of state administration law divides the structure of branches of state power into three branches: executive, legislative, and judiciary. These three branches of power will subsequently become a space for the formation of various state institutions, which will be the executors of these branches of power. Simply put, all institutions that are formally established to carry out state functions are an integral part of the legislative, executive or judicial branches of power<sup>8</sup>. Its development, along with the complexity of the constitutional problems faced by the state, then born many new concepts in the practice of state administration, which has implications for the increasingly varied branches of state institutional structures. This development was marked by the emergence of a number of independent state body bodies<sup>9</sup>. The birth of these institutions is often seen as a further development of the classic concept of killing three branches of state power. In response to the inevitability of the growing need of the state to serve its citizens.

In the growth of political theory and state administration law, institutions. These independent state institutions are then categorized as a separate state institution separate from other branches of power and within the auspices of the Act. These institutions can be categorized in several degrees of independence. Starting from institutions that become independent of other state institutions and carry out certain functions permanently (state independent agencies); only supporting (state auxiliary agencies so that institutional authority is embedded to form its own rules (self-regulatory agencies), intended to perform certain supervisory functions (independent supervisory agencies), as well as institutions that perform a mixed function of regulative, administrative supervision, and law enforcement functions at once<sup>10</sup>.

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<sup>8</sup> 'The concept of dividing the three branches of power (trias politica) was originally pioneered by John Locke in his Two Treatis of Government (1690) which was then also discussed by Baron Secondate Montesquie in Spirit of the Laws (1748).

<sup>9</sup> In theoretical discussions, these institutions are often categorized as independent regulatory boards or regulatory agencies or some call them independent regulatory independent commissions. For details see: Michael E. Milakovich and George J. Gordon, Public Administration in America, Seventh Edition, (Boston: Wadsworth and Thomson Learning 2001), pp. 432 and 443

<sup>10</sup> 'See: Jimly Ashiddiqie, Pengantar Ilmu Hukum Tata Negara, Jakarta: RajaGrafindo Persada, 2009), pp. 338-339.

### 2.3 Disputes of Authority

Understanding disputes in the Indonesian dictionary is a conflict or conflict. Conflict means the existence of opposition or disagreement between people, groups, or organizations against an object problem. According to Winardi, contradictions or conflicts that occur between individuals or groups that have the same relationship or interest in an object of ownership, which cause legal consequences between one another<sup>11</sup>. When legal disputes arise, many people assume that the only way to truly resolve them is through litigation, namely, filing lawsuits and asking for a resolution to the judiciary to voice complaints and allow a third party who is truly experienced in law to decide on a problem. However, litigation is an expensive and time-consuming business that ultimately rarely makes either party truly satisfied. There is a reason why litigation is sometimes known as the "scorched earth" option, because it can be used solely to waste enemies, rather than actually achieving some fair results<sup>12</sup>.

Seeing the source of dispute resolution in several other countries provides information that the rules and procedures of the dispute agreement will apply subject to specific or additional rules and procedures regarding dispute resolution contained in a closed agreement as identified through existing channels<sup>13</sup>. So far there are differences between the rules and procedures for special or additional set of rules that apply. In disputes involving rules and procedures of more than one closed or open agreement, if there is a conflict between specific or additional rules and procedures of the agreement that are being reviewed, and where the parties to the dispute cannot agree on rules and procedures within the time of course, since the establishment of the panel, the Chairperson of the Dispute Settlement Body in consultation with the parties to the dispute, must determine the rules and procedures that must be followed within a certain time after the request by one of the Members. The Chairperson must be guided by the principle that special or additional rules and procedures must be used where possible, and the rules and procedures set out in this Understanding must be used as far as necessary to avoid conflicts<sup>14</sup>.

## III. Discussion

### 3.1 Welfare Detection

Social welfare is a state of fulfilling the needs of a decent life for the community, so that they are able to develop themselves and can carry out their social functions that can be carried out by the government, regional government and the community in the form of social services which include social rehabilitation, social security, social empowerment, and social protection (Law No 11 of 2009 articles 1 and 2). Welfare is a subjective thing, so that every community or individual in it who has different guidelines, goals and ways of life will give different values about the factors that determine the level of welfare (BKKBN 1992, referenced by Nuryani 2007). Welfare according to the Central Statistics Agency (2007) is a condition in which all physical and spiritual needs of the household can

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<sup>11</sup> Winardi, 'Manajemen Perilaku Organisasi', Jakarta: Pustaka Binaman Pressindo (2004). pp. 19-29

<sup>12</sup> A'an Effendi, 'Penyelesaian Sengketa Lingkungan Melalui Peradilan Tata Usaha Negara', *Perspektif* (2013). 1-4

<sup>13</sup> Fabrice Lumineau and Deepak Malhotra, 'Shadow of the contract: How contract structure shapes interfirm dispute resolution', *Strategic Management Journal* (2011), pp. 890

<sup>14</sup> David Mason, 'Alternative dispute resolution trial', *Veterinary Record* (2015), pp i-iii

be met according to the level of living.<sup>13</sup> Welfare status can be measured based on the household expenditure preferences (Bappenas, 2000).

Households can be categorized as prosperous fish if the proportion of expenditure for basic needs is comparable or lower than the proportion of expenditure for non-basic needs. Conversely, households with a proportion of expenditure for basic needs are greater than expenditures for non-basic needs, can be categorized as households with low welfare status. Welfare is a system of life and social, material, and spiritual life that is followed by a sense of safety, decency and peace of mind, the household and the physical and spiritual life that enables every citizen to make an effort to meet the physical, spiritual and social needs as well as possible. For themselves, the household, and the community by upholding human rights (Rambe, 2004). Arthur Dunham in Sukoco (1991) defines social welfare as organized activities with the aim of increasing social welfare through providing assistance to people to meet the needs in several fields. Social welfare services give primary attention to individuals, groups, communities and wider population units; another opinion about social welfare was expressed also by Friedlander in Sukoco (1991):

("Social welfare is the organized system of social services and institutions, designed to help individuals and groups to attain satisfying standards of life and health, and personal and social relationships which permit them to develop their full capacities and to promote their well-being in harmony with the needs of their families and the community")

Namely that social welfare is an organized system of social services and institutions, which intends to help individuals and groups to achieve satisfactory standards of life and health, as well as personal and social relationships that enable them to develop all abilities and improve welfare in harmony with community needs.

Since Indonesia gained its independence on August 17, 1945 and the passing of the 1945 Constitution of the Republic of Indonesia as the country's foothold to provide welfare to its people. A state foundation created on the basis of enthusiasm and awareness to build a democratic country and to create a socially just, prosperous and prosperous social order together. A theory that is in line with the foundations of the Indonesian State is the theory of the Welfare State. The theory which confirms that the state whose government guarantees the welfare of the people. And to realize the people's welfare should be based on the five pillars of the state, namely: Democracy (Democracy), Law Enforcement (Rule of Law), the Protection of Human Rights (The Human Right Protection), Social Justice (Social Justice) and the Anti-Discrimination (Anti-Discrimination). The initiator of the theory of Welfare State, Prof. Mr. R. Kranenburg, revealed "that the State must actively seek prosperity, act fairly which can be felt by the entire community equally and in balance, not the welfare of certain groups but the entire people."

Theory of Welfare State is often interpreted differently by each person and the State. However, the theory outlines contains at least 4 (four) meanings, including: (i) as a well-being condition, where social welfare is a condition of meeting material and non-material needs. Prosperous conditions occur when human life is safe and happy because the basic needs for nutrition, health, education, shelter, and income can be met and when humans get protection from the main risks that threaten their lives; (ii) As a social service, it generally includes five forms, namely social security, health services, education, housing and personal social services; (iii) As social benefits, social welfare is given to the poor. Because most of the beneficiaries of welfare are the poor, disabled, unemployed, which then this situation creates a negative connotation in terms of welfare, such as poverty, laziness, dependency, and so on; (iv) As a planned process or business, a process

carried out by individuals, social institutions, communities and government bodies to improve the quality of life through the provision of social services and social benefits.

Understanding of the Welfare State (Welfare State) cannot be separated from the four definitions of welfare above. Welfare State is very closely related to social policy, which in many countries includes government strategies and efforts to improve the welfare of its citizens, especially through social protection which includes social security (both in the form of social assistance and social insurance) and nets social safety (social safety net) . In its implementation, the Government of Indonesia seeks to create prosperity for all Indonesian people as mandated in the 1945 Constitution which expressly mandates social welfare as the highest priority of the country's public policy. Social welfare is contained in the 1945 Constitution which among others states, that the economy is based on the principle of kinship, finances basic education, develops a social security system for all Indonesians, empowers weak and disadvantaged people and provides health care facilities and adequate public service facilities. The Indonesian government is clearly mandated to place the interests of the people above the interests of individuals.

### **3.2 Paradigm: Dispute Analysis of Authority of State Agencies**

Efforts to understand the potential disputes over the authority of state institutions based on legislation that are possible can arise, it is necessary for us to have a special view and normative assumptions while dividing some potential conflicts from the side of the settlement arrangements, including:

First, there is an institution that is not possible potential / conflict of authority with other institutions because it has special authority, the authority handling by the Commission which are Privilege the legal process of corruption that allows for other agencies can not intervene in the authority of the Commission in conducting legal process on a case. Mentioned in Law of the Republic of Indonesia Number 30 Year 2002 Regarding Corruption Eradication Commission Article 8 paragraph (1) in carrying out supervisory duties, the Corruption Eradication Commission has the authority to conduct surveillance, research, or study of other authorized institutions relating to eradicating corruption and implementing agencies public services, and in Article 8 paragraph (2). The KPK is also authorized to take over investigations or prosecutions of perpetrators of criminal acts of corruption that are being carried out by the police or prosecutors. Then in Article 8 paragraphs (3) and (4) it states that in the case that the KPK takes over investigation or prosecution, the police and prosecutors must submit the suspect and all case files along with evidence and other documents accompanied by minutes of the surrender. Based on this provision, it is highly unlikely that a state institution which has supervision authority will experience a conflict or potential dispute over authority with other legal institutions, because it has supervision authority.

Second, there is the authority of an institution whose decision may have the potential to cause conflict or can be disputed by other institutions but already has a regulated settlement pathway, for example the authority of the KPPU ( business competition supervision commission ) whose organizational decisions can be challenge/appealed to the court forum in settlement business competition dispute in Indonesia as explained in Act Number 5 of 1999 concerning Prohibition of Monopolistic Practices and Unfair Business Competition article 44 paragraph (2) that Business Actors may submit objections to the District Court no later than 14 (fourteen) days after receive notification of the decision. The explanation above explained that the potential for conflict might occur if the business actors felt objected and the law regulates the parties who objected to the KPPU's

decision to submit it to the district court forum, and this meant that the potential for conflict that existed in the KPPU's institution had been set up. .

Third, is the authority of state institutions that have the potential to conflict with authority but there are no rules to resolve them, for example the authority of Komnas HAM in determining an event is a felony of human rights crimes regulated in Law Number 26 of 2000 concerning Human Rights Courts article 18 paragraph (1) i.e. Investigation of gross human rights violations carried out by the National Human Rights Commission, which then may experience potential conflicts with the authority of the Police in Law Number 2 of 2002 concerning the Republic of Indonesia National Police article 14 paragraph (1) point g. namely the Indonesian National Police conduct an investigation and investigation of all criminal acts in accordance with the criminal procedure code and other laws and regulations. If later in the same case handled by the National Human Rights Commission and then the Police declared the incident was an ordinary crime which is the domain of the police's authority to conduct investigations and investigations, then this would be a conflict of authority between the National Human Rights Commission and the Police in the matter of determining a crime event is gross human rights violations or ordinary criminal acts, and to date there are no provisions in the legal regulations governing how to resolve disputes over authority over potential conflicts.

### **3.3 Criticism Resolution of the Dispute over the Authority of State Institutions Currently in Force**

Concerning the authority of the Constitutional Court is regulated in Article 24C paragraph (1) of the 1945 Constitution of the Republic of Indonesia which stipulates that "the Constitutional Court has the authority to adjudicate at the first and last level whose decisions are final to test the law against the Constitution, decide upon disputes over the authority of the state institution whose authority provided by the Constitution, decides the dissolution of political parties, and resolves disputes over the results of general elections". The authority of the Constitutional Court is also regulated in Article 10 paragraph (1) of Law Number 24 of 2003 concerning the Constitutional Court and Article 29 of Law Number 48 of 2009 concerning Judicial Power.

Based on the provisions of Article 24C paragraph (1) of the 1945 Constitution of the Republic of Indonesia, Article 10 paragraph (1) of the Constitutional Court Law, and Article 29 of Law Number 48 of 2009 concerning Judicial Power, the request for a dispute over the authority of a state institution can only be made if fulfilled 2 (two) cumulative conditions. The three conditions are: 1) the applicant is a state institution referred to in the 1945 NRI Constitution; dab 2) the disputed authority is the authority granted by the 1945 Constitution of the Republic of Indonesia. This is in line with the provisions of Article 61 paragraph (1) of the Constitutional Court Law which stipulates that "the Petitioner is a state institution whose authority is granted by the Indonesian Constitution of the Year 1945 which has a direct interest in the disputed authority. According to Jimly Asshidiqqie, that in the dispute of authority between state institutions whose authority is given by the constitution there are two conditions that must be met, namely the existence of constitutional authority determined by the Constitution and the dispute over authority arises due to differences in interpretation between two or more related state institutions<sup>15</sup>.

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<sup>15</sup> Jimly Asshidiqqie dalam Abdul Latif, *Fungsi Mahkamah Konstitusi*, (Yogyakarta: Total Media, 2009), pp. 152

The first requirement is regarding *subjectum litis* or who has a legal standing to submit an application to the Constitutional Court. For *subjectum litis*, it is required that the said state institution must be a state institution directly mentioned in the 1945 Constitution of the Republic of Indonesia or an institution commonly referred to as constitutional organ. State institutions that are formed based on laws or other laws and regulations cannot be classified as *subjectum litis* in resolving disputes over the authority of state institutions to the Constitutional Court. The second condition is *objectum litis* which requires that "the authority of the said state institution must be the authority granted by the 1945 Constitution of the Republic of Indonesia". To be able to become an applicant in a state agency dispute, the two conditions must be absolute cumulative. In the 1945 Constitution of the Republic of Indonesia, there are some state institutions which are mentioned but not accompanied by the formulation of their authority, and there are also state institutions whose authority is formulated, but the institution is not explicitly mentioned in the 1945 Constitution of the Republic of Indonesia.

Seeing the provisions of the requirements regarding *subjectum* and *objectum litis* above, then based on Article 2 paragraph (1) of the Constitutional Court Regulation No. 08 / PMK / 2006 it is determined that those who can become applicants and petitioners in disputes over the authority of state institutions are 1) the House of Representatives (DPR); 2) Regional Representative Council (DPD); 3) People's Consultative Assembly (MPR); 4) President; 5) Financial Examination Board (BPK); 6) Local Government; or 7) Other state institutions whose authority is granted by the 1945 Constitution of the Republic of Indonesia. During this time, the Constitutional Court's decision always uses 2 (two) conditions stated above namely *subjectum litis* must be a state institution formed based on the 1945 Constitution of the Republic of Indonesia and *objectum litis* must be the authority granted by the 1945 Constitution of the Republic of Indonesia. No. 004 / SKLN-IV / 2006 has determined the criteria of *objectum litis*, namely: (a) the authority of state institutions is explicitly granted by the constitution; (b) that authority is implicitly delegated by the Constitution to be regulated further in law; and (c) there must be an appropriate relationship between the authority specified in the Constitution implicitly and the law that further regulates that authority. Both conditions are applied by the Constitutional Court in an absolute cumulative, not optional. So, even if the *subjectum litis* is fulfilled, but the *objectum litis* is not fulfilled, the request is always unacceptable<sup>16</sup>.

#### IV. Conclusion

Limitation of the Constitutional Court is only given the authority to resolve disputes over the authority of state institutions granted by this Constitution which then creates some free space in resolving disputes over state institution authority, because what then arises the question in question is what about the disputes of authority between state institutions whose authority given by law. This becomes necessary, because it is not impossible that there will be a dispute over authority in carrying out the functions of the said state institution, because the intersection of authority must be experienced by layers of state institutions under the Constitution such as state institutions based on the law.

It also needs to get attention, because with the development of the task of the state to prosper the people, running straight with the birth of independent state institutions that

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<sup>16</sup> F.A.M. Stroink on Abdul Rasyid Thalib, Authority of the Constitutional Court and Its Applications in the Indonesian Administrative System, (Bandung: Citra Aditya Bakti, 2006)

solely respond to the needs of the development of state institutions in accordance with the demands of the times which then one with another has a functional relationship, with If there is a functional relationship, it does not rule out disputes of authority between state institutions at the level of the law. On the basis of a modern legal state, disputes over the authority of state institutions that are formed based on the law, need to be channeled to settle so that they remain based on due process of law and there are no rules in the process of resolving disputes over the authority of state institutions in the Law. Based on the potential conflicts over authority disputes above which have been divided into 3 categories, it is deemed necessary to find a solution so that it does not become a problem in the future of state institutions because the rapid formation of new state institutions under the law does not rule out the possibility of causing additional conflicts of authority disputes what happened and even what was felt to be a fairly urgent legal problem when it turned out that the resolution of the dispute that was possible also occurred was not regulated or included/included in the act governing the formation of the state institution.

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## Legal Protection of Beauty Clinic Service Users in Indonesia: Problems and Legal Responsibility

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### Abstract

*This article aims to examine the form of legal protection and supervision and legal responsibilities related to the implementation of beauty clinic services as well as a description of the existing problems. Research results show that in practice many business actors do not do the things they should do because they are more concerned with material benefits, and less concerned with the dangers of the products they sell. It can be said if every class of consumers who perform treatment at a beauty clinic has the right to get legal protection if there are consequences of the treatment process that is detrimental to him. The rise of malpractice cases, the use of illegal and dangerous drugs, and incompetence of health workers to beauty clinic licenses has become a series of problems that must be addressed by the government through strengthening supervision aspects.*

### Keywords

beauty clinic; regulation;  
legal protection;



## I. Introduction

The development of globalization related to the needs of modern society in the field of beauty has become without limits which impacts on culture and lifestyle to care for each individual. In Indonesia, the beauty of various beauty clinics in recent years has become more widespread, including Natasha, Erha, Larissa, Be Hati, and Ella, which promise beauty care products that are able to appeal to consumers.

The rapid development of the beauty business in its operation must be accompanied by fulfilling the rights and obligations of the relevant stakeholders. Based on the 1945 Constitution which contains the Rights and Obligations of citizens is guaranteed the right to get legal protection, the right to health and the right to obtain health services. This mandate is contained in the 1945 Constitution Article 28D paragraph (1) which reads "Everyone has the right to recognition, guarantee of protection, and fair legal certainty and equal treatment before the law and Article 28H paragraph (1) which reads:" Everyone has the right to live in physical and spiritual prosperity, to live, and to have a good and healthy living environment and the right to health services. "

Based on Article 1 letter a Regulation of the Minister of Health (Permenkes) No. 9 of 2014 concerning Clinics states that clinics are health service facilities that provide individual health services that provide basic and / or specialized medical services. Various kinds of products and health services in beauty clinics are offered with relatively affordable prices that offer a variety of services and cosmetics to enhance one's appearance. Body or skin care services are one of the services offered in the beauty industry today. Article 1 number 5 of Law Number 8 of 1999 concerning Consumer Protection states that services are any services in the form of work or achievements provided for the public to be used by consumers.

Health services at this beauty clinic are in great demand by consumers, of course, so that beauty causes widespread among the community. Consumer rights in Indonesia itself

between employers and the government often neglects the rights of consumers both in providing public shipping and in selling products. As a result of the lack of application and supervision of the quality and quality standards of cosmetic products, the consumer's position is not protected, resulting in cases where cosmetic products purchased by the public for the purpose of beauty actually harm health. In fact, behind the rapid growth of beauty clinics there are some negative sides, including many consumers who are apparently not compatible with the services and beauty products offered by beauty clinics.

This is certainly a disadvantage for users of beauty clinic services. Losses experienced by consumers usually arise because lack of information provided related to the situation and the side effects of the actions taken. Many adverse cases experienced by consumers of beauty clinics, such as the appearance of irritation on the face after using products from the beauty clinic, irritation can be in the form of pain and flushing on the face of the consumer. Furthermore, Ahmad Mahuri highlighted in terms of products used by health services, it was mentioned that if the extent of cosmetic ingredients was circulated in meeting the market needs that became a business field for businesses, both cosmetics that had a marketing authorization from the government to those not licensed from the government. . Activities like this are often used as a business area for business people who have bad intentions due to the weak position of consumers because there is no balanced protection to protect the rights of consumers.

However, with many beauty clinics there are some consumers who experience a discrepancy with the services and beauty products offered by the beauty clinic. Because there are many beauty clinic practices that promise instant results, the public must be vigilant because there is one case where a high school graduate woman who claims to be a beauty doctor to commit fraud and practice illegally. Now with the many illegal and dangerous cosmetics circulating, consumers are increasingly careful in choosing cosmetics to buy, because they are afraid to damage their skin (Hasibuan, 2019). Then there are experts who work in beauty clinics that are not in accordance with their fields, one of them is ADF victims aged 30 years old doing nose lengthening process in Makassar beauty clinic, but in the process this ADF experienced blindness in his left eye caused by injections from the base of the nose went up to his left eye and disturbed the neural network on the head. This becomes a legal problem with the practice of beauty clinics because the doctor who made the ADF initial nose extension is a general practitioner, but he practices in the beauty field.

The fact of such a problem is certainly contrary to the provisions contained in Law Number 29 of 2004 concerning Medical Practices, Law Number 36 of 2009 concerning Health, and Regulation of the Minister of Health of the Republic of Indonesia Number 9 of 2014 concerning Clinics. Therefore, in practice there are many actors businesses that don't do things that should be done because they think more about material benefits, and are less concerned with the dangers of the products they sell.

Based on the descriptions above with the implementation of consumer protection regulations in order to increase the dignity and awareness of consumers and indirectly encourage business people in carrying out business activities with a sense of responsibility. This article is intended to provide an explanation of the form of legal protection against supervision in carrying out legal responsibilities and the problematic implementation of beauty clinic services for consumers in Indonesia.

## **II. Research Method**

This legal research uses the type of doctrinal or normative legal research conducted by examining library materials that are related to the issue of legal protection of beauty clinic service users in Indonesia. In this case, of course, must see the relevant legislation.

### III. Discussion

#### 3.1 Form of Legal Protection and Supervision and Legal Responsibility in Carrying Out Beauty Clinic Services

##### a. Perspective of the Consumer Protection

Act The government is responsible for fostering consumer protection that ensures the acquisition of consumer and business actors' rights and the implementation of consumer and business actor obligations. Related to the supervision itself of carrying out legal responsibilities towards the implementation of beauty clinic services is carried out by the government, the community, and non-governmental consumer protection institutions that have been described in Article 30 of Law Number 8 of 1999 concerning Consumer Protection.

The existence of a law concerning consumer rights will not necessarily guarantee legal protection for consumers. At this time there have been many cosmetics circulating that do not have a marketing authorization and are harmful to the health of its users which contain dangerous ingredients that can threaten the health and safety of life. In connection with this there is a great need for supervision and legal protection for consumers of businesses who try producing, selling, or distributing illegal cosmetic products. The consumers referred to here are users of illegal cosmetic products that contain hazardous ingredients and can endanger health. The intended businessperson is a person or business entity in the form of a legal entity or not a legal entity either producer, agent, sales, retailers related to cosmetic products. Thus the Consumer Protection Act number 8 of 1999 (UUPK) is indispensable in order to protect consumers.

The purpose of consumer protection is regulated in Article 3 of Law Number 8 of 1999 concerning Consumer Protection which includes:

- 1) To increase consumer awareness, ability and independence to protect themselves;
- 2) elevating the dignity of consumers by avoiding negative excesses in the use of goods and / or services;
- 3) increase consumer empowerment in an effort to choose, determine, and claim their rights as consumers;
- 4) create a consumer protection system in which there is legal certainty and information disclosure and access to information;
- 5) to foster awareness of business actors regarding the importance of consumer protection in order to grow honest and responsible attitudes in carrying out a business;
- 6) Improve the quality of goods and / or services that guarantee the continuity of the business of producing goods and / or services, and the health, comfort, security, and safety of consumers.

It can be said if every class of consumers who perform treatment at a beauty clinic has the right to get legal protection if there are consequences of the treatment process that is detrimental to him. The legal protection was born from a binding legal relationship between beauty clinics and consumers, where the legal relationship occurred since consumers came to the beauty clinic and received an explanation from doctors regarding the situation and how to handle and subsequent effects. The birth of Law Number 8 of 1999 concerning Consumer

Protection aims to regulate the rights and obligations between consumers and business actors, so as to uphold the sense of security of beauty clinic consumers, as well as uphold the sense of responsibility of business actors for the products and services they offer. Beauty clinics as business people realize that they must be able to guarantee their consumers' rights are fulfilled in various fields.

#### b. Forms of Government Oversight of Beauty Products

The state is obliged to provide legal protection and the right to health, so that beauty clinic business practitioners obey all applicable regulations related to their implementation, increasing their responsibilities as business actors to their consumers. The use of drugs or creams given by beauty clinic doctors cannot be separated from the supervision of the Food and Drug Supervisory Agency (BPOM) which based on Article (2) BPOM Head Regulation No. 14 of 2014 has the task of implementing policies in the field of drug and food control, which includes supervision for therapeutic products, narcotics, psychotropic substances, addictive substances, traditional medicines, cosmetics, complement products. The marketing of creams sold by beauty clinics must have permission from BPOM.

Cosmetics that do not have a marketing authorization number from the National Agency for Drug and Food Control (BPOM) show that cosmetics are not safe to use because they do not go through the stages of laboratory testing as one of the stages to obtain a marketing authorization number according to the Minister of Health Regulation Number 1175 / Menkes / Per / XII / 2010 concerning Cosmetics Notification.

In Article (2) of the Regulation of the Head of the Drug and Food Supervisory Agency Number 18 Year 2015 Regarding Technical Requirements for Cosmetic Materials mention: 1) Cosmetics must meet the quality requirements as stated in the Indonesian Cosmetics Codex or other recognized standards or in accordance with statutory provisions. 2) Cosmetics Material referred to in paragraph (1) is in the form of materials that may be used in making Cosmetics. 3) In addition to the Cosmetics Material as mentioned in paragraph (1) and paragraph (2), other materials are prohibited from being used in the manufacture of Cosmetics. In this case in providing consumer protection against illegal beauty products, it is necessary to supervise the government by the preventive supervision system, special surveillance system, and incidental surveillance system. This surveillance system is carried out early on cosmetic products so that the hope is that the potential of law enforcement agencies can run optimally, effectively and efficiently. This special surveillance system is meant to be an active supervision of cosmetics cases which can have a wide impact that is not only in terms of health but also in terms of social and economic aspects. When signs are found that indicate a certain case of abuse of marketing authorization in the field, the system encourages law enforcement to handle it with specific actions based on the specificity of violations committed. Incidental surveillance system is a process of supervision carried out by law enforcement authorities on the safety and safety of legal cosmetics carried out by means of unannounced inspections.

#### c. Form of legal responsibility for the implementation of beauty clinics

Every business actor is burdened with responsibility for bad behavior that can harm consumers. The relationship between doctors in beauty clinics and users of beauty clinic services gives birth to the rights and obligations of the parties and establishes their respective legal responsibilities. The theory of responsibility in legal actions (tort liability), one of them is the theory of absolute liability due to acts that violate the law without questioning errors

(strict liability) which are based on intentional good actions, which means that even though it is not their fault, they are still responsible for the losses arising from their actions.

Based on the provisions of Article 19-21 of the Consumer Protection Act, it basically regulates the responsibilities of the beauty clinic business actor consisting of the responsibility of the beauty clinic, the first being responsibility based on mistakes, in the event of procedural errors in diagnosis, actions and medications given, the clinical business actor beauty must be responsible for losses suffered by consumers, the second risk responsibility for actions to be taken, for example actions that will cause side effects such as lasers or other operative media actions, the third is product responsibility ie drugs and substances obtained during treatment at the beauty clinic and the fourth is professional responsibility which means there are authorized health workers who can take action in the beauty clinic.

This is where the role of government is needed in dealing with issues surrounding the supervision of cosmetics distribution in the community. The government should be responsible for organizing consumer protection development so as to guarantee the acquisition of consumer and business actors' rights and the implementation of consumer and business actor obligations. Guidance by the government for the implementation of consumer protection as intended is carried out by the minister and / or other relevant technical officials as regulated in Article 29 and Article 30 of Law Number 8 of 1999 concerning Consumer Protection. If we see in the general explanation of Law Number 8 of 1999 concerning Consumer Protection it is stated that the rule of law that protects consumers is not intended to shut down the businesses of businesses, but instead encourages a healthy business climate, as well as the birth of resilient companies in facing competition through the way of providing goods and / or quality services.

Violation of medical rights and obligations will result in legal consequences, if it is done by a doctor, the medical community will take action through the ethical code assemblies and the medical discipline assembly that will be carried out by the MKEK (Medical Ethics Council). Each business actor must be responsible for providing compensation for losses suffered by consumers due to the use of goods and / or services traded by business actors. Likewise, consumers of illegal beauty clinics who suffer losses, the beauty clinic must be responsible for compensating these losses Concerning the responsibility of business actors to compensate for consumer losses is regulated in Article 19 of the Consumer Protection Act and Article 58 of the Health Act. To obtain compensation for losses suffered, consumers can demand civil liability from business actors including:

1) Liability for losses caused by default

This responsibility arises with the legal relationship that occurs when consumers come to a beauty clinic for treatment or for treatment. This relationship is between doctors, consumers, and beauty clinics in the form of an engagement for health care services. This relationship then appears an agreement or is called an agreement therapeutic. Accountability for defaults on the relationship between doctor and patient that causes harm, including medical actions that are contrary to the standards of professional medias or medical service standards. The form of losses is in the form of material as measured by the value of money, especially the cost of care, travel costs, and the cost of medicines for healing, then immaterial losses are based on unlawful acts.

2) Liability for losses due to unlawful acts.

This responsibility arises with the existence of consumers of beauty clinic services who want to sue the beauty clinic and / or doctor based on acts against the law, so the consumer must prove that the actions of skin health services that have been carried out by the business actor or doctor in the beauty clinic have fulfilled the elements of the act against the law. These elements include: a) the existence of acts against the law if it is contrary to the rights of others, their own legal obligations, the decency of the community, the attitude of caution that should be heeded in the social association of themselves or other people's objects; b) there is a mistake To be able to sue the doctor with lawsuits, the consumer must be able to prove the doctor's mistake in carrying out his obligations so as to cause harm; c) there is a causal relationship between unlawful acts and losses, where consumers must be able to prove that health services are detrimental to themselves.

### **3.2 Legal Protection Issues Regarding the Implementation of Beauty Clinic Services in Indonesia**

The progress in the industry that is so rapid also affects the emergence of a free market that makes competition among traders tight, especially in terms of attracting consumers in selling goods to be traded. One of the best-selling products in the market is cosmetics. The most common form of abuse in a cosmetic product in a beauty clinic is the use of hazardous chemicals or additives as mixtures in cosmetics that are traded. In Article 106 Paragraph (1) of Law Number 36 Year 2009 concerning Health, pharmaceutical preparations and medical devices can only be circulated when obtaining a marketing authorization. Behind the rapid growth of beauty clinics on consumer products turned out to be stricken with problems that do not match the beauty products issued by beauty clinics. Among these consumer complaints are usually related to the condition of consumers who get worse skin conditions and various weaknesses in consumers so that they do not have a safe position compared to the position of the manufacturer or business actors who are relatively stronger in many ways, then consumers will generally feel the impact.

The form of supervision conducted by the Central Bureau of Drug and Food Control (POM) to date is still experiencing problems related to safety, efficacy, and quality of cosmetics, which are still found, namely the existence of illegal circulation of cosmetics or who do not have permission by unscrupulous persons. One of the factors contributing to the rampant problem of cosmetics circulation in Indonesia is the overlapping regulations between related sectors, resulting in a follow-up to the optimal and inconsistent sanction recommendations.

Cosmetic products that tend to be circulated without permission by unauthorized parties are usually lifestyle, life-saving, and other cosmetics that are sought after by the public. Based on monitoring data from the Central Bureau of Drug and Food Control POM 2013-2017, the findings are dominated by cosmetic preparations for fragrances, hair, eyes, makeup and skin care. When viewed from the type of cosmetics, branded cosmetics at relatively cheap prices more often do not have a marketing authorization than cosmetics that have been registered and have a marketing authorization.

The existence of various weaknesses in consumers so that they do not have a safe position compared to the position of producers or business actors who are relatively stronger in many ways, so consumers will generally feel the impact. Thus, in order to make some efforts to provide adequate protection and cover the interests of consumers is an important thing and must be followed up. Other acquisitions, problems which according to the author become the main source regarding the supervision of health clinic licenses and medical

practice licenses on health clinic. Starting from the competency of health workers that are not based on specific nomenclature, the government in this case the Ministry of Health must immediately issue clear and rigid regulations so that users of beauty health clinic services at least feel protected from aspects of the competency of health workers and the Food and Drug Supervisory Agency in collaboration with agencies The regions must routinely carry out unannounced inspections of a number of beauty health clinics that are currently in existence while the issue of a license for the practice of beauty health clinics is the duty of the relevant Regional Government. The task of the Regional Government is not only about 'issuing licenses of practice' but also being responsible for monitoring the suitability of licenses that have been issued with facts on the ground.

#### IV. Conclusion

Through the elaborations of this article as the author conveyed in the previous section that it can be seen that the form of legal protection under the Consumer Protection Act aims to regulate the rights and obligations between consumers and business actors, so as to uphold the sense of security for consumers of beauty clinics, as well as Uphold the sense of responsibility of business actors for the products and services it offers with the form of government supervision of illegal beauty products with a preventive supervision system, a special surveillance system, and an incidental surveillance system. Every business actor is burdened with responsibility for bad behavior that can harm consumers who based on the provisions of Article 19-21 of the Consumer Protection Act states that basically regulates the responsibilities of the beauty clinic business actor consisting of the responsibilities of the beauty clinic is responsibility based on mistakes, responsibility of risk for actions what to do, and product responsibility. Behind the rapid growth of beauty clinics on consumer products, there are problems that are incompatible with beauty products issued by beauty clinics. Among the complaints of consumers are usually related to the condition of consumers' skin that gets worse and there are various weaknesses in consumers so they do not have a safe position compared to the position relatively stronger producers or business actors.

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## The Effect of Spirit at Work and Compensation toward Employee Performance in PT. Arista Auto Lestari Medan

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### Abstract

*The purpose of this study was to determine the "Effect of Work Spirit and Compensation on Employee Performance at PT. Arista Auto Lestari Medan ". The type of data used is associative, which is a study that asks the relationship between two variables. The population in this study were all employees at PT. Arista Auto Lestari Medan as many as 65 people. Data collection techniques in the form of distributing questionnaires to office employees at PT. Arista Auto Lestari Medan. Data analysis techniques using validity and reliability, hypothesis testing, statistical tests using multiple linear analysis models using multiple linear analysis models and determination tests. The results of the t test can be seen that the t count on the morale variable is 4.147 greater than t table of 1.689 with a probability of t that is sig 0.004. Based on these values, the morale variable has a positive and significant effect on performance variables and the value of t arithmetic oversight is 6,649 greater than t table of 1,689 with a sig level of 0,000 smaller than the significance limit of 0.005, the partial compensation variable has a positive and significant effect on performance variable. Based on the results of the F test, the F value of 42.567 is greater than the F table of 3.27, which means that morale and compensation simultaneously have a positive and significant effect on performance variables. The R Square value obtained is 0.727. This figure shows that 72.7% of performance (the dependent variable) can be explained by morale and compensation. The remaining 27.3% is influenced by other factors not explained in this study.*

### Keywords

power; resistance;  
ideology



### I. Introduction

In life, motivation has a very important role because motivation is an entity causing, channeling, and supporting human behavior, so that they want to work hard and enthusiastically to achieve the optimal results. Likewise, in the world of work, motivation plays an important role in achieving the organizational goals. Motivation is important because, by having this motivation, it is expected that each individual of employee is willing to work hard and enthusiastically to achieve high work productivity. Motivation comes from the Latin word "movers" meaning "impulse or driving force". This motivation is given to humans, especially to subordinates. Related to this, what is meant by motivation is to question how to encourage the enthusiasm of subordinates' work, so that they want to work hard by giving all their abilities and skills to realize organizational goals. Motivation is the whole process of giving encouragement to subordinates to work in such a way so that they want to work with sincerity, and the achievement of efficient and economical organizational goals can be achieved. (Siagian in kuswati, 2019)

One of the challenges faced by the company is the problem of human resources related to performance improvement. This is the most difficult aspect of the company related to how to make employees work efficiently. Performance is the work of individuals or groups in an organization in order to achieve organizational goals and will later be used as a basis for evaluating whether or not the targets and objectives of the organization are achieved. In achieving the targets and objectives of the organization is not easy, both government-owned or private-owned organizations. In maintaining and increasing the productivity of a company, the role of human resource management is very important in terms of striving for workers to be willing and able to provide the best possible work performance. In this case the company is obliged to pay attention to the needs of its employees both material and non material. The manifestation of attention, effort and encouragement that can be done by the company towards its employees, one of which is to carry out the promotion of an objective and fair position and the right placement.

The morale factor must be known by the leaders or managers of the company because it is important for the success of a business. Said to be important for the success of a business because morale can affect employee performance. In addition to morale, the compensation factor also improves employee performance. compensation is one form of improving employee performance, through compensation also increases employee morale that will increase so that with high performance will achieve the desired company goals and set. In an effort to achieve these goals, managers or leaders must strive to create high morale and appropriate compensation so that performance increases as desired. High performance will be accompanied by efficient and effective activities that will create profits for the company.

PT. Arista Auto Lestari Medan which is a company engaged in the field of Automotive. High morale is expected to increase the company's goals that bring in profits.

Based on previous surveys conducted by researchers of the company, the phenomenon of the problems faced by PT. Arista Auto Lestari Medan in terms of morale is the lack of employee morale due to the lack of motivation of employees at work, they look relaxed during working hours, chatting with each other, there are also employees sleeping during working hours. The decline in morale makes employee performance here decreases. In addition to the issue of morale, the provision of compensation also greatly affects employee performance, the problems found in compensation are that there are still employees who feel they are not in accordance with the bonus given by the company for work completed and there are still employees who are not satisfied with the incentives given by the company which exceeded normal working hours or overtime.

## **II. Research Methods**

### **2.1 Definition of Work Spirit**

Work spirit is the mental attitude of an individual or group that shows enthusiasm to carry out his work so that it encourages to be able to work together and be able to complete tasks on time with a sense of responsibility towards the work assigned to him.

Hasibuan (2008) states that work spirit is the desire and sincerity of someone to do well and be disciplined to achieve maximum work performance. Tohardi (2008), Work spirit is the ability of a group of people to work together actively and consistently in pursuing shared goals.

From some of the opinions mentioned above, it can be said that basically the spirit of work is a condition that arises from within an individual that causes the individual or human being to do work in a happy atmosphere so that they work diligently, quickly, and better.

## 2.2 Work Morale Indicators

Work spirit is not always present in employees. Sometimes morale can also decrease. Indications of decreased morale are always there and indeed in general can occur. According to Nitisemito, quoted again by (Tohardi, 2008: 431), indications of a decline in employee morale include the following:

### 1. Low work productivity

According to him, productivity can occur due to laziness, delaying work, and so on. If there is a decrease in productivity, then this means an indication in the organization that there has been a decline in morale.

### 2. Absence rates are high and high

In general, when morale decreases, the employee is overcome with a feeling of being lazy to work. Moreover, the compensation or wages they receive are not subject to deductions when they are absent from work. Thus it can lead to the use of free time to get a higher income, even if only temporarily.

### 3. Labor turn over or a high rate of employee movement

Increased employee turnover is mainly due to employees experiencing displeasure when they work, so they intend to even decide to find another place to work that is more in line with the reasons for looking for comfort in work. Managers must be aware of symptoms like this.

### 4. Increased damage rate

The increase in the level of damage actually shows that attention in the work is reduced. Besides that there can also be carelessness at work and so on. An increase in the level of damage is a strong enough indication that morale has declined.

### 5. Anxiety everywhere

Anxiety can take the form of discomfort at work, complaints and other matters. The disruption of employee comfort allows for continued behavior that can harm the organization itself.

### 6. Frequent demands

Demands are an expression of dissatisfaction, which at some stage will bring courage to submit guidance. The organization must be alert to mass demands on the part of employees.

### 7. Strikes

Strikes are a form of dissatisfaction, anxiety and so on. If this continues it will end with the emergence of demands and strikes.

## 2.3 Compensation

Someone who has collaborated in a company / organization is often referred to as human resources. The company / organization should give rights to the members of the company / organization in the form of compensation or compensation. Everything that an employee receives from that company is called compensation.

Compensation according to Sihotang (2007: 220) "Compensation is the overall arrangement of providing compensation for employees and managers in the form of both financial and goods and services received by each employee".

According to Mutiara (2009: 84) compensation is all types of awards in the form of pocket money or not that are given to employees appropriately and fairly for their services in achieving company goals.

According to Handoko (2009: 245) compensation is giving to employees with payment as compensation for work carried out and as a motivator for the implementation of activities in the future.

## 2.4 Compensation Indicators

In this study, the researchers used compensation indicators stated by Husein Umar (2007: 16):

1. Salary, which is given by the employer to employees, whose receipts are routine and permanent every month even if they do not come to work, the salary will still be received in full.
2. Incentives, awards given to motivate workers to have high work productivity, are not fixed in nature.
3. Bonuses, i.e. payments that are given at the same time because they meet work goals.
4. Treatment, providing services in managing risks associated with employee health.
5. Insurance is risk management for losses, losses, benefits and legal liability to third parties arising from uncertain events.

## 2.5 Performance

Performance is a function of motivation and ability to complete tasks or work. A person should have a certain degree of willingness and ability. A person's willingness and skills are not effective enough to do something without a clear understanding of what is done and how to do it. Performance is a real behavior that is displayed by everyone as a work achievement generated by employees in accordance with their roles and institutions. Employee performance is the work of quality and quantity achieved by an employee in carrying out their duties in accordance with the responsibilities given to him (Mangkunegara 2009).

## 2.6 Performance Indicators

According to Suryadi Prawirosentono (2008: 27), employee performance can be assessed by several indicators, namely:

1. Quality. Work quality is measured by employee perceptions of the quality of work produced and the perfection of the task of the skills and abilities of employees
2. Quantity. Represents the amount produced expressed in terms such as the number of units, the number of activity cycles completed
3. Timeliness. Represents the level of activity completed at the beginning of the stated time, viewed from the point of coordination with the output results and maximizes the time available for the activity
4. Effectiveness. Is the level of use of organizational resources (energy, money, technology, raw materials) maximized with the intention of increasing the results of each unit in the resource.
5. Independence. Is the level of an employee who later will be able to carry out the work function of work commitments. Is a level where employees have a commitment to work with the agency and employee responsibilities to the office.

## 2.7 Hypothesis

According to Sugiyono (2012: 81) "Hypothesis is a guess or reference that is formulated and accepted for a while that can explain the facts that are observed and used as a guide in decision making".

1. Work spirit partially has a positive effect on the performance of the employees of PT. Arista Auto Lestari Medan.
2. Partial compensation has a positive effect on the performance of employees of PT. Arista Auto Lestari Medan.
3. Working morale and compensation simultaneously have a positive effect on the performance of the employees of PT. Arista Auto Lestari Medan.

## III. Research Methods

This type of research is associative, according to Sugiyono (2012: 11), an associative approach is an approach using two or more variables to determine the relationship or influence of one with another. The population of this study is all employees of PT. Arista Auto Lestari Medan as many as 65 people. The whole sample is used in this study.

## III. Discussion

### 3.1 Multiple Linear Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.279	1.848		1.774	0.81
Semangat Kerja	.473	.102	.481	4.625	0.000
Kompensasi	.362	.090	.379	3.646	0.001

a. Dependent Variable: Kinerja

Regression coefficients were obtained:

$$y = a + b_1X_1 + b_2X_2 + e$$

$$y = 3.279 + 0.473X_1 + 0.362X_2 + e$$

The constant value obtained is 3,279 if the morale variable ( $X^1$ ) and the compensation variable ( $X^2$ ) are constant then the performance variable (Y) is worth 3,279.

The coefficient of work morale variable ( $X^1$ ) obtained value of 0.473, this shows that every change in morale variable ( $X^1$ ) of 1% will affect the performance (Y) of 47.3% assuming the compensation variable ( $X^2$ ) is considered fixed.

The coefficient of compensation variable ( $X^2$ ) is obtained value of 0.362, this shows that every change in the compensation variable ( $X^2$ ) of 1% will affect the performance (Y) of 36.2% assuming the morale variable ( $X^1$ ) is considered permanent.

### 3.2 Hypothesis testing

#### Partial Test (Test t)

Based on the partial hypothesis test results in table IV.22 above can be explained as follows:

1. Free Variable  $X_1$  (Work Spirit)

$T_{count}$  value obtained 4.625 where the value of  $t_{table}$  at  $\alpha$  5% i.e. 1.670 means positive. Where the significant level  $\alpha$  5% value of  $t_{count}$  4,625 >  $t_{table}$  1,670. This explains that morale has a positive effect on the performance of the employees of PT. Arista Auto Lestari Medan.

The p-value in column sig 0.000 < 0.005 means that it is significant. This explains that morale has a significant effect on the performance of the employees of PT. Arista Auto Lestari Medan.

## 2. Free Variable X2 (Compensation)

$T_{count}$  value obtained 3.646 where the value of  $t_{table}$  at  $\alpha$  5% ie 1.670 means positive. Where the significance level of  $\alpha$  5% value of  $t_{count}$  3,646 >  $t_{table}$  1,670 this explains that compensation has a positive effect on the performance of employees of PT. Arista Auto Lestari Medan.

The p-value in column sig 0.001 < 0.005 means that it is significant. This explains that compensation can significantly influence the performance of employees of PT. Arista Auto Lestari.

## F Test (Partial)

ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	94.279	2	47.139	48.762	.000 <sup>a</sup>
	Residual	59.936	62	.967		
	Total	154.215	64			

a. Predictors: (Constant), Compensation, Work Spirit

b. Dependent Variable: performance

The value of  $F_{count}$  >  $F_{table}$  obtained 48.762 > 3.15 means positive. While the p-value obtained in the sig column 0.000 < 0.05 means that it is significant. Thus it can be concluded that work morale and compensation can simultaneously have a positive and significant effect on the performance of employees of PT. Arista Auto Lestari Medan

## Koefisien Determinasi.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.782 <sup>a</sup>	0.611	0.599	.983

a. Predictors: (Constant), Work spirit and Compensation

b. Dependent Variable: performance

Based on the calculation of the coefficient of determination, it can be seen the value of R Square obtained by 0.599. This figure shows that 59.9%. Performance (the dependent variable) can be explained by the variable morale and compensation. The remaining 40.1% is influenced by other factors not explained in this study.

## IV. Conclusions

From the results of exposure and discussion of the data above, the conclusions from research results are:

1. Independent Variable X1 (Work Spirit)  $T_{\text{count}}$  obtained 4.625 where the value of  $t_{\text{table}}$  at  $\alpha$  5% i.e. 1.670 means positive and the p-value in the column sig 0.000 < 0.005 means significant. This explains that morale has a significant effect on the performance of the employees of PT. Arista Auto Lestari Medan.
2. Independent Variable X2 (Compensation) obtained  $t_{\text{count}}$  obtained 3,646 where the value of  $t_{\text{table}}$  at  $\alpha$  5% i.e. 1,670 means positive and p-value in column sig 0.001 < 0.005 means significant. This explains that compensation can significantly influence the performance of the employees of PT. Arista Auto Lestari Medan. From the results of the hypothesis t test it is known that the morale variable is more influential than the compensation variable.
3. Based on the results of the study simultaneously the value of  $F_{\text{count}} > F_{\text{table}}$  obtained 48,762 > 3.15 means positive. While the p-value obtained in the sig column 0.000 < 0.05 means that it is significant. Thus it can be concluded that work morale and compensation simultaneously can have a positive and significant effect on the performance of employees of PT. Arista Auto Lestari Medan
4. Based on the calculation of the coefficient of determination, the R Square value obtained is 0.599. This figure shows that 59.9%. Performance (the dependent variable) can be explained by the variable work motivation and compensation. The remaining 40.1% is influenced by other factors not explained in this study.

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## The Effect of Administrative Implementation Principles towards the Effectiveness of Government Services

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### Abstract

*The purpose of this study is to find out the implementation of the principles of public administration, and see the obstacles experienced by the Camat and sub-district staff in implementing the principles of public administration. This study reviews the policy of implementing administrative principles on the effectiveness of government services. Using descriptive-quantitative methods, the sample are 32 employees of the Tiro sub-district office. the results showed that the policy of implementing administrative principles on the effectiveness of the service of the sub-district government had run effectively and good coordination in the field of duties and functions of each employee.*

### Keywords

administrative;  
principles; policy



## I. Introduction

Administration requires a modern way of thinking, will automatically give birth to a way of life and work programmed and planned, organized, orderly, neat, using calculation and discipline. Administration in essence is to direct activities continuously towards the achievement of objectives, and control of resources and their utilization activities in accordance with regulations and planning.

Therefore, the administration contained in a modern organization and member of life to the organization so that it can develop, grow and move. To revive the wheels of the organization, the leaders do not stand alone, but rather are consequences or further consequences of every person or officer who has a duty that must be carried out continuously for a long period of time. The author can apply the knowledge gained at the College field.

As for the purpose of this study is 1) To obtain information about the policy of administrative principles at the District Office of the District Head of Tiro, 2) To find out the decision making on the application of administrative principles, end 3) To find out the natural obstacles of the Camat and his staff in the process of applying the principle of administrative policy.

Theoretically Benefit; 1) Academic institutions are expected to provide input for the development of State Administration, 2) For researchers to add insight and experience in conducting research both theoretically and practically.

Practical Benefits; 1) Provide input to the Camat to take appropriate steps in an effort to overcome obstacles in carrying out effective duties based on a review of state administrative law. 2) The author can apply the knowledge gained in college in the field.

## II. Review of Literature

- a. Policy; Policy is the responsiveness of public services regarding aspects of the formulation and implementation of public policies and the process of public management, both of which relate to society, the values that develop the need for excellent service of opinions and available choices. to achieve this goal, workers suggest ideas about flexibility, entrepreneurship, and a better willingness to adopt new, more creative ideas(Andrews & Van de Walle, 2013). If government policy is right on target, then the main possibility is that the main problem lies in the community itself (Dewi, 2018).
- b. Understanding Administration; Viewed from the point of origin of the word or etymology, the notion of administration comes from the Latin language, namely ad + ministrare, while from the English term it is known as administration, which means to serve, help or fulfill. Many social science experts try to provide definitions or limits on the notion of administration, but it seems that among them there is still a slight difference of opinion or interpretation even though it is not too principal. The referred public service activities are services provided by the government to its citizens(Buck, 2013).
- c. Definition of Government; Understanding government and governance can be found in a variety of literature that discusses political issues. The government is etymologically derived from the Greek word, "Kubernan" or ship captain. It means to look forward. The word command has four elements namely first, there are two related parties, second, both parties have a contractual relationship. Third, the ruling party has authority. The four people who are governed have obedience(Emas, 2015).
- d. Administrative Principles; The policy objectives of administrative principles in the administration of government and implementation of development are intended to achieve maximum and effective use, in addition to overcoming obstacles in the implementation of tasks(Alder, Haley, Hough, & Mullender, 2002).
- e. Organizational and Management Functions; Before talking about organizational and management functions, it helps the writer explain a little understanding of the two terms. Many opinions of social science experts, especially those who pursue the field of administration and management, have given different definitions from one another. This is caused by different perspectives and backgrounds of knowledge, but the difference in question is not the principle. The organization is the structure of the division of labor and the structure of work relations between groups of people who hold positions that work together in a certain way to achieve a certain goalCoordination and Work Relations(Colquitt, Lepine, Wesson, & Gellatly, 2011).
- f. Coordination and Work Relations; Coordination and working relations are one of the most important issues of government, especially now with the development of governmental tasks as an impact and demand the full attention of the government to organize coordination and working relations, both in the field of government and development. For this reason, the writer wants to explain the meaning of coordination and work relations. Coordination and work relations are two interrelated notions, because coordination can only be achieved as well as possible by making effective work relationships(Gittell, Godfrey, & Thistlethwaite, 2013).

### **III. Research Method**

Researcher use a descriptive-quantitative approach. According to (Holton & Burnett, 2005) and (Vanderstoep & Johnson, 2008). The quantitative method focuses on the problems or phenomena that exist at the time of research or problems investigated accompanied by accurate rational intervention. Thus, the study uses a descriptive narrative of explaining the state of which objects are based on facts as they are and analyze to give the truth based on the data obtained in the field.

The research site is located at Tiro District Office Pidie. Population According to(Pantoja & Quijano, 2011). The population is a generalized area consisting of objects and subjects that have specific quantities and characteristics set by researchers to learn and then withdrawn in conclusion. The object associated with this research problem is all employees of the office of Camat Tiro/Truseb District Pidie numbering 32 employees(Sandelowski, 2000). Samples are part of the population which is the source of data based on the principles of the research method, when the subject of less than 100 people is better taken all so that the research is a population research or called a total samplingbased on the theory(Cuttle, 2014), then the entire population used as a sample of 32 employees.

The data collection techniques used in this study: a) literature study, that is, study and analyze the books or writing materials that have to do with research, b) field study, which is data collection and information is done by directly visiting the research site, namely the office of Tiro/Truseb, Pidie District, through: Observation of data and information collection by conducting direct observations at the research site, and By spreading a poll or a list of written statements on the respondent(Merriam, 1998).

Data analysis Techniques; (Onwuegbuzie & Combs, 2010)Editing This step aims to make the data obtained can be processed properly to obtain the right information, Coding; IE after the verification is given the code above the answer presented in the questionnaire, Transferring: The data that has been given the code is arranged sequentially starting from the first respondent until the last respondent to be included in the table. Tabulating; The collected data is tabulated in the form of a distributed frequency table.

### **IV. Discussion**

- a. Policy on administration principles in supporting the smooth wheels of government. Policy of administration principle at the office of Camat Tiro, is an effort to support the implementation of government wheels to be effective and successful. Then also to overcome obstacles or difficulties in the implementation of governance tasks. The office of Camat Tiro is an organization in charge of the implementation of government wheels, development and community coaching is central in all activities of the District Government Administration organization. As it is known that the cooperation relationship and good coordination may not be able to build the cooperation relationship as expected. Recognizing the importance of cooperation and government coordination has taken a step-in wisdom and setup. Improvement and enhancement of organizational and governance arrangements, both in the central and in regions. From the results of this study can be known that 32 respondents were, 18 people (50.00%) Admitted that the employees of the

- Office of the District of Tiro in the process of the leadership implementing the principle of administration, while 11 people (33.33%) Give answers sometimes, and 2 people (8.33%) Never and less obvious 1 person (8.33%).. That based on the results of this study can be seen that from 32 respondents were, 16 people (66.66%) Said coordination in carrying out the task, 11 people (16.66%) Sometimes coordinate, 3 (8.33%) People do not coordinate and only 1 (8.33%) Do not know. On the other hand, that employees perform their duties and obligations the majority are found their answers coordinate.
- b. Working methods and procedures; Improvement and preparation of system and work procedures in an organization is intended to facilitate the achievement of objectives. Therefore, each leader is obliged to improve and improve the System, because the methods and procedures work is a measure of the smooth wheels of the government. From the results of the study can see that 25 people (58.33%) Respondents expressed frequent explanations of the leadership of the working method. While the answer sometimes – sometimes 6 people (33.33%). While the answer never get explanation is 1 person (8.33%) While the answer does not know no answer.
  - c. Current work procedure; Based on the results of the study can be seen that from 32 respondents are present, the working procedure that is currently implemented is the staff awaiting orders 20 people (50.00%) Give an answer, while the staff made the idea 5 people (16.66%) The leadership is at the same 5 persons (16.66%), and the answer to the wrong disposition letter address is 2 persons (16.66%).
  - d. Work methods and procedures; Improvement and preparation of system and work procedures in an organization is intended to facilitate the achievement of objectives. Therefore, each leader is obliged to improve and improve the System, because the methods and procedures work is a measure of the smooth wheels of the government. From the results of the study can see that 25 people (58.33%) Respondents expressed frequent explanations of the leadership of the working method. While the answer sometimes – sometimes 6 people (33.33%). While the answer never get explanation is 1 person (8.33%) While the answer does not know no answer.
  - e. the current working procedure; Based on the results of the study can be seen that from 32 respondents are present, the working procedure that is currently implemented is the staff awaiting orders 20 people (50.00%) Give an answer, while the staff made the idea 5 people (16.66%) The leadership is at the same 5 persons (16.66%), and the answer to the wrong disposition letter address is 2 persons (16.66%).
  - f. Barriers in administrative principles policy; It's a normal thing that any organization in carrying out its duties always finds difficulties or obstacles. Similarly, the policy of administrative principles. Based on the results of this study showed that 16 people (50.00%) Understand the principle of administration, then who say less understand 15 people (33.33%) While not understand 2 people (16.66%) And who do not understand there is absolutely no answer.

The work achievement system is a personnel system for the first appointment of a person based on the prowess and achievement achieved by the man in the Foster. The proficiency must be evidenced by the exam of the position and performance of work should prove to be evident. Thus, the preparation of personnel in various organizations is obliged to see the basic knowledge that it has, so that the organizational unit to be placed later connect. So that the management process can move as expected and can also achieve the objectives as programmed.

The management of personnel and human resources is a recognition of the importance of the organizational unit of labor as a vital resource for the achievement of organizational objectives. Then the utilization of various functions and personnel activities to ensure that they are used effectively and wisely to benefit the individual, organization and society. The term personnel are still used in each organization to handle activities such as withdrawal, selection, compensation and training of employees.

The results showed that the policy of administrative principles in supporting the smooth government wheel in the district office of Tiro is fully effective. This is evident from the implementation of the District government of Tiro/Truseb, Camat as a community administrator and as a public order construction.

## V. Conclusion

Based on the results of research and discussion as stated before, can be concluded as follows: a) Office clerk Camat Tiro has been very disciplined, so that the policy of administrative principles by Camat as the chief of the region goes well and its human resources are adequate, because of their education average undergraduate (S1) and high school, so efficient in various activities and already adequate in the working procedure, b Adequate, Camat as Administrator of policy administration principles is optimal, so various decisions have been effectively implemented, then the officer asked for the improvement of government management to improve its performance, and 3) in the disposition of the letter sometimes often wrong address that affects the policy of government administration in the district office Tiro.

The recommendations can be submitted as input material to further improve the quality and benefits of this research is: a) at the policy of the administrative principles of the center as the top leaders always develop employee discipline and fix government management in order to make effective decision making, b) the officer must actively advise the superiors and continue to improve performance while continuing education to further increase human resources in the district Tiro, and c) to employees of Camat office may immediately maximize its performance if there are still constraints pertaining to the administration to reach the target services to the public.

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# Political Reposition of Authority in South Nias DPRD Members in 2014 Election (A Study on Social Construction of Peter L. Berger)

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## Abstract:

*The establishment of South Nias Regency is of course accompanied by the formation of new legislative and executive institutions to run the government. The formation of these institutions provided an opportunity for the emergence of local Nias Selatan Elits to take up positions as legislators and regional heads. Reflecting from the above view, this research is a case study that focuses on developing in-depth descriptions and explanations of the meaning of the position of legislative members in South Nias in 2014, specifically the perspective of Peter L Berger's social construction. reality of the meaning of office is in the view of members of the South Nias DPRD, namely as a mandate, arena of contestation, and aspects of interests. The factors underlying the interest of South Nias DPRD members towards positions were formed in two spheres, namely the individual domain and the community domain. In the individual domain, their interest in the position is motivated by four factors, namely internal motivation, external motivation, skills, and goals. While in the community domain there are three factors, namely the previous orientation, current orientation, and future orientation.*

## Keywords

Politic reposition;  
South Nias DPRD



## I. Introduction

In Indonesia, the political elite is trying to build the image to gain sympathy from the community, so that the intensity of competition in the public space, including in the media looks very clear. According to Nyarwi Ahmad, there are three things behind the increasing intensity of imaging political battle, namely the tight competition between contestants, the high demand of society and cultural factors. First, the tight political competition between parties or between candidates fought in political contestation. This example can be considered how the political competition ahead of the arena of Legislative Election, Election of DPD, Presidential Election and Election of Regional Head. The political struggle is not only related to the actual condition of each political party, but also related to the candidates. (Azhar, 2018)

Political repositioning shows that opportunistic structures of power, capital or economy, culture and kinship or dynasty were used by the Elites to strengthen their political base in the face of the 2014 legislative elections. The combination of elite position and repositioning patterns in South Nias has implications for the way in political recruitment for nominating members legislative. This means that the sources of party political recruitment for legislative candidates are increasingly diverse by utilizing the socio-cultural network of legislative candidates. From the party point of view, the source of recruitment of candidates

has increasingly expanded by utilizing not only the party's formal structural path, but the party is more creative in recruiting economic, socio-cultural elite figures in preparation for the nomination of the 2014 legislative elections. While in terms of the Elite, there is a strengthening and expansion of the use of just an economic basis to cultural networks and / or kinship for political strengthening in facing the 2009 and 2014 legislative elections. This phenomenon then underlies the dynastic political practices in South Nias.

The researcher feels interested to look deeper into the political repositioning of the power of South Nias DPRD members. This refers to the consolidation that took place to perpetuate power in South Nias. The frame of the discussion will be interesting if it is discussed using the construction of Berger's thinking in seeing reality, where humans are able to manifest themselves in the products of human activity available, both for their producers and for others as elements of shared life. In other words, Berger's understanding of the reality helps researchers to see the political repositioning of the power of DPRD members in South Nias in the 2014-2019 period. Where every member of the DPRD is able to manifest itself in the institution. The manifestation process is interesting if seen in what Berger calls social construction where to see a social building of a person can be seen in three stages, namely objectification, internalization and externalization. This is what makes this research interesting to discuss more deeply.

### **1.1 Dialectical Berger's Social Construction Sees Power of the DPRD**

Dialectic social construction on the power of DPRD members based on Peter L. Berger influenced by the socio-cultural world. Occur in three simultaneous externalization, objectification and internalization as discussed earlier. Below these three processes will be explained (Berger, 1991).

According to Berger the externalization process is the process of adjusting itself to the socio-cultural world as a human product. This is a continuous outpouring of human beings into the world, both in their physical and mental activities. It must be acknowledged that the existence of objective social reality is found in the relationship of individuals with social institutions.

Objectivities is the bearing of the products of that activity in social interaction with institutionalized intersubjectives or undergoing an institutional process. (Berger, 1991) At the moment of objectivities there is a process of differentiation between two social realities, namely the reality of the individual self and other social realities that are outside it, so that reality becomes something objective.

Internalization is the re-absorption of realities that exist outside the individual and transforming them from the objective world structure into the subjective world consciousness structure. Through internalization, humans are the product of society. At the moment of internalization, the objective world of social relations is reinserted into the individual, so that it seems to be within the individual. The withdrawal process involved institutions in the community (Berger, 1991).

### **1.2 The Concept of Political Repositioning of DPRD Members' Power**

The concept of repositioning itself has not been put forward by many experts in the field of government, but lately often with the rise of issues regarding bureaucratic reform, the view of repositioning has begun to be widely discussed as one part of institutional changes in government. Repositioning is generally known as changing from an old position to a new

position. While in relation to governance, the context of bureaucratic repositioning has actually been put forward by Osborne and Plastri (Osborne, 2000).

*The fundamental transformation of public system and organization to create dramatise increases in the effectiveness, efficiency, adaptability, and capacity to innovate. This transformation is accomplished by changing their purpose, incentive, accountability, power structure and culture.*

In other words, the repositioning of power politics is the change of one's position or position or title from the old to the new position. Or in the context of this research is a change in the position of a figure that previously held a position and is now a part of the dynamics of local politics. This description of local political reposition is like a figure who was previously active in the world of education, building schools, educating the life of the nation then seeing other opportunities in the political world and participating in the constellation of DPRD elections with various motives.

The motive referred to in this case is back to the goal of a figure to move forward in the election. Such as education figures, who have the goal to participate in political constellation to be actively involved with budgeting and strategic rules related to education. Being a member of the DPRD will give authority to oversee education policies and budgeting in the regions.

## II. Research Methods

This research method is a qualitative method with a social construction approach. This approach defines human existence as something that must be interpreted. This study seeks to understand the political repositioning of DPRD members for the competing local elite of South Nias.

## III. Discussion

### 3.1 Social Processes Externalizing Moments.

In the context of power as a member of the South Nias DPRD, externalization occurs when the political elite gives a discourse about power. Individuals are socialized by people around him that work as an official is good and noble. In an individual family and community environment the informant named Agustana Nduru said that the work as an official of the people must be achieved in order to advance South Nias.

This externalization begins when the individual captures the views of the public about the power of the political elite. The community said that officials were good jobs, representing the people and making progress in their regions. Good things that should be done by someone in his life, in this case related to the community environment (Berger, 1991).

Informants develop in the different social backgrounds of life. However, all informants received the same discourse regarding their work as officials or people's representatives. Work as an official is good for students. Although not directly taught by parents or family. All have the principle that work as an official is a good thing to do as well as being a priest or pastor who serves the community wholeheartedly for a prosperous life.

Everyday life provides something objectively. Every individual is born and developed in a society that has a strong influence on the individual. As stated above, the influence arises from the family and community. So from there the child is born of an ideological similarity and the child is taught with certain teaching patterns and actions so that the child can accept it as reality.

Parents as educators at home also have the desire to teach good things to their children. Parents want a good child, working as an official will raise the good name of the family because it is clear that it will raise the status of parents. Broadly speaking, parents know about the activities of their children who always want their children to get along in a good environment. Therefore understanding of work as an official is good and noble work taught to children.

### **3.2 Objective Moment Social Process**

In the context of power as a member of the South Nias DPRD, objectivity momentum occurs when someone begins to fuse with many individuals and interact. On this momentum one carries objective thoughts from the results of his externalization activities. Thus objectivities designs a process whereby the social world becomes a reality that is able to hinder or also shape its participation.

The ten informants claimed to enter politics and serve as political elites influenced by their friends. The act of working as a political official by the ten respondents has a different reason. They proudly hold official status because they consider the act of working as an official as trustworthy and trusted by the community. Responsibilities that must be shouldered when they are of public concern. They must work hard to voice people's rights and develop the region. When they succeed, the people will fall in love and continue to elect them to serve as regional leaders.

The ten informants who are members of the South Nias DPRD claimed to work as officials oriented to one goal, namely power. They believe that relations will draw closer and this is good for their interests, so they enthusiastically pursue that power. Working as an official carried out by them is considered a golden road to meet their needs. Armed with the reasons of the interests of the people they do so even though many people are their rivals.

The foregoing was explained by Berger and Luckman who said community institutions were created and maintained or changed through human actions and interactions. So even though society and social institutions look objectively real, in reality everything is built in a subjective definition through a process of interaction.

### **3.3 Social Process Moment Internalization**

After going through the first two stages of momentum, enter the final stage of the process of internalization. In this internalization process, individuals re-infiltrate reality formed in society as an objective structure and apply it within themselves as subjective reality.

There are two important stages before referring to the process of how South Nias DPRD members construct their work. That stage is at the stage of introduction or initial meaning (externalization) to see their understanding of the work of officials. Then the second is the implementation phase, which is an attitude when in the community.

Each informant has a different meaning about work as an official. This meaning is obtained from several stages which then lead them to a belief in thought (subjective) to act on the discourse (objectivity) that they have been receiving.

The meaning of power when a member of the South Nias DPRD before becoming an official and after entering politics as an official experiences several changes. This change that emerged as a subjective criticism later made members of the South Nias DPRD construct what it meant to be an official's job. Apparently found two views about the meaning of work as an official. Namely the job as an official as a mandate. While some informants interpret the job as an official it is a result of a need.

### **3.4 Political Reposition of South Nias DPRD Members**

South Nias DPRD members are political elite officials in South Nias. They have their own meaning related to the actualization of themselves as officials. Their experience, their awareness of everything related to power, and the social actions that occur between them and their environment, have a role in the construction of the reality of the political repositioning of power socially in their own views.

Their status as holders of power and power, the majority of whom are important people in South Nias, is a deliberate act of awareness of the values of power for them. The values of power referred to here are interests in the form of feeling happy, proud, and powerful when in office. The political reposition of power in South Nias DPRD members is interpreted from three aspects, namely from the mandate, the arena of contestation, and the aspects of importance.

Referring to the Berger social construction that focuses on awareness, deliberation, to individual knowledge of the object, the writer gets an overview of the process. The awareness of legislators from South Nias DPRD towards power is seen in how they view and value power. Their intention to enter politics and become officials is a form of their decision based on their evaluation of power itself.

#### **a. Power as a mandate**

Power, for believers or religions, especially those related to the interests of many people, if understood and lived the spiritual meaning behind it, will be placed as a mandate that must be fulfilled by the bearer. Not as social prestige. The more so if the mandate of the power carried is accepted with an oath of power. The moral responsibility is much higher, so the higher the level of worldly temptation, not only comes from within the person holding the mandate of power, also from his immediate family. This is in line with what was revealed by Marthalena Duha.

“Position is a deposit, on the basis of that he will fight if he is trusted. For that reason, I try to say how the people who voted for me continue to trust me ”.<sup>1</sup>

If one day obtains the throne, no joy, especially excessive. The more so if the power is directly related to the interests of the people or the people. Such power, for that who realize

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<sup>1</sup> Results of an interview with Martalena Duha on December 10, 2017 at the South Nias DPRD Office

the meaning behind it, is received with great caution, whether he is able to carry it and fulfill it, without running away from the responsibilities given to him. Thus Sapotianus Manao's informant realizes that having power as a member of the DPRD is not just a job status. But how he can utilize all of himself and his thoughts to be able to serve South Nias.

There may be a glimmer of joy or happiness that arises when the power is given to him, but he is nothing more than an expression that he has been trusted by many people to assume that power. We can see Adil Harita's opinion. He worked as a member of the DPRD, not a peak. For him to be a member of the legislature means the calling of the soul, how someone is able to provide the best thing for his area.

"I was chosen by the people of South Nias, and will advance again for the people of South Nias. I am sure there are still those who support me later, but I realize this is not easy especially as more and more parties may intend to overthrow me."<sup>2</sup>

In general, DPRD members can be said to have a spiritual understanding of the power they entail. They are aware of the mandate that they must carry to carry out. Therefore they always try to give the best to the people who have trusted them.

#### **b. Power as an arena for contestation**

When you become a ruler, whatever your desires will come true while the salary is never reduced at all. The necessities of life for a ruler are borne entirely by the state. Not to mention the official travel facilities here and there that is allowed to bring family groups with him. There is no one who is paid, served and prospered like that so the others are fighting over to achieve the same thing.

The way the state exalts a ruler is clearly quite excessive. All people, from all directions and from all directions are able to witness the luxury and splendor. The human being is filled with jealousy so automatically when there is someone who is treated too special there must be someone who is jealous. Jealousy is what often makes some people fight over it for personal gain.

A ruler has the authority to determine this and determine it. While many people who want him to stay there or settle there. Therefore, a lot of respect, praise, popularity and money are directed at him so that everything is smooth, everything is smooth; those who want to be officials are given facilities. This is one of the tempting attractions to fight for a position as ruler of the country. Others will flock to sacrifice billions of rupiah in wealth as a ticket to become a ruler because he knows that when he sits on top he will receive more wages.

#### **c. Power as the realm of interests**

South Nias DPRD members construct their own political power repositioning based on the experiences they have experienced as power holders and as members of political parties. The author gets the picture that their awareness in the form of an interest in power is motivated by several factors.

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<sup>2</sup> Results of an Interview with Adil Harita on December 10, 2017 at the South Nias DPRD Office

Based on interviews conducted, the author gets a picture of the factors that affect the interests of members of the South Nias DPRD towards power, including: internal motivation, external motivation, skills, and goals.

The internal motivation referred to here is the arising of likes, pleasures, hobbies, and an individual's interest in the power itself. Whereas the external motivation that constructs the political repositioning of power for them is the environment, namely the environment of family, friends, and exposure to information from the mass media. The goal, which is to eliminate the stigma of political officials inherent in society.

In other words, they want to serve the community wholeheartedly and prove that the stigma attached to officials in the community depends on certain contexts and points of view. The skills possessed by the informants contribute to the interpretation of power. One of the informants interviewed by the writer, Faduhusa Laia, said that his involvement in politics and becoming an official was an effort to channel his talents in education, namely political education. Whereas other informants said that their skills in becoming leaders and in positions were obtained by self-taught by learning from their political party friends.

Berger and Luckmann explain that the formation of the world and social reality through simultaneous stages, namely externalization, objectivities, and internalization. In this stage, there are realities that are seen as subjective, objective, and symbolic. Society according to Berger and Luckmann can be seen as subjective reality and objective reality.

Members of the South Nias DPRD carry out internal communication activities in the form of exchanging information on matters relating to the development of politics and power. Among these, members used to gather to exchange information related to prospective leaders or candidates who would advance to the arena of the elections. In addition to discussing matters relating to the Indonesian political world, ordinary members gather to discuss what activities will be carried out for the advancement of South Nias.

#### **IV. Conclusions**

Berger's hypothesis about social construction is seen in this study in the efforts of Members of the South Nias Legislative Council in the 2014-2019 period to achieve this position in a variety of ways they have and understand. Then their efforts in maintaining their position or influence in the community or constituents who choose to continue to establish good communication with various programs or efforts to answer the aspirations of the people.

The motives of South Nias DPRD members in choosing to become officials in the ranks of the government bureaucracy are to become direct actors in the development of the South Nias region. Being an official for South Nias DPRD members is important than the power held by people who do not care about the development of South Nias. If power is held by people who do not understand the history, culture and customs of South Nias, it will be fatal.

In general, this paper looks at how the political repositioning of the power of South Nias DPRD members in the 2014 elections perpetuated the politics of clans or power based on primordialism or space. From the composition of elected DPRD members, it has been shown that the number of elected members has a close relationship with the regent. This condition reinforces that clan politics cannot be separated in the dynamics of local politics.

Where each region has its own form in running the politics of this clan. South Nias shows this by the presence of legislative members who have kin relations and are connected to each other in supporting strategic policies in South Nias. The clan politics that occurred in South Nias gave the researcher a view that the political repositioning of the power of South Nias DPRD members in the 2014 elections could not be separated in the political motives of the clan.

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## The Community Perceptions of Poverty in Gampong Ayon, Seulimeum Sub-district, Aceh Besar Regency (Research Results on March 2017)

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### Abstract

*The Government of Aceh Besar Regency has made various efforts through assistance programs that are beneficial for the Gampong community to overcome poverty, but the poverty rate in Ayon Gampong, Seulimeum Sub-district is still high and has been going on for a long time, until now there are still many members of the community living under poverty. This poverty problem is very complex and multidimensional in nature, related to social, economic, cultural, and other aspects. The purpose of this study is to find out and describe community's perceptions of poverty in Gampong Ayon, Seulimeum Sub-district, Aceh Besar Regency and to describe the causes of poverty. This research uses a descriptive qualitative approach. To get information in accordance with the objectives of the study, the informants were determined by Purposive Sampling with a total of 12 informants. The results showed that community perceptions of poverty in Gampong Ayon, Seulimeum Sub-district, Aceh Besar Regency were very diverse, some were positive, some were pessimistic or negative. A positive view, for example, considers poverty as a part of the life of the people in Gampong Ayon that is not used as a burden, while those who have a negative view of poverty occur in Gampong Ayon because of the lack of concern from the government. Related to the factors that cause poverty in Gampong Ayon community, Seulimeum Sub-district, Aceh Besar Regency, which consists of cultural and structural factors. Cultural factors related to poverty that befell the Gampong Ayon community as a form of inheritance from the previous generation of poor fathers so that their children are also considered poor, while poverty is related to structural poverty because poverty is inherent in the poor population, because they do not have production assets and the ability to increase productivity.*

### Keywords

perception; society; poverty



## I. Introduction

Poverty is a phenomenal problem throughout the history of Indonesia, in a country there is no greater problem than the problem of poverty. Poverty has made millions of children unable to get quality education, difficulties in financing health care, lack of savings and no investment, lack of access to public services, lack of employment opportunities, lack of social security and protection of families, strengthened migration flows to cities, and worse, poverty causes millions of people to meet their limited food, clothing and housing needs.

One of the root causes of poverty in Indonesia is the high disparity between regions due to the unequal distribution of income, so that the gap between the rich and the poor in Indonesia is widening. Poverty is not just an economic problem, but rather is the end result of the interaction of social, economic, political and cultural factors. The phenomenon of

poverty has been going on for a long time, although efforts have been made to overcome it, but to date there are still many members of the community living below the poverty line.

According to Dewi (2018) the limited access to health services, education, housing and settlements, infrastructure, capital/credit and information for the poor is one of the factors that causes poverty alleviation efforts to be less than optimal. Poverty is a social problem along with the development of trade throughout the world and with the establishment of certain standard of living as a habit of society. According to Soekanto (2012) poverty as "A condition in which a person is unable to maintain himself in accordance with the standard of life of the group and is also unable to utilize his mental or physical energy within the group".

The phenomenon experienced by the Gampong Ayon community, Seulimeum Sub-district, Aceh Besar Regency is the large number of poor people. However, the current situation shows that the condition of economic growth is actually giving a signal of closeness with increasing indicators of poverty. Even from the impact of decentralization, these improvements and opportunities cannot yet be enjoyed by all groups. Even official poverty data show poverty stagnation at a higher rate than before the decentralization era.

Various programs and policies that have been made by the government in tackling poverty such as the Inpres of Disadvantaged Villages (IDT), Countermeasures to overcome the impact of the economic crisis, Poor Rice (Raskin), Direct Cash Assistance (BLT) and so on, have not been able to overcome the problem of poverty in the Gampong Ayon, Seulimeum Sub-district, Aceh Besar Regency. All this happened because the program only focused on one of the dimensions of poverty symptoms such as political, economic, social that did not touch the root causes of poverty, for example Direct Cash Assistance (BLT), but was less effective because many were wrongly targeted, even opening up opportunities for misuse of funds resulting in social conflicts in several areas.

## II. Review of Literature

### 2.1 The Concepts of Perception

Etymologically, perception comes from Latin *perceptio*; from *percipere*, which means taking or taking. Sobur, (2008) Perception is "One of the important psychological aspects for humans in responding to the presence of various aspects and symptoms around them. Perception contains a very broad understanding, concerning internal and external. Various experts have provided various definitions of perception, although in principle they contain the same meaning.

Walgito (2010) perception is "A sensing process which is the process of receiving stimulus by individuals through the senses or also called a sensory process". But the process does not just stop, but the stimulus is continued and the next process is a process of perception. Therefore the process of perception cannot be separated from the sensing process which is the precursor of the process of perception.

According to Jalaluddin (2010) perception is "The experience of objects, events, or relationships obtained by concluding information and interpreting messages. Whereas Surtono (2011) perception is "Giving meaning to sensory stimuli, or interpreting information captured by the sensory organs". Thus it can be stated that the perception is organizing, interpreting the stimulus it senses so that it is something meaningful, and is an integrated response in the individual.

Perception is linked to the way a person views a particular object in different ways by using the sense devices possessed, then trying to interpret them. According to Pareek in Sobur, (2008), among others:

- a. Attention, the first perception begins with attention. Not all the stimuli that are around us can we capture everything simultaneously, our attention is only focused on one or two objects that are of interest to us.
- b. Needs, needs will cause the stimulus to enter our attention span and this need will cause us to interpret the stimulus differently.
- c. Willingness, is someone's expectation of a stimulus that appears in order to react to the stimulus received more efficiently so that it is better if the person is ready first.
- d. Value system, value system that applies in a person or society will affect one's perception.

From some of the opinions above about perception, it can be concluded that perception is a view that is preceded by sensing of objects (objects, humans, ideas, symptoms and events) through the five senses so that it immediately gives meaning and value to an object by highlighting the nature typical of an object and the results of perception can be in the form of responses or judgments that are different from individuals.

## 2.2 Community Theory

The term community, etymologically derived from the Arabic word *syaraka* which means "to participate, participate". In general, the understanding of society can be explored through the characteristics of the community itself. The characteristics of the community according to Soekanto (2012 :) namely:

- a. Humans who live together. In social science there is no absolute measure or exact number to determine how many people there must be. But theoretically the minimum number is two people who live together.
- b. Joined for quite a long time. A collection of humans is not the same as a collection of inanimate objects such as chairs, tables and so on. Because with the gathering of humans, new humans will emerge. Humans can also talk, feel and understand; they also have desires to convey their impressions or feelings. As a result of living together, there arose a communication system and arises the rules that govern human relations within the group.
- c. They realize that they are a unity.
- d. They are systems of living together. The system of living together gives rise to culture because each group member feels himself bound to one another.

According to Ahmadi in Syani (2007) the community must have the following requirements:

- a. There must be human gathering, and there must be many, not animal gathering;
- b. Has lived a long time in a certain area;
- c. There are rules or laws that regulate them to go towards common interests and goals.

## 2.3 Poverty Theory

The definition of poverty has expanded, along with the increasingly complex causes, indicators and other problems that surround it. Poverty is no longer only considered as an economic dimension but has expanded to social, health, education and political dimensions. According to the Central Statistics Agency, poverty is "Inability to meet minimum standards of basic needs which include food and non-food needs". According to Todaro (2006) the variation of poverty in developing countries is caused by several factors,

namely: First; Geographical differences, population and income level. Second; Historical differences, partly colonized by different countries. Third; The difference between the wealth of natural resources and the quality of human resources. Fourth; Differences in the role of the private and state sectors. Fifth; Different industrial structures. Sixth; The difference in the degree of dependence on the economic and political power of other countries and the seventh; Differences in the distribution of power, political structure and domestic institutions.

To measure poverty, Indonesia through BPS uses a basic needs approach that can be measured by the number or count of the Head Count Index, namely the number and percentage of poor people below the poverty line. The poverty line is set at a level that is always constant in real terms so that we can reduce poverty by tracking the progress made in alleviating poverty over time.

According to Suharto (2005: 32), poverty determinants are divided into four groups, which consist of human capital, known as physical productive capital, employment status, and village characteristics. World Bank (2008) categorizes the characteristics of poor people according to community, region, household, and individual. In community factors, infrastructure is the main determinant of poverty. The state of infrastructure is very closely related to the level of social welfare.

Todaro (2006) shows the link between poverty and underdevelopment with several economic and non-economic aspects. Three main components as a cause of community backwardness and poverty, these factors are the low standard of living, low self-esteem and freedom from the three aspects have a reciprocal relationship. The low standard of living is caused by the low level of income, low income caused by low levels of labor productivity, low labor productivity caused by high labor growth, high unemployment and low per capita investment.

According to Ginanjar (2006: 49) there are 4 factors that cause poverty, these factors include: Poverty is inherent in the poor population, they are poor because they do not have production assets and the ability to increase productivity. They do not have production assets because they are poor, as a result they are entangled in an environment of endless and basic poverty. Based on Ginanjar's opinion that poverty can be caused by several things including the low economic activity that can be carried out by the community. With low economic activity it has implications for: a. Low level of education. b. Low level of health. c. Limited employment opportunities. d. Isolation conditions. 1. Low natural resources. 2. Technology and low population elements. 3. Low human resources. 4. Suggestions and infrastructure, including institutions that have not been good.

### III. Research Method

The method used in this study is descriptive qualitative. Narbuko, (2007) provides a research understanding "An attempt to address the current problem solving based on data, and also presents data, analyze and interpret, and can also be comparative and comparative". This research was conducted in Gampong Ayon, Seulimeum Sub-district, Aceh Besar Regency. The selection of this location with the following considerations: First; Ayon Gampong is one of Gampong in Seulimeum Sub-district, Aceh Besar Regency whose number of poor population is very large despite various government programs. Second; Gampong Ayon with the condition of the majority of farmers.

The data source used in this study is primary data obtained through direct observation and interviews with the community in Gampong Ayon. While secondary data

is data sourced from documents, books and reports relating to the study, namely the general condition of the study area. Data collection techniques were carried out through observation, study documents and interviews with informants consisting of Gampong *Keuchik*, Secretary, Treasurer, Youth and Development Unit, Hallway Heads, *Tuha Peut* and community leaders. The informant was determined by purposive sampling.

#### IV. Discussion

This research was conducted to describe the community perception of poverty in Gampong Ayon, Seulimeum Sub-district, Aceh Besar Regency. The results showed a diversity of community perceptions in viewing poverty experienced by Gampong Ayon community, Seulimeum Sub-district, Aceh Besar Regency. The diversity is so that it can show the objectivity obtained by the researcher.

The results showed that there was a positive view of the community towards poverty and a negative one. A positive view regards poverty as a part of the people's life of Gampong Ayon, which is not used as a burden, while those who have a negative view of poverty occur in Gampong Ayon because of the lack of concern from the government. While the factors causing poverty of Gampong Ayon community, Seulimeum Sub-district, Aceh Besar Regency, the results of the study have been detected, among others, due to cultural and structural factors. Cultural factors are related to the poverty affecting the Gampong Ayon community as a form of inheritance from previous generations, while poverty is related to structural poverty because poverty is inherent in the poor population, because they do not have production assets and the ability to increase productivity.

#### V. Conclusion

Based on the discussion as described above, it can be concluded as follows:

1. Community perceptions of poverty in Gampong Ayon, Seulimeum Sub-district, Aceh Besar Regency were very diverse, some were positive, some were pessimistic or negative. A positive view, for example, considers poverty as a part of the life of the people in Gampong Ayon that is not used as a burden, while those who have a negative view of poverty occur in Gampong Ayon because of the lack of concern from the government.
2. Related to the factors that cause poverty in Gampong Ayon community, Seulimeum Sub-district, Aceh Besar Regency, which consists of cultural and structural factors. Cultural factors related to poverty that befell the Gampong Ayon community as a form of inheritance from the previous generation of poor fathers so that their children are also considered poor, while poverty is related to structural poverty because poverty is inherent in the poor population, because they do not have production assets and the ability to increase productivity.

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## The Development Impact of PT. Medco E & P Malaka on Economic Aspects in East Aceh Regency

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### Abstract

*Development basically aims to realize prosperity for the community. Development can be done by implementing in various forms of programs. Development that uses human resources and high technology to process natural resources that can be utilized for human life, one of which is the development of oil and gas exploration block A area of PT. Medco E & P Malaka in Indra Makmur Sub-district. This activity is expected to provide positive benefits for the welfare of the people around the exploration activities. The type of research is associative research with a quantitative approach. This research was conducted in the oil and gas exploration area of Block A Area PT. Medco E & P Malaka in Alue Ie Itam and Blang Nisam Villages in Indra Makmur Sub-district, East Aceh Regency. Respondents in the study consisted of 50 respondents. The result of this study is the economic impact of oil and gas exploration development in Block A area of PT. Medco E & P Malaka has a very positive impact on income, home ownership, home conditions, and additional income of the community in Alue Ie Itam Village and Blang Nisam Village. This can be seen from tcount (6.852) which is greater than ttable (1.67591). Significant differences are also indicated by the significance score ( $0.00 < 0.05$ ).*

### Keywords

development  
impact; PT.Medco  
E&P Malaka;  
economic aspect



## I. Introduction

Development is a systematic and continuous effort made to realize something that is aspired. Development is a change towards improvement. Changes towards improvement require the mobilization of all human resources and reason to realize what is aspired. In addition, development is also very dependent on the availability of natural resource wealth. The availability of natural resources is one of the keys to economic growth in an area. The relationship between inflation and economic growth is one of the debatable issue and the most important macroeconomic discussions among macro economists, policy-makers and monetary authorities in all countries (Wollie, 2018). Therefore the availability of natural resources must be managed and utilized by the government and the community appropriately, which can provide optimal benefits for the continuity of nature and humans in the future.

Development basically aims to realize prosperity for the community. Development can be done by implementing in various forms of programs. Development that uses human resources and high technology to process natural resources that can be utilized for human life, one of which is the development of oil and gas exploration block A area of PT. Medco E & P Malaka in Indra Makmur Sub-district. This activity is expected to provide positive benefits for the welfare of the people around the exploration activities.

PT. Medco Energi Internasional Tbk, through PT Medco E & P Malaka together with its partners Kris Energi and Japex, inaugurated the start of the development of the block A

gas field in Indra Makmur Sub-district, East Aceh Regency on November 23, 2015. The company has actually been managing the block A field since early 2007 and has made various commercial and technical efforts to realize the development of several gas fields in block A, namely Alur Siwah, Julok Rayeuk and Alur Rambong fields. The progress of the Block A field development project was marked by the signing of the gas buying and selling (PJBG) in January 2015 and the selection of a consortium of PT Encona Inti Industri and PT. JGC Indonesia as the executor of the development of Block A production facilities.

The location of oil and gas exploration block A area of PT. Medco E & P Malaka is located in Blang Nisam Village, Indra Makmur Sub-district. There are three fields targeted to start its first production. The three fields are Alur Siwah, Alur Rambong and Julok Rayeuk fields. The first production begins in early 2018 to meet the supply of 63 billion British thermal units per day (BBTUD), which will be channeled into the Pertamina Arun Belawan pipeline distribution system, to support the continuity of fertilizer and electricity factories and industries in Aceh. PT. Medco E & P Malaka is a cooperation contract contractor (KKKS) working on state-owned upstream oil and gas projects.

## II. Review of Literature

### 2.1 Definition of Development

Rogers in Nasution (2004) states that development is a process of social change with broad participation in a society, which is intended for social and material progress (including increasing the amount of justice, freedom and other scored qualities) for the majority of the people through more control the amount they get for their environment.

Siagian (1994) provides an understanding of development as "A business or series of efforts for growth and change that are planned and carried out consciously by a nation, state and government, towards modernity in the context of fostering the nation (nation building)". Meanwhile, according to Ginanjar Kartasasmita (1994), development is a process of change for the better through planned efforts.

### 2.2 Impact

Impact can be interpreted simply is a change that occurs due to an activity. These activities can be natural, both social, economic, physical, chemical and biological. According to the KBBI the impact is a collision, an effect which brings about both positive and negative impacts. Influence is the power that exists and arises from something (people, things) that helps shape a person's character, beliefs or deeds. Influence is a situation where there is a reciprocal relationship or causal relationship between what influences what is affected. Impacts have the following effects:

- a. Positive impact is the impact that has a positive effect.
- b. Negative impacts are impacts that have a negative effect.
- c. Direct impacts are impacts that are felt directly and are related to positive impacts.
- d. Indirect impacts are indirect impacts that are felt by an influence (KBBI in Sartika, 2014)

So, from the definition above regarding the impact of exploration development in the oil and gas industry block A area of PT. Medco E & P Malaka towards regional development has changed. The impact here is the economic, social, and environmental aspects. Environmental impacts are changes in terms of village management, development of roads for transportation facilities, water and air conditions of the mosque as a means of

worship, and schools as a means of education. The social impact is the shifting mindset and productivity of the people who previously planted and switched to other jobs. While the impact on the economic aspect, there is a change in income due to the development of other businesses in the local community.

### 2.3 Economic Aspects

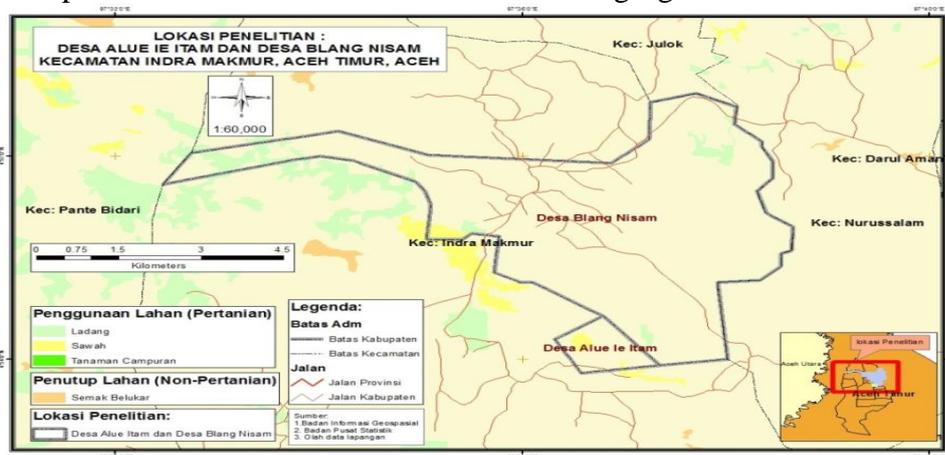
Income is the work of business and so on, finding a discovery about something that did not exist before, according to the KBBI, income is defined as the result of work or business in the form of money or goods as a form of income is wages or salaries, which means money paid in retaliation services or as labor payers that have been issued to do something (Ministry of Education and Culture RI, 1995).

Income is the amount received usually within a certain period of time is usually one year, community income is thus all receipts received in a particular year either from industry, trade and other sectors. The economic condition of the population is a condition that describes human life that has economic score. Economic conditions are assessed through three variables: livelihoods, income, and ownership of valuables.

## III. Research Method

The type of research is associative research with a quantitative approach. According to Sugiyono (2008), associative research is research that aims to determine the effect or relationship between the independent variable and the dependent variable and how closely the two are related. According to Sugiyono (2003), quantitative research is research by obtaining data in the form of numerical data or qualitative data.

The map of the research location is in the following figure:



Source: Data processed, 2019

*Figure 1. Research Location Map*

This research was conducted in the oil and gas exploration area of Block A Area PT. Medco E & P Malaka in Alue Ie Itam and Blang Nisam Villages in Indra Makmur Sub-district, East Aceh Regency based on the consideration that the Indra Makmur Sub-district was the place affected by the development of Oil and Gas Exploration with an area of 89.05 Km<sup>2</sup>.

#### IV. Discussion

Respondents in the study consisted of 50 respondents in Alue Ie Itam Village and Blang Nisam Village. To be more clear, the number of respondents by cluster and gender can be seen in Table 1. below:

**Table 1.** Number of Respondents Based on Village and Gender

No	Name of Village	Male		Female		Total	
		Total (Person)	%	Total (Person)	%	Total (Person)	%
1.	Alue Ie Itam	28	56%	-	0%	28	56%
2.	Blang Nisam	20	40%	2	4%	22	44%
Total		48	96%	2	4%	50	100%

Source: Primary Data, 2019

The data in Table 1. shows that the most respondents came from Alue Ie Itam, with 28 people (56%) who were all male. Followed by respondents who came from Blang Nisam whose respondents were 20 men (40%) and 2 women (4%). This is natural because men are responsible for providing family income. The number of respondents by age group can be seen in the table below:

**Table 2.** Number of Respondents Based on Age Group

No	Age Group	Total(Person)	%
1.	21-30	8	16%
2.	31-40	15	30%
3.	41-50	27	54%
Total		50	100%

Data Sources: Primary Data, 2019

The data in Table 2. above shows that respondents were dominated by respondents with an age group of 41-50 years, namely a number of 27 people (54%), then respondents with an age group 31-40 years amounted to 15 people (30%), and respondents with a group aged 21-30 years amounted to 8 people (16%). The number of respondents based on ethnicity (ethnicity) can be seen in the table below:

**Table 3.** Number of Respondents Based on Ethnicity

No	Ethnicity	Total(Person)	%
1.	Aceh	29	58%
2.	Jawa	21	42%
Total		50	100%

Data Sources: Primary Data, 2019

In Table 3. above shows that most respondents in Acehnese ethnic research, namely as many as 29 people (58%), while Javanese respondents totaled 21 people (42%). The number of respondents based on their level of education can be seen in the table below:

**Table 4.** Number of Respondents Based on Education Level

No	Education	Total(Person)	%
1.	Did not undergo education	3	6%
2.	Elementary School	9	18%
3.	Junior High School	11	22%
4.	Senior High School	26	52%
5.	Diploma/Degree	1	1%
Total		50	100%

Data Sources: Primary Data, 2019

Based on the data in Table 4. above it is known that 3 people (6%) respondents of the study did not undergo education, 9 people (18%) had elementary school education, 11 people (22%) had junior high school education, 26 people (52%) had senior school education, and 1 Diploma / Degree educated person. Development of oil and gas exploration in the Block A area of PT. Medco E & P Malaka has significantly increased the productivity of the surrounding communities in Alue Ie Itam Village and Blang Nisam Village. The results of the different main income test of the people of Alue Ie Itam Village and Blang Nisam Village before and after the development of PT. Medco E & P Malaka can be seen in Table 5. Below:

**Table 5.** Descriptive Statistic Analysis Test of Main Income Before and After the Development of PT. Medco E & P Malaka  
Paired Samples Statistics

		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	After (Primary Income)	2960706,40	50	2082563,286	294518,924
	Before (Primary Income)	2188000,00	50	1996184,115	282303,065

Data Sources: Data Processed, 2019

In Table 5. it can be seen:

- The average income of the people of Alue Ie Itam Village and Blang Nisam Village before the development of PT. Medco E & P Malaka is Rp. 2,188,000.00, - with a standard deviation of 1,996,184.115 and a mean standard error of 282,303,065.
- The average income of the people of Alue Ie Itam Village and Blang Nisam Village after the development of PT. Medco E & P Malaka is Rp. 2,960,706.40, - with a standard deviation of 2,082,563,286 and a mean standard error of 294,518,924.

**Table 6.** Difference Test Results of Main Income Before and After Exploration Development of PT. Medco E & P Malaka

Description	Income
Number of Samples (KK)	50
Average Main Income Before Development	Rp. 2.188.000,00,-
Average Main Income After Development	Rp. 2.960.706,40,-
Significance	0,00
T <sub>count</sub>	6,852
t <sub>table</sub>	1,67591
Information* : $\alpha = 0,05$	

Data Sources: Data Processed, 2019

From Table 6. it can be seen that there are significant differences between the average main income of the people of Alue Ie Itam Village and Blang Nisam Village before and after the development of oil and gas exploration in the Block A area of PT. Medco E & P Malaka. This can be seen from the  $t_{count}$  (6.852) which is greater than  $t_{table}$  (1.67591). Significant differences are also indicated by the significance score ( $0.00 < 0.05$ ). Thus the hypothesis which states that there are positive and significant differences between the main income before and after the development of oil and gas exploration in the Block A area of PT. Medco E & P Malaka . The results of research on the additional income of the people of Alue Ie Itam Village and Blang Nisam Village are as follows:

**Table 7.** Descriptive Statistical Analysis Test of Additional Income Before and After the Development of PT. Medco E & P Malaka  
Paired Samples Statistics

		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	After (Additional Income)	2141830,00	50	2073202,159	293195,061
	Before (Additional Income)	938000,00	50	1651825,212	233603,362

Data Sources: Data Processed, 2019

In Table 7. it can be seen:

- The average income of the people of Alue Ie Itam Village and Blang Nisam Village before the development of PT. Medco E & P Malaka is Rp. 938,000.00 with a standard deviation of 1,651,825,212 and a mean standard error of 233,603,362.
- The average score of additional income for the people of Alue Ie Itam Village and Blang Nisam Village after the development of PT. Medco E & P Malaka is Rp. 2,141,830.00, - with a standard deviation of 2,073,202,159 and a mean standard error of 293,195,061.

**Table 8.** Difference Test Results for Additional Income Before and After the Development of PT. Medco E & P Malaka

Description	Income
Number of Samples (KK)	50
Average Additional Income Before Development	Rp. 938.000,-
Average Additional Income After Development	Rp. 2.141.830,-
Significance	0,00
$T_{count}$	7,307
$t_{table}$	1,67591
Information* : $\alpha = 0,05$	

Data Sources: Data Processed, 2019

From Table 8. it can be seen that there are significant differences between the average additional income of the people of Alue Ie Itam Village and Blang Nisam Village before and after the development of oil and gas exploration in the Block A area of PT. Medco E & P Malaka . This can be seen from the score of  $t_{count}$  (7.307) which is greater than  $t_{table}$  (1.67591). Significant differences are also indicated by the significance score ( $0.00 < 0.05$ ). Thus the hypothesis which states that there are positive and significant differences between income before and after the development of oil and gas exploration in the Block A area of PT. Medco E & P Malaka .

Increased income in Alue Ie Itam Village and Blang Nisam Village before and after the development of PT. Medco E & P Malaka can be caused by several things:

- a. Development of PT. Medco E & P Malaka led to an increase in the income of the people of Alue Ie Itam Village and Blang Nisam Village, it can be concluded because the increase in population is directly proportional to the purchasing power of the community.
- b. Development of PT. Medco E & P Malaka caused an increase in the income of the people of Alue Ie Itam Village and Blang Nisam Village, it can be concluded because PT. Medco E & P Malaka provided counseling on the empowerment of compost, honey bees, fitness drinks, etc. which resulted in the growth of new businesses that had an impact on increasing the income of the people of Alue Ie Itam Village and Blang Nisam Village.

**Table 9.** Respondents' Answers About Home Ownership Before and After the Development of PT. Medco E & P Malaka

No	Ownership status	Before		After	
		Total (Person)	%	Total (Person)	%
1.	One's own	36	72%	47	94%
2.	Rent	10	20%	1	2%
3.	Ride with Parents	3	6%	2	4%
4.	Ride with Other People	0	0%	0	0%
5.	Others	1	2%	0	0%
Total		50	100%	50	100%

Data Sources: Primary Data, 2019

The data in Table 9. can be seen a comparison of the status of home ownership before and after the development of oil and gas exploration in the Block A area of PT. Medco E & P Malaka and it can be concluded that the ownership status of own-owned houses has increased from 36 heads of households (72%) to 47 heads of households (94%), heads of households who contracted houses that used to have 10 households (20%) decreased only 1 heads of households (2%). The different test results (t test) against the comparison of the status of home ownership before and after the development of PT. Medco E & P Malaka is as follows:

**Table 10.** Statistical Analysis Test About Home Ownership Before and After the Development of PT. Medco E & P Malaka

Paired Samples Statistics

		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	After (Home Ownership)	4,90	50	,416	,059
	Before (Home Ownership)	4,46	50	,952	,135

Data Sources: Data Processed, 2019

In Table 10. it can be seen:

- a. The average score of the ownership status of community houses in Alue Ie Itam Village and Blang Nisam Village prior to the development of PT. Medco E & P Malaka is 4.46 with a standard deviation of 0.952 and a mean standard error of 0.135.
- b. The average score of the ownership status of community houses in Alue Ie Itam Village and Blang Nisam Village after the development of PT. Medco E & P Malaka is 4.90 with a standard deviation of 0.416 and a mean standard error of 0.059.

**Table 11.** Different Test Results of Ownership Status Before and After the Development of PT. Medco E & P Malaka

Description	Score
Number of Samples (KK)	50
Average Home Ownership Before Construction	4,46
Average Home Ownership after Construction	4,90
Significance	0,001
T <sub>count</sub>	3,518
t <sub>table</sub>	1,67591
Information* : $\alpha = 0,05$	

Data Sources: Data Processed, 2019

From Table 11. it can be seen that there are significant differences in the ownership status of community houses in Alue Ie Itam Village and Blang Nisam Village before and after the development of PT. Medco E & P Malaka . This can be seen from the score of t<sub>count</sub> (3.518) which is greater than t<sub>table</sub> (1.67591). Significant differences are also indicated by the significance score (0.001 < 0.05). Thus the hypothesis which states that there is a positive and significant difference between the status of home ownership before and after the development of oil and gas exploration Block A area of PT. Medco E & P Malaka .

In addition, a comparison of the status of home ownership, follows the data on the condition of the house before and after the development of Oil and Gas Exploration Area Block A of PT Medco E & P Malaka in Blang Nisam Village and Alue Ie Itam Village:

**Table 12.** Respondents' Answers About the Condition of the House Before and After the Development of PT. Medco E & P Malaka

No	House Conditions	Before		After	
		Total (Person)	%	Total (Person)	%
1.	Permanent	8	16%	27	54%
2.	Semi-permanent	19	38%	16	32%
3.	Board	22	44%	7	14%
4.	Bamboo / Tepas	1	2%	0	0%
5.	Other, please specify	0	0%	0	0%
Total		50	100%	50	100%

Data Sources: Primary Data, 2019

**Table 13.** Statistical Analysis Test About the Condition of the House Before and After the Development of PT. Medco E & P Malaka

		Paired Samples Statistics			
		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	After (House Conditions)	4.44	50	.675	.095
	Before (House Conditions)	3.68	50	.768	.109

Data Sources: Data Processed, 2019

The different test results (t test) against a comparison of the status of the condition of the house before and after the development of PT. Medco E & P Malaka in Table 13. above can be known:

- a. The average score of the housing conditions of the people of Alue Ie Itam Village and Blang Nisam Village prior to the development of PT. Medco E & P Malaka is 3.68 with a standard deviation of 0.768 and a mean standard error of 0.109.
- b. The average score of the housing conditions of the people of Alue Ie Itam Village and Blang Nisam Village after the development of PT. Medco E & P Malaka is 4.44 with a standard deviation of 0.675 and a mean standard error of 0.095.

**Table 14.** Different Test Results of House Conditions Before and After the Development of PT. Medco E & P Malaka

Description	Score
Number of Samples (KK)	50
Average House Condition Before Construction	3,68
Average Condition of Houses after Construction	4,44
Significance	0,001
T <sub>count</sub>	9,092
t <sub>table</sub>	1,67591
Information * : $\alpha = 0,05$	

Data Sources: Data Processed, 2019

Development of oil and gas exploration in the Block A area of PT. Medco E & P Malaka has significantly increased the productivity of the surrounding communities in Alue Ie Itam Village and Blang Nisam Village. The results of the different main income test of the people of Alue Ie Itam Village and Blang Nisam Village before and after the development of PT. Medco E & P Malaka can be seen that there is a significant difference between the average main income of the people of Alue Ie Itam Village and Blang Nisam Village before and after the development of oil and gas exploration in the Block A area of PT. Medco E & P Malaka . This can be seen from the score of  $t_{count}$  (6.852) which is greater than  $t_{table}$  (1.67591). Significant differences are also indicated by the significance score ( $0.00 < 0.05$ ). Thus, it can be concluded that there is a positive and significant impact on the main income of the people of Alue Ie Itam Village and Blang Nisam Village before and after the development of oil and gas exploration in the Block A area of PT. Medco E & P Malaka.

The results of research on the additional income of the people of Alue Ie Itam Village and Blang Nisam Village can be seen that there are significant differences between the average side income of the people of Alue Ie Itam Village and Blang Nisam Village before and after the development of oil and gas exploration in the Block A area of PT. Medco E & P Malaka. This can be seen from the score of  $t_{count}$  (7.307) which is greater than  $t_{table}$  (1.67591). Significant differences are also indicated by the significance score ( $0.00 < 0.05$ ). Thus, it can be concluded that there is a positive and significant impact on the additional income of the people of Alue Ie Itam Village and Blang Nisam Village before and after the development of oil and gas exploration in the Block A area of PT. Medco E & P Malaka .

Increased income in Alue Ie Itam Village and Blang Nisam Village before and after the development of PT. Medco E & P Malaka can be caused by several things:

- a. The development of PT. Medco E & P Malaka led to an increase in the income of the people of Alue Ie Itam Village and Blang Nisam Village, it can be concluded because the increase in population is directly proportional to the purchasing power of the community.

- b. The development of PT. Medco E & P Malaka caused an increase in the income of the people of Alue Ie Itam Village and Blang Nisam Village, it can be concluded because PT. Medco E & P Malaka provided counseling on the empowerment of organic liquid fertilizer and compost, honey bees, fitness drinks, etc. which resulted in the growth of new businesses that had an impact on increasing the income of the people of Alue Ie Itam Village and Blang Nisam Village. After a different test (t test) for 50 samples in Alue Ie Itam Village and Blang Nisam Village, it can be seen that there are significant differences regarding the ownership status of the houses of the Alue Ie Itam Village and Blang Nisam Village before and after the development of PT. Medco E & P Malaka . This can be seen from the score of  $t_{\text{count}}$  (3.518) which is greater than  $t_{\text{table}}$  (1.67591). Significant differences are also indicated by the significance score (0.001 <0.05). Thus it can be concluded that there is a positive and significant impact on the status of home ownership before and after the development of oil and gas exploration in the Block A area of PT. Medco E & P Malaka .
- c. The different test results (t test) against the comparison of the status of home ownership before and after the development of PT. Medco E & P Malaka can be seen that there are real differences about the condition of the houses of the Alue Ie Itam Village and Blang Nisam Village before and after the development of PT. Medco E & P Malaka. This can be seen from the score of  $t_{\text{count}}$  (9.092) which is greater than  $t_{\text{table}}$  (1.67591). Significant differences are also indicated by the significance score (0,000 <0.05). Thus it can be concluded that there are positive and significant impacts on the condition of houses before and after the development of oil and gas exploration in the Block A area of PT. Medco E & P Malaka.

## V. Conclusion

The economic impact of oil and gas exploration development in Block A area of PT. Medco E & P Malaka has a very positive impact on income, home ownership, home conditions, and additional income of the community in Alue Ie Itam Village and Blang Nisam Village. This can be seen from  $t_{\text{count}}$  (6.852) which is greater than  $t_{\text{table}}$  (1.67591). Significant differences are also indicated by the significance score (0.00 <0.05).

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## The Position and Participation of Khadijah in Developing Da'wah in Islam at the First Period

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### Abstract

Women are always interesting issues to be made into a study, both in countries that are Muslim majority and non-Muslim majority. Admittedly or not, the presence of women on this earth has a very important role. They are a part of this life, however, it is still felt by at least people who are aware of this. Many women have succeeded in carrying out their role, so it is worthy of being a good role model and teaching especially for Muslims in particular. One of the women who needed to be a role model was Khadijah as the first wife of the Prophet. Khadijah is a phenomenal figure, integrity, self-purity, faith, and her commitment to continue to support and sacrifice for the success of the Prophet's preaching. Moving on from that thought, the authors can explain that Khadijah was already well known among the Muslims only limited to the wife of the Prophet Muhammad, but the position and participation of Khadijah in developing Islam in the first period were less noticed by the Eve today. Whereas the most important thing that needs to be understood from Khadijah is the position and participation of Khadijah to be a good role model for women today. Furthermore, the authors can conclude from this paper that Khadijah always participated in the struggle of the Prophet, since before becoming the wife of the Prophet and after becoming her husband. In general there are three things that motivate Khadijah in the struggle of the Prophet, namely the personality of the Prophet, Khadijah's love for the Prophet and Khadijah's belief in the truth of Islamic teachings. Khadijah's sacrifice in developing Islam which is greatest was her body and soul.

### Keywords

Khadijah;  
da'wah; Islam



## I. Introduction

Khadijah before becoming the wife of the Prophet had been married twice. Besides that, Khadijah was a woman who was good at business and her views were quite broad in matters of trade. Khadijah was also one of the most famous journalists of the time. Khadijah was also a wealthy widow, despite being 40 years old, apparently beautiful. Indeed, Khadijah was good at caring for herself so she looked young<sup>1</sup>.

Besides that, Khadijah was a woman of choice, because of her nobility, her descendants, her beauty and her reporters. Khadijah was one of those who was open-minded, intelligent, and high in her ideals. Because of her nature so plastered Khadijah as a

<sup>1</sup> A. Nawawi Rambe, *Muhammad Rasul Penutup*, (Jakarta: wijaya, 1981), hal. 42.

kind woman in the midst of her people. Then the people around her chanted Khadijah with the nickname Ath-Tahirah<sup>2</sup>.

Khadijah lived in a state of commerce, both in and out of Mecca. Khadijah was known as a rich widow who lives in a state of luxury. Everyone loved her, and many people joined her, both women and men as domestic servants, and organized and managed her merchandise. In this case Nawawi Rambe explained that, although Khadijah's representatives and employees were many, Khadijah was still looking for an active and honest trade expert, to be entrusted to take care of her merchandise to Syria<sup>3</sup>.

Indeed the fact that someone was very busy in taking care of her business would be tired. One night Khadijah slept soundly. In her sleep he dreamed, she saw the sun go down from the sky to Mecca City, then down into her house, so that the rays of light illuminated all directions in the house and its surroundings, and immediately she woke up from sleep.

## II. Review of Literature

### Khadijah and Her Position

#### a. As a Wife of Prophet during Her Life

Not long after Muhammad's return from the land of Sham, Khadijah wanted to apply for Muhammad Al-Amin to be her husband. Khadijah had heard the news from Maisarah about Muhammad's personal privileges and the glory of his nature. For this reason, Khadijah was attracted to Muhammad. M. Ali Quthub in his book *Muslimatun Khalidat* said: Saiyidah Khadijah always contemplated Muhammad while asking herself, if Al-Amin would want to marry him, because was already 40 years old, while Muhammad was only 25 years old.<sup>4</sup>

Furthermore, in the book *As-Siratu An-Nabawiyah*, Mustafa As-Siba'i explained that, Khadijah was interested and said she was willing to be Muhammad's wife, but Muhammad also accepted the statement, then married her at the age difference of not less than fifteen years.<sup>5</sup>

Even though Khadijah was older than the Prophet's age, for a married couple it was not strange, because Khadijah was a woman who was good at caring for herself with noble character.

Among the women who contributed greatly to Islam or contributed to the Prophet Muhammad was Khadijah bint Khuwailid. It was Khadijah who got first and foremost place, because Khadijah had not only sacrificed her belongings for the struggle of the Prophet, but also provided significant moral support to the Prophet Muhammad while he was still alive, and a number of her assets had been donated for the struggle of her husband.

Khadijah aside from acting as a wife, housewife, also as a parent who has matured her experience in serving her husband who was younger than her. Ali Akbar said:

Perhaps this is the great wisdom of the Prophet Muhammad paired with Allah with a widow who is older than 15 years. Prophet Muhammad since his mother's womb had been orphaned, the death of his mother he was a child, a great loss of Muhammad.

<sup>2</sup> M. Ali Usman, *Partisipasi Keluarga Rasulullah Dalam Merobah Sosial Budaya Dunia*, (Jakarta: Bulan Bintang, 1987), hal. 36.

<sup>3</sup> A. Nawawi Rambe, *Muhammad Rasul...*, hal. 45.

<sup>4</sup> Muhammad Ali Quthub, terj Sitti Aminah Zuhri, *Muslimatun Khalidat*, (Semarang: Toha Putra, 1982), hal. 12.

<sup>5</sup> Mustafa As-Siba'i, *As-Siratu An-Nabawiyah*, (Jakarta: Media Dakwah, 1993), hal. 49.

The loss of love for his mother seems to have been found again after marrying Khadijah. Khadijah besides acting as a housewife, also as a wife during her life.<sup>6</sup>

From the above quotation it is clear that, Khadijah as the first wife of the Prophet Muhammad, and Khadijah had been able to give true love to her husband while she was still alive. This is the main capital needed by a warrior. This is also the greatest policy to lead to further success, because according to custom occurs, will succeed in a job with the agreement between husband and wife who mutually support each other.

In the success of the da'wah, Prophet Muhammad played a huge role in understanding Khadijah to foster a happy home. Thus, the Prophet Muhammad could avoid the failure of da'wah, as some of the earlier Prophet, such as Prophet David, Noah, and Ayyub.<sup>7</sup>

Mursal. M. Taher has described the position of Khadijah as follows: Khadijah was the wife of the Prophet Muhammad during her life. The Prophet Muhammad never married another woman while Khadijah was still alive. Khadijah lived with Prophet Muhammad with compassion and served Prophet Muhammad without any shortcomings. For approximately 25 years Khadijah lived with the Prophet Muhammad, Khadijah was a wise wife who could reassure her husband's heart. Prophet Muhammad loved Khadijah with all his heart. After Khadijah died, the Prophet Muhammad still remembered her. It is not surprising that after Khadijah's death, the Prophet Muhammad always mentioned her name to the point of cutting off the goat and the meat was delivered to the house of Khadijah's friends.<sup>8</sup>

Prophet Muhammad's attention to Khadijah was also quite large, this was seen at the time of Khadijah's death at the age of 65 years. The Prophet Muhammad himself organized the fardu of the body of Khadijah, until it was buried in the Shi'i Hayun Makkah.<sup>9</sup>

How great is Khadijah's service to Islam and the Muslims while Khadijah was still alive. Khadijah's personality can be a role model for mothers now and in the future.

And the Quraysh in particular, they worship idols as worship, moral decadence is very concerning. Victory at the elbow, the weak are always their slaves, the saddest of the least dignity of women, the daughters are killed alive. They live in the condemnation of sin. Liquor, wine and women playing are their jobs.<sup>10</sup>

It is in this picture and situation that the Messenger of Allah was decreed by Allah to bring guidance and mercy to the universal universe, according to his firm which means: "we have not sent you, O Muhammad, except to be a mercy of all the worlds."

At first the Prophet Muhammad preached to spread the religion of Islam quietly, confined to people who were trusted. It is important to avoid things that are not desired, because this has become a world custom, every new one will be rejected by humans, especially what Muhammad wants to change is the belief of humans from polytheism to Muslims who believe in Allah .

People who first converted to Islam or who initially believed in the religion of Islam are called "As Shabiqul Awwalun", the first person to justify the Prophet. The people who

<sup>6</sup>Ali Akbar, *Khadijah Umul Mukminin*, (Jakarta: Wahyu, 1975), hal. 30.

<sup>7</sup>Hamka, *Sejarah Ummat Islam*, (Jakarta: Bulan Bintang, 1950), hal. 196.

<sup>8</sup>Mursal. H. M. Toher. *Tokoh Wanita Sebelum Islam*, (Bandung: Al-Ma'arif, t,t), hal. 33.

<sup>9</sup> Saiful Bahri, *Syarkawi Syarkawi*, Mursal Mursal, Fizazuawi Fizazuawi, Maimun Maimun, *Trust Giving Transactions on Mu'amalah Al-Wadi'ah*, Budapest International Research and Critics Institute-Journal (BIRCI-Journal) Volume 2 No. 1, 2019, <http://bircu-journal.com/index.php/birci/article/view/51-57>, h. 55.

<sup>10</sup>Fakruddin Usman, *Situasi dunia Sebelum Islam*, (Jakarta: Harian Pelitan, 1983), hal 56..

first converted to Islam on the men's side include: Abu Bakar Siddiq, Zubir Bin Awwam, Talha, this belongs to the adult group. On the woman's side are Khadijah bint Khuwailid and Umm Aiman. While from the side of the teenager was Zaid bin Harisah and on the side of the children was Ali bin Abi Talib.

Especially for Khadijah as the first woman to believe in Messenger of Allah, and the first time she uttered two syahadah, this got a special place in the Prophet. Khadijah besides the first, also she who has been able to make the Prophet happy by giving birth to six children. Mursal H.M Toher said:

Khadijah bint Khuwailid had financed the Prophet in her struggle with her body and soul to win the monotheism of monotheism. Khadijah was the backbone of Islam, she has accompanied the Prophet throughout her life.<sup>11</sup>

Based on the description above, the author can conclude that the woman who initially confirmed the Messenger of Allah on the woman's side was Khadijah, and also on the men's side was the first time Abu Bakar Shiddiq. Next Khadijah deserves to be called the backbone of Islam, and she has accompanied Rasulullah throughout her life.

#### **b. As a Housewife**

Khadijah is an example for all Muslims, especially for Muslims in fostering happy households. All Khadija's deeds and behavior will be a good role model for all mothers.

Khadijah before becoming the wife of the Messenger of Allah, among her people and family was known as a saint who was intelligent and well-mannered. Khadijah was a housewife who should be praised and emulated by the example of the Muslim community from the past until now, both in taking care of the household and in serving her husband. "In the hands of the mother lies the happiness of the household and the peace of the husband."<sup>12</sup>

Khadijah was also a wise, patient and steadfast person in the face of events that occur because of that Khadijah's household became peaceful conflict between husband and wife. To find a peace in a household to be happy and peaceful, mothers should be able to serve their husband and children as well as possible. Mothers and fathers must provide guidance to their children in the household in order to achieve happiness that is harmonious, calm, safe and not restless for their children, and families. This is Ayesha Dachlan Said: Mother Father who lives peacefully, faithfully and harmoniously must make their children calm, not nervous, instead making their children happy. Peace and tranquility born and inner must be able to be created in the family by caressing the love of the mother and father.<sup>13</sup>

Nawawi Rambe also explained that: Khadijah is a housewife who can serve her husband and children both in difficult circumstances, Khadijah in the household is always respectful to her husband, children and the community. Khadijah was no less in love and respect for her husband.<sup>14</sup>

Khadijah married households with the Messenger of Allah increasingly sinking into happiness. Besides housewife, she able to serve her husbands, children because she was more knowledgeable in being able to take care of all problems both in the household and in the community.<sup>15</sup>

<sup>11</sup> Mursal. H. M. Toher. *Tokoh Wanita...*, hal. 246.

<sup>12</sup> Aisyah Dachlan, *Membina Rumah Tangga Bahagia Dan Peranan Agama Dalam Rumah Tangga*, (Jakarta: Yamunu, 1969), hal. 27

<sup>13</sup> *Ibid...*, hal. 21.

<sup>14</sup> A. Nawawi Rambe, *Muhammad Rasul...*, hal. 45.

<sup>15</sup> *Ibid...*, hal. 47.

Therefore, Khadijah sincerely gave her property to her husband because Khadijah understood that a good household builder would not use the property as she wished, she was sure that her husband would not spend her wealth on something useless.

From the description above, the authors can explain that the role of Khadijah as a housewife in the family is more emphasis on efforts to foster and realize a happy family. Following this Khadijah acts as a mother who acts as a mother giving birth to children as the next generation who then care for and nurture and protect the family.

### **c. As an Educators of Her Children**

Khadijah was an educator for her children because she was a woman and the head of the household when the Prophet left to spread Islam. The household was the first environment for children to get education especially from their parents. Personal progress and development of children was very dependent on family life because the family was an educational environment that is the base or basis of life in the future.<sup>16</sup>

The first education in coaching children is their mother. If the mother gives experience to a good child, their child will be fine, and vice versa. Education is very important in the family of the good and bad of a child depends on education in the household.

Khadijah was as an educator mother in her own family and among the people of her time. Khadijah aside from acting as a housewife as well as a teacher (educator) in pedaling a household ark.<sup>17</sup>

From the description above it is clear that Khadijah aside from her role as a housewife and also as an educator mother of her children. In educating Khadija, she never shows cruelty to her children and always gives love to her children. Khadijah's love for her children was famous throughout her life. She did not commit cruelty or violence to them. So here can take a good role model Siti Khadijah, how to educate her children. In educating these children must be wise.

Khadijah in caring for and educating her children was full of love and she was in a state of illness. In this case Nawawi Rambe said: Khadijah caring for and educating her children is full of affection that can be given by a mother, she always pays attention to all of her children's needs. If her children is sick she never leaves her guarded day and night.<sup>18</sup>

Khadijah was very harmonious and peaceful and happy in the household because she was steadfast in carrying out her duties as a mother. Education in the Khadijah period was not the same as education now because education today is completely modern, but education in the Khadijah period only focused on how to read the Qur'an and Arabic sya'irs, and introduce to their children about that is halal and haram.

Ahmad Syalaby said: Khadijah said to her son that I have appointed you to be her educator therefore you should obey Allah and do whatever is entrusted to you the first time I will testify to you so that you train him with the Book and then narrate to him the best poetry and bring it to the Arabian villages to take the poetry of those who are good, they should know some of the halal and haram.<sup>19</sup>

In this case for an educator should be able to set a good role model in the mother Khadijah, especially for women in educating their children in the household.

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<sup>16</sup>Arifin, *Hubungan Timpal Balik Pendidikan Agama di Lingkungan Sekolah dan Keluarga*, (Jakarta: Bulan Bintang, 1975), hal. 84.

<sup>17</sup>Ali Akbar, *Khadijah Umul...*, hal. 46.

<sup>18</sup>A. Nawawi Rambe, *Muhammad Rasul...*, hal. 44.

<sup>19</sup>Mukhtar Yahya, *sejarah pendidikan Islam*, (Jakarta: Bulan-Bintang, 1973), hal. 51.

### III. Discussion

#### 3.1 Khadijah's Participation in the Struggle of the Prophet

When the city of Mecca was hit by a great flood, where the water came down from the mountain, the flood hit and cracked the walls of the Kaaba which was already fragile. The Quraysh had previously thought about fixing it, but there was no cost for it. Muhammad Husen Haikal said: to repair the fragile Kaaba the participation of Khadijah contributed twenty camels to repair it.<sup>20</sup>

Khadijah was the Prophet's wife who was very loyal. Khadijah has always participated in assisting the Messenger of Allah where he felt the need, both morally and spiritually. Khadijah kept foaming with all her might to achieve her husband's ideals. Bustami A. Gani said: Khadijah joined in supporting the Prophet, accepted it, stood on her side so that the message was carried out safely and strongly, that was the wife of the Prophet.<sup>21</sup>

Khadijah was a descendant of the people and journalists who were loved by all levels of the Quraysh society. Khadijah was a rich widow who was the first companion of the Prophet and was very loyal to him. Aboe Bakar Atjeh Said: The first wife of the Messenger of Allah was Khadijah, a rich widow in Mecca who later married the Prophet Muhammad because she was interested in Muhammad's character, his intelligence in the Quraysh group. Especially interesting is that honesty and truth in social work.<sup>22</sup>

Next Aboe Bakar Atjeh explained that: Khadijah was among the first Muslims, who initially confirmed the prophethood of the Prophet Muhammad. When the Prophet Muhammad was afraid of accepting the task of Allah which was conveyed to him in the form of revelation, Khadijah was the first to reassure the heart of the Prophet Muhammad, she said to the Prophet Muhammad, rejoice, my uncle's son, resolved your heart, for Allah who determines the soul, you will truly be a Prophet for our people. Allah will not disappoint you. Didn't you always close brotherhood? Didn't you always say the truth? Didn't you always help orphans, glorify guests and reach out to everyone who was afflicted by the poor and miserable.<sup>23</sup>

Khadijah not only as a faithful wife who always gives encouragement in the struggle of the Prophet, but everything will be sacrificed for the sake of the husband's struggle. This is as stated by Aboe Bakar Atjeh as follows: Khadijah was the only faithful wife, who helped in the struggle for inner birth, sacrificed all her belongings to do good according to the teachings of the Prophet Muhammad, defended her husband's honor from the humiliation carried out by the nobles and reporter reporter Quraysh.<sup>24</sup>

The description shows that Khadijah was a faithful wife. Loneliness was seen in the willingness to sacrifice property to help the struggle of the Prophet. She also defended her husband's honor, from the humiliation of the Quraysh. This willingness was done by

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<sup>20</sup>Muntasir, Saiful Bahri, Yusfriadi, Muttaqien, Ahmad Nidal, Fadlon, *Human Communication with Allah through Asmaul Husna (99 Names of Allah) (Study of Asmaul Husna's Understanding in Islamic Theology)*, Britain International of Humanities and Social Sciences (BioHS) Journal : Volume 1 No. 2, October 2019 <http://biarjournal.com/index.php/biohs/article/view/45>.

<sup>21</sup>Bustami A. Gani, *Tuntunan Islam*, (Jakarta: Bulan Bintang,1993), hal 34.

<sup>22</sup>Aboe Bakar Atjeh, *Toleransi Nabi Muhammad dan Sahabat-Sahabatnya*, (Jakarta: Yayasan Pengetahuan Islam, 1966), hal. 1.

<sup>23</sup>*Ibid...*, hal. 3.

<sup>24</sup>*Ibid...*, hal. 5.

Khadijah because she was sure of the relationship between the personality of the Prophet and the truth of the teachings of the Prophet.

Khadijah's belief in the nobleness of Muhammad's personality had begun since the Messenger of Allah brought his merchandise. About this A. Hidayat argued that before becoming the wife of the Messenger of Allah, Khadijah was a busy trader. Khadijah had to prepare her merchandise and camels to trade in Syria. For the success of the trade carried by the caravan, Khadijah must choose capable and trusted traders, especially for a trade caravan leader. In choosing a caravan leader, she was very difficult to get it. But with the will of Allah, Muhammad became a merchant who helped Khadijah and he was also the most trusted Khadijah to lead trade.<sup>25</sup>

Thus Khadijah had known her husband's personality since Muhammad helped Khadijah in trading, from leading the caravan to carrying Khadijah's merchandise to bringing home the results.

Based on the description above shows that, Khadijah always participated in the struggle of the Prophet, both before becoming a husband and after becoming her husband. And Khadijah always participated in the struggle with the Prophet and always helped him with her wealth.

### 3.2 Khadijah's Sacrifice Against the Struggle of the Prophet

Khadijah was a wealthy widow, and gave much capital in the struggle of the Prophet. In this case, A. Nawawi Rambe stated as follows: Khadijah willingly surrendered everything to her husband, all of her wealth, because Khadijah believed that her husband would not spend it on the useless.<sup>26</sup>

Next Bintusy Shaty said: Khadijah bint Khuwailid, the noble lady of Quraysh who was the most noble of her descendants and the most wealthy.

From the above explanation it is clear that Khadijah before Islam came to have used her property in the form of gold, food, money and so on to help people in need.

The abundant wealth of Khadijah that Allah gave her did not make Khadijah miser, even Khadijah was very generous and always gave Khadijah's property for the sake of Allah. Her wealth was mainly given to her husband in the struggle to carry out Islamic da'wah, as Mursal HM Toher stated "Khadijah had donated all her belongings and body and soul in the struggle. The Prophet won the treatise of the Prophet, and Khadijah had stated that she was ready to move her property, her wealth, money for the sake of her religious vocation.<sup>27</sup>

Khadijah always provides capital to her husband both morally and spiritually and sincerely she surrenders all her assets to the Messenger of Allah in order to finance all the needs in broadcasting Islam.

Nawawi Rambe explained: Khadijah willingly gave everything to her husband including all her wealth. Khadijah was the first person to provide capital in the struggle of the Prophet with full sincerity and full confidence to surrender his property to Muhammad for the purposes of the struggle.<sup>28</sup>

Khadijah besides a wealthy widow was also a person who has a big influence in the Quraysh and their families. Khadijah surrendered her belongings to the struggle of the Prophet to uphold the sacred religion, namely Islam, she did not hesitate to give up her

<sup>25</sup>A. Hidayat, *Khadijah binti Khuwailid*, (Bandung: Al Miatif, 1976), hal. 9.

<sup>26</sup>A. Nawawi Rambe, *Muhammad Rasul...*, hal. 45.

<sup>27</sup>Mursal. H. M. Toher. *Tokoh Wanita...*, hal. 248.

<sup>28</sup>A. Nawawi Rambe, *Muhammad Rasul...*, hal. 45.

possessions, because they obtained the proceeds of her own efforts. Even parents' inheritance.

Khadijah's wealth has been delegated to the capital of the struggle of the Prophet in upholding the sentence monotheism. Under no circumstances does Khadijah always support and give her wealth to the struggle of the Prophet, even though there are obstacles. In connection with this Aboe Bakar Atjeh explained, Khadijah was the only faithful wife who helped the struggle of the Prophet born and inner. All her property was sacrificed to do good for the teachings of Muhammad, defending her husband's honor from the humiliation carried out by the nobles of Quraysh.<sup>29</sup>

From the description above it is clear that Khadijah was a very wealthy woman and a journalist and philanthropist. Khadijah always provides support and encouragement for her husband's interests in carrying out Islamic da'wah. Khadijah also provided capital in the struggle of the Prophet to achieve the ideals of her husband in upholding the sentence monotheism. Khadijah has given capital to her husband because Khadijah believes her husband will not use the treasure in a useless place.

#### IV. Conclusion

In the following, the authors tries to outline some of the conclusions from all the previous descriptions.

1. Khadijah always participated in the struggle of the Prophet, since before and after becoming the wife of the Prophet. And Khadijah always participated in the struggle with the Prophet and always helped him with her wealth.
2. Furthermore, in general there are three things that motivated Khadijah in the struggle of the Prophet, namely the personality of the Prophet, Khadijah's love for the Prophet and Khadijah's belief in the truth of the teachings of Islam that were delivered by the Prophet.
3. Khadijah's sacrifice in developing the greatest Islam is always faithfully accompanying and giving support and encouragement to the Messenger of Allah for the benefit of her husband in carrying out Islamic da'wah. Khadijah even gave all of her wealth as capital in the struggle of the Prophet to achieve the ideals of her husband in upholding the sentence monotheism.

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<sup>29</sup>Aboe Bakar Atjeh, *Toleransi Nabi Muhammad...*, hal. 2.

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# The Influence of Organizational Culture on Employee Performance

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## Abstract

*This study was motivated by the insignificant performance of employees at Municipal Waterworks (Perusahaan Daerah Air Minum, PDAM) in Majalengka Regency office. Their performance was considered to be insignificant due to the following indicators: (1) some employees were less responsible resulting poor performance in carrying out the task; (2) some employees lack discipline in carrying out tasks such as coming and leaving work not following the applicable regulations; (3) some employees carried out their tasks not following the applicable guidelines (resulting poor quality of work); (4) There were delays in reporting by employees. This study used descriptive and survey methods by processing and analyzing quantitative data through a parametric statistical approach. The calculation was conducted using the SPSS version 19 program. The parameters used were variable X which was organizational culture and variable Y which was employee performance. According to Robin, organizational culture includes innovation and risk placement, clear attention, outcome orientation, people orientation, team orientation, aggressiveness, and stability. Meanwhile, according to Moeharionon, employee performance includes effectiveness, efficiency, quality, timeliness, productivity, and safety. After analyzing the data and testing the hypothesis, the results indicated that the organizational culture in Majalengka PDAM office was categorized well with the respondents' response of 3.45 and a standard deviation of 0.574. Meanwhile, the employee performance reached a good category with a respondents' response of 3.49 and a standard deviation of 0.705. The correlation coefficient (r) between variable X and Y was 0.828 indicating the influence of organizational culture on service quality by 68.5%. Moreover, the results of the t-test (significant level) obtained a t-value of 15.683 with a t-table of 1.661. Thus, t-arithmetic was greater than the t-table. Therefore, H<sub>0</sub> was rejected and H<sub>1</sub> was accepted. In other words, there was a positive and significant influence between organizational cultures (X) on employee performance (Y).*

## Keywords

public services, organizational culture, employee performance



## I. Introduction

Municipal Waterworks or so-called *Perusahaan Daerah Air Minum*, hereinafter abbreviated as *PDAM*, carry out the main task of carrying out clean water management and services to improve the welfare of the community under the Law No. 32 of 2004, concerning Local Government. That Act implies that local governments are obliged to be professional in carrying out the government effectively and efficiently as well as be able to face the challenges of environmental change. Local government as a provider of public services

always demands its ability to improve the quality of services, to set service standards that have dimensions to maintain the quality of life, protect the safety and welfare of the people. In carrying out public services, Local government is required to change the mindset and performance of its organizers, adjusted to the purpose of providing regional autonomy by providing and improving services that satisfy the community. Community satisfaction will be achieved using quality services (My, Thi, and Hanh 2020; Yadav and Rai 2015).

For the realization of good governance, in carrying out public services, the Local Government has to provide broad opportunities for citizens and the public by giving access to public services, based on the principles of equality, transparency, accountability, justice, and legal certainty. The demand for public services goals in providing satisfaction to customers (the community) is a challenge for Municipal Waterworks (*PDAM*) in continuing to strive in the realization of the mission and function in providing optimal services. Thus, the drinking water systems have to be managed well and meet the technical and economic rules under predetermined criteria.

Various complaints and public dissatisfaction with public services indicate the urgency of an expectation that changes in the performance of government employees in a better way. To support this change, it is necessary to have a standard reference imposed by an organization. The standard reference is the organizational culture that systematically guides employees to increase their work commitment to the organization. Organizational culture can function as a binding demand for its members because it can be formally formulated in various rules and regulations of the organizations. Thus, individuals within the organization will indirectly be bound to form attitudes and behaviors following the organizational vision, mission, and strategies. Organizational culture may influence organizational performance (Ahmed and Shafiq 2014; Ehtesham, Muhammad, and Muhammad 2011; Ting 2011) because culture can form capable individuals and have high integrity and shape in their behavior at work (Joko Suwaryo, Heny K. Daryanto 2015). In addition to producing qualified human resources, the success of the organization also depends on its culture. A strong organizational culture is expected to strengthen individuals within the organization to form attitudes and behaviors that can produce a maximum performance to improve the quality of performance through organizational culture (Faizal and Isa 2016; Nanda Novziransyah 2017; Sagita 2018).

Likewise, the *PDAM* office in Majalengka Regency needs organizational culture to improve employee performance. Organizational culture can encourage *PDAM* employees to be enthusiastic and discipline in carrying out organizational work. The organizational culture of the Majalengka Regency *PDAM* office is expected to inspire all employees and provide the distinctive character of the Majalengka Regency *PDAM* office and be an embodiment to attract public confidence in employee performance. Based on the description above, the researcher interested in conducting a study and writing a thesis entitled “The influence of organizational culture on employee performance at the *PDAM* office in Majalengka Regency”.

## II. Research Method

This study employed descriptive and survey methods where the research carried out by directly taking data that occurs during the study to find out, study, and describe the influence of variable, organizational culture, on employee performance at *PDAM* office in Majalengka Regency by processing and analyzing quantitative data through a parametric statistical

approach. This study involved two variables, namely the independent variable (variable X) and the dependent variable (variable Y). The independent variable (variable X) was an organizational culture. Meanwhile, the dependent variable (variable Y) was the employee performance at the PDAM office in Majalengka Regency. The population of this study was 162 employees at the Majalengka Regency PDAM office. The samples were 115 employees taken using Solvin formula and random sampling technique. After analyzing descriptive data, the testing hypothesis was conducted through a quantitative approach. The hypothesis was tested using the Pearson product-moment (r) correlation technique to test the correlation and followed by simple regression analysis.

### III. Discussion

The description of the research variables was intended to obtain an empirical picture of the research variables. Analysis of the description of research variables was conducted based on concepts and theories that had been described in the literature review.

**Table 1.** The organizational culture variable descriptions

Dimension	Mean	St-dev	Description
Innovation and risk placement	3.66	0.561	Good
Attention to task details	3.37	0.521	Quite Good
Outcome orientation	3.34	0.535	Quite Good
People orientation	3.40	0.657	Good
Team orientation	3.65	0.562	Good
Aggressiveness	3.45	0.601	Good
Stability	3.30	0.581	Quite Good
Organizational culture variable	3.45	0.574	Good

Source: research data analyzed

Table 1 illustrated that the organizational culture variable was formed by seven dimensions, namely innovation and risk placement, attention to task details, outcome orientation, people orientation, team orientation, aggressiveness, and stability. The organizational culture obtained a good category based on the cumulative average value obtained of 3.45. However, based on the analysis of the dimensions, the average value of the dimensions was ranged from 3.30 to 3.66. Thus, respondents' answers ranged from quite good to good category. Table 1 showed that the stability dimension had the lowest value of 3.30 with quite good criteria. This indicated that a stability dimension with indicators of the ability to create challenges and the working conditions system had not been fully implemented optimally. Meanwhile, employee performance variables were formed by six dimensions, namely effectiveness, efficiency, quality, timeliness, productivity, and safety. The analysis of employee performance was described in the following table:

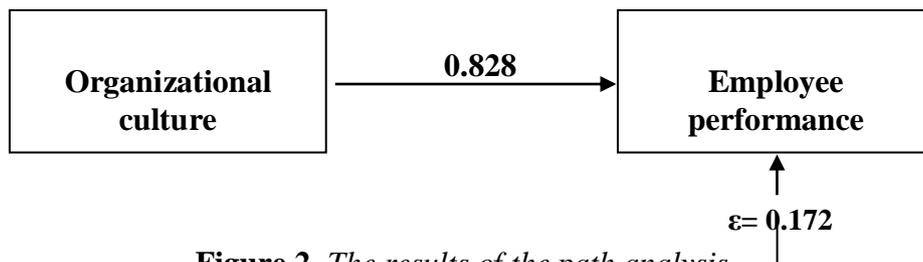
**Table 2.** Employee performance variable descriptions

Dimension	Mean	St-dev	Description
Effectiveness	3.68	0.681	Good
Efficiency	3.65	0.729	Good
Quality	3.37	0.653	Quite Good

Dimension	Mean	St-dev	Description
Timeliness	3.31	0.633	Quite Good
Productivity	3.48	0.787	Good
Safety	3.48	0.746	Good
<b>Employee performance variable</b>	<b>3.49</b>	<b>0.705</b>	<b>Good</b>

Source: research data analyzed

Analysis of the influence of organizational culture on employee performance based on path analysis was explained in the following figure:



**Figure 2.** The results of the path analysis  
 Source: research data analyzed

The results of the regression test analysis using the SPSS 19 program can be seen in the following table:

**Table 3.** Regression Coefficients  
**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-1.929	2.820		-.684	.495
Organizational_Culture	.788	.050	.828	15.683	.000

a. Dependent Variable: Employee\_Performance  
 Source: research data analyzed

The table above showed that the correlation coefficient of organizational culture on employee performance was 0.828. This means that organizational culture had an influence of 68.5% on employee performance. The remaining score of the influence of organizational culture on employee performance was 31.5% caused by external factors not included in the research object. Based on the data processing and analysis above, the influence of organizational culture (X) on employee performance (Y) had to be tested statistically using the following statistical hypotheses:

- $H_0 : \rho_{xy} = 0$  : There is no influence of organizational culture on employee performance  
 $H_1 : \rho_{xy} \neq 0$  : There is an influence of organizational culture on employee performance

**Table 4.** Testing organizational culture (X) on employee performance (Y)

Structural	Correlation coefficient	t-count	t-table	P-value	Conclusion
$\rho_{XY}$	0.828	15.683	1.661	0.000	H <sub>0</sub> is rejected. H <sub>1</sub> is accepted. There is a significant influence between X and Y

Source: research data analyzed

For the correlation coefficient of  $\rho_{XY} = 0.828$ , a  $t_{\text{count}}$  of 15.683 was obtained by taking  $\alpha$  significant level of 5%. Thus,  $t_{\text{table}}$  was 1.661. Since  $t_{\text{count}} = 15.683$  was greater than  $t_{\text{table}} = 1.661$ , H<sub>0</sub> was rejected and was accepted. In other words, there was a significant influence between culture organizations (X) on employee performance (Y). The results of this study were divided into two parts, namely descriptive and verification discussion. The descriptive discussion was assessed based on the results of the analysis using the average values, standard deviations, and range of scores. Meanwhile, the verification discussion was examined based on the results of path analysis and hypothesis testing.

The results of the analysis prove that organizational culture had an average score of 3.45. Thus, organizational culture can be categorized as good. This implies that organizational culture had a very important role in improving employee performance in the PDAM office in Majalengka Regency. Therefore, the implementation of service activities to the community was achieved well based on the innovation and risk placement, people-orientation, team orientation, and aggressiveness dimensions. However, other dimensions had not been fully implemented by the Director of PDAM in Majalengka Regency. Those dimensions obtained a quite good category. They were attention to task details, outcome orientation, and stability dimensions. Hence, there needs to be an effort from the director to further maximize the application of organizational culture in the PDAM office in Majalengka Regency to improve employee performance. The results of the analysis prove that the average score of service quality was 3.49 which indicated that the employee performance was in a good category. This implies that the employee performance at the PDAM office in Majalengka Regency was considered to be good and by employee performance standards set based on effectiveness, efficiency, productivity, and safety dimensions. Although those dimensions were categorized as good, two dimensions only obtained a quite good category, namely quality and timeliness dimensions. This proves that the performance of employees at the Majalengka Regency PDAM office was not yet optimal. Thus, a good organizational culture needs to be applied to improve employee performance. The organizational culture had a positive and significant influence on employee performance. This study has proved empirically that the role of organizational culture is an important factor in both government and private organizations, especially in shaping employee behavior that has an impact on improving employee performance. This finding was supported by a previous study conducted by Tianya and Wardani (Tianya LI 2015; Wardani 2016) which proved that organizational culture has an impact on changing the behavior of employee performance. Empirical organizational culture does not only influence the performance of the individual employee, but it also contributes to forming organizational commitment (Joko Suwaryo, Heny K. Daryanto 2015) in shaping organizational performance (Joko Suwaryo, Heny K. Daryanto 2015).

## IV. Conclusion

The organizational culture had been well implemented by the Director, as evidenced by obtaining an average score of 3.45 and a standard deviation of 0.574 with a good predicate. However, the application of the employee accuracy and outcome orientation was not optimal and lacks in creating challenges and a system of working conditions. Whereas, employee performance at the PDAM office in Majalengka Regency had been well achieved. That statement was supported by obtaining an average score of 3.49 and a standard deviation of 0.705 with a good predicate. However, the work quality and accuracy in work had not been maximized yet. Based on the results of hypothesis testing, the organizational culture had a positive and significant effect on employee performance. This was evidenced by a correlation coefficient of 0.828 and a significant level of 15.683. This indicates that the t-count was greater than the t-table. Therefore,  $H_0$  was rejected and  $H_1$  was accepted. In other words, there was a positive and significant influence between organizational cultures on employee performance.

Based on the conclusion above, it implies that the organizational culture variable has a positive and significant influence on employee performance at the PDAM office in Majalengka Regency. Therefore, PDAM Director should pay more attention to the employees' accuracy in carrying out the work and routine meetings to evaluate and maximize the performance of employee work to achieve the expected goals. The director can also create work challenges by giving rewards to employee who carry out their work well, increase the number of outreach activities regarding services procedures and requirements needed to the community, give a reprimand to employees who provide services not following the provisions, and provide direction and guidance to employee to implement the service can run according to a predetermined time.

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# The Juridical Analysis between Collective Labor Agreements between Employers and Trade Labor Unions in the Company

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## Abstract

*Both Employers and Trade Unions / Labor unions and laborers always want high productivity and the welfare of laborers and their families. This desire can be achieved if employers and trade unions/labor unions as well as laborers are fostered a harmonious working relationship at the company. To create a harmonious working relationship between employers and trade unions/labor unions and with laborers, one of them needs to set working requirements in the company. The Manpower laws does not regulate the working requirements in the company and only regulates work norms in general. The Manpower laws gives employers and trade unions the freedom to enter into an agreement or consensus known as the Collective Labor Agreement, which contains not only the working requirements but it also includes the work norms, and should not conflict with statutory regulations. The Collective Labor Agreement which involves employers and trade unions/labor unions whose contents govern the working requirements and work norms is to explain the rights and obligations of employers and trade unions/labor unions and laborers which constitute the Acts for employers and trade unions/labor unions and laborers and their implementation is overseen by the Office which is responsible for manpower affairs.*

## Keywords

employer; trade unions /  
labor unions; collective  
labor agreement



## I. Introduction

Employers and laborers always try to make the relationship between employers and laborers always harmonious in the company so that high productivity and laborers become prosperous. Employers always aspire that their company is always lucky, and fortunately a company must achieve high productivity in the company. Laborers also have a desire for higher wages so that laborers and their families prosper, in fact the ideals of employers and laborers are no different because employers want the progress of the company and laborers and also their families want to prosper.

It is impossible for workers with higher wages if the company is not progressing or lucky and if the wage increase is not accompanied by the company's progress, the company will close. The position of employers and laborers in the eyes of the law is the same, that is the same has the rights and obligations, but in terms of psychology the position of employers and workers/ laborers is not the same because the employers is rich because of his capital, while the worker/laborer is not rich, his capital is only his energy and thought. Between employers and laborers are bound by a work relationship based on a work agreement that is the existence of workers to be worked on by laborers and employers provide wages to laborers, employers give orders to laborers what will be done and how to work in the company.

To regulate the working relationship between employers and laborers, the Indonesia Government has issued several Manpower Laws along with its regulations, but the Manpower Laws and regulations are not yet complete to regulate all that occurs in employment relations between employers and laborers such as working conditions. The working conditions in this case are the rights and obligations of employers and laborers that have not been fully regulated in the Manpower Laws. In general, there are no stipulations on the working conditions by Manpower Laws because the conditions of companies are not the same as those of working in the morning, working in the evening and at night and the types of companies varying so heterogeneous. The incompleteness of the Manpower Laws and its regulation which UU Law No. 13 of 2003 concerning manpower in article 108 requires employers to employ laborers now less than 10 (ten) people are required to make company regulations which come into force after being ratified by the Minister or Officer designated. This company regulation is prepared by employers by taking into account the advice and consideration of laborers representatives in the company, and if a company has formed a trade union, the laborers' representative is the Management of Trade Unions and the obligation to make bussiness regulations is not applies to companies that already have a Collective Labor Agreement. Then Indonesia Republic Law number 13 of 2003 concerning manpower in article 116 states that Joint Work Agreements with Trade Unions/Labor Unions or several Trade Unions/ Trade Unions that have been registered with the agency responsible for manpower affairs with employers or several employers and the establishment of Work Agreements Jointly carried out by Deliberation.

Seeing the content of Article 116 of Republic of Indonesia Law No. 13 of 2003 concerning Manpower that the establishment of a Collective Labor Agreement between Employers and Trade Unions / Laborers with employers or several employers, means there is an agreement or consensus between Trade Unions / Labor Unions with employers or several employers.

## **II. Research Method**

The research method used in this study was the normative juridical research method, normative juridical research was conducted on the principles of law, legal norms contained in Manpower Laws. Normative juridical research uses secondary data obtained from the literature, while secondary data consists of primary material, secondary material and tertiary material. This research was descriptive analysis that describes it with what happened to the problem and limits the research theory to the juridical analysis of the Collective Labor Agreement between Employers and Trade Unions / labor unions within the company and guided by RI Law No. 13 of 2003 concerning Manpower. The primary legal material used in this study was the basic norms or rules, namely the laws and regulations relating to the Collective Labor Agreement specifically examined from RI Law. No. 13 of 2003 on Manpower along with other regulations. The data collected analyzed by qualitatively, namely the selection of the most important articles relating to the juridical analysis of the Collective Labor Agreement between Employers and Trade Unions in the company, then the data presented in the form of a systematic description to explain the relationship between the data which finally can describe and explain the legal basis and can provide an explanation of the problem.

## **III. Discussion**

### **3.1 The Need for a Collective Labor Agreement between the Employer or a Number of Employers and Trade Unions/ Labor Unions or several Trade Unions / Labor Unions in the Company**

#### **a. The History of Collective Labor Agreement in Indonesia**

During the Dutch colonial era in Indonesia the Collective Labor Agreement was known as the Labor Agreement, this can be seen from the content of Article 1601 n Civil Code, namely:

A labor agreement is a regulation made by one or several associations of legal entities and a legal union or labor union regarding the terms of work that must be heeded in making the Work Agreement. This Labor Agreement during the Dutch colonial era in Indonesia was known as the *Collective Arbeids Overeenkomst* (CAO) and in English it was known as Collective Labor Agreement (CLA).

In Law No. 21 of 1954 concerning Labor Agreements between Trade Unions and Employers still mention labor agreements as referred to in article 1 paragraph 2 reads: Labor Agreement is an Agreement entered into by or a Trade Union registered with the Ministry of Labor with employers, employers, incorporated employer associations law, which generally or solely contains terms of work that must be considered in a work agreement. The term Trade Unions began to diminish in Indonesia after Law No. 14 of 1969 concerning the basic provisions concerning labor, however, due to the validity of Law no. 21 of 1954 concerning Labor Agreements between Trade Unions and Employers and this Law came into force after RI Law No. 13 of 2003 concerning existing Manpower regulates About Collective Labor Agreements starting from article 116 to article 135 which is then followed by RI Minister of Manpower and Transmigration Regulation No. PER-08 / MEN / III / 2006 regarding Amendment to Decree of the Minister of Manpower and Transmigration Number KEP 48 / MEN / IV / 2004 concerning the procedures for Making and Ratifying Company Regulations and the Making and Registration of Collective Labor Agreements

#### **b. Procedures for Establishment of Collective Labor Agreements between Employers and Trade Unions / Labor Unions in the company.**

The procedure for establishment of collective labor agreement between Employers and Trade Unions / labor unions is regulated in RI Law No. 13 of 2003 on Manpower starting from Article 116 to Article 135, namely:

##### **1. Discussion**

Employers and trade unions / labor unions hold deliberations with trade unions / labor unions registered with the agency responsible for manpower, which if there is only 1 union in the company with 50% (five percent) members of the total number of workers / laborers in the company. Verification of trade union membership is based on evidence of membership cards and if there is more than one membership card, the valid membership card is the last membership card.

In accordance with the Laws of Trade Unions / Labor Unions if there is a problem regarding the membership of Trade Unions / Labor Unions, then the concerned laborers are entitled to vote in writing to one of the Workers' Unions of their choice and the results of Verification are stated in the minutes marked handle by the committee and the witnesses whose results are binding on the Trade Union / Labor Union in the company.

To determine the negotiating team for the employers' trade unions / labor unions each of them sets its negotiating team according to their needs. The negotiating team to form a Collective Labor Agreement must agree on the rules of negotiations to at least contain: The

purpose of the order, the composition of the negotiating team, the length of the negotiation period, the negotiation site, the negotiation procedure, the procedure for settlement in the event of a deadlock, negotiations and legal fees.

If in the company there is only one Trade Unions / Labor Unions but does not have a membership of more than 50% (fifty percent) of the total number of workers / laborers, the Trade Union can represent workers / laborers in negotiations with employers if the Trade Unions / Labor Unions concerned have received support of more than 50% (five percent) of the total number of workers / laborers in the company through voting, and if this is not achieved, the Trade Union can re-submit a request to negotiate a Collective Labor Agreement with businessman past 6 (six) months from the date of voting. If in the company there are more than 1 (one) Trade Unions / Labor Unions, then the right to represent workers / laborers to enter into negotiations with employers must have more than 50% (fifty percent) of members. If less than the Trade Unions / Labor Unions can make a coalition so that it reaches more than 50% (fifty percent) of the total number of workers / laborers of the company, if it turns out that more than 50% (fifty percent) is not achieved then the Trade Unions / Labor Unions form negotiating teams whose membership is determined professionally based on the number of members of each Trade Unions / Labor Unions and membership of the Trade Unions must be proven by the membership card as a Trade Unions / Labor Unions and this vote is held by a committee consisting of representatives - workers / laborers' representatives and the management of the Trade Unions / Labor Unions witnessed by the responsible official, if the deliberation does not reach an agreement, the settlement will be through the Industrial Relations Dispute Settlement procedure.

## 2. The Form, Validity Period and Contents of the Collective Labor Agreement

The form of the Collective Labor Agreement between the company with Trade Unions / Labor Unions must be made in writing in Latin letters and in Indonesian, and if it does not use Indonesian, a translation must be made in Indonesian by sworn translators and the translation is in accordance with its contents.

In one company only one Collective Labor Agreement can be made that applies to all workers / laborers in that company. The validity period of the Collective Labor Agreement is a maximum of two years and can be extended for a maximum period of one year based on a written agreement between the employer and the Trade Union / Labor Union and the negotiation of the making of the next Collective Labor Agreement can be started as soon as three months before the end of the current Collective Labor Agreement. If the negotiation fails to make a new Collective Labor Agreement, then the Collective Labor Agreement that is still in effect remains valid for a maximum of one year. Collective Labor Agreement contain at least the rights and obligations of employers, the rights and obligations of trade unions / labor unions and workers / laborers, the period and date of entry into force of the collective labor agreement and the signatures of the parties making the collective work agreement. This Collective Labor Agreement must not conflict with applicable laws, the intention here is that the quality and quantity of the contents of the Collective Labor Agreement must not be lower than the legislation. In article 79 paragraph (2C) of RI Law No. 13 of 2003 concerning Manpower, it is called vacation annual at least twelve working days after the relevant worker / laborer works for 12 twelve months continuously, apparently in the Collective Labor Agreement, vacation is only given ten working days. Then in Collective Labor Agreement regulating working hours of sixty hours per week without pay overtime salary while in Article 77 of RI Law No. 13 of 2003 concerning Manpower only fourth hours per week. If

found in the Collective Labor Agreement, such as vacation of ten working days and sixty hours per week without pay overtime salary, So that the Collective Labor Agreement is canceled for the sake of law and the applicable is the regulation per Manpower Laws. Usually the Collective Labor Agreement is higher in value than the legislation, the Collective Labor Agreement is called quality such as vacation to be fourteen working days, there is a bonus if the company is profitable in addition to the rights that have not been regulated in legislation such as hours come to work, hours go home, there is a loss to be arranged so that workers / labor transport is given.

### 3. The Obligations of Employers and Trade Unions/Labor Unions in implementing Collective Labor Agreements

If there is a Work Agreement between the employer and the workers / laborers in the company, it turns out that there is no regulation contained in the Work Agreement, then the applicable rules are those in the Collective Labor Agreement. Employers are prohibited from replacing Collective Labor Agreement with Company regulations, as long as there is a Trade Unions / Labor Unions in the company and if there is no union in the company then the employer can replace the Collective Labor Agreement with company regulations but the contents are not lower than the Collective Labor Agreement.

### 4. Registration is regulated in the Republic of Indonesia Minister of Manpower and Transmigration Regulation No. PER.08 / MEN / III / 2006 concerning Amendment to the Decree of the Minister of Manpower and Transmigration Number KEP-48 / MEN / IV / 2004 Concerning the Establishment and Ratification of Company Regulations and Establishment and Registration of Collective Labor Agreement

Ratification of the Collective Labor Agreement must be carried out by the employers to the agency responsible for the district / city manpower for companies that are only in one district / city, to those responsible for manpower in the province if the company has more than one regencies / cities in one province and to the Director General of Industrial Relations Development for companies in more than one province. The function of the collective labor registration is examined by the Employment Agency Officer no later than seven working days from the receipt of the request for registration.

If all the requirements have been fulfilled and there are no more conflicts with manpowers laws and regulations, then no later than seven working days after the completion of the study, a Collective Labor Agreement registration shall be issued by the Officer in charge in the field of Manpower.

### 5. Benefits of Collective Labor Agreements in Company

A harmonious working relationship between employers and workers / laborers is needed to achieve high productivity and survival of the company, and to achieve high productivity and survival of the company, one of which is needed to create a harmonious industrial relationship between employers and workers, for this it is necessary to regulate work norms and terms of employment. Work norms in general have already been regulated in manpower legislation whereas working conditions have not been regulated and manpower laws and regulations have been handed over to employers and workers / laborers through their representatives Trade Unions / Labor Unions can make a Collective Labor Agreement.

In establishing the Collective Work Agreements between employers and trade unions / labor unions through collective bargaining, the contents of the Collective Labor Agreement

not only regulate the terms of work but also regulate the work norms whose values are much higher as stipulated in the labor legislation, of course will increase the welfare of workers / laborers and their families. For example, the period of vacation is only 12 working days given by labor legislation if workers work 12 months in a row, in the Collective Labor Agreement may be determined 14 working days or more, meaning that it has exceeded 2 working days, work clothes can be arranged in Collective Labor Agreement, the type and color, and the time of rest provided by the employer, day care for female workers / laborers whose children are still infants, salary and family / husband and child salary, salary increase, promotion, bonus, work transportation money and others.

Then if there are differences of opinion or disputes between employers and workers / laborers, the settlement mechanism in Collective Labor Agreement is regulated. In addition, with the Collective Labor Agreement in the Company, the workers / laborers feel comfortable working because all the rights and obligations are fully regulated in the Collective Labor Agreement so that the sense of belonging for the workers / laborers of the company has grown even though the workers / laborers are not the owners so that the working relationship becomes harmonious between workers / with employers in the company.

### **3.2 Collective Labor Agreement between the Employer and Trade Unions / Labor Unions in the Company and Supervision of Implementation**

#### **a. Consensus Theory**

That the Collective Labor Agreement between the Employer and Trade Union / Labor Union is the result of agreement or consensus of the twelve parties, there is an agreement (consensus) between the Employers and Trade Unions / Trade Union, the agreement raises and binds both parties as the Law for those who make it as stated in Article 1338 of the Civil Code and must be guided by Article 1320 of the Civil Code and Article 124 of RI Law No. 13 of 2003 concerning manpower.

Hugo de Groot (Grotius), a Dutch scholar (1580-1645) sought the basis of the Consensus on *pacta sunt servanda* that is the promise was binding and then he stated "*Promissorum Implemendorum Obligatio*" meaning we must fulfill our promises, meaning that every promise must be kept or fulfilled and fulfilled and The Malay proverb says that the buffalo is held by the rope, the human is kept by the promise. So each Agreement must be kept and implemented so that there will be no broken promises. Therefore the Collective Labor Agreement between Employers and Trade Unions / Labor Unions and workers / laborers is a law for them and must be implemented in accordance with its contents.

Because the Collective Labor Agreement is already a law in the company, it is necessary to oversee it, so the agency responsible for manpower conducts supervision to the company whether labor regulations have been implemented in the company including the Collective Labor Agreement in the company.

There is an assumption that employers are on the strong side and workers / laborers are on the weak side, so the Government needs to provide guidance and supervision to companies and laborers so that a harmonious working relationship is always fostered in the company. Supervision must implement Manpower Regulations and Collective Labor Agreements in companies that are regulated in Law No. 3 of 1951 concerning the entry into force of the Labor Inspection Act of 1948 No. 23 From the Republic of Indonesia for all of Indonesia, and RI Law No. 13 of 2003 concerning Manpower. It is clearly stated that Labor Inspection is held to supervise the implementation of Manpower laws and regulations in particular, and labor inspection is carried out by labor inspector employees who have the

potential and independence to ensure the implementation of Manpower laws based on two laws, then the implementation of the Collective Labor Agreement is supervised by the Supervisory employee who is responsible for Manpower.

## **b. The Settlement of Disputes concerning the Establishment and Implementation of Collective Labor Agreements**

### **1. Non Litigation**

If the negotiations for the establishment of a Collective Labor Agreement fail due to differences of opinion both in terms of content and negotiation procedures, including the Disputes of interest, then both parties, namely employers and trade unions / labor unions must settle them in a bipartite manner and if they fail then through mediation, namely to the Manpower Office and if it fails both either party or one of the parties can submit to the Industrial Relations court. Likewise, if the employer does not want to implement the contents of the Collective Labor Agreement, including disputes over rights, the employer and the worker / laborer must resolve it in a Bipartite manner and if it fails then through Mediation, namely to the Manpower Office and if it fails again then to the Industrial Relations Court.

### **2. Litigation**

If the dispute is between the employer and the trade union / labor union regarding the establishment of a collective labor agreement, both parties resolve it in a bipartite manner if it fails in bipartite, both parties or one of the parties can submit to the Manpower Office for mediation by the mediator and if one fails parties or both parties may submit an Industrial Relations court and the decision of the Industrial Relations Court is binding (no further remedies)

Specifically for disputes over the implementation of the contents of the Collective Labor Agreement, this Dispute is a dispute of rights and if both parties fail in a Bipartite manner, either party or both parties can proceed to the Industrial Relations Court and if the decision of the Industrial Relations Court is not acceptable to both parties or one of the parties, then can submit an appeal to the Supreme Court and the implementation of the Industrial Relations Court's decision can be carried out through Execute such as the implementation of a civil decision.

## **IV. Conclusion**

- a. Collective Labor Agreements are needed in companies to regulate the rights and obligations of employers and workers in the company.
- b. The position of the Collective Labor Agreement in the Company is a statutory regulation for employers and workers / laborers who can create high productivity and harmonious working relationships for the welfare of workers / laborers and their families and the survival of the company.
- c. The settlement of disputes for the establishment of Collective Labor Agreement and the implementation of Collective Labor Agreement can be settled through Non Litigation and Litigation.

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## Social and Religion Paralysis in James Joyce's Short Story The Sisters: A Cultural Reading

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### Abstract

*This paper attempts to demonstrate how James Joyce's short story The sisters reflects notion of social and religion paralysis functions within the framework of cultural materialism at the beginning of the Twentieth century in Irish society. Religion is major concern of cultural studies. Religion as a cultural politics is a dominant factor in shaping mind as well in affecting the framework of literary text. Religion is one of the emerging issues in the modern era and forms the backbone of most literary works. Religion as a theme is seen to influence the operation of those who believe in it. It forms the functional framework that predetermines ones actions and behavior. Williams argues that each kind of activity in fact suffers, if it is wholly abstracted and separated. Politics, for example, has gravely suffered by its separation from ordinary relationships, and we have seen the same process in economics, science, religion and education. Williams defines Residual as some social or cultural practice which has been formed in the past, but it is still active and effective in the present cultural system like organized religion. A residual cultural element is usually at some distance from the effective dominant culture, but it is some part of it which is embedded in cultural system. The concept of emergent for Raymond Williams means the creation of new meaning and values, new cultural practices and new relationships within the dominant structure. It is important to distinguish between those emergent which are elements of new stage of the dominant culture and those which are actually other element or oppositional to dominant system. This study aims to argue that paralysis is a problem and a solution and that sometimes what appears to be an escape from paralysis merely reinforces its negative manifestation. Paralysis cannot be avoided. Rather, it is something that should be engaged and used to redefine individual and social states.*

### Keywords

Cultural Materialism,  
Religion paralysis,  
Hegemony, Dissidence,



## I. Introduction

In James Joyce criticism, and by implication Irish and modernist studies, the word *paralysis* has a very insular meaning. The word famously appears in the opening page of *Dubliners*, in “The Sisters,” which predated the collection’s 1914. Paralysis repeats several time in stagnation in Ireland. In researcher conception, paralysis is functional for *The sisters*. Sign of such paralysis refers to a kind of passivity of characters in Dublin. The messy spiritual breakdown of modern society declines the chances of spiritual stability and increases

disorder of once life. Irish society suffers from spiritual sterility that conducts their life and inflicts the Dubliners 'behavior. Such conduct deprives them, making them preys of a superficial world full of delusion and seclusion. Joyce's Dubliners is a spiritually famished prisoner serving time in a barren cell to which there seems to be no key (Lowe-Evans 46). As a cultural nationalist, Joyce's project is to expose a form of paralysis that urges the Irish subject to act within the boundaries of a worldview that is characteristic of hegemony. His solution is to use art as another form of paralysis to disrupt a worldview that is merely instrumental for a dominant regime of production.

In a homeland which had for so long encompassed Catholicism, Joyce made a bold move in attacking it as he did. Both Ireland and the Catholic Church had let Joyce down, meaning that it is very well possible that Joyce could have included Ireland in his anger when he stated forcefully of the Church, "I make open war upon it by what I write and say and do" (qtd. in Lernout 332). Cultural Materialism as a postmodernist critical approach has root in the contextual approaches. It tries to remove the deficiencies of the traditional contextual approaches and to provide a practical and well-organized theory in literary criticism. Some critics believe that the background of Cultural Materialism refers to the Historical oriented approaches, but some others maintain that it is the result of Marxism. It is important that Cultural studies have significant role in the construction of Cultural Materialism.

Contextual approaches were constructed after traditional approaches and New Criticism. Their background goes back to the nineteenth and early twentieth centuries when scholars asked to what extent literary texts were under the influence of the historical, political, economical, philosophical, religious and psychological contexts of their productions. One example of the contextual approaches was Marxist criticism which regards the production of literary texts as "the interface of material and socio-economical circumstances" (Selden 88). Class and economic structures were the particular focus of Marxist critics.

Williams defines Residual as "some social or cultural practice which has been formed in the past, but it is still active and effective in the present cultural system like organized religion" (qtd. in Barry 237). A residual cultural element is usually at some distance from the effective dominant culture, but it is some part of it which is embedded in cultural system. The concept of emergent for Raymond Williams means "the creation of new meaning and values, new cultural practices and new relationships within the dominant structure" (qtd. in Newton 135). It is important to distinguish between those emergent which are elements of new stage of the dominant culture and those which are actually other element or oppositional to dominant system.

Dominant has significant connotation in Cultural Materialism generally and in cultural system specially. Dominant in Williams's terminology is very near to the meaning of Hegemony in Antonio Gramsci's ideology. Hegemony refers to the domination of one people or group by another. According to Gramsci dominant class in the society "makes compromises, provides moral and intellectual leadership and creates institution and social relations in order to establish a basis for the consent of all classes and sections of society" (qtd. in Lodge 301).

Raymond Williams as the founder of Cultural Materialism also insists that politics for its part is always cultural. The history of the Left and the labor movement is the history of attempts to develop an alternative culture a long, complex and contradictory process.

## II. Review of Literature

In *New Historicism and Cultural Materialism* (1998), John Brannigan explains the development of new historicism and cultural materialism and demonstrates both their uses and weaknesses as critical practices. Exemplary readings of Conrad's *Heart of Darkness*, Gilman's *The Yellow Wallpaper*, the poetry of Alfred Lord Tennyson and Yeats' *Easter 1916* serve to show and criticize the new historicist and cultural materialist interpretative strategies. Brannigan explores the potential future of the theories and the debates surrounding their controversial position in literary studies.

In *Cultural Anthropology* (1982), Marvin Harris continues to focus on the book's two major objectives. First, this book presents a holistic view of socio-cultural systems, and secondly, the book provides a unified theoretical framework for explaining these systems. It also remains faithful to the belief that anthropologists must routinely deal with facts and theories that are crucial to informed decisions regarding issues of enduring relevance. The cultural approach used throughout furnishes a framework for explaining how the parts of socio-cultural systems are interrelated and how they change over time. The book also continues in its effort to identify the many causal strands that help explain the process of socio-cultural change. It tries to make sense of the many seemingly irrational or arbitrary customs and institutions in small, technologically simple societies as well as complex nations. For anyone interested in the study of culture.

In "Reconceptualizing materialism as identity goal pursuits: Functions, processes, and consequences" (2012), L. J. Shruma et al. propose an expanded conceptualization of materialism that grounds materialism in research on the self. The article stresses the functions of materialistic goal pursuit, the processes by which these functions are developed and implemented, and their potential consequences. This functional perspective views materialistic behavior as motivated goal pursuit intended to construct and maintain self-identity, and defines materialism as the extent to which people engage in identity maintenance and construction through symbolic consumption. The article discusses the utility of this conceptualization of materialism in relation to other conceptualizations and suggests avenues for future research.

In "James Joyce Dubliners: how religion influences Conscience" (2016), Mehrdad Nazarieh argues that James Joyce's *Dubliners* is a vivid collection that depicts conflicts that exist between the modern era and the early times of the 20th century in terms of beliefs and cultural practices. Joyce advances the significance of *Dubliners* by providing readers with insights into the current transformed world. According to Joyce, the current era is the type that compels people to know more about the world they live in and fully understand the potential that it possesses. The writer uses life in Dublin to forward his goal by indirectly criticizing its beliefs and exposing certain failures in their fundamental beliefs hence implying that not all beliefs are good. Beliefs can change one's life either to the negative or to the positive depending on the circumstances. In the story of *Dubliners*, Joyce depicts Dublin to be a city where religious oppression is at optimum and intolerable to the citizens.

## III. Research Method

The present study is a qualitative research based on theory which is carried out on James Joyce's major short story *The sisters*, and it will determine concept of religion paralysis within cultural materialist theory. Following cultural path, Williams asserts that the space for alternatives is never entirely blocked: "no mode of production and therefore no dominant social order and therefore no dominant culture never in reality includes or exhausts all human practice, human energy and human intention" (qtd. in Wilson 171). There is always space for opposition, for thinking and action directed towards the elaboration of another social order. In Cultural Materialistic viewpoint the dominant order is not unavoidable real world. In confrontation of the dominant order, according to Williams, we face "a set of identifiable processes of real politic and force majeure, of nameable agencies of power and capital, distraction and disinformation" (qtd. in Lodge 164). The main task of Cultural Materialists is to establish the lines of development for an alternative as Williams stresses:

It is only in a shared belief and insistence that there are practical alternatives that the balance of forces and chances begins to alter. Once the inevitabilities are challenged, we begin gathering our resources for a journey of hope. If there are no easy answers there are still available and discoverable hard answers, and it is these that we can learn to make and share. (qtd. in Wilson 175)

Jonathan Dollimore and Alan Sinfield, the great practitioners of Cultural Materialism, assert that the principle of reliable criticism in political agenda:

Cultural Materialism does not, like much established literary criticism, attempt to mystify its perspective as the natural, obvious or right interpretation of an allegedly given textual fact. On the contrary, it registers its commitment to the transformation of a social order which exploits people on grounds of race, gender and class. (qtd. in Brannigan 98)

Cultural Materialism in achieving its political goals adopts two methods. In some cases it begins to interpret literary texts from the standpoint of oppositional or dissident subculture. In other cases it takes the form of an examination of the material incidents in which conservative ideologies function. Thus, the first way relates to the dissident viewpoint, and the second method is from conservative outlook.

Dissidence in Cultural Materialistic ideology is a very crucial term. Its literal meaning is "the resistance against the dominant order without prejudging an outcome" (Pigspy 151), but according to Sinfield dissidence operates necessarily with reference to the dominant structures: "It has to invoke those structures to oppose them; it means that any position supposes its intrinsic op-position" (Barry 195).

The important point in understanding the meaning of dissidence is that it is not thoroughly opposed to power, and it is not also an antithesis which tries to reverse the values and strategies of power. It is instead very close to the structures of power and indeed is produced by the internal contradictions of these structures. Of course, it implies a deviation from the rules of the dominant culture, but it may be that dissidence achieves no reaction from power.

Recent British Cultural Materialist theory claims reading dissidence in literary texts. Brannigan brings under the question the claim of those critics in investigation of the essence of the dissidence:

It is the idea of conflict and contradiction in Cultural Materialist reading that prepares the ground for incorporation of the dissident within the body

of the dominant. The power of the dominant culture can only be seen in its containment of the threat of dissidence. In Cultural Materialism dissidence is a phenomenon occurring at specific junctures of the history of a text, which is then subsumed, hence the necessity of Cultural Materialist revitalizations of the dissident perspective. (179)

Concisely the manifestation of Cultural Materialism is “the formation of critical practice in articulating dissident perspectives on contemporary cultural politics” (Higgins 300). Such idea sometimes gives its practitioners a sense of political and social mission.

Cultural Materialism seeks the way in which subversion, dissidence, resistance and all forms of political oppositions could be represented. In this way most of the time it scrutinizes the theatre as “a prime location for the performance of the interaction between the States power and other groups of cultural system” (Wilson and Dutton 12). As we see the first practical attempts of Cultural Materialistic criticism refers to the analysis of the Renaissance Drama.

Abrams argues that Cultural Materialism wants to transfer to the center of cultural study the Marginal or excluded literary works and artistic productions of women, the working class, non-white groups and Third –World culture. Its critics lead their interpretations and their discussion “toward the explicit political end of reforming the existing power-relations which, they consider, are dominated by a privileged gender, race, class or ethnic group” (*Glossary of literary terms* 254).

By Cultural Materialistic reading of *Dubliners* (1914), the stories were written when Irish nationalism was at its peak, and a search for a national identity and purpose was raging; at a crossroads of history and culture, Ireland was jolted by various converging ideas and influences. They center on Joyce's idea of an epiphany: a moment where a character experiences a life-changing self-understanding or illumination. Many of the characters in *Dubliners* later appear in minor roles in Joyce's novel *Ulysses*. The initial stories in the collection are narrated by child protagonists, and as the stories continue, they deal with the lives and concerns of progressively older people. This is in line with Joyce's tripartite division of the collection into childhood, adolescence and maturity. *Dubliners* (1914) is certainly important in that he talks within it about his life and his entourage (ibid). It takes a form of naturalistic depiction of Irish middle class in life and around Dublin in the early 20th century. About *Dubliners* Attridge states that:

The stories are interested in issues of identity and the self, but they are equally involved with issues of politics and what it feels like to be a part of Ireland as a nation with a particular history and a particular place within the British Empire. (90)

Religion is one of the emerging issues in the modern era and forms the backbone of most literary works. Religion as a theme is seen to influence the operation of those who believe in it. Religion is predominated in *Dubliners*. It forms the functional framework that predetermines ones actions and behavior. James Joyce's *Dubliners* is a vivid collection that depicts conflicts that exist between the modern era and the early times of the 20th century in terms of beliefs and cultural practices (Parrinder 27). Joyce advances the significance of *Dubliners* by providing readers with insights into the current transformed world (29). According to Joyce, the current era is the type that compels people to know more about the world they live in and fully understand the potential that it possesses (Ellmann 127). The writer uses life in Dublin to forward his goal by indirectly criticizing its beliefs and exposing certain failures in their fundamental beliefs hence implying that not all beliefs are good.

Beliefs can change one's life either to the negative or to the positive depending on the circumstances. In the story of *Dubliners*, Joyce depicts Dublin to be a city where religious oppression is at optimum and intolerable to the citizens (Foster 36).

#### IV. Discussion

##### Social and Religion Paralysis in *The Sisters*

In the story, 'The sisters', Joyce uses Dublin as a country whose citizens have a strong belief in religion that they have become slaves to it (Foster 35). Soon enough, though there is no exact explanation of what has clearly happened to the priest and what really causes his mental disintegration, the reader knows about the priest from a second hand source and his sister Eliza tells the aunt and the unnamed boy that everything goes bad after her brother breaks the chalice. After this incident the priest has become odd, though the broken chalice contained nothing. Significantly Father Flynn's hold of the chalice symbolizes his insecure grasp on spirituality and his failure as a priest (Taglieri 1996, p. 18) and consequently he cannot offer communion and an empty chalice lies on his breast in death (Beja 1973, p. 109). The emptiness of the chalice does not enable the clergyman to fulfill the rituals of the Last Supper. In this essence, the void chalice symbolizes the hollowness of Catholicism as a failed institution. Though Eliza is acquainted with the Catholic rites, she offers her guests the sherry and the crackers which symbolize bread and wine. But the unnamed boy refuses to take some and he symbolically he refuses to be part of the ceremony of communion.

The paralysis is the inability of physical movement, but it is also a spiritual, social, cultural, political, and historical malaise (Bulson 36). It does refer to the inability to function correctly and in Dublin's context, it suggests the Dubliners who are naturally paralyzed and they are living a paralyzed city. In the dead Julia Morkans expresses her indignation about the pope who has decided to turn out the women out of the choirs (123). Such decision is unfair on the behalf of females who have singing voices. In *The Sisters* the one can see that though Father Flynn is a priest, he fails in his religious duties and he presents the real state of Irish Church. Clearly enough, Father Flynn symbolizes the paralyzed Catholic Church and its drawbacks on the individuals, especially children. Yet the old priest teaches the boy great deal of things. The sickness of the spiritual matters affects the social norms and provides an incurable disease in society. This latter becomes helpless and disorientated from its path.

Religion paralysis which occurs on the first page of "The Sisters" in *Dubliners*. He argues that:

"There was no hope for him this time: it was the third stroke. Night after night I had passed the house (it was vacation time) and studied the lighted square of window: and night after night I had found it lighted in the same way, faintly and evenly. If he was dead, I thought, I would see the reflection of candles on the darkened blind, for I knew that two candles must be set at the head of a corpse. He had often said to me: I am not long for this world and I had thought his words idle. Now I knew they were true. Every night as I gazed up at the window I said softly to myself the word paralysis. It had always sounded strangely in my ears, like the word gnomon in the Euclid and the word simony in the Catechism. But now it sounded to me like the name of some maleficent and sinful being. It filled me with fear, and yet I longed to be nearer to it and to look upon its deadly work." (Joyce 1)

Situation is like the life of people which there is no change. Immediately after presenting there is no hope come to mind of character. The word dead and last word corpse.

In order to present inertia which characters are suffering and engaging with it. Joyce uses such word “no hope” repetition even in the language of the story. Repetition is going to multiply the same passivity. First line refers to the past which is another repetition that there is no change in paralysis.

Religion is predominated in this story. It mentioned numerously, father Flynn who was always unhappy and usually looked sad. The answer to his disappointment is recognized to the time when he unintentionally broke his chalice. He felt guilty of himself and he had to go to the church and hide himself in darkness just because he felt he had sinned against God. By breaking the chalice, Father Flynn showed dreadful overlook for the vessel that generally carries the holy wine, the transubstantiated blood of Christ, even though the chalice had contained nothing at the time. It is the first evidence in *Dubliners* that religion is a dangerous and deceptive force. Not only does the chalice cause the priest's madness, it comes back to taunt his dead body. If we put consideration, we will discover that Father Flynn, the disbelieving priest, comes to terms with his sin of breaking the chalice that he even comes to terms with his discovery of the silence of God. And even the boy, who discovers Flynn's concerned past, will be on the verge of making the same discovery, a certain religious kinship between him and the priest. It is his strong belief in religion that immediately edicts his conscience which then has a direct have an effect on his view in his view of life.

Notwithstanding all this, in the same story, most characters seem to be deeply rooted in religion simply from the way they express themselves. The phrase ‘may God have mercy upon him’ has been over and over said through a variety of characters when referring to the late father Flynn. They all suppose that each and every word they utter is offensive to God in a way. Narrator in this story appears to be extensively affected through what he hears mainly from his seniors. At some factor in the story, he had a dream that was once a result of over-meditating over positive matters that were instructed to him through Cotter. The narrator seems to be appreciably affected his emotions. This is very obvious when he goes with his aunt to the late father Flynn's home. As they pray over the useless corpse, the narrator appears afflicted and tries to think about that the corpse was once smiling at him. As Mr. Cotter discusses with the narrator's parents, he feedback in a assertion on the narrator's relationship with the priest. He says that it is not good for such a young boy to relate with an aged priest. He knew very nicely that father Flynn was a spiritual stereotype and it would be unfair if such beliefs were inculcated into the innocent mind of the younger boy. The researcher strongly believe that Mr. Cotter had viewed how a lot the narrator's sense of right and wrong had been affected. As the narrator considers over the priest's demise, he finds himself thinking about his own death. It is as if there used to be some inner pressure that used to be governing the narrator's idea because on every occasion he idea of anything, something just got here in and sort of redirected his thinking. He was once always crammed with a feeling of guilt. Having been nearer to anybody whose faith was once deeply rooted in the catholic religion, nothing else should be predicted from the narrator other than the beliefs of the late father Lynn. It is something that the narrator can't keep away from due to the fact it comes automatically. Now that the narrator had been uncovered to sturdy beliefs at a highly soft age, the effect on his mind used to be so good sized that everybody should see it from his behavior. In this story, religion is vividly brought out as a major theme and it seems to have a stronger influence on how the people of Dublin carry out their activities. Generally, the writer wants to show how people are tied up by whatever they believe in and as a result how these beliefs affect their consciousness (Parrinder 21).

Regarding the debut of Joyce as a young believer could bring a perspective on the effects of Catholicism in his stories that would give the impression of a faithful representation of religion in Ireland. Reading *Dubliners*, the religious aspects of nearly all the stories, but focuses mainly on “The Sisters”, “Eveline” and “Grace”. Joyce did leave the Church as a young adult and did not return to it.

James Joyce’s dissatisfaction with religion, church and priesthood in his short story *The Sisters* could be better understood if the relationship between the “nets” of Irish society and his view of artist in *A Portrait of the Artist as a Young Man* (1916) was properly comprehended (1961: 327). One of the “nets” in the Althusserian sense is religion and the Roman Catholic Church with its traditional, stagnant, restrictive and “paralytic” nature and structure, which obviously inhibits the self or the artist from what Joyce metaphorically calls “flight”, a “flight” which would avail an artist of chance or opportunity to be free and creative by going beyond ordinary aspects of life shaped by the “nets” of society (327). He represents his frustration with the Catholic Church and priesthood and then artistically critiques the basis, image and authority of the priesthood through different ways and strategies in the story to flee from the dogmatic nature and restraining climate of the religion, he artistically stresses the view that the Catholic Church and Dublin are imbued with “the special odour of corruption which, I hope, floats over my stories’ in, or they are the center of paralysis”( *Dubliners*, 1966: 122-3).

Indeed, “the special odour of corruption” and “paralytic” nature of the town and religion doesn't inspire freedom physically and mentally in life. Religion as having “the special odour of corruption” as well as being “the center of paralysis” Joyce regards the established religion as an important obstruction, which, he thinks, does not allow the artist to create a space of his own to manoeuvre his artistic vision of “flight”, vision and vocation beyond the borders of “nets” of Irish society. Their understanding of Catholicism is purposefully perverted by Joyce to expose the limited knowledge of theology among the faithful. Throughout his reading of *Dubliners*, Joyce was highly attentive in alternating the accuracy and inaccuracy of his characters’ knowledge of their faith, and that this demonstrates Joyce’s position that Catholicism in Ireland created docility and compliance in the lower class and lower-middle class. Geert Lernout in his book entitled *Help My Unbelief* (2010) states:

James Joyce and Religion argues that James Joyce lost his faith in the Roman Catholic Church and its dogma and that the historical conditions of Joyce’s loss of his faith provide an inescapable context for reading Joyce’s works. Lernout explains the beliefs and practices of the Church of Rome that Joyce encountered from the nineteenth century to the beginning of the twentieth century. By attending to the tradition of freethinking writers of the same period, he demonstrates that Joyce’s revolt against Christianity was part of a larger network of anti-religious thinking in literature and philosophy. (Lernout 239)

Basirizadeh in his article mentions that, “In de Beauvoir's view if women really want a status, they should deconstruct the structures of the masculine society and present their own definition of femininity. This definition would be the proof of woman's presence and existence counter-intuitive to masculine canon of knowledge in power”(2).

The sisters is important because it is Joyce’s critic on society and religion. This is an example of how one religion is placed as the more superior religion and that is a certain way one should live their life in order to be faithful to their religion. In his first important work, *Culture and Society* (1958), Williams reviewed the mainly conservative English tradition of

social thought. Its resonance and appeal depend on how it organized culture, conceived as ideas or ideals of perfection removed from material social life, as a critique of specific large-scale changes involving industry, democracy, class and art. In a class divided society, "culture" was opposed to business, urban massification, and possessive individualism. Religion is omni-present in *Dubliners*, yet the religious people who are supposed to be pious, they instead do awful things and they consequently suffer from their individual choices. The Sisters which are written in italics are the seeds of the paralytic spiritual Dublin of the twentieth century life and the power of these three words has a great spiritual effect on the *Dubliners*. The very sound of the word. Paralysis casts a morbid fear on the boy as he, every night as I gazed up at the window I said softly to myself the word paralysis. It had always sounded strangely in my ears, like the word gnomon in the Euclid and the word simony in the Catechism (1). Using Joyce's allusion, the Catholic Church is good-for-nothing and Father Flynn represents «the corrupt features of Irish Catholicism, turning spirituality into a burden and torture »(cited in Taglieri 1996, p. 18). In addition to that Paul Dubois believes that the true cause of the increase in mental disease is Roman Catholicism (cited in Lowe-Evans 1989, p. 40).

According to almost all feminist scholar's patriarchy refers to rule of the father in a male dominated society as a social and ideological construct which regards men as superior to women. They are of opinion that men's domination over female sexuality is central to women's subordination. In fact, man is the head of the family who controls women's sexuality, labor, production, reproduction and mobility. Moreover, the effect of patriarchy can be traced in politics, public life and economy as well as in all aspects of social, personal, psychological and sexual existence. (Raoufzadeh, 60)

This story depicts clearly that the Catholic Church is responsible for a large portion of Irish paralysis. But he also quietly hints at another malefactor England. Raymond Williams believes that in capitalistic system everything is covering by capitalism. We see that religion paralyzed people in stories of *Dubliners*. Religion has a significant effect on the believers mind and even goes ahead to indicate the kind of life they live.

## V. Conclusion

In conclusion, this paper intended to analyze concept of religion within Cultural Materialism framework and looked upon their influence and active interaction in building up of society and culture. Moreover, it intended to study how this factor is dominant in shaping the characters' life and status. In essence, all of these examples serve to convey a sense of dispassion and emptiness. Joyce wanted to make one final attack against the Church that he despised so much during this time of his life. By placing the abovementioned characterizations of the Church within a story so encompassed by emptiness, Joyce's final message to the Church is clear: It is a dead institution, devoid of truth and hypocrisy. Joyce wants it to be known to all people that he believes that there is no truth in the teachings of the Catholic Church, and that it will soon be exposed as a deception. Joyce proclaims in *Dubliners* anger at a culture he feels is paralyzed by Catholic dogma, British exploitation, its own proponents for self-delusion, alcoholism, and Irish hyperbole and blarney. Joyce introduces complex ideas concerning religion and spirituality, especially regarding his conflict with the Catholic Church. Because of the injustices he saw coming from an institution that claimed to follow God and His teachings, Joyce set out to make these fears known to the rest of mankind. Joyce not only teaches what the Church must do to change, but

he shows the dangers of what might happen if it fails to do so. He makes it very clear that if it does not change, the Church will collapse. He is obstinate that the Church was an extremely damaged institution, and fell victim multiple times to the lust, anger, hypocrisy, and intolerance that so easily beset the human race.

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## The Relevance of Hassan Hanafi's Anthropocentric Theology Ideas towards the Re-Actualization of Islamic Thought in Indonesia

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### Abstract

*This study deals with the relevance of Hassan Hanafi's anthropocentric theology ideas towards the re-actualization of Islamic thought in Indonesia. The impact of Hassan Hanafi's anthropocentric theological thinking in Indonesia is less significant or even has no influence on the development of Islamic thought in Indonesia. In this case the researcher sees several reasons why the concept of anthropocentric theology Hassan Hanafi lacks a significant impact on the development of Islamic thought in Indonesia. First, the development of the anthropocentric theological thinking of Hassan Hanafi is too elitist. Second, Indonesian Muslims are still comfortable with the classical Asy'ariyah concept of theology. Third, the majority of Indonesian Muslims are still allergic to philosophy. The relevance and influence of Hassan Hanafi's thoughts began to appear around the 1993s, when several Hassan Hanafi books such as the Islamic Left (al-Yasa> r al-Islami) and offers of reconstructing classical Islamic theology from theocentric to anthropocentricity began to be translated and discussed by Indonesian Islamic experts. It can be concluded that The spirit of Indonesian Islamic intellectuals in studying and discussing the thoughts of Hassan Hanafi was not only carried out by reformers of Islamic Thought who already popular, but also carried out by young Islamic intellectuals who had a high enthusiasm to reform Islam in Indonesia.*

### Keywords

Hassan Hanafi; anthropocentric theology; Islamic thought



### I. Introduction

Hassan Hanafi's criticism on classical *kalam* is inseparable from the condition of Muslims at that time. In author's analysis, the factors that influence Hassan Hanafi's anthropocentric thought consist of internal factors and external factors. The first internal factor relates to the socio-political situation in Egypt. Modern Egypt experienced a long social-political struggle. Egypt was made a means of exploiting natural resources for the interests of British capitalists. It intervened heavily in the Egyptian issue after the fall of some shares in the Suez Canal into British hands. Under Khedive Ismail there were many downturns, especially in the economic field. The British government itself has been entrenched in Egypt for a long time. Since the Suez Canal opened in 1869, Britain began to pay attention to Egypt. The Suez Canal has international transportation potential, and at the same time can bridge Asia, Africa and Europe. Weak political power in Egypt and also in other Arab countries is seen in the defeat of 1948-1949 against Israel which had declared itself a state in Palestine illegally with American support. Thus, political problems in this country are increasingly complex. If previously the Egyptian people were confronted with

British invaders, now they must fight against Zionism and Western powers. They feel that their rights have been trampled.

By the Islamic group the defeat of Israel, the still dominance of Britain, the influx of Western influence and the economic destruction, morality of the Egyptians. This is considered as the defeat of the nationalist-liberal group in leading Egypt, while at the same time making the Islamic groups distrust the modernization and secularization offered by the liberal groups.

Secretly, new military forces emerged around the mid-50s, precisely on July 23, 1952 when the Egyptian revolution occurred, originating from the Free Officers movement and the Muslim Brotherhood. This revolution also marked the end of the Egyptian monarchy, turning into a republic full of modernism. The group was spearheaded by three nationalist-socialist figures: General Muhammad Najib, Jamaluddin Abdul Nasser, and Anwar Sadat. This group is quite sympathetic from the wider community because of its ability to accommodate themselves with the *Ikhwan al-Muslimun* group. Both have the same goal of freeing Egypt from invaders, removing Israel from Palestine and then succeeding in giving birth to the revolution in 1952. Furthermore, Egyptian leadership was held by Abdul Nasser until 1970.

Abdul Nasser's leadership was in many ways considered successful, particularly in the economic field, but he was seen by the Muslim Brotherhood as a traitor to Islam because he imprisoned many prominent Muslim Brotherhood figures and killed him. His efforts in developing Arab nationalism on the basis of socialism and Islam did not materialize. The government remains in the hands of the military and the economy remains controlled by a group of people.

As a reaction to the failure, even though the Muslim Brotherhood at the end of Nasser's government was dissolved, the latent opposition movement became stronger and formed a new radicalism. This group quietly developed and formed an Islamic ideology based on the doctrines inherited by a character, Sayyid Qutb before his death on the gallows. The doctrine was formulated in "manifesto" of *Ma'alim al-Tariq*, a book that tried to introduce the principles of social justice in Islam.

The political failure and economic development in Egypt meant the failure of the ideology of liberalism, socialism, and nationalism in the midst of Islamic society. This failure that causes Muslims to endeavor to return to the teachings of Islam with its radical style.

Second, in terms of the method of interpretation, due to the existence of a more textual method of interpretation, especially by the Hambali as happened in Egypt at that time. Third, the thinking side of the Muslims at that time. Rationality is not used in a neutral, critical position and is used as a means of dialogue, but is used in a position of contradiction, disputes and justification, so that it does not provide progress, new discoveries and thinking maturity for the Islamic community. Fourth, the theological side adopted by Muslims tends to be deterministic, centralistic and authoritarian, giving rise to the idea of a single ruler, great savior and submission to the ruler. Fifth, the socio-cultural side, the majority of Muslim communities are in an underdeveloped condition, oppressed and far from the progress of civilization. This is undeniable, not only Muslims in Africa, but also almost all Muslims in the world are in a situation like this.

While external factors are from outside the Islamic world in the form of the threat of colonialism, imperialism, Zionism and capitalism from the west. Hanafi warned that the most important Western threat was not from the economic or political side, but from the cultural side. Imperialism, colonialism and capitalism ultimately destroyed the original culture of Muslims, so that Muslims would lose their own identity and culture.

## II. Review of Literature

The term anthropocentrism can never be separated from discussions of Islamic theology. In Islamic theology according to Ansari, there are several schools of thought frameworks in solving theological problems, including: First, the anthropocentric school. The anthropocentric school considers that the nature of transcendent reality is intracosmos and impersonal. It is closely related to the cosmos society, both natural and supernatural in the sense of its elements. Human is a child of the cosmos, the supernatural element in themselves is the source of his strength and the human task is to release the evil natural element. Thus, humans must be able to strip away their human personality to gain independence from his natural twist. People belonging to this group have a negative view of the world because they think that their salvation lies in their ability to get rid of all their desires and desires. While their devotion are more oriented towards ascetic practices and magical concepts. Their purpose in life is to arrange their personality into the impersonal reality.

Fazlur Rahman Ansari considers humans to have anthropocentric views as Sufis, those who hold mystical and static views. Even though anthropocentric humans is very dynamic because it considers the nature of intracosmos and transcendent realities to come to humans in the form of power since humans were born. That power is in the form of potential that makes it able to distinguish "which is good" and "which is evil". Humans who choose "good" will gain abundant benefits (heaven), while humans who choose "evil" he will get abundant losses (hell). With its power, humans have absolute freedom without interference from transcendent reality. Theological schools included in this category are "*Qodariyah*", "*Mu'tazilah*" and "*Shi'a*".

Second, theocentric school. Theocentric theologians consider that the nature of transcendent reality is supra cosmos, personal and Godhead. God is the creator of everything that is in this cosmos, he with all his power is able to do anything absolutely. From time to time it can appear in cosmos society. Humans are His creations, so they must work only for Him. In conditions that are relatively self-contained human beings are eternal migrants who will soon return to God for that humans must be able to increase harmony with the highest and transcendent reality through devotion. With his devotion, humans will obtain the perfection that is appropriate to their natural nature. With that perfection, humans will become an ideal figure, capable of radiating the attributes of the Godhead in his own mirror. These conditions will in the future save their destiny in the future.

Theocentric humans is a static person because they are often trapped in absolute surrender to God and that attitude of submission leaves them with no choice. For them, all actions are essentially God's activities. They has no choice but what God has determined. In that way God becomes the absolute ruler that cannot be inviolable, God can just put evil humans into abundant profits (heaven). Likewise, He could have put obedient humans into a situation of continuous loss (hell).

## III. Discussion

This critical Islamic theology is also used by Hassan Hanafi in launching his ideas on anthropocentric theology. The Islamic theology that was raised by Hassan Hanafi to lead theology, as a belief system that initially only focused on theoretical towards anthropocentric. In this case Hassan Hanafi, wants to emphasize the truth of theology at the level of reality and advocate scientific argumentation.

When we look at the theological teachings that are used by the Indonesian Muslim community, we will find a great theology that is followed in the majority, namely Sunni theology. This theology arose when there were two very extreme large groups, between *Qodariyah* and *Jabariyah*. In the midst of this extremism, Sunni theology brought forth the Kasb theory, as stated by Abu Hasan al-Ash'ari. But the theory is not in the sense that human effort really determines the occurrence of an action, but remains in the subordination of God.

With the strong doctrine of Sunni theology in Indonesia, some of Hassan Hanafi's ideas about anthropocentric theology are relevant enough to be applied in this country. Because the offer of reconstructing Islamic theology of Hassan Hanafi through a process that is influenced by political conditions and situations as well as the situation of intellectual movement, namely by the existence of a reality of Islamic society that is underdeveloped and determined, both internal and external also the reconstruction of Hanafi Islamic theology does not throw away at all classical Islamic theology but precisely as a staunch defender of Classical Islamic theology. In addition, what has led to the emergence of Hassan Hanafi's anthropocentric theology is also because it is in preparation for building a religious society in the Third World.

In addition, Hassan Hanafi, his international reputation can be compared with Mohammed Arkoun and Fazlur Rahman, the popularity of Hassan Hanafi's thoughts can be seen, among others, in the pros and cons of his ideas about his Islamic Left and the reconstruction of Classical Islamic theology that is too theocentrically oriented towards anthropocentric theology. And liberation in Islam. Some of the ideas launched by Hassan Hanafi have entered Indonesia. In 1993, which was located in Paramadina, was discussing seriously about the phenomenon of the Islamic Left (*al-Yasa> r al-Islami*) which was initiated by Hassan Hanafi, which finally the results of the discussion were reprinted in one edition of the Islamic journal in the month July 1993.

But the relevance of Hassan Hanafi's anthropocentric theology towards the thinking of Islam in Indonesia is not without problems. Researchers see that the impact of Hassan Hanafi's anthropocentric theological thinking in Indonesia is less significant or even has no influence on the development of Islamic thought in Indonesia. In this case the researcher sees several reasons why the concept of anthropocentric theology Hassan Hanafi lacks a significant impact on the development of Islamic thought in Indonesia. First, the development of the anthropocentric theological thinking of Hassan Hanafi is too elitist. The point is that those who understand the concept of Hanafi anthropocentric theology are only certain people, that is, only the Muslim elite who are in the Islamic Higher Education in Indonesia, while the majority of Muslims who embrace the classical *Asy'ariyah* theology are hardly touched, so the concept of anthropocentric theology seems to be autopatic that does not touch the to the lower classes. Second, Indonesian Muslims are still comfortable with the classical *Asy'ariyah* concept of theology. As explained above, that the Indonesian Muslim community has long followed the great theology, the Sunni theology. This theology arose when there were two very extreme large groups, between *Qodariyah* and *Jabariyah*. In the midst of this extremism, Sunni theology brought forth the Kasb theory, as stated by Abu Hasan al-Ash'ari. According to Sunni Muslims, theology understood by Muslims today is very comprehensive, meaning that monotheism understood by Muslims today is not abstract theology as Hassan Hanafi's accusation of classical theology. According to them, monotheism that has been believed by Indonesian Muslims is not merely abstract teachings that skyrocketed as criticized, but is directly related to the problems of individual and social life. Apart from that, Islamic theology today is actually theocentric and anthropocentric, because it covers all

aspects of human life. Third, the majority of Indonesian Muslims are still allergic to philosophy. While Hassan Hanafi's anthropocentric theology was built using philosophical foundations. Hassan Hanafi used dialectics to answer the weaknesses of the historical aspects of classical theology, phenomenology and hermeneutics to answer the weaknesses of the terminology and praxis aspects of classical theology. Therefore, the anthropocentric theology Hassan Hanafi lacks a place in the hearts of Indonesian Muslims who are still influenced by the opinion of Imam Al-Ghazali who forbids philosophy.

However, the efforts of Hassan Hanafi, in carrying out the reconstruction of classical theology from theocentric to anthropocentric, deserve the highest appreciation, because after all this is the work of a revolutionary who is very original and wants to make changes in the fate of Muslims on the global scene. Therefore, Hassan Hanafi is very appropriate if given the title of a revolutionary thinker because of his concept of the Islamic Left (*al-Yasar al-Islami*) who wants to release Muslims from colonialism and the confines of Western civilization. Besides that, Hanafi's contribution in reconstructing classical theology that can align it with other Islamic thinkers such as Jamaluddin Al-Afghani (1838-1896) and Muhammad Abduh (1849-1905).

#### IV. Conclusion

In Indonesia, Hassan Hanafi's international reputation as an Islamic reformer thinker is the same as other Islamic reformer thinkers and can be compared with Mohammed Arkoun and Fazlur Rahman. The popularity of Hassan Hanafi's thoughts is reflected in his ideas about the Islamic Left and the reconstruction of Classical Islamic theology which is too theocentrically oriented towards anthropocentric theology and liberation in Islam. The relevance and influence of Hassan Hanafi's thoughts began to appear around the 1990s, when several Hassan Hanafi books such as the Islamic Left (*al-Yasar al-Islami*) and offers of reconstructing classical Islamic theology from theocentric to anthropocentricity began to be translated and discussed by Indonesian Islamic experts.

The climax, when in 2000, precisely on November 5 - 8, IAIN Walisongo Semarang, held an international seminar with the arrival of Hassan Hanafi who was given the theme of Islam and Humanism, besides him, there were also Islamic thinkers from Indonesia and abroad. After the arrival of Hassan Hanafi, the publication of books and discussions about Hassan Hanafi's thoughts in Indonesia became increasingly massive. The spirit of Indonesian Islamic intellectuals in studying and discussing the thoughts of Hassan Hanafi was not only carried out by reformers of Islamic Thought who already popular, but also carried out by young Islamic intellectuals who had a high enthusiasm to reform Islam in Indonesia. Likewise, the spirit of studying the thoughts of Hassan Hanafi was not only carried out by certain regions, that is on the island of Java alone, but the already been penetrated to all regions of Indonesia, especially in Islamic Universities in Indonesia.

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## Legal Satisfaction of Electronic Authentic Diction Made Notary in Facing Industrial Revolution 4.0

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### Abstract

*Notary has the authority to make an Authentic Deed based on article 1867 of the Civil Code. Proof of evidence in writing is done by authentic writing or writing under the hand. Along with advances in technology, each transaction using electronic information technology makes it easy for parties to make agreements through online. However in reality the Authentic Deed made by a Notary Public must be adjusted to Law Number 30 of 2004 amending the Law Number 2 of 2014 about the position of Notary Public. The formulation of the problem in this research is How Positive Law about the Certainty of Authentic Deed Law conducted by a Notary by using Electronics and how the obstacles to the agreement by using the Electronic Deed conducted by a Notary. The writing method in this paper uses notative juridical and the nature of the research is perspective. Research results in writing are the legal certainty of an authentic deed made by a notary that there is no positive law relating to an authentic deed done online and authentic deeds made online are that the parties must face directly, good faith and the validity of electronic signatures whose authenticity is uncertain. Recommendation that policies on authentic deeds need to be made electronically.*

### Keywords

Legal satisfaction;  
electronic authentic;  
notary; industrial  
revolution 4.0



## I. Introduction

In law every agreement must be made through a deed. Deed is a piece of writing made as evidence and signed by the parties to the agreement. Based on article 1867 of the Civil Code a deed is divided into 2 (two), namely: the deed under the hand (Onderhands), authentic deed (Authentic).

The notary has the authority to make an authentic deed regarding all deeds, agreements and stipulations required by legislation and / or that is desired by the interested parties to be stated in an authentic deed, guaranteeing the certainty of the date of making the deed, keeping the deed, giving the grosse, copy and quotation of the deed, all this as long as the making of the Deed is not also assigned or excluded to other officials or other people determined by law.

Globalization as a process that will ultimately bring the entire population of planet Earth into a word society. Furthermore, global society must be seen and understood as an inevitable natural process caused by the advancement of human civilization in the field of science and technology, especially information technology. Information Technology experts (IT) in 1990, among others, Kyoto Ziunkey said that IT increasingly needed in human life and therefore he said "you have to get married with IT", technology is very meaningful in human life. The development of information technology is very rapid and has brought many

changes (<http://ditjenpp.kemendikham.go.id/hukum-teknologi/661-keabsahan-alat-bukti-elektronik-dlm-suatu-perjanjian-dlm-penyelesaian-sengketa-melalui-arbitrase-onl.html>)

Development of Information and Communication Technology (ICT) advancements in the Industrial Revolution 4.0 era. provide a lot of convenience for us. If there is a contract law what about when the transaction is carried out and what about the positive law of the electronic contract, the Notary must anticipate various changes, and in order to prepare a notary who is ready to face the Industrial Revolution 4.0 era. (Agus Yudha Hernoko) (Peraturan Pemerintah Nomor 82 Tahun 2012).

Government Regulation Number 82 Year 2012 Organizing Electronic Systems and Transactions has been put in place to create a legal basis for online transactions throughout Indonesia. That is, all activities related to the internet or electronics must refer to these rules. One of them concerns the use of electronic evidence in the agreement. Notary as an official has the authority to make an authentic deed which is carried out directly in front of the person making the agreement. Diera Electronic Information Technology is growing, the Notary must be able to anticipate technological advances, especially the Electronic Agreement made by the Notary (Agus, 2014).

Based on the above description Research interested in writing about the rapid development of electronic information technology makes it easy for parties to make agreements via Online. In reality the authentic deed made by a notary must be adjusted to Law Number 30 of 2004 amendment to Law Number 2 of 2014 concerning Notary Position Based on this background, the problems in this research are:1. What is the Positive Law on the Certainty of Authentic Deed Law conducted by a Notary by using Electronics. 2. What are the barriers to the agreement using the Electronic Deed conducted by a Notary Public.

## II. Research Method

The type of research conducted in this study is normative juridical research and the nature of the research in this study is perspective (Yahya Harahap).

## III. Discussion

### 3.1. Positive Law on the Certainty of Authentic Deed Law conducted by a Notary by using Electronics

Agreement / verbentenis is a legal / rechtbetriking relationship which by law itself is regulated and ratified. In an agreement, the legal relationship between one party and another cannot arise automatically. The relationship was created by "legal action rechtshandeling . Legal actions / actions taken by parties that give rise to legal relations of agreement, so that one party is given the right by another party to obtain an achievement. While the other party provides the achievement (Yahya Harahap: 10) (Achmad, 2012). Positive notary law is regulated in Law Number 30 of 2004 amending Law Number 2 of 2014 concerning Notary Position. Basically, deeds can be divided into two types, namely: Under the Deed and Authentic Deed (Undang-Undang Number 2 Year 2014). Deed under the hand, in English is called under the hand, while in Dutch it is called onder de hand deed, it is a certificate made by a party, without the intermediary of the authorized official This deed can be divided into

three (3) types, namely: a) Deed under the hand of a deed drawn up and signed on a stamp duty without the presence of a public official. b) Deed under rules that are registered by authorized officials by a notary / authorized officer (waarmerken). c) Deed under the hands of a notary authorized as an authorized official (Hikmahanto Juwana).

In Article 15 paragraph (2) letters a and b of Law Number 30 Year 2004 concerning the Position of Notary, the term used for the deed under the hand that has been graded is the word under the hand that is legalized while the deed under the hand that is warmerken is recorded. under the hand that is ratified is a deed that must be signed and ratified in front of a notary / authorized official. The meaning of the endorsement of the akat under the hand is: a) The notary guarantees that the person who is named in the contract is the person who signed the contract. b) The notary guarantees that the date of the signature is carried out on the date stated in the contract (Salim, 2007).

In Article 1 number 7 of Law Number 2 of 2014 concerning Amendment to Law Number 30 of 2004 concerning Position of Notary, three conditions have been determined, called an authentic deed, which covers the form made by or before a notary form determined in the law and the procedure is also determined in the law. Philipus M. Hadjon put forward two conditions of a deed called an authentic deed, which includes in the form determined by the law (standard form) and made by and in front of general officials (Philipus). Besides that C.A. Kraan put forward five characteristics of an authentic deed, which includes an article, intentionally made solely for evidence or a proof of the circumstances as stated in the writing to be made and stated by the competent authority. The statutory provisions that must be complied with, these provisions govern the procedures for its making (at least the provisions concerning the date, place where the deed of writing is made, the name and position / position of the official make it secure can be known about these matters (Kitab Undang-undang Hukum Perdata).

Authentic Deed must fulfill what is required in Article 1868 of the Civil Code, it is cumulative or must cover all of them. Deed that is made, although signed by the parties, but does not meet the requirements of Article 1868 of the Civil Code, cannot be treated as an authentic deed, only has the power as writing under the hand (Article 1869 of the Civil Code) (Ghansham, 2018). Provisions regarding the authority of a Notary Public to make an authentic deed are regulated in Law No. 30 of 2004 concerning the Position of Notary as amended by Law No. 2 of 2014 ("UUJN"). In Article 1 number 1 of the UUJN, it is stated that the Notary is a public official, authorized to make an authentic deed and has other authorities as referred to in this Act or based on other laws.

In the practice of Notary according to Medis tarigan, SH, M. Kn the positive law governing Electronic Authentic Agreement / Deed has never been done. The parties making the agreement must come face to face with the Notary. If there is an improvement through Renvoi to the right of the Deed by not changing the original word. Notary activities and practices through online are carried out by the Notary Public AHU Online at the Ministry of Law and Human Rights, OSS (Online Singel Submission) (Interview with Medis Tarigan, 2019).

If referring to the Elucidation of Article 15 paragraph (3) of Law Number 30 of 2004 concerning Notary Position ("Notary Position Law") as amended by Law Number 2 of 2014 concerning Amendment to Law Number 30 of 2004 there is an opportunity for a notary to use

an electronic signature in carrying out his work (cyber notary). In Article 15 paragraph (3) of Law 2/2014 Authority as referred to in paragraph (1) and paragraph (2), the Notary has other authorities regulated in the legislation. If referring to the Elucidation of Article 15 paragraph (3) of Law Number 30 of 2004 concerning Notary Position ("Notary Position Law") as amended by Law Number 2 of 2014 concerning Amendment to Law Number 30 of 2004 ("Law 2/2014 ") there is an opportunity for a notary to use an electronic signature in carrying out his work (cyber notary).

This became the challenge of the Notary in the face of the Industrial Revolution 4.0. Positive law relating to Act Number 11 of 2008 concerning Information and Electronic Transactions ("ITE Law") as amended by Act Number 19 of 2016 concerning Amendment to Law Number 11 of 2008 concerning Information and Electronic Transactions ( "Law 19/2016") and Article 1 number 19 of Government Regulation Number 82 of 2012 concerning the Implementation of Electronic Transactions and Systems, but contains legal provisions concerning Authentic Deed (Law Number 19 Year 2016)

### **3.2. The barriers to the agreement using the Electronic Deed conducted by a Notary Public**

In principle, the deed drawn up in front of and before a notary must be clean and there is no scribble, but the deed is not always clean and there is no scribble. If the deed is not clean or contains graffiti, the deed in the deed must be changed. The sound of the deed that has been done is lacking or there is a change in the deed, which is "made with three scribbles, two turns and one extra" But in practice, there are some obstacles in the authentic deed and the electronic signature related to the notary obligation is: a) According to Legal Practitioner Irma Devita Purnamasari read the deed in front of the parties. There are two types of notarial deeds, the first is the deed of partij (the parties face the notary and the party signs the deed) and the deed of relaas. As long as these three things have not been fulfilled then electronic signatures cannot be enforced. In contrast to the Deed of Relaas, this Deed of Relaas makes it possible to use electronic signatures. b) According to Edmon Makarim, Chair of the Institute of Law & Technology Study at the University of Indonesia, states that physical presence is a debate. Physical presence has been perceived this way. Whereas electronically, video conferencing is also a physical presence "c) The Strength of Proof of Authentic Deed There are three authentic evidence strengths, namely the strength of birth proof, the strength of birth proof, the strength of proof, the strength of formal proof and the strength of material proof (Herlin Budiono).

The Validity of Electronic Signature So the electronic signature is usually done on electronic transactions. Electronic transactions are legal actions carried out using computers, computer networks, and / or other electronic media. Regarding the validity of electronic signatures, Article 11 of the ITE Law and Article 53 of PP PSTE state that the following electronic signatures used in Electronic Transactions can be generated through various signing procedures. In reading the deed in front of the depositor, the benefit of reading the deed is that the Notary public still has the opportunity to correct mistakes that were not seen before (Subekti, 1996).

The deed itself has the ability to prove itself to be an authentic deed, as regulated in Article 1875 of the Civil Code. This ability cannot be given to akat made under the hand. Because the contract made under the new hand is valid if all parties who come to it acknowledge the truth of the signature, or if by lawful means can be considered as acknowledged by the complainant. If according to the deed it appears as an authentic deed, meaning that the words are from a public official (notary), then the deed against each person is considered as an authentic deed.

The Power of Formal Proof In the formal sense, the deed proves the truth of what is witnessed, that is, seen, heard and also done by a notary public official in carrying out his position. In a formal sense the truth of the date of the deed is guaranteed the truth contained in the akat, the truth of the identity of the people present and the truth of the place where the deed was made. This digital certificate contains the owner's signature information such as the residence identification number, a photo of himself from various sides, up to the blood type. So this digital certificate will be used to prove whether the digital signature is fake or genuine, and whether there are changes to the documents while in court.

Good faith, According to Medical Tarigan Notary Practitioner Serdang Bedagai Good faith a Client who comes face to face before a Notary is very Subjective. In Article 1338 paragraph (3) of the Civil Code, jurisprudence and doctrine in general mean that good faith is objective if it is in the realm of engagement. If in Practice if the Client makes an agreement not in good faith, to make an electronic agreement, then there may be changes in the content of the agreement changed by each party.

There is no law that regulates, Elektronik agreements there is no regulation governing that Notary must make an agreement made with Electronics. Although according to Article 1 number 13 of Act Number 11 of 2008 concerning Information and Electronic Transactions ("ITE Law") Act Number 19 of 2016 concerning Amendments to Law Number 11 of 2008 concerning Information and Electronic Transactions ("Act 19 / 2016 ") and Article 1 number 19 Government Regulation Number 82 of 2012 concerning the Implementation of Electronic Transactions and Systems (" PP PSTE "). As long as there are no regulations governing electronic agreements made by a notary public, then the agreement cannot be carried out. Because the regulations regarding Government Regulation Number 82 of 2012 concerning the Implementation of Electronic Transactions and Systems ("PP PSTE") do not stipulate Authentic Deed made through the Electronic Agreement. [17] So based on the explanation above, an electronic signature can be said to be valid if it meets the provisions as explained in Article 11 of the ITE Law and Article 53 of PP PSTE regardless of one's position and profession

#### **IV. Conclusion**

Legal certainty Legal Certainty of an Authentic Deed conducted by a Notary by using Electronics There is no law governing the Authentic Deed made by a Notary Public. Barriers to the agreement by using an electronic certificate that is the validity of electronic signatures, good faith and no legal rules governing. The development of technological advances, it is hoped that the central and regional governments will issue a special regulation regarding the legal certainty of an Authentic Deed made by a Notary.

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# The Accuracy of the Altman, Ohlson, Springate and Zmijewski Models in Bankruptcy Predicting Trade Sector Companies in Indonesia

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## Abstract

*Bankruptcy prediction models continue to develop both in terms of forms, models, formulas, and analysis systems. Various bankruptcy prediction studies currently conducted aim to find the most appropriate and accurate bankruptcy prediction model to be used in predicting bankruptcy. This study aims to determine the most appropriate and accurate model in predicting the bankruptcy of 53 trade sector companies in Indonesia. The analysis technique used in this study is binary logistic regression. The results of this study prove that the most appropriate and accurate model in predicting bankruptcy of trade sector companies in Indonesia is the Springate model and the Altman model.*

## Keywords

Bankruptcy; Altman; Ohlson; Springate; Zmijewski



## I. Introduction

Bankruptcy can be interpreted as a failure of the company in carrying out the company's operations to generate profits characterized by the occurrence of severe financial difficulties that the company is unable to run the company's operations properly. Bankruptcy prediction is an important topic in the business world. A timely prediction is valuable for companies to evaluate risks or prevent bankruptcy. Research on bankruptcy prediction was first conducted by (Beaver, 1966), and subsequently conducted by (Altman, 1968) resulted in a bankruptcy prediction model known as the Altman Z score model. Research conducted by Beaver and Altman was motivated by many companies that went bankrupt in the 1960s in the United States. After the 1970s the model for predicting bankruptcy continued to develop both in terms of model shapes, formulas, analysis systems, and samples such as Springate Model, Probit Zmijewski Model, Ohlson logit model, Fulmer Model, Grover Model, Shumway Hazard model. In predicting bankruptcy, these models have different levels of accuracy based on the measurements used.

Various bankruptcy prediction studies currently carried out aim to find the most appropriate and accurate bankruptcy prediction model to be used as a prediction tool, such as; (Xu and Zhang, 2009) predict bankruptcy using the Altman and Ohlson models. They found that the steps in the traditional Altman and Ohlson models were also beneficial individually for the Japanese market. Xu and Zhang built a new measure combining bank dependency and Keiretsu dependence. This new step further enhances the ability to predict the bankruptcy of companies registered in Japan.

(Wu, Gaunt and Gray, 2010) examined the empirical performance of a number of bankruptcy prediction models using a variety of different independent variables such as the MDA Altman model, the Ohlson logit model, the Zmijewski probit model and the Shumway Hazard model. The test results show that a comprehensive model covering key accounting

information, market data, and company characteristics significantly outperforms the model from the existing literature. The results show the Altman MDA model has poor performance compared to other models in the literature. Ohlson's logit model and Zmijewski's probit performed quite well during the 1970s but their performance has deteriorated during more recent periods. Hazard Shumway's model, which includes market data and company characteristics, generally outperforms a model that is only based on accounting information. Wu concluded that a more comprehensive model that draws conclusions from key accounting information, market data, and company characteristics provides the most reliable estimates for future bankruptcy. This is in line with various types of data capturing various aspects of a company's financial difficulties.

(Marcinkevicius and Kanapickiene, 2014) predict the bankruptcy of construction companies in Lithuania by using 5 bankruptcy prediction models: the Altman, Springate, Taffler and Tisshaw, Chesser, and Zavgren models. The results showed that the most accurate bankruptcy prediction model with the highest probability of bankruptcy was the Springate model and the Chesser model. (Timmermans and Finance, 2014) in his research used three bankruptcy prediction model: the Altman, Ohlson and Zmijewski models. The results showed that when the original model of Altman, Ohlson and Zmijewski was applied to a more recent sample in the 2005-2007 period, the predictive power of the model was low and bankruptcy was overpredicted. In order for the original model to be used in the new period especially after BACPA's change in bankruptcy law in 2005, the model must be recalibrated. After recalibration of the models, the accuracy of all models increases, especially applying the recalibrated model of Altman and Ohlson in the 2005- 2007 sample resulting in a percentage of observations that are correct and of a high area under the Receiver's Operation Curve.

(Pongsatit, Ramage and Lawrence, 2004) predicted the company's bankruptcy by testing the comparative ability of Ohlson's Logit model and the Altman four variant models. Testing was carried out on 60 companies that went bankrupt and 60 companies that did not go bankrupt during 1998 to 2003. This study showed that each of the two methods had predictive ability when applied to Thai companies and there were no significant differences in the predictive ability of each company in Thailand, (Aminian, Mosazade and Khoshkho, 2016). This study compares the ability of the Altman, Springate, Zmijewski and Grover models to predict the bankruptcy of 35 textile and ceramics companies listed on Tehran Stock Exchange during the 2008 to 2013 period. The results show that during the five years of each Grover's research period, Altman, Springate and Zmijewski have a better ability to predict the financial crisis / bankruptcy of 35 textile and ceramics companies listed on Tehran stock exchange.

(Ashraf, Elisabete and Serrasqueiro, 2019), the results of the study showed that the five bankruptcy prediction models were applied to the Pakistan equity market, but the accuracy of the prediction of the whole model decreased over time. The D-score model of Blums, logit model of Ohlson, and hazard model of Shumway showed lower predictive results than the Z-score model of Altman and Probit model of Zmijewski. And for the accuracy of the overall model predictions it was found that, the Zmijewski probit model more accurately predicted the company's bankruptcy than the other four models during the study time period, where the prediction of the Z score was the best for the company at the initial and advanced stage of distress, with minimum Type I errors 22.6%. If a Type I error is considered more expensive, then the Z-scor model is more ideal than the probit model.

(Nurcahyanti, 2015) conducted an examination over 46 companies listed on the Indonesian Stock Exchange in the 2010 to 2013 observation period using post hoc and error

types. The results showed that there were significant differences between the results of the bankruptcy analysis of the Altman Z-score model, Springate and Zmijewski models. The most accurate model based on the post hoc test was the Altman Z-score model while the most accurate model based on the type of error was the Zmijewski model. (Syamni, Majid and Siregar, 2018) explored empirically the use of Ohlson, Altman Modification, Grover, Springate, and Zmijewski models in predicting the bankruptcy of 19 coal mining companies, and their impact on stock prices. The results proved that the Ohlson prediction model and Altman modification predominantly affected the stock price of coal companies in Indonesia. This indicates that the bankruptcy prediction model can be used to predict stock price movements and financial performance of the coal industry in Indonesia.

However, the various results of research conducted have not been able to find a model that is most appropriate and accurate among other bankruptcy prediction models. Bankruptcy prediction research in Indonesia is still limited to the application of bankruptcy prediction models found abroad, whether the bankruptcy prediction model can be applied as an appropriate prediction tool for companies in Indonesia or not. Bankruptcy prediction research in Indonesia needs to be further developed to find the most suitable model to be applied to Indonesian companies. This is important because the financial characteristics of Indonesian companies are different from those of the foreign companies, which are influenced by economic, legal, political, and government regulations in each country. The difference in characteristics naturally causes differences in the standard values or the size of the research variables used. Therefore it needs to be further investigated whether the prediction model used abroad is appropriate to be used as a prediction tool for company bankruptcy in Indonesia, and which model or formula is the most accurate in predicting bankruptcy of companies in Indonesia, according to the type and characteristics of the company.

## II. Review of Literature

### 2.1 Altman Models

(Altman, 1968) stated that most bankruptcy prediction models at the time used univariate analysis. But in reality the results of the univariate method are often interpreted incorrectly (such as traditional ratio analysis), so Altman decided to use a different method namely the Multiple Discriminant Analysis (MDA) technique. The MDA technique is used for situations where two groups are identified and the dependent variable can only take two values. In this example, the dependent variable is bankrupt or not bankrupt. MDA creates a linear combination that can distinguish different groups, using all variables simultaneously, which is different from traditional ratio analysis where the effects of each variable are measured separately. (Altman, 1968) used 66 samples, which were divided into 2 groups. The first group, 33 companies with bankrupt conditions consisting of US manufacturers filing for bankruptcy between 1946-1965 which had an SIC code between 2000 and 3999. The average size of the company's assets was 6.4 million USD, ranging from 0.7 and 25.9 million USD. Altman acknowledged that this group was not homogeneous with respect to size and industry, even though all companies were relatively small and from the manufacturing industry. The second group, 33 samples of non-bankrupt companies, consisted of paired samples from manufacturing companies selected based on random stratification. These companies are grouped by industry and size, with a range of asset sizes limited to USD 1-25 million.

Altman eliminated small companies (less than 1 million US dollars in total assets) due to lack of data and very large companies due to the scarcity of bankruptcies among these

companies in that period, and therefore, companies in group 2 were slightly larger than group 1. Data collected for companies in both groups were from the same year. For group 1, the data were from the financial statements one reporting period before bankruptcy. Using financial statements, Altman compiled a list of 22 financial ratios potentially important to evaluate. He classified these variables into five standard ratio categories: liquidity, profitability, leverage, solvency, and activity. This ratio was chosen based on their popularity in literature and their potential relevance for this study. The last discriminant function was estimated by (Altman, 1968) as the following:

$$Z = 0.012X1 + 0.014X2 + 0.033X3 + 0.006X4 + 0.999X5$$

Where:

Z = Overall Index (Altman Z-score) X1 = Working Capital to total assets X2 = Retained Earnings to Total Assets

X3 = Earnings Before Income Tax (EBIT) to Total Assets X4 = Market Value of Equity to Book Value

X5 = Sales to Total Assets

The discriminant function classifies 95% correct in one year before bankruptcy, and 83% two years before bankruptcy. This function is also applied to a sample of bankrupt companies, three, four and five years before bankruptcy and predicts 48%, 29% and 36%, respectively. Because the power of prediction dropped drastically after the second year, Altman concluded that the model could not be relied upon to predict for more than two years earlier. Companies with a Z-score  $\geq 2,675$  are not expected to go bankrupt, and companies with a Z-score  $< 2,675$  are not expected to go bankrupt. Altman also introduced gray areas, to make classification more accurate. In this case, Altman cannot be recommended for companies with a Z score between 1.81 and 2.99, but companies with a Z score lower than 1.81 are predicted to go bankrupt, and companies with a Z score higher than 2.99 do not go bankrupt.

The original Z-Score model (1968) is based on the market value of the company and thus only applies to publicly traded companies. (Altman, 1984) emphasized that the Z-Score model (1968) was aimed at publicly traded companies and that ad hoc adjustments were not scientifically valid. (Altman, 1984) advocates a complete re-estimation of the model, replacing the book value of equity for market value at X4. Using the same data, Altman extracted the following revised Z- Score model:

$$Z = 0.717X1 + 0.847X2 + 3.107X3 + 0.420X4 + 0.998X5$$

where X4 = Book value of equity / Book value of total liabilities, with other variables equal to those in the original Z-Score model (1968). Due to the lack of a private company database, Altman did not test the Z-Score model on a secondary sample. However, he analyzed the accuracy of a four-variable Z "model that excludes the Sales / Total asset ratio (X5), from the revised model because potential industry effects are more likely to occur when such industries - sensitive variables (asset turnover) are included in the model. Altman then estimates the following four Z "- Score variable models (Altman, 1984):

$$Z = 3.25 + 6.56X1 + 3.26X2 + 6.72X3 + 1.05X4$$

The EBIT / Total asset ratio, (X3), contributes most to the power of discrimination in this version of the model. The classification results for the Z "-Score model are identical to the revised five- variable Z'-Score model. In the current study, empirical analysis focuses on the performance of the Z" -Score version of the model in predicting bankruptcy, where it has the widest scope, because it is aimed at for privately owned and public companies and for manufacturing and non- manufacturing.

## 2.2 Zmijewski

(Zmijewski, 1984) uses the probit method to predict bankruptcy. Empirical tests are conducted on financial distress models that require a sample of companies that are experiencing financial pressure and companies that are not experiencing financial pressure. Zmijewski took a research population consisting of all companies listed on the American and New York Stock Exchanges during the 1972 to 1978 period that had an industry code (SIC) of less than 6000. The number of companies in the population ranged from 2,082 to 2,241 per year. Samples of bankrupt companies with complete data of 81 companies were collected over the years. For consistency, one year (1972 to 1978) was assigned randomly to each company that was not bankrupt with complete data, and companies that were not bankrupt were also collected throughout the year. This resulted in a sample of 1,600 companies which did not go bankrupt so that a total sample of 1,681 companies (81 bankrupt companies and 1,600 companies did not go bankrupt).

Zmijewski divides a total of 1,681 sample companies into two random sections, the first part is called the "estimation sample" which contains 40 bankrupt companies and 800 that are not bankrupt, and the second part is called the "prediction sample" which contains 41 bankrupt and 800 companies that are not bankrupt. The estimation sample is used to select customer-based alternative estimation sub-estimates; Predictive samples are used to compare WESML and un-weighted assessments on the basis of predicted probabilities. Each choice-based sample has a different composition (eg, the frequency of bankrupt companies), making comparison of classifications between samples difficult; However, the prediction sample is identical in all estimates and is a good benchmark for comparison. Companies with a probability of greater than 0.5 are classified as bankrupt, and companies with a probability less than 0.5 are classified as bankrupt. The overall out-of-sample accuracy rate of the Zmijewski model is 95.29%.

## 2.3 Ohlson

The MDA approach has become the most popular technique for predicting bankruptcy using vector predictors. (Ohlson, 1980) states that there are problems when using the MDA methodology, among the problems that arise include: (i) There are certain statistical requirements imposed on the nature of the predictor distribution, such as variance-covariance predictors which must be the same for both groups (bankrupt companies and non-bankrupt companies); (ii) The output of the application of the MDA model is a score that has little intuitive interpretation, because it is basically an ordinal (discriminatory) ranking; (iii) there are certain problems related to the "matching" procedure (bankrupt companies and non-bankrupt companies are matched according to criteria such as industry size).

(Ohlson, 1980) uses the econometric methodology from conditional logit analysis to predict company bankruptcy. The use of conditional logit analysis basically avoids the problems inherent in the MDA approach. The data used includes public industry companies from 1970 to 1976. Ohlson observed 105 bankrupt companies and 2,058 non-bankrupt companies. Data for bankrupt companies did not come from Moody's Manual, instead the data were obtained from 10-K financial reports as reported at the time. This procedure has one important advantage: the report shows at what point they are released to the public, and therefore one can check whether the company goes bankrupt before or after the release date. 105 bankrupt companies and 2058 non-bankrupt companies were used to build three models; the first model predicted bankruptcy in one year, the second model predicted bankruptcy of companies that were not bankrupt in the first year, but went bankrupt in the second year. The

third model predicted bankruptcy in one or two years. Ohlson uses a model consisting of 9 different predictors.

The logit model is relatively simple and the results are easily interpreted, because this is a probability, which is a number between 0 and 1. In the logistic model, it is assumed that errors are logically distributed standards. The percentage of observations that are predicted correctly from the first model was 96.12%, but this number must be interpreted with caution. when the model predicts bankruptcy in all cases, the percentage that is classified correctly is  $2058 / (2058 + 105) = 95.15\%$ . To obtain a more useful level of accuracy, Ohlson plots type I and type II errors, and finds that the optimal cut-off point, which minimizes the percentage of type I and type II errors, is 0.038. This means that in the model, a company with a probability of less than 0.038 is predicted not to go bankrupt and a company with a probability higher than 0.038 is predicted to go bankrupt. When using a 0.038 cutoff point, Ohlson's first model classifies 87.6% of companies that went bankrupt and 82.6% of companies that did not go bankrupt properly at t-1.

## 2.4 Springate

(Springate, 1978) produced a bankruptcy prediction model that was created by following the procedure of the Altman model which was built in the United States. The Springate model uses step-wise multiple discriminate analysis to choose the 4 best ratios out of the 19 most commonly used financial ratios. These 4 ratios are the best ratios that distinguish between failed and non-failing companies. The sample used by Springate is 40 companies located in Canada.

The cutoff value applied to this model is 0.862; if the resulting bankruptcy prediction result is  $<0.862$  then the company is in bankrupt condition and vice versa, if the resulting bankruptcy prediction result is  $>0.862$  then the company is in non-bankrupt condition. This model has an accuracy rate of 92.5% in tests conducted by Springate.

## III. Research Method

The populations of this study are trading sector companies listed on the Indonesia Stock Exchange (IDX) during the observation period 2012 to 2017 and accessed through the website [www.idx.co.id](http://www.idx.co.id). The research data were selected using a purposive sampling technique. Samples obtained during the observation period of the trade sector were listed on the Indonesian stock exchange, resulted in 52 non-bankrupt companies and 1 bankrupt company or did not have business continuity. To predict company bankruptcy, this study uses Altman, Ohlson, Springate, and Zmijewski's bankruptcy prediction models. Statistical techniques, formulas, descriptions, and score categorization used for each bankruptcy prediction model are presented in Table 1.

The fourth score of the bankruptcy prediction model investigated is then treated as an independent variable to see which bankruptcy prediction model is the most accurate in determining the bankruptcy of a company of the four prediction models used in this study. The analytical method used is binary logistic regression analysis. Regression models formed in this study are based on logistic regression analysis:

$$Y = \alpha + \beta_1 X_1 + \beta_1 X_1 + \beta_1 X_1 + \beta_1 X_1 + e$$

Where:

$\alpha$ = constant

$\beta$ = regression coefficient Y = Bankrupt Not Bankrupt X1 = Altman Score

X2 = Ohlson Score X3 = Springate Score

X4 = Zmejewski Score

**Table 1.** The Bankruptcy Prediction Models

No	Model	Statistical Technique	Formulation	Description	Score category
1	Altman Z-score (1983)	MDA	$AZ = 6.56X_1 + 3.26X_2 + 6.72X_3 + 1.05X_4$	$AZ =$ Altman Z-Score $X_1 =$ Working Capital/Total Assets $X_2 =$ Retained Earnings/Total Assets $X_3 =$ EBIT/Total Assets $X_4 =$ BV of Equity/Total Liabilities	$Z < =$ 1.10bankrupt $Z = =$ grey 1.10area - 2.60 $Z > =$ not 2.60bankrupt
2	Ohlson Score (1980)	Logit	$OS = -1.32 - 0.41X_1 + 6.03X_2 - 1.439X_3 + 0.08X_4 - 2.37X_5 - 1.83X_6 + 0.285X_7 - 1.72X_8 - 0.52X_9$	$OS =$ Ohlson Score $X_1 =$ Log(TA/GNP-Price Index) $X_2 =$ Total Liabilities/Total Assets $X_3 =$ Working Capital/Total Assets $X_4 =$ Current Liabilities/Current Assets $X_5 =$ OENEG <sup>a</sup> $X_6 =$ Net Income/Total Assets $X_7 =$ Operations Funds/Total Liabilities $X_8 =$ INTWO <sup>b</sup> $X_9 =$ Change in Net Income	$OS =$ > bankrupt 0.38 $OS =$ grey = area 0.38 $OS =$ not < bankrupt 0.38
3	Springate	Step-Wise	$SS = 1.03X_1 + 3.07X_2 + 0.66X_3 + 0.4X_4$	$SS =$ Springate Score	$SS =$ not > bankrupt 0.86

	MDA		$X_1 = \text{Working Capital/Total Assets}$	$SS = \text{grey area}$
				$0.86$
			$X_2 = \text{EBIT/Total Assets}$	$SS =$
				$< \text{bankrupt}$
				$0.86$
			$X_3 = \text{EBT/Current Liabilities}$	
			$X_4 = \text{Sales/Total Assets}$	
4	Zmijewski Probit	$ZS = -4.3 - 4.5X_1 + 5.7X_2 - 0.004X_3$	$ZS = \text{Zmiejewski Score}$	$ZS =$
				$> \text{bankrupt}$
				$0.5$
			$X_1 = \text{Net Income/Total Assets}$	$ZS = \text{not}$
				$< \text{bankrupt}$
				$0.5$
			$X_2 = \text{Total Liabilities/Total Assets}$	
			$X_3 = \text{Current Asset/Current Liabilities}$	

#### IV. Discussion

The results of calculations and predictions for each bankruptcy prediction model are presented in Table 2 below:

No	PT	Altman		Ohlson		Springate		Zmijewski	
		Score	Predict.	Score	Predict.	Score	Predict.	Score	Predict.
1	ACES	4.01	H	-6.13	H	2.72	H	-88.47	H
2	AIMS	28.49	H	-1.14	H	-4.42	B	87.67	B
3	AKRA	1.59	G	-3.17	H	0.74	B	-31.26	H
4	AMRT	0.91	B	-0.49	H	1.39	H	-12.93	H
5	APII	2.08	G	-4.09	H	0.55	B	-19.45	H
6	BMSR	0.06	B	-5.08	H	1.89	H	17.38	B
7	CENT	3.50	H	-7.08	H	-0.14	B	7.11	B
8	CLPI	3.53	H	-5.26	H	1.37	H	-53.09	H
9	CMPP	-0.45	B	-2.55	H	0.40	B	-1.92	H
10	CNKO	-0.57	B	-3.97	H	0.16	B	53.97	B
11	CSAP	0.64	B	-1.96	H	0.83	B	-8.42	H
12	DSSA	1.30	G	-3.01	H	0.58	B	-1.97	H
13	ECII	1.06	B	37.96	B	0.06	B	3.82	B
14	EPMT	2.63	H	-5.16	H	1.57	H	-37.65	H
15	ERAA	1.50	G	-3.85	H	1.39	H	-17.11	H
16	FISH	1.70	G	-1.49	H	1.88	H	-36.43	H
17	GLOB	1.51	G	-2.44	H	0.55	B	710.84	B

18	GOLD	0.77	B	-5.53	H	-0.17	B	2.09	B
19	HERO	1.06	B	-3.99	H	0.78	B	-10.01	H
20	HEXA	2.43	G	-3.01	H	0.99	H	-22.88	H
21	INTA	-0.32	H	-0.65	H	-0.03	B	22.13	B
22	INTD	7.30	H	-4.40	H	2.07	H	-14.73	H
23	ITTG	19.73	H	-3.54	H	-1.10	B	19.59	B
24	JKON	1.93	G	-4.47	H	0.97	H	-39.00	H
25	KOBX	0.02	B	-2.63	H	-0.01	B	30.19	B
26	KOIN	0.26	B	-1.19	H	0.82	B	0.42	H
27	KONI	-0.70	B	-2.97	H	0.24	B	27.42	B
28	LPPF	7.02	H	-1.42	H	3.06	H	-187.85	H
29	LTLS	0.98	B	-0.66	H	0.68	B	-9.48	H
30	MAPI	1.26	G	-2.13	H	0.85	H	-9.09	H
31	MDRN	2.15	G	-4.22	H	0.80	B	144.71	B
32	MICE	1.82	G	-4.98	H	0.66	B	-15.52	H
33	MIDI	1.15	G	0.11	H	1.18	H	-20.50	H
34	MPMX	1.03	B	-1.17	H	0.74	B	-13.14	H
35	MPPA	0.92	B	-0.42	H	0.91	H	-3.24	H
36	OKAS	-0.46	B	-0.86	H	0.15	B	37.92	B
37	RALS	2.82	H	-2.97	H	1.05	H	-42.26	H
38	RANC	1.42	G	-7.63	H	1.35	H	-26.67	H
39	RIMO	-16.37	B	14.13	B	-0.33	B	53.32	B
40	SDPC	0.88	B	-1.88	H	1.29	H	-6.51	H
41	SKYB	42.31	H	-7.86	H	26.81	H	-507.99	H
42	SONA	1.32	G	-2.88	H	0.54	B	4.50	B
43	SQMI	-57.81	B	14.96	B	8.58	H	-470.50	H
44	TELE	1.58	G	-1.27	H	2.04	H	-26.54	H
45	TGKA	1.84	G	-3.14	H	1.89	H	-35.98	H
46	TIRA	0.75	B	-3.58	H	0.39	B	-2.98	H
47	TMPI	6.36	H	-7.65	H	-0.19	B	12.14	B
48	TRIL	10.22	H	-7.45	H	-9.41	B	16.91	B
49	TURI	10.22	H	-7.45	H	0.94	H	-51.79	H
50	UNTR	2.19	G	-3.23	H	0.85	H	-38.32	H
51	WAPO	-1.23	B	-0.93	H	0.48	B	43.44	B
52	WICO	-0.49	B	-3.93	H	1.65	H	-8.30	H
53	ASIA	2.79	H	-4.53	H	-1.42	B	-2.59	H
H =	Healt		15		50		24		36
G =	Grey		17		0		0		0
B =	Bankrup t		21		3		29		17

The observations in table 2 above show that the Altman model predicts 15 companies not going bankrupt or at 28.30%, 17 companies are in the gray area or 32.08% and 21 companies are in the bankrupt category or 39.62%. Ohlson's model produces a prediction of

50 companies in a non-bankrupt condition or at 94.34% and 3 bankrupt companies or at 5.67%. The Springate Model produces predictions of 24 companies in a non-bankrupt condition or at 45.28% and 29 bankrupt companies or at 54.72%. While the Zmijewski model yields predictions 36 non-bankrupt companies or 67.92% and 17 companies are bankrupt or 32.08%. The prediction of the most bankrupt companies produced is by using the Springate model as many as 29 companies predicted to go bankrupt, then Altman as many as 21 companies are predicted to go bankrupt, Zmijewski as many as 17 companies are predicted to go bankrupt and the least prediction of bankruptcy is Ohlson as many as 3 companies. Simultaneously based on the Altman, Ohlson, Springate and Zmijewski models, only two companies are predicted to be bankrupt, namely PT Electronic City Indonesia Tbk (ECII) and PT Rimo International Lestari Tbk (RIMO).

#### 4.1 Descriptive Statistics

The descriptive statistical results shown in Table 3 show that the minimum value of the Altman model is -57.81 which means the company has the worst and predicted in bankrupt conditions; the company is PT Renuka Coalindo Tbk. While the maximum value of the Altman model is 42.31 which shows that the company is in the healthiest condition and is predicted not to be bankrupt; the company is PT Nortcliff Citranusa Indonesia Tbk (SKYB). In contrast to the Altman model, in the Ohlson model, a minimum value of -7.86 indicates the healthiest and most predictable condition of a bankrupt company, the company is PT Nortcliff Citranusa Indonesia Tbk (SKYB) while a maximum value of 37.96 indicates the company's worst and predicted condition of bankruptcy, namely PT Electronic City Indonesia Tbk (ECII).

Just like the Altman model, the minimum value of -9.41 Springate model shows a bad company condition and is predicted to be bankrupt namely PT Triwira Insanlestari Tbk (TRIL). The maximum value of 26.81 Springate model shows that the company is in a very healthy condition and is predicted not to be bankrupt, the company is PT Nortcliff Citranusa Indonesia Tbk (SKYB). Similar to Ohlson's model, the minimum value of Zmijewski's model of -507.99 indicates the healthiest and most predictable condition of a bankrupt company, the company is PT Nortcliff Citranusa Indonesia Tbk (SKYB); while the maximum value of 710.84 indicates the company's worst and bankrupt condition, namely PT Global Teleshop Tbk (GLOB).

**Table 3.** Descriptive Statistics

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Altman	53	-57.81	42.31	2.0875	11.47554
Ohlson	53	-7.86	37.96	-1.9685	6.89476
Springate	53	-9.41	26.81	1.1626	4.15243
Zmijewski	53	-507.99	710.84	-10.9245	144.26111
Valid N (listwise)	53				

#### 4.2 Multicollinearity Test

Multicollinearity test is done by calculating Variance Inflation Factor (VIF). If the tolerance value > 0.10 and the value of VIF < 10, it can be concluded that there are no symptoms of multicollinearity (Ghozali, 2006). The results of the multicollinearity test are shown in Table 5. Based on the results of the multicollinearity test in table 5 it is shown that

all independent variables have a tolerance value above 0.1 and the VIF value on all independent variables is far below the number 10, thus, it can be concluded that there is no independent correlation in this study.

**Table 4. Multicollinearity Test**

	B	S.E.	Wald	df	Sig.	Exp(B)
Step 1 <sup>a</sup> Altman	-.123	.055	5.048	1	.025	.884
Ohlson	.017	.049	.126	1	.722	1.018
Springate	-.925	.310	8.870	1	.003	.397
Zmijewski	-.001	.003	.156	1	.692	.999

a. Dependent Variable: BankruptNonbankrupt

### 4.3 Hosmer and Lemeshow Test Results

Hosmer and Lemeshow test results show the probability value of the dependent variable; the test results shown in table 5 show a significant value of 0.996 greater than 0.05, which means there is no difference between the predictions of the logistic regression model and the observational data. So it can be concluded that the data in this study are in accordance with the research model so that the regression model is feasible to predict non-bankrupt variables and testing can proceed.

**Table 5. Hosmer and Lemeshow Test**

Step	Chi-square	Df	Sig.
1	1.222	8	.996

### 4.4 Partial Test/Wald Test

Partial logit regression test was carried out to determine the effect of each independent variable on the dependent variable. The level of significance of the independent variables in the study must be less than 0.05 on the dependent variable. Partial test results (Wald test) can be seen in Table 6 below:

**Table 6. Partial Test (Wald Test)**

	B	S.E.	Wald	df	Sig.	Exp(B)
Step 1 <sup>a</sup> Altman	-.123	.055	5.048	1	.025	.884
Ohlson	.017	.049	.126	1	.722	1.018
Springate	-.925	.310	8.870	1	.003	.397
Zmijewski	-.001	.003	.156	1	.692	.999

a. Variable(s) entered on step 1: Altman, Ohlson, Springate, Zmijewski.

Based on the partial test results in table 6 above, it is known that the Altman and Springate variables have a significant value below 0.05. This means that the Altman and Springate bankruptcy prediction model can be used to predict the bankruptcy of trading sector companies in Indonesia. The Springate model has better accuracy than the Altman model, because the significant value of the Springate model is 0.003 smaller than the

significant value of the Altman model of 0.025. In contrast to the Altman and Springate models, Ohlson and Zmijewski's prediction models have a significantly greater value than 0.05, which means that Ohlson and Zmijewski's models cannot be used to predict bankruptcy of trade sector companies in Indonesia. The regression equation formed in partial testing is as follows:

$$Y = -0.123\text{Altman} + 0.017\text{Ohlson} - 0.925\text{Springate} - 0.001\text{Zmejewski}$$

#### 4.5 Omnibus Test and Pseudo R-Square

The results of the Omnibus Test and Pseudo R-Square or often called Nagelkerke R Square respectively shown in table 7 and table 8.

**Table 7.** Omnibus Test

	Chi-square	df	Sig.
Step 1 Step	18.563	4	.001
Block	18.563	4	.001
Model	18.563	4	.001

In table 7 above the significant value of the Omnibus Test of 0.001 is below 0.05. If the significant value of the Omnibus is lower than 0.05, this means that there is a significant influence of the independent variables simultaneously affecting the dependent variable.

**Table 8.** Pseudo R-Square (Nagelkerke R-Square)

#### Model Summary

Step	-2 Log likelihood	Nagelkerke R Square	Nagelkerke R Square
1	54.911 <sup>a</sup>	.295	.394

a. Estimation terminated at iteration number 6 because parameter estimates changed by less than .001.

Table 8 above shows the Nagelkerke R Square value of 0.394 or 39.4%, this means that the independent variable can only explain the dependent variable by 39.4%, while 60.6% is explained by other factors not contained in the model.

## V. Conclusion

In this paper we examine the empirical performance of a number of bankruptcy prediction models. This model uses a variety of different econometric specifications such as the Altman discriminant multi-analysis (MDA) model, the Ohlson logit model, the Springate step MDA model, and the Zmijewski probit model. This bankruptcy prediction model offers various findings on the performance of trading sector companies in Indonesia during the observation period. The Springate model finds the largest number of companies in the bankrupt category, while the Ohlson model documents more companies in the non-bankruptcy category. When the bankruptcy prediction scores of each model are compared together based on the Altman, Ohlson, Springate and Zmijewski models, only two companies

are predicted to be bankrupt, namely PT Electronic City Indonesia Tbk (ECII) and PT Rimo International Lestari Tbk (RIMO).

We also find that the Altman and Springate bankruptcy prediction model can be used to predict the bankruptcy of trading sector companies in Indonesia. The Springate model has better accuracy than the Altman model, because the significant value of the Springate model is 0.003 smaller than the significant value of the Altman model of 0.025. Meanwhile, the Ohlson and Zmijewski prediction models cannot be used to predict the bankruptcy of trading sector companies in Indonesia. To provide more comprehensive findings, future studies on this issue are suggested to consider more companies from various industrial sectors to be used as research samples because various industrial sectors have different characteristics. In addition, future studies are also advised to use longer data periods so that they can provide a clearer picture of bankruptcy predictions.

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# Impact of Violence against Children in the Family Related To Law Number 23 Year 2004 Concerning Deletion of Violence in Household

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## Abstract

*The aim of the study is to find out the impact of violence against children in the family related. This research is a normative juridical study, the approach of which is a normative legal approach, which examines the rules of law relating to factors that cause violence against children in the household, the impact of violence on children in the household, efforts to protect children victims of violence in the home stairs. The result shows that the Factors that cause violence against children in the household are Psychodynamics models the occurrence of violence is caused by the lack of "mothering / traces of a mother." Someone who has never been cared for or cared for by a mother properly, then she cannot be a mother and care for her own children; Personality or character trait models, almost the same as psychodynamic, parents of children who are not mature enough, too aggressive, frustrated / bad character; Social learning model, lack of social skills, which is shown by feeling dissatisfied because of being a parent, feeling very disturbed by the presence of children, requires children to always behave like adults; Family structure model, which refers to the dynamics between families that have a causal relationship with violence; Environmental stress model, which sees children and women as a multidimensional problem and puts "life pressure" as the main cause.*

## Keywords

Legal satisfaction;  
Impact of violence;  
against children;  
family



## I. Introduction

This paper traces Foucault's notion of power in Kate Chopin's *The Awakening*. It looks at Children are the hope of the nation and when it comes to replacing the older generation in continuing the wheels of the nation's life. They will determine the future welfare of the nation. Children need to be fostered well so that they are not wrong in their lives later. They are expected to be able to carry out activities that can improve their abilities and skills and benefit the community.

Children are also part of the young generation, as one of the human resources, which is the potential and successor to the ideals of the nation's struggle, which has a strategic role and has special characteristics and traits. In maintaining this potential, children need coaching and protection in order to ensure physical, mental, and social growth and development as a whole, in harmony, in harmony, and in balance.

Children are the creation of God Almighty, must be protected and protected with respect, dignity, and self-respect in a reasonable manner both legally, economically,

politically, socially, and culturally without distinguishing between tribes, religions, races, and groups. Children must be guaranteed the right of life to grow and develop in accordance with the nature and nature.

The family is a place for children to get attention and affection, and protection. family is the smallest society consisting of: father, mother, child, grandfather and grandmother. The family plays an active role in determining the child's development. Children who are created by God Almighty must be protected and protected by fair respect, dignity, and dignity.

Violence often occurs against children and the perpetrators are the family itself, such as violence in the form of sexual harassment in the form of sexual abuse, or rape, child trafficking, murder, beatings. Violence is destructive, dangerous and frightening. The loss of a child as a victim of violence committed by the family is not only material, but also immaterial in the form of emotional and psychological shocks, which can affect his future life.

Child protection has been regulated in legislation and policies, which basically refers to the existence of children in the life of the nation and state. In Law No.4 of 1979 concerning Child Welfare, it is explicitly determined that children have the right to welfare, care, care, and guidance based on affection, both in the family, or in special care to be able to grow and develop properly, both physically, physically, spiritually, as well as socially.

Various kinds of acts of violence committed by adults against children also reflect their lack of understanding of the process of growth and development of these children. The socialization of violence that occurs basically is not born of a vacuum, there are socio-cultural conditions that produce and support the survival of such social patterns. The conditions that support the dissemination of violence can at least be categorized into conditions: culture or culture, social conditions and economic conditions. The socialization of violence that occurs at home for example, is supported by cultural values and social conditions that are different from acts of violence that occur in public spaces (public space). A distinction needs to be made on the location of the violence, to be able to determine the conditions of its supporters more closely.

## II. Review of Literature

### 2.1 Factors that Cause Violence Against Children

Models that can have a relationship with violence are:

- 1) Psychodynamyc model, the occurrence of violence is caused by the lack of "mothering / traces of a mother." Someone who has never been cared for or cared for by a mother properly, then she cannot be a mother and care for her own children;
- 2) Personality or character trait models, almost the same as psychodynamic, but in this case do not pay too much attention to what has been experienced by parents as perpetrators of violence, but assume that this is due to parents of children who are not yet mature enough, too aggressive, frustrated / bad character;
- 3) Social learning model, lack of social skills, which is shown by feeling dissatisfied because of being a parent, feeling very disturbed by the presence of children, requires children to always behave like adults.
- 4) Family structure model, which refers to the dynamics between families that have a causal relationship with violence.
- 5) Environmental stress model, which sees children and women as a multidimensional problem and places "depressing life" as the main cause. If there is a change in the

factors that shape the human environment, such as welfare, low education, lack of work, it will cause violence on children;

- 6) Social-Psychological models, in this case "frustration" and "stress" are the main factors in causing violence to children. Stress can occur due to various reasons, such as; domestic conflict, social isolation, etc.
- 7) Mental illness model, violence in children occurs due to neurological disorders, psychiatric illnesses.

## 2.2 Forms of Violence against Children

From some of the events above can be seen that forms of violence experienced by children and women, namely in the form of sexual harassment in the form of sexual abuse, or rape, trafficking or trafficking of children and women, murder, stabbing or beatings. These events are only a small part of the violence that occurred. From these incidents, it is known that the perpetrators of acts of violence against children are not only people who are not known to the victims, but also perpetrators who are known to victims and have blood relations with victims, or in other words the perpetrators are one of the victims' own family members.

Forms of violence against children and women, ranging from neglect to rape and murder, which can be classified in 4 (four) types, namely:

- 1) Emotional Abuse (emotional violence), can occur if there are parents who know the desire of their children to ask for attention but the parents do not give what their children want but instead ignore it. Children will remember all emotional violence if emotional violence is consistent.
- 2) Verbal Abuse (violence with words), born as a result of screaming, curses parents towards children, when children ask for something parents do not give instead to yell. When the child invites to talk, the parent does not respond, instead rebukes with a scream, the child will remember all of this verbal violence if all of this verbal violence occurs within a certain period of several months, years.
- 3) Physical Abuse (physical abuse), this occurs when a child receives a blow from a parent. This type of violence will be remembered by the child especially if the violence leaves a mark on the body of the child, because a scar that remains will always remind the child of the event that caused the injury.
- 4) Sexual Abuse (sexual violence), this type of violence occurs if there is sexual activity carried out by an adult against a child.<sup>1</sup>

Child abuse occurs in a variety of forms, which can be classified into the following categories:

- 1) Physical abuse refers to an injury found in a child and a woman not because of an accident but the injury is the result of beatings with objects or multiple repeated attacks.
- 2) Physical neglect (physical neglect) of this category of violence can be identified generally from the lethargy of a child and woman, paleness and in a state of malnutrition. The child is usually in a dirty / unhealthy condition, inadequate clothing, and inadequate health. But this must also be seen from the socio-economic situation of a family. For example, in a poor family who, despite giving their best to their children, are still seen in the circumstances above, categorized as physical neglect.

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<sup>1</sup> Pusat Kajian dan Perlindungan Anak, 1995, Kekerasan Terhadap Anak, p. 29-32.

- 3) Emotional abuse (emotional abuse) and neglect (neglect). Pointing to cases where parents / guardians fail to provide a loving environment for a child to be able to grow, learn, and develop. These failures can be manifested by not caring, discriminating, terrorizing, threatening, or blatantly rejecting children.
- 4) Sexual abuse (sexual violence). Sexual violence refers to every sexual activity. This form of violence can be in the form of assault or without assault. Including the category of assault if a child suffers physical injury and emotional trauma that is extraordinary. In the category of sexual violence without assault the child does not experience physical injury but still suffers emotional trauma. If an adult has sexual relations with a child under the age of 14 (fourteen) years, then the action is referred to as "statutory rape" and if the child is under the age of 16 (sixteen) years it is referred to as "carnal connection". "Statutory rape" perpetrators will receive a higher sentence than perpetrators of "carnal connections."

### 2.3 Impact of Violence on Children

The impact of parenting patterns on the personality development and behavior of children is as follows. Permissive parenting causes children to be conscientious, self-winning and aggressive. Other consequences such as: opposing, do not want to succumb to adults or parents, low self-confidence, orientation to compete and low achievement, self-control is very lacking, quick to anger, aimless and weak in directing the objectives of their activities, and are mastering hard once. Authoritarian parenting patterns are children being timid, anxious or anxious, moody, unhappy, easily disturbed and irritating, passive hostility and using deception, easily stressed or tense, easily irritated and withdrawn from society, and not directed. Meanwhile, authoritative parenting, causing children to be active or full of enthusiasm and suave. Another impact of authoritative parenting is self-confidence, good control or introspective, cheerful or fun, able to get along well with peers, able to cope with stress or pressure well, have attention and curiosity in romance stories, can work well together with adults, obedient or easily regulated, has specific goals, and is achievement oriented. In addition, children will always think rationally and have a healthy competition spirit.

## III. Research Method

This research is a normative juridical study, the approach of which is a normative legal approach, which examines the rules of law relating to factors that cause violence against children in the household, the impact of violence on children in the household, efforts to protect children victims of violence in the home stairs. Based on the characteristics of the problem formulation in this study, the type of research is classified as descriptive analysis, which is a method carried out through assessment and analysis by providing a general and overall picture of the factors that cause violence against children in the household, the impact of violence on children in the household, efforts to prevent violence against children in the household. More specifically the method used in this study is the normative legal research method (normative juridical).

The data collection method in this study was adopted by Library Research, namely the method of library study obtained principles, conceptions, views, legal doctrines as well as the contents of the legal norms obtained from two main references namely general (legislation, regulations, textbooks, dictionaries) and special (journals, research reports, etc.). The data

used in this study are related to the factors that cause violence against children in the household, the impact of violence on children in the household, efforts to prevent violence against children in the household

## IV. Discussion

### 4.1 Legal Protection of Children

According to J.T. Simorangkir, the law is a forceful regulation that determines human behavior in the community that is made by official bodies. This legal definition is important to know the nature and purpose of the law itself. The purpose of the law itself is to obtain truth and justice. According to Van Apeldoorn the purpose of the law is to regulate the association of other people's lives in peace. Arif Gosita said that the child protection law is a (written) law that guarantees that children actually carry out their rights and obligations. Bismar Siregar said that the legal aspect of protection was more focused on children's rights that are regulated in the law and not the obligation, bearing in mind (juridical) the child has not been burdened with obligations.

Some formulations regarding child protection law according to Arif Gosita are as follows:

1. Child protection law is a human problem which is a social reality. When viewed according to dimensionally correct proportions, the child protection law has a mental, physical and social (legal) perspective. This means, their understanding and application are integrative.
2. Child protection law is an interaction between certain parties, due to an interrelation between existing phenomena and mutual influence. It needs to be researched, understood and lived which is involved in the existence of the child protection law. Also examined, understood, and lived symptoms that affect the law of child protection (including individuals and social institutions). Child protection law is a difficult and complicated problem.
3. Child protection law is an individual action that is influenced by certain social elements or certain community, such as: interests (can be motivated), social institutions (family, school, pesantren, government and so on). Understand and appreciate precisely the causes of people making child protection laws as an individual act (alone or together) understood these social elements.
4. Child protection law can lead to legal problems (juridical) which have legal consequences, which must be resolved based on and based on the law.
5. Child protection laws cannot protect children, because the law is only a tool or means used as a basis or guideline for people to protect children. So what is important here is the legislators relating to child protection. It is often taught or interpreted wrongly, that the law can protect people. That thinking makes people mistake the law as always right, it can't be corrected, and so on.
6. Child protection law exists in various laws, because the interests of children are in various fields of the family, nation and state society.<sup>2</sup>

Over the past five years Indonesia has moved swiftly in its efforts to put human rights into law. So one of the most important steps he took was to adopt the Child Protection Act.

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<sup>2</sup> Era Hukum Jurnal Ilmiah Hukum No. 4/ Th V/April 1999, Perlindungan Hukum Terhadap Korban Kejahatan Perdagangan Anak, Fakultas Hukum Taruma Negara, Jakarta, 1999, p. 274-275

This new law is a powerful tool in implementing the Convention on the Rights of the Child (CRC) in Indonesia. In it regulates the basic rights of children to obtain identity, freedom, education, health services, entertainment and protection. This law is the main framework and is very useful in terms of providing protection to the most vulnerable children, including children who are still economically and sexually exploited, children who are trafficked, children who have problems with the law, children who are victims of violence and abuse, children who are in conflict situations, children from minority and isolated groups, children who are neglected or children who are neglected and disabled.

The drafting of Law No. 23 of 2002 concerning Child Protection was motivated by the ratification of the Convention on the Rights of the Child by Indonesia in 1990 after the convention was adopted by the UN General Assembly to regulate the issue of the special rights and needs of children.

Article 1 Item 1 of intervention Law No. 23 of 2002 concerning Protection of children, mentioning a child is someone who is not yet 18 (eighteen) years old, including children who are still in the womb. This article has a very broad scope. The law must be implemented and enforced. Everyone expects the application of the law in the event of a concrete event. In enforcing the law there are 3 (three) elements which must always be considered, namely: legal certainty (*Rechtssicherheit*), expediency (*Zweckmassigkeit*) and justice (*Gerechtigkeit*). How is the law that must apply. This is needed to achieve legal certainty.

Sudikno Mertokusumo assessed that legal certainty is a justifiable protection against arbitrary actions, which means that a person will be able to obtain something that is expected under certain circumstances.<sup>3</sup> The certainty of law which is the hope of the community becomes very important in the law itself. This is because at the same time whatever the contents of the articles contained in a legal regulation, it does not mean anything if it can not provide legal certainty in its implementation.

In law enforcement there must be a compromise between the three elements. These three elements must receive proportionally balanced attention. But in practice it is not always easy to work out a proportionally balanced compromise between the three elements.

Legal protection for children can also be seen in Law No. 23 of 2002 concerning Child Protection is as follows:

a. Article 59 of Law No. 23 of 2002 determines:

The government and other institutions are obliged and are responsible for providing special protection to children in emergency situations, children in conflict with the law, children from minority and isolated groups, children who are economically and / or sexually exploited, children who are trafficked, children who are victims of abuse narcotics, alcohol, psychotropic, and other addictive substances (drugs), children of abductees, sales and trafficking, children of victims of mistreatment and neglect.

Article 64 of Law No. 23 of 2002 determines:

Special protection for children in conflict with the law referred to in Article 59 includes children who are in conflict with the law and children who are victims of criminal acts, are the obligations and responsibilities of the government and the community. (paragraph 1)

Special protection for children who are dealing with the law referred to in paragraph (1) is carried out through:

- 1) Humane treatment according to the dignity and rights of children;
- 2) Provision of special assistance for children from an early age;

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<sup>3</sup> Sudikno Mertokusumo, *Mengenal Hukum, Liberty*, Yogyakarta, 1988, p. 134

- 3) special facilities and infrastructure for imposing sanctions that are appropriate for the best interests of the child;
- 4) Imposition of appropriate sanctions for the best interests of the child;
- 5) Continuous monitoring and recording of the development of children in conflict with the law;
- 6) Providing guarantees for dealing with parents or family.
- 7) Protection from giving identity through mass media and to avoid labeling. (paragraph 2  
Special protection for children who become victims of criminal acts as referred to in paragraph (1) is implemented through;
  - 1) rehabilitation efforts, both within the institution and outside the institution;
  - 2) efforts to protect from preaching identity through mass media and to avoid labeling.
  - 3) Provision of safety guarantees for victim witnesses and expert witnesses, both physical, mental and social.
  - 4) Providing accessibility to get information about case developments. (paragraph 3).

b. Article 66 of Law No. 23 of 2002 determines

Special protection for children who are exploited economically and / or sexually as meant in Article 59 is an obligation and responsibility of the government and society. Special protection for exploited children as referred to in paragraph (1) is carried out through:

- 1) Dissemination and / or dissemination of statutory provisions relating to the protection of children who are exploited economically and / or sexually;
- 2) Monitoring, reporting, and giving sanctions; and
- 3) Involvement of various government agencies, companies, trade unions, non-governmental organizations, and the community in the elimination of economic and / or sexual exploitation of children

That domestic violence often occurs, the victims are children. Among these are physical violence, sexual violence, psychological violence, economic violence. In this case the law, especially Law No. 23 of 2004 provides special protection for child victims of domestic violence, among others, as follows:

a. Article 15 of Law No. 23 of 2004 determine:

Every person who hears, sees, or knows about the occurrence of violence in the home must make efforts in accordance with the limits of his ability to:

- a. Prevent criminal offenses
- b. Provide protection to victims
- c. Provide emergency assistance, and
- d. Assist in the process of submitting application for protection determination.

Article 16 of Law No. 23 of 2004 determines

- 1) Within 1x24 (one time twenty-four) hours from knowing or receiving reports of violence in the household, the police must immediately provide temporary protection to the victim.
- 2) Temporary protection as referred to in paragraph (1) is given no later than 7 (seven) days after the victim is received or handled.
- 3) Within 1x24 (one time twenty-four) hours counted from the provision of protection as referred to in paragraph (1), the police must request a letter to determine the protection order from the court.

a. Article 18 of Law No. 23 of 2004 determine:

The police are required to provide information to victims about the right of victims to receive services and assistance.

b. Article 19 of Law No.23 of 2004 stipulates:

The police must immediately investigate after receiving or receiving reports of domestic violence.

In terms of providing protection and services, lawyers must:

a. Providing legal consultation which includes information on victims' rights and the judicial process.

b. Accompanying victims at the level of investigation, prosecution, and examination in court sessions and assisting victims to fully describe the domestic violence they experienced; or

c. Coordinate with fellow law enforcers, volunteer assistants, and social workers so that the judicial process runs as it should.

d. Article 26 of Law No. 23 of 2004 determine:

1) The victim has the right to report domestic violence directly to the police both at the victim's place and at the crime scene.

2) the victim can give power to the family or others to report domestic violence to the police both at the victim's place and at the scene of the case.

e. Article 27 of Law No. 23 of 2004 determine:

In case the victim is a child, the report can be carried out by the parents, guardians, caregivers, or the child concerned which is carried out in accordance with the provisions of the legislation in force.

f. Article 44 of Law No. 23 of 2004 determine:

1) Every person who commits an act of physical violence within the scope of the household as referred to in article 5 letter a is sentenced to a maximum imprisonment of 5 (five) years or a maximum fine of Rp. 15,000,000.00 (fifteen million rupiah).

2) In the case of acts as referred to in paragraph (1) resulting in the victim getting sick or seriously injured, shall be sentenced to a maximum imprisonment of 10 (ten) years or a maximum fine of Rp 30,000,000.00 (thirty million rupiah).

3) In the case of the acts referred to in paragraph (2) resulting in the death of the victim, shall be sentenced to a maximum imprisonment of 15 (fifteen) years or a maximum fine of Rp 45,000,000.00 (forty-five million rupiah).

g. Article 45 of Law No. 23 of 2004 determine:

Every person who commits an act of psychological violence within the scope of the household as referred to in Article 5 letter b shall be liable to a maximum imprisonment of 3 (three) years or a maximum fine of Rp 9,000,000.00 (nine million rupiah).

h. Article 46 of Law No. 23 of 2004 determine:

Every person who commits sexual acts as referred to in Article 8 letter a shall be sentenced to a maximum imprisonment of 12 (twelve) years and / or a maximum fine of Rp 36,000,000.00.

#### **4.2 Handling Children as Victims of Violence**

Until the 1990s cases of violence against women and children, which were called domestic violence, were increasingly sexually surfacing and shocking the community. On the one hand all condemned and requested that there be strict action against the perpetrators, but on the other hand all parties were also not taboo as to what to do and who should be

responsible, the handling of cases was not focused and eventually disappeared from the public's attention.

The main concern is the protection of women and children who are victims of domestic violence as it is known that if women and children who are victims of violence want to get justice, they can actually become victims many times, that is when they are in contact with those who should help them whether it is a house sick, police or other parties. This caused many victims to choose to remain silent, so the dark number was very high.

A woman and child victim of domestic violence who decides to seek help is basically biased to contact the hospital, police or other aid agencies. There was a lot of criticism from the public about the abuse done to women and children who were victims of violence when reporting, being examined as a victim's witness to the trial in court.

Women's rights, which are also human rights, have become increasingly in the spotlight of the world so that if law enforcement officials are not immediately introspective and reflect their shortcomings, public criticism will continue to reduce their image.<sup>4</sup>

Speaking of protection, especially in cases of domestic violence (KDRT) both against women and new children reflected and realized in various fields of community life, among others in the field of law, legal certainty must be sought so that various laws have governed a lot especially the rights of children very much considered, because children are a very important part in the ongoing context of a nation that is very vulnerable to various violations of Human Rights (human rights) that can inhibit its growth

## V. Conclusion

Factors that cause violence against children in the household are Psychodynamics models the occurrence of violence is caused by the lack of "mothering / traces of a mother." Someone who has never been cared for or cared for by a mother properly, then she cannot be a mother and care for her own children; Personality or character trait models, almost the same as psychodynamic, parents of children who are not mature enough, too aggressive, frustrated / bad character; Social learning model, lack of social skills, which is shown by feeling dissatisfied because of being a parent, feeling very disturbed by the presence of children, requires children to always behave like adults; Family structure model, which refers to the dynamics between families that have a causal relationship with violence; Environmental stress model, which sees children and women as a multidimensional problem and puts "life pressure" as the main cause. If there are changes in the factors that shape the human environment, such as welfare, low education, lack of work, it will cause violence on children; Social-psychological models, in this case "frustration" and "stress" are the main factors in causing violence to children. Stress can occur due to various reasons, such as; domestic conflict, social isolation, etc. Mental illness model, violence in children occurs due to neurological disorders, psychiatric diseases.

The impact of violence on children in the family is hampering the growth and development of children both psychologically, physically and socially. Children will remember all emotional violence if emotional violence is consistent. Verbal Abuse (violence with words), born as a result of screaming, curses parents toward children, when children ask for something parents do not give instead to yell. When the child invites to talk, the parent

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<sup>4</sup> Achie Sudiarti Luhulina, *Pemahaman Bentuk-bentuk Tindak Kekerasan Terhadap Perempuan dan Alternatif Pemecahannya*, Alumni, Jakarta, 2000, p. 175-176.

does not respond, instead he rebukes with a shout, the child will remember all of this verbal violence if all of this verbal violence occurs within a certain period of several months, years; Physical Abuse (physical abuse), this occurs when a child receives a blow from a parent. This type of violence will be remembered by the child especially if the violence leaves a mark on the body of the child, because a scar that remains will always remind the child of the event that caused the injury; Sexual Abuse (sexual violence), this type of violence occurs if there is sexual activity carried out by an adult against a child.

Special protection in cases of domestic violence (KDRT) both against women and new children is reflected and realized in various fields of community life, including in the field of law, legal certainty must be endeavored so that various legislation regulates many, especially children's rights, which are highly considered, because children are a very important part in the ongoing context of a nation that is very vulnerable to various violations of Human Rights (human rights) that can inhibit its growth. Joint responsibility for the protection of women and children victims of domestic violence, both government officials and the community, including the Indonesian National Police who carry out tasks in the field of law enforcement, protection and service to the community in order to ensure orderliness and upholding of the law and the establishment of public peace in order to realize security and order community, but the togas will not be helpless and effective if the community does not participate.

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# The Relationship between Association and Moral Development of Student Learning Activities

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## Abstract

*One indicator of decreased student learning activities is student association. In addition, there is a tendency for students' moral development to be unfavorable. Both of these indicators have a significant relationship to the tendency of student learning activities. Therefore, improvements and improvements to social interaction and moral development will have a positive impact on increasing student learning activities. This study aims to see and examine the extent to which the relationship between association and moral development of student learning activities in Madrasah Aliyah Muhammadiyah Mandala Medan.*

## Keywords

association; moral development



## I. Introduction

National development is essentially the development of Indonesian people as a whole. To realize this, the government seeks to prepare qualified young generation with the basic concept of active and holistic child growth and development, which includes aspects of education, health and nutrition services directed at efforts to realize improvements or progress in children's survival. The early phase is a golden age for child development, because in this phase it is very crucial for the child's development until he enters adulthood.

Aspects of child development that must be developed according to Jalal<sup>1</sup> include aspects of moral development and religious values, physical aspects, language aspects, cognitive aspects and social emotional aspects as well as art. Moral growth and development and relationships can be anticipated since children enter secondary education. However, if children have reached puberty or adolescents, their education and control must be increasingly improved, because at this time children are very vulnerable to all kinds of relationships that are not in accordance with the religious and moral values of society.

The environment in which the child will live and mingle has a very big role in shaping the soul of the child's personality. A good environment will encourage children to carry out activities in developing all their talents and potential. Environment that is not good will affect its development so that the talent and good potential it has will experience obstacles in its development.

Education obtained in schools is directed towards achieving maturity. Maturity can be described in the knowledge, understanding, skills, attitudes and values that students must have after completing their education.<sup>2</sup>

However, due to wrong guidance and wrong association, it can interfere with educational goals, both at home and at the madrasa. In fact, at this time, it has often been found in the mass media about the incidents of children who mistreat their parents and

<sup>1</sup> Fasli Jalal, Stimulasi Otak untuk Mengoptimalkan Kecerdasan Anak, Buletin PAUD, Jurnal Ilmiah Anak Usia Dini, Cetakan Pertama, Edisi 02 (Jakarta: Direktorat PADU, 2002), p. 12.

<sup>2</sup> W.S Winkel, Psikologi Pengajaran, Cetakan Kedua (Jakarta: Gramedia Widya Sarana Indonesia, 1989), p. 21.

teachers. This event is one of the influences of the times that has changed the values among students.

Reduced appreciation from the teacher and the depletion of the need for religious values will keep children from moral values that should be owned. The teacher never asks to be appreciated, but it is indeed an obligation for students to respect and appreciate it because of their services and dedication in educating students. Because their services and sacrifices are created by an intelligent, capable, and with their services a smart, successful and advanced person will be created.

Decreased moral and ethical values among many students are a contributing factor. What is obtained at the madrasa cannot be matched with what is found in the community, so he is confused about the safe direction he must go through. Besides, it is also due to the lack of parents' attention to children, so whatever children do outside the home, parents do not know the consequences of their busy lives.

The magnitude of the influence of this association can also affect students' mental development. If students are able to control relationships and assess positive things to emulate, then the moral development of students will avoid moral depravity, but if students lead to negative developments, then student morals will also lead to negative ones. These associations greatly influence student learning activities.

When viewed from student learning activities, association is one of the factors that can influence student learning. The influences of students associating friends more quickly enter the soul than expected. Good associates will have a good effect on students, and vice versa bad associates will also affect bad traits as well. In order for students to learn well, it is necessary to make efforts for students to have good associates and the coaching and supervision of parents in education must be wise enough.<sup>3</sup>

## II. Review of Literature

In the process of teaching and learning students are the target of providing assistance by the teacher. Because the purpose and educational interaction is to guide and assist students in behavior change. Changes that occur during lessons, often cause a change because of the ideals of life. In addition, the learning process can also strengthen the direction of student ideals. The process can quickly help students progress toward the expected goals. Therefore, students must have a good attitude and a strong mentality, be serious in learning, so that if this is realized by students, students will have responsibility towards themselves and try to seek knowledge as optimal as possible.

Student learning activities, both in the classroom and outside the classroom are in principle a means of self-development, learning activities can be started by learning to understand and memorize various kinds of lessons, as explained by al-Abrasyi<sup>4</sup>, that studying first is intention, then listening, then understand it, after that memorize it, then practice it and then spread it. That is, that the first human intends to learn then listen and be attentive to what is described, then memorize it and disseminate opinions and ideas among humans.

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<sup>3</sup> Slameto, *Belajar dan Faktor-Faktor yang Mempengaruhinya*, Cetakan Ketiga (Jakarta: PT. Rineka Cipta, 1991), p. 71.

<sup>4</sup>M. Athiyah al-Abrasyi, *Dasar-Dasar Pendidikan Islam*, Cetakan Pertama (Jakarta: Bumi Aksara, 1970), pp. 135-136.

In line with the above view, in the process of teaching and learning students are given the freedom to act and act on the basis of their own creativity, learning while doing is a goal in the education process. However, if the students themselves do not concentrate on their lessons and are lazy and consider trivial, then the learning process will not run smoothly, also if students do not have good morals will affect the learning process. Learning is said to be productive if students can use their knowledge to get new ideas, solve problems, plan activities, and conduct experiments.<sup>5</sup>

Delivering learning material means carrying out a number of activities, but the activity will be of no use if it does not lead to a specific goal. This means that a teacher must have a purpose in teaching activities, therefore every teacher wants every teaching to be received as clearly as possible by the students. To understand a thing in a person, a process occurs called the learning process through teaching models that fit the needs of the learning process. Through teaching models, the teacher has the task of stimulating and improving the course of the learning process. To be able to carry out the task properly, the teacher must have the ability and know how the model and the learning process take place.

The learning model and process will explain the meaning of the activities carried out by the educator during the learning process. Every instructor or educator will explain the reasons why he conducts activities in learning by determining certain attitudes. Stating that when teachers do not know what is really going on in the minds of students to understand something, presumably he will not be able to give the right encouragement to those who are learning. Students will easily forget the lessons they have received, if the instructor does not give a correct and pleasant explanation.

One of the ability of teachers to manage learning is the creation of conducive learning and learning processes, as well as information processing. The process occurs through mental processes that are individually directed to achieve the expected goals. If learning is individual, learning outcomes are also individual.<sup>6</sup> That is, even though in a teaching a teacher gives the same information to students, each student will obtain different results. The difference in results depends entirely on how the relevant student processes or processes the information in general, including the process of collecting and selecting information through the senses, compiling or organizing the information that has been selected into memory and using the information stored in memory to do something.<sup>7</sup>

The moral problem is a problem that is thought for the community, both developed and backward society. Because moral damage can interfere with the peace of others. If in a community, many of its citizens have been morally damaged, then the state of the community will be shaken. Thus, what is meant by morals in terms of some of the definitions will be described.

Character is also called personality, as explained by James Draver, namely: Personality is used in various senses, both popularly and psychologically. The most comprehensive and satisfactory being the integrated and dynamic organization of the physical, mental, moral, and social qualities of the individual, as the manifest it self to other people, in the give and take of social life.<sup>8</sup> (personality is included in many meanings, both popular and psychological, the

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<sup>5</sup> *Ibid.*, p. 136.

<sup>6</sup> AndulMu'ti, *Proses Belajar: Pendekatan Kognitif*, dalam *PBM-PAI di Sekolah: Eksistensi dan Proses Belajar Mengajar Pendidikan Agama Islam*, Semarang: Fakultas Tarbiyah IAIN Wali Songo Semarang, 1998, p. 96.

<sup>7</sup> Ulrich Neisser, *Cognition and Reality*, Cetakan Pertama, San Fransisco: W.H. Freeman, 1976, p.1.

<sup>8</sup> James Draver, *The Penguin Dictionary of Psychology*, Cetakan Kedua, (Auckland New Zeland: Penguin Book, 1981), p. 208.

most encompassing and satisfying is (which defines as) an integrated and dynamic organization (set) between the physical, mental, moral and social values of someone as a manifestation of themselves towards others reciprocally in people's lives).

Personality includes the overall quality of a person. The quality will appear in ways of doing, ways of thinking, ways of expressing opinions, attitudes, interests, philosophy of life and beliefs.<sup>9</sup>

Based on the above quote, it can be concluded that the characteristics of students can be changed by intensive and planned education, both in learning planning and syllabus. In the teaching and learning process, an educator must understand as much as possible the nature of his students as subjects and objects of education. Some things that need to be understood regarding the characteristics of students according to Suwarno<sup>10</sup>, are:

First, students are not miniature adults, they have their own world, so teaching and learning methods should not be compared to adults. Adults should not exploit the world of students, by obeying all the rules and desires, so that students lose their world. Students who lose their world, then make a void of life in the future.

Second, students have needs and demand to fulfill those needs as much as possible. Individual needs, according to Abraham Maslow,

"There are five hierarchies of needs grouped into two categories, namely: (1) basic tariff needs which include physical needs, security and security, love and belonging (social), and self-esteem, (2) meta needs meta needs, including what is contained in self-actualization, such as justice, goodness, beauty, order, unity and so on."<sup>11</sup>

Third, students have differences between individuals and other individuals, both differences caused by endogenous factors, and exogenous (environment) which include physical, intelligence, social, talent, interests, and environmental factors that influence it.

Fourth, students are seen as a unity of the human system. In accordance with the nature of human beings, such as students as monopluralists, students' personalities even though it consists of many aspects, is a unity of body and soul (copyright, taste, and intention).

Fifth, students are subjects and objects at the same time in education that are possible to be active, creative, and productive. Each student has their own activities (self-help) and their own creativity (creativity), so that in education do not view children as passive objects that usually only receive, listen alone.

Sixth, students follow certain development periods and have a pattern of development and tempo and rhythm. The implication in education is how the education process can be adjusted to the pattern and tempo, as well as the rhythm of the development of the students. The level of ability of students is largely determined by age or period of development, because that age can determine the level of knowledge, intellectual, emotion, talent, interests of students, both viewed from the biological, psychological and didactic dimensions.

The formation of student characters in teaching and learning activities requires preparation and patience as well as continuous follow-up, because the character of students has its own characteristics. Each individual has differences, while on the educational side of their students must lead to definite changes, this is where a more comprehensive approach is

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<sup>9</sup> Ahmad D. Marimba, *Pengantar Filsafat Pendidikan Islam*, Cetakan Keempat, (Bandung: al-Ma'arif, 1986), p. 67.

<sup>10</sup> Suwarno, *Pengantar Ilmu Pendidikan*, Cetakan Ketiga, (Jakarta: Aksara Baru, 1982), p. 85.

<sup>11</sup> Abraham H. Maslow, *Motivation and Personality*, (New York: Harper and Row Publishing,, 1970), pp. 37-47.

needed. Therefore, education must know what factors can influence the formation of student character, among these factors are:

- a. Physical factors
- b. Reason factor
- c. Religious factors
- d. Moral Factor
- e. Spiritual Factors (psychiatric)
- f. Art factor (beauty)
- g. Social Factors.<sup>12</sup>

All of the above factors are believed to be a driving force for students to develop their character. Because humans or students easily change when what they hear and see can attract their hearts. According to Widodo Supriono<sup>13</sup>, humans are multidimensional creatures that are different from other creatures. Broadly speaking, he divides humans into two dimensions, namely the physical and spiritual dimensions. Spiritually, humans have unlimited spiritual potential. These potentials appear in the form of understanding something (*ulil al bab*), being able to think / reflect, use reason, be faithful, be pious, remember or take lessons, listen to the truth of the word of God, be knowledgeable, be knowledgeable, be able to master appropriate and final technology humans born into the world have brought nature. Humans are essentially social beings. Since humans are born into the world, they always need others to fulfill their needs. After growing up, humans cannot be separated from their relationships with other people and their communities. In establishing social relations, there needs to be adjustment, and with a good adjustment someone can be accepted into a group in order to achieve his life goals.

In meeting the needs of human life, each individual is socially assisted by others, for these needs humans must relate in their relationships with others, including children who are still studying at Senior High School Level. There are several reasons that cause children to leave the house and get along with others such as: lack of learning facilities, eliminating boredom and the demands of community life.<sup>14</sup>

Facilities are one of the factors that support in achieving goals in teaching and learning. Students who lack learning facilities cause it to look outside and socialize outside the home. Because learning facilities are not met, students try to get it from other people, then one way is to borrow it from others and do not demand association.<sup>15</sup>

In relations between people, both in the village, especially in international forums, namely the association between nations is always needed ethics or more appropriate ethics (good manners) of association. It seems that this is human nature that humans have a sense of wanting to be respected by others and at the same time wanting to respect others. So the famous phrase in everyday life among us is "if you want to be appreciated by others, then respect others" From this sense of respect for others, someone tries to behave and behave politely. The point is how we behave and behave politely to others.

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<sup>12</sup> Rayamulis, *Ilmu Pendidikan Islam*, Cetakan Ketiga, p. 120.

<sup>13</sup> Widodo Supriono, *Filsafat Manusia dalam Islam, Reformasi Filsafat Pendidikan Islam*, Cetakan Kelima, (Pustaka Pelajar, Yogyakarta, 1996), p. 179.

<sup>14</sup> W.A Gerungan, *Psikologi Sosial*, dicetak Oleh Rosda Offset, (Bandung: Erasco, 1991), p. 312.

<sup>15</sup> *Ibid.*, p. 137.

### III. Research Method

This research is a survey method with correlational techniques, in accordance with the opinion of Donald Ary et al.,<sup>16</sup> They say that the survey can be used to investigate relationships or to test hypotheses. Correlation technique is used to measure the degree of relationship between association (X1) and moral development (X2) with student learning activities (Y) both individually and together. This research deals with the relationship between various variables, testing hypotheses and developing generalizations, principles or theories that have universal validity.

The variables in this study consisted of Intercourse (X1), Moral Development (X2), and Student Learning Activity variable (Y). Based on the theoretical study discussed in Chapter II, conceptually and operationally the research variables can be explained as follows:

#### 3.1. Student Learning Activity Variables

##### a. Conceptual Definition

Student learning activities are student learning activities, both that occur in class and at home. Student learning activities in the classroom are controlled by the teacher, while at home are controlled and controlled by the students' parents.

##### b. Definition of Variable Operations

Student learning activities are the scores obtained by respondents after answering student learning activity instruments that contain the level of seriousness of student learning. Student learning activities are measured by indicators, 1) class activities, 2) activities outside the classroom, 3) activities at home, 4) activities outside the home, and 5) activities in the learning club.

##### c. Instrument Validation

The validation of student learning activities is calculated using the Product Moment formula, Azwar also said that if the item score is not a dichotomy, but is interval-scale, then the product moment correlation technique can be used. The results of the validity calculation are compared with the price table of product moment criticism. The instrument is planned to distribute as many as 25 questions. Furthermore, to see the reliability of student learning activities sought by using the Cronbach alpha formula.

### IV. Discussion

Association is a means for students to realize their existence with others. Every student needs someone else to help him get to know and learn about his environment. Therefore, association can be used as a place for students to train themselves to understand others and can also be used as a tool to form personality patterns.

Learning activities do not happen by themselves, but because there are influences or stimuli from outside him that gives impetus to find out. Besides that, a strong curiosity in students can also be a trigger or a motivating factor for students to carry out learning activities. Daily association is believed to have a close relationship with the desire of students to carry out learning activities. Therefore, the better the pattern of interaction that is built, the

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<sup>16</sup> Donald Ary, Lucy R. Jacobs dan Asghar Bazavieh, *Introduction to Research in education*, Cetakan Pertama, (New York: Holt, reinhart and Winston, 1970), p. 301.

better the learning activities in students. A good association will bring a good impact on student learning activities.

The moral development of a student always occurs as long as he has a good enough relationship. Moral development is closely related to the intensity of student activities both at school and the environment in which they live. Because morals are part of the reflection of society which is used as a guide for carrying out activities, it is also used as a guide in determining the good and bad of a behavior or deed. Measures of good and bad in society are always measured by morals, both morals derived from religious teachings (morals) and morals derived from values that develop in society.

Student learning activities both at school and in the community can not be separated from the moral influence that develops in their respective environments. Therefore, moral development is believed to have a very close relationship with student learning activities. The better moral development, the better the learning activities undertaken by students.

Based on previous information, that good relationships have a good impact or influence on student learning activities. Likewise with moral development has a fairly close relationship with the development of student learning activities both at school and in the neighborhood. Each variable is believed to have a very close relationship to the next variable. This means that association and moral development are believed to have a very close relationship with student learning activities. The better social interaction and development of students, the better the learning activities. Therefore, association and moral development together have a very close relationship with student learning activities.

## V. Conclusion

Every education must realize that each phase of development will bring new changes to the child, both physically and spiritually. There are several things parents need to know according to the child's development, namely:

1. Every phase experienced by children is a transition or a period of preparation for the next period.
2. The development experienced by children is physical and spiritual development. Therefore, in an effort to help the development of children, parents and teachers are expected to pay attention to this development and always exercise control and consideration so that neglect does not occur in the child.
3. It is in the family that the child develops, therefore the family occupies an important place for the formation of the person as a whole child who will be taken throughout his life. The family builds character, gives religious sense, cultivates traits, habits, hobbies, ideals and so on, as well as other institutions in the community to help, continue, increase and deepen what is obtained from the family.

The family is the first environment that provides education that affects the development of students. In the family the child will get a good opportunity to obtain the religious moral values he receives from parents. The role of leadership and role models of parents can shape the personality of children, while social interaction can function positively and negatively on children's moral development.

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## Pragmatic Analysis on G.M. Sudarta's Caricatures in Kompas Newspaper

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### Abstract

*The research aims at describing (1) the types of speech act and implicative, and the dominating speech act in the texts of caricatures by G. M Sudarta, (2) the practice of cooperative principles and politeness principles, and (3) the understanding of the readers and caricaturists on the social function practiced in caricature discourses. The whole processes of the data analysis were carried out through interactive model. Many of the caricatures are used mainly to put forward constructive ideas on prevailing issues and to put forward humorous function. The types of speech act practiced are commissive, expressive, verdictive, assertive, directive, and performative. The dominating speech act found is directive. Based on the forms of speech act used, types of speech act practiced by the caricaturist are direct type of speech act. In the practice of cooperative principles, the caricaturist violates the maxims of quantity, quality, relevance, and manner. Politeness principles practiced by the caricaturist observed the maxims of tact, agreement, sympathy, and modesty. Finally, the readers and the caricaturist often have different understanding on the social function of caricature texts. They have different understanding and interpretation on the meanings embedded in both the texts and pictures of the caricatures in relation with constructive criticisms.*

### Keywords

pragmatics; speech acts;  
language; implicature;  
society



### I. Introduction

Caricature as an image filler in the rubric of newspaper opinions is an effective instrument to evoke readers' emotions, senses of nationalism, solidarity, hatred, even racial intolerance. However, most critics actually quite often presented in witty which lead people insinuated getting smiley amused. Many interpret that joke pictures in the mass media only express humor, without implicitly reflect any social criticism, a mere cartoons; and joke pictures that carry messages of social criticism as often seen in every newspaper opinion space the so called caricatures, which this, according to Sudarta is 'certainly, is not true', accordingly cartoons are all images of humor, including caricatures, outwardly meant at mocking [Sudarta, 1987, p. 49]. Pramono [1996, pp. 49] argues that in fact caricatures are part of opinion cartoons which later misunderstood. The caricature with specific messages, criticism, etc is an opinion cartoon. In other words, the cartoon with specific messages of social criticism on every published newspaper is a political cartoon or editorial cartoon, which is another editorial version in the humorous version. This is what is commonly called caricature [Sudarta, 1987].

Indeed, between cartoons and caricatures is like an animal and an elephant. Cartoons are animals, while caricatures are elephants. Cartoons are not only caricatures, there typically gag cartoon, animated cartoon, strip cartoon, opinion cartoon, and others. Caricature is derived from the root word *caricare* is excessively a photo or someone portrayal form. This deformation can mean humiliation or respect [Pramono, 1996, p. 48-49; check out Wijana, 2004, p. 7].

The aforementioned opinions conclude that caricature is part of a cartoon depicted in a fictitious or deformed form of a particular character which purpose is to insinuate, criticize, and appeal, suggesting something to the target object. If we wish to contextually observe from the readers 'perspective as Easterners, respectively the Indonesians, one he/she is being targeted for the caricature would feel insulted. However, many Westerners prefer to be caricatured instead of being photographed. Former Presidents of the United States, Jimmy Carter and Ronald Reagan, i.e., were very proud of their large and high crested teeth. They assume that when they were caricatured, they gain more respect by people who do the caricature [Sobur, 2004, p. 139].

Caricature is part of the publisher's opinion outlined in particular form of images. Initially, the caricature was only an illustration, but in subsequent developments, more people use it a means to express subtle criticism, for it express criticism in in witty and interesting images. A caricature takes distinctive functions, one of which is to create satire, criticism or warning. The caricature is the result of the selection process for a thousand kinds of events. It also reflects the degree of the writer's soul and environmental freedom to assert thought and criticism.

Bearing its fundamental role as a media to express criticism and satire addressed to create criticism and satire. In addition, caricature can significantly function to educate, ridicule, insinuate, encourage, suggest, order, laugh, entertain with witty responses to an event, and others. Deliberately, this media function as a social mirror in which everyone can find themselves in it, both personally and socially in the life arena of society.

A caricature may consist of both image and text which are inseparable and integrated each other. The caricature linguistically is interesting to be explored, especially those related to (a) the type of speech acts, implicature and the dominant type of speech act; (b) the cooperative principles and politeness; (c) the linguistic aspects may refer to the coherence between themes, linguistic units, and images; in addition to (d) social functions of the caricature. In case we wish to explore caricature in terms of the social function, it functions to express criticism, information, education, morality, politics, ideology, defense and security, entertainment, and, more importantly, criticism and allusions to enhance criticism.

There are not many studies that discuss caricatures linguistically and highlight pragmatic aspects as the most probable component to be studied. Jaspers [2011] examines ethnographic data from a number of ethnic minority students in secondary schools who utilize linguistic structures to form "ambiguous agencies". Accordingly, students produce explicit linguistic caricatures (disguises, self-taunts, masks) that clearly allude to social scenes. Ibrahim [2014] examines Grice's maxim as a parameter in some Caricatures in Iraqi TV. His study concludes that Grice's principles have been observed unless quality maxims are deliberately made for humorous or sarcastic reasons, looking for conversational implications through irony or metaphor. All caricatures analyzed appear as a reflection of the current socio-pragmatic events in this country, so that their works are interrelated with caricatures as recognizable media discourse genres, and related to caricatures as TV media subgenres.

Being an observer of the society's attitudes and address them to socially relevance case, in many of his works, G.M. Sudarta shows his high sensitivity to potential social phenomena or events and creatively addressed them in caricatures form. The use of G. Sudarta's caricatures as the object analysis of this study is based on consideration. Additionally, Sudarta's works have been recognized by many of Indonesia people for he has rewarded with various awards, both from within and outside the country. Based on background, a problem can be formulated, among others; (1) what are the types of speech acts use, implicature and pragmatics on the caricature discourse, in addition to the dominantly use of speech acts types and the underlying reasons for such dominant type of speech act by G.M. Sudarta's caricature discourse; (2) how are the cooperative principles and politeness principles used in G.M. Sudarta's caricature discourse, and (3) how is the reader's understanding and caricaturist(s)' about the residing social functions in G.M. Sudarta's caricature discourse?

## II. Review of Literature

### 2.1 The Concept of Caricature

Noerhadi in his article entitled "*Kartun dan Karikatur sebagai Wahana Kritik Sosial*" [cited in Wijana, 1995], defined caricature as a form of humorous response in visual imagery. The concept of cartoons is strictly distinguished from the caricature. Cartoon characters are fictional created to present social comedies and humorous visualization. Meanwhile, caricature figures are mock figures through distortions which essence is to emphasize certain perception to reader, often time this is called portrait caricature [Wijana, 1995, p. 8].

Basically, caricature can be categorically distinguished into two types, namely the verbal and nonverbal caricatures. Verbal caricature is a caricature which in terms of the visual drawings uses verbal elements such as words, phrases and sentences, in addition to there are the distorted character's images, while nonverbal caricatures incline use images as spoken language, this enables intended messages successfully meant to the readers.

Caricature is commonly created as an individual's reaction to particular life events either socially or politically. Caricature in essence is a media of open interpretation where the meanings can only be revealed through deeply seeking to the facts behind the created caricature. To be able to achieve the aforementioned targets, there is the need to carefully and sharply conduct observation and linguistic study to the surrounding conditions to explore the implicit meanings of the illustrated caricature [Dakiade cited in Sudarta, 1980, p. viii].

Because of its characteristics that always feed a funny sense, many functions can be carried out by caricature art, including criticizing, insinuating, mocking, suggesting, commanding, laughing, entertaining, and joking, responding to an actual event in society. In a caricature discourse, ideas, roles, thought, and typical media used are in utterances form. The typical utterances used in pragmatic perspective are the so called speech act. Therefore, the utterances produced are a product of speech acts, i.e., "Is your hair not too long?" is interpretable as both question and command [Wijana, 2004: 49]. According to Searle [1969], pragmatically there are at least three types of action produced by a speaker in a language use, namely the act of saying something (locutionary act), the act of doing something (illocutionary act), and the act of influencing the interlocutor (perlocutionary act). The three types of actions are referred to as the act of saying something, the act of doing something and the act of affecting someone [Wijana, 2004, p. 1; cf. Austin, 1955, p. 108].

Kreidler (1998) distinguished 7 types of speech acts utterances, among others; (a) assertive (b) performative, (c) verdictive, (d) expressive, (e) directive (f) commissive (g)

phatic (utterance). The two linguists' opinions above are essentially identical; the difference only lies in declarative, representative and phatic utterances. The declarative according to Searle is essentially similar to Kreidler's performative acts. Additionally, Kreidler added that phatic utterance is beyond Searle's types of speech act. It concludes that Kreidler's speech act is more detailed than Searle's.

## 2.2 Language Function in Caricature

Any language and anywhere has complex rules and functions, in other words it is multipurpose [Maryaeni, 2001]. These functions include telling, explaining, answering, asking, insinuating, expressing one's feelings; complaining, angry, joking, etc. [cf. Van Ek, 1998: 28-41]. Each speaker is expected to be able to apply the rules, both grammar and communication and communicative functions. Hymes [1974] suggested that each speech event can be fully comprehensible in case the speaker pays attention to the speech component acronymed with SPEAKING (scene/setting, participants, ends, act of sequences, keys, instrumentalities, norms, and genres).

The language of caricature is inseparable from the rules and functions described above because the caricature's function is to communicate with all levels of reading society. The use of verbal language in caricatures is essentially to establish communication between artists, while the appreciators in this case are newspaper readers.

## 2.3 Language Function in Caricature

In the non-humorous speech, there is the typical presupposition made by the speaker and the interlocutor being required to act fairly. Both parties should contribute things in accordance with communication needs. They will try to interact as informatively as possible by fully implementing the cooperative principles and politeness principle, and carefully considering pragmatic parameters [Wijana, 2004: 4]. The use of language in communication involves several aspects. These aspects are: (1) the thing being communicated, (2) the purpose of communicating, (3) the person invited to communicate, and (4) where the communication takes place. These aspects of communication are in line with what suggested by Austin [1962]. The common use of language is inseparable from such aspects. In addition to these aspects in a common use of language for communication, the cooperative principles are realized in several maxims, among others; (1) maxim of quantity, (2) maxim of quality, (3) relevance of maxim, and (4) the maxim of manners. Pragmatically, those four maxims any speaker or language interlocutor should obey in every communication to achieve the rational communicative goals [Grice, 1975, p. 45-47; Parker, 1986, p. 23; Wardaugh, 1986, p. 202; Sperber & Wilson, 1989, p.33-44; Gazdar, 1979, p. 45-49; Yule, 2006, p. 35-37]. Grice [cited in Wijana, 1996, p. 46-53] suggested that to carry out the cooperative principle, each speaker must obey the four conversational maxims, namely the maxims of quantity, quality, relevance, and manners.

## 2.4 Pragmatic Concept

Levinson [1983, pp.9] in his book entitled "Pragmatics" provides limitation for the notion, "pragmatics is the study of those relations between language and context that are grammaticalized, or encoded in the structure of a language". Pragmatics is a language study that studies the relationship between language and its context. There are two types of contexts, which are social and societal contexts. Social context is a context arises as a result of interaction between community members in a particular social and cultural society.

Societal context is the context in which the determining factor is the position (rank) of community members in social institutions in a particular socio-cultural society. Thus, the societal context rises due to power (force), while the underlying factor for social context is caused by solidarity [Rahardi, 2000: 48; cf. Haryono, 2004: 16; cf. Cutting, no year: 52]. To interpret speech utterances, the speaker's uses a means-end analysis strategy, while the speech partner's task uses heuristic analysis strategies. The heuristic strategy seeks to identify the pragmatic force of a speech by formulating hypotheses and then testing it based on available data. In case the hypothesis is not tested, a new hypothesis will be made [Leech, 1993, p. 61].

### III. Research Method

Based on the problems proposed above, this study emphasizes more on problem and meaning process (speech act), the typical research method use is descriptive qualitative research. The data source used the entire G.M. Sudarta's caricature published by Kompas newspaper, Kompas published book, G.M. Sudarta's caricature on the internet site published by Kompas and the caricaturists' data of caricature (objective factors). The data sources concern understanding of the social functions of a caricature used by the caricature's creators (genetic factors), while data sources concerning the understanding of community's functions used by informant of the data sources consisting of, lecturers of Fine Arts, FISIP Communication lecturers, Fine Arts teachers, Fine Arts students, and public readers of the Kompas newspaper (affective factor). The sampling technique used in this study was purposive sampling. The analysis technique used is contextual analysis technique, which connects the caricature text with its non-lingual context, because the meaning is pragmatically determined by things extra-lingual depending on the context [Edi Subroto, 1992, p. 55; read Haryono, 2004, p. 77]. In addition, in analyzing caricature drawings, the semiotic analysis was used; therefore, the material described in caricatures is interpretable by semiotic analysis. To analyze the caricaturist's factors (genetic factors), factors in terms of the works and texts forms (objective factors) and readers (affective factors), additionally this study also used Sutopo's holistic critical analysis [1995].

### IV. Discussion

#### 4.1 The Types of Speech Acts and Implicature Used in G.M. Sudarta's Caricature

In G.M. Sidarta's caricature there were found six speech acts, they are the commissive, directive, performative, expressive, verdictive, and assertive speech acts. The commissive speech acts are the typical speech acts the speaker to carry out a series of activities. Among the commissive speech acts verbs are those of approving, asking, offering, rejecting, promising, and swearing. These verbs are prospective and are related to the speaker's commitment to future actions. The caricaturists use the commissive speech acts discourse in their caricatures, the following describes the data.

- (1) A. .... *Kasus Ambon akan ditindak tegas! Gas! Gas! Gas!!!*  
B. *AKAN!*

The directive speech acts are speech acts in which the speaker tries to ask the speech partner to do the act or not to do the act. So, the directive speech acts use you as the perpetrator, both present and not. Directive speech acts are prospective, which means that a person cannot have someone else to commit an act in the past. There are three types of

directive speech acts, namely command, request, and suggestion. The caricaturist mostly use directive speech act discourse in his caricatures, the example is as follow.

(2) ... *kita ganti menu saja ... tidak usah tergantung pada beras ...*

Performative speech acts are acts speech forms that cause things to be officially named. Performative speech utterance becomes valid if it is produced by someone in authority and is generally acceptable. Usually there are certain conditions that must be met performative speech acts. First, the subject of the sentence must be *saya* or *kami* (In Eng. I or we). Second, the verb must be in present form. Most importantly the speaker must be well-recognized by public with his authority on producing a statement in addition it should be produced in its relevant situation. Performative speech acts occur in formal situations and relate to official activities. Performative speech verbs, among others are the acts in utterances of betting, declaring, baptizing, nominating, punishing, declaring, and announcing. The caricaturists in his caricature use performative speech acts discourse as described in the following data.

(3) A : ... *Tarif naik! semua jadi naik!*

B : .... *Kalau sudah naik kapan turunnya ya Pak ...?*

If the expressive speech act concerns what the speech partner has done, the expressive speech act began from the prior activity or the speaker's failure or it may be the result or failure. The expressive speech acts are retrospective and involve the speaker in the action. Among the verbs of expressive speech acts are acknowledging, sympathizing, forgiving, condolences, and being concerned. The following are the types of expressive speech acts found in caricatures.

(4) "*Selamat datang sobat ...*"

Verdictive speech acts concern the expressed utterances which reflect assesment on others'actions, more specifically the speech partners. This assesment covers the acts in speech such as summarizing, evaluating, complimenting, forgiving. Among the verbs of verdictive speech acts are accusing, judging, responsible, and grateful. These verbs are paradigmatically expressed as in "*me ... you*", "*above ... because*". This speech act shows the speaker's evaluation on his prior actions, which is retrospective. The data below is the verdictive speech act found in caricature.

(5) A : *Produksi tekstil dalam negeri melimpah... tapi kok masih impor dengan IJIN KHUSUS*

B : *Untuk KEPENTINGAN KHUSUS kok pak ...*

Assertive speech acts concern factual data, the existing knowledge of either has occurred or has not occurred. The assertive verbs include the act of saying, announcing, explaining, showing and reporting. This assertive speech act can be justified the truth. The following data is the assertive speech act.

(6) ... *saya baru saja masuk ... perkara belum jelas ... belum lagi diperiksa ... sudah keduluan dipermak oleh sesama tahanan ...!*

From the analyzed caricature data, the type of speech acts which is dominantly used in G.M. Sudarta's caricature discourse is directive speech act. The directive speech acts were found more dominantly than any other types of speech acts, this is due to the caricature itself was intentionally addressed to refine and improve the situation through criticism. Things to reflect is the nature of caricature is equal to evaluating and reflecting, hoping for,

encouraging, in addition to having the party being criticized to take action according to the critic's request, in this case the caricature is represented by the caricature image. The directive speech acts have been relevantly used bearing in mind the pragmatic forces reflected from the verbs use imply suggestions, requests, and orders to the speech partner (target of criticism) as a characteristic of a caricature.

#### 4.2. Cooperative Principles and Politeness Principles in Caricature

In G.M. Sidarta's caricature there was found violation against several maxims of cooperative and politeness principles. In terms of the cooperative principle, the violation were found on the maxims of quantity, quality, relevance, and manners. The maxim of quantity requires every speech participant to contribute as much or as much as needed by his speech partner. Violation of the maxim quantity observed in G. Sudarta's caricature discourse exemplified in the following discourse.

(7) ... Paak ...! Yang merdeka bukan hanya Bapak ... Saya juga!!

The Maxim of quality requires every conversation participant to state the truth. The conversational participants' contribution should be based on adequate evidence; however, the caricaturist through the caricature violates the maxim of quality. This can be seen in the following discourse.

(8)...Yang pasti ... dengan beras semakin mahal ini ... Bapak diuntungkan apa tidak ...?!

The maxim of relevance requires that every participant in a speech make a relevant contribution to the problem in speaking. In the caricature discourse, there were found violations against the maxim if relevance. This is intentional done for it reflects purpose to say through violating this maxim. One of the samples can be seen in the following data.

(9) A: ... Sekarang orang-orang tidak lagi takut korupsi ya pak...bahkan bangga dan pamer...!

B: ... Manabisa takut! ... dengan tanda-tanda zaman. Musibah yang bertubi-tubi. Tsunami, gempa, banjir, longsor, badai, wabah flu burung, kelaparan, gizi buruk, kecelakaan bus, pesawat, kapal kereta api dsb, sampai gunung mau mau meletus saja cuek apa lagi ... Peka!

The maxim of manners requires each participant to speak stick to the point, not ambiguous, multiply interpreted, redundant, and coherent. By observing this maxim, the speaker is required to provide clear information, not excessive and not even ambiguous. Thus, the speech partner can interpret the speech contents more easily, therefore communicative process between speaker and the speech partner successfully runs without obstacles. That the caricaturist through his caricature violates the maxim of manner, exemplified in the following discourse.

(10) ... Ibu dulu tidak cari jodoh orang asing? ... Nanti kan saya bisa main sinetron!

Meanwhile, Leech suggested that the cooperative principles provides a comprehensive explanation of the relationship between meaning and power. Such explanation is quite sufficient, especially to solve the arising problems in semantics which focuses on the truth-based approach. However, the cooperative principles cannot explain why people often use indirect means in conveying their intentions. Additionally, the cooperative principles in nature cannot explain the relationship between meaning and power in non-

declarative sentences. To overcome this weakness, Leech proposes another principle beyond the cooperative principles, which is the politeness principle [Leech, 1993: 80]. The politeness principle has a number of maxims, they are the tact maxims of generosity, approbation, modesty, agreement and sympathy.

The politeness principles observed by G.M. Sudarta in his caricature discourse, are the tact maxim, agreement, sympathy, and the maxim of modesty. These were the typical maxims by caricaturist which have been relevantly used according to the contexts of situation, social and culture and pragmatic parameters. In the analyzed caricature discourse, the politeness principle of maxims generosity and approbation were not applied in the caricature due to the nature and characteristics of the caricature itself. The maxim of generosity requires the speech participants to respect others.

#### **4.3. Readers and The Caricaturist's Understanding on Social Functions**

The social function of the caricature according to the caricaturist's point of view, all the illustrated content was meant to intrigue a better improvement, for there were occurring wrong things in social lives of the society, i.e., the illustrated cases of Pasuruan incident, Lapindo Mudflow. A caricaturist is keen to observe the symptoms and events being discussed in the society and describe those events through his creatively illustrated characters in caricatures form.

The caricature's social function additionally needs to be seen from the point lecturers of communication department. Accordingly, the social function of a caricature is not different from the media function in general, namely the function of transmitting certain values, the entertainment function, the supervisory function, and the critical function. For the lecturers of communication department, the social function of a caricature is indifferent from the media function in general, where it functions as a media transmitting particular values, the entertainment, the supervisory function, and the critical function.

The caricature's social function is observable from the students' perspective. According to the reader / student, the caricature holds several functions; first, it functions as social criticism, suggestion, and comparison between works, education, and humor. The fine art lecturers share their own views with regard to social functions of the caricature, which accordingly, the caricature has several functions. Those functions are to criticize, provide enlightenment, compare between works, educate and amuse readers with its entertaining sense. The readers (Kompas daily subscribers) may share a special view about the caricatures. Among the readers are in agreement that caricatures have several functions, among others, the functions of entertainment, criticism, control, advice, and educative functions.

#### **4.4. G.M. Sudarta's Caricature Discourse**

Based on the ways in which the messages in caricatures being delivered, G.M. Sudarta used more direct speech acts, it means that in case the utterance is intentionally functioned as a command sentence, the contents are also meant to have someone to do something. Likewise, if the speech produced in caricature is in question form, it possibly means to ask something. However, often time the caricaturist used the indirect speech acts to express other purposes, i.e., the question sentence is intended not to ask, but to command. On the basis of the utterance meanings of G.M. Sidarta's caricature, additionally, he used literal speech act where the meaning is synonymous to utterance that composed it. In addition, the caricature also used the type of non-literal speech act, that is, where the speaker expresses meanings on the contrary to the literally expressed utterances.

The implicature use in caricature discourse reveal the hidden mission behind the created caricature, it implies an indirectly critic and things by which the caricaturist implicitly desire for can be a reflection to object being referred to. In terms of the cooperative principles, caricaturist violated the cooperative principles, among the violated maxims are the maxims of quantity, quality, manners and relevance. The violation against the maxims used in caricature discourse was not only meant to confuse or complicate the reader's understanding, however, it was meant to criticize the object being addressed to, more specifically, to government policies which role is considered less defending the weak people's interests. The typical violation on the maxims is because the caricaturist intentionally would like to produce humorous satire sense, it is evidenced by some of words choice used in caricatures which semantically evoke the reader(s)' sense of humor.

The politeness principles are observed in G.M. Sudarta's caricature discourse, among others; the tact maxim, agreement, approbation, and modesty maxim. These maxims were observed by caricaturists and are relevant to their contexts of situation, social and culture. In terms of the politeness principles, the maxim of generosity and the approbation were not observed in G.M. Sudarta's caricature discourse. This is primarily caused by the nature of caricature itself, whereas from the pragmatic perspective, the G.M. Sudarta's caricature discourse observed the politeness principle with typical parameter of social distance. This is because the speaker and speech partner are determined based on familiarity parameters, differences in age, gender, and sociocultural background and the level of social status distance based on the asymmetric relationship between the speaker and the speech partner in the speech context.

The linguistic aspects implemented in caricature discourse are phonology, words, phrases, sentences, and discourse. In case we seek to observe G. Sudarta's caricatures from the integrated aspect between the linguistic aspects, themes, lingual units, images, and picture showed a significant coherence. The icons presented through images are integrated and related to one another and enable the reader(s) to reflect the unified mutual sustenance meanings.

Based on social function perspective, both caricaturist and reader(s) share different understandings. From the caricaturist's perspective on social function of a caricature, any caricature essentially holds a basic social function, specifically the critical function to convey the enlightenment and refinement mission towards the odd symptom or something went wrong in society that urgently needed significant improvement. The issue of whether the criticism is followed up or not followed up by the party being the target of criticism, for caricaturists is not a big deal. The important thing for caricaturists is that their only job is to offer opinions to be resolved and by the reader, especially the target of his criticism. From the reader's understanding of social functions, a caricature has broader and more detailed functions, namely the critical function, the lighting function, the suggestion function, the control function, the supervisory function, and the entertainment / humor function.

Based on the social function perspective as informed by informants in research and language experts, the caricatures as part of the newspaper opinion segment, serves a main function, namely the functions of criticism and entertainment / humor. The verbal caricature concerns the elements of text / discourse and image / visual elements that integratively should sustain each other and clarify the intentions and messages of the caricature. To clarify this, the intention reflected in the picture, the caricaturists emphasize the need for textual elements to complement the visual elements. The caricature discourse which uses linguistic aspects

cover the phonological aspects, words, phrases, sentences, and discourse as aspects to explain the purpose of utterances reflected from the caricatures.

In terms of the phonological aspects, caricaturists invite the possible reader(s) to be more aware of the verbal symbolic purposes expressed in sound form, as exemplified from the sound imitation of a gun exploitation and gecko sound to explain the text duplication. In addition to the phonological aspects, the created caricature emphasizes linguistic aspects in the phrases form of proprietary construction phrases, amphiboly phrases, alternative coordinative phrases, and phrases with the same attributes. The caricaturist also used other linguistic aspects such as polysemy, homonymy, hyponymy, idiomatic, and antonyms meanings. The caricaturist additionally observed the linguistic sentential aspect of contradictory sentences and compound sentences where all the presented meanings are conflicting.

Many of the caricature found from the data were the creatively composed sentences in a single utterance in discourse form. The discourse that discusses language and speech should co-exist in a unified set of situations of the completed use. The meaning of a language is in a series of contexts and situations, as Firth emphasizes [cited in Syamsuddin, 1992], that language is only meaningful in its context of situation. Thus, the discussion on discourse is basically concerns the relationship between contexts reflected in the text.

## V. Conclusion

Caricature is an image which serves function as a medium of criticism and entertainment / humor. This was reinforced by caricaturist and caricature readers' understandings about the social function addressed in the caricature. Several caricatures created by G.M. Sudarta consists of an integrated form of images and text, inter-themes, linguistic aspects, images, and pictures. G.M. Sudarta's caricature is considered coherent and has a unified meaning, and appears holistical as a caricature.

In part of sustaining the unified meaning, the typical linguistic aspect of speech acts used in the caricatures were commissive, expressive, verdictive, assertive, directive, and performative. The phatic speech acts were apparently not observed by caricaturist, since it does not fit with the nature of speech act nuanced with criticism, while speech acts which dominantly used linguistic aspects found in G. Sudarta's caricatures is the directive speech act type.

Based on the research analysis and discussion, caricature is an image that holds the main function, especially to create a sense of criticism which offers a better improvement in addition to entertain (humor). G. Sudarta's caricature consists of pictures and text that all of which have already been integrated each other, namely between themes, linguistic aspects, images, and picture. Both are coherent and share a unified meaning in varied contexts including ideological, political, economic, social, cultural, defense and security, and education contexts. The linguistic aspect of caricature texts, caricaturist violates the cooperative principles of the maxims of quantity, quality, relevance, and manners. The violation against the maxims in the caricature discourse were not only meant to confuse or complicate the reader's understanding, however, it aims at criticizing the target of criticism through speech utterances that violates the cooperative principles, this was done to evoke more humorous and entertaining senses.

The politeness principles observed in G.M. Sudarta's caricature discourse are the maxims of tact, agreement, sympathy and modesty. Several maxims observed by caricaturists in his caricature speech act discrouse were those relevant to the the readers' contexts of

situation, social, and cultural targets and critics. The politeness principles of the maxims of generosity and approbation were not used in G.M. Sudarta's caricature discourse, due to the nature of caricature itself. Thus, the discourse / text in caricature can clarify and unite the text and images in one complete meaning. In understanding the social functions of a caricature, between caricaturists and readers there is a slight difference in understanding in interpreting the meaning reflected in caricature texts and images, namely in terms of the suggestion function.

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## Therapeutic Communication Management at Permata Bunda Hospital, Medan

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### Abstract

*This study aims to find out therapeutic communication management at Permata Bunda Hospital, Medan. This type of research is qualitative research. This research is conducted at Permata Bunda Hospital, Medan. The result shows that In the application in the therapeutic communication management environment that is carried out by Permata Bunda Medan Hospital, it includes: what activities will be achieved, how to implement them, with whom the implementation will be carried out, when to implement them, where and with what budget, types of activities to be carried out, duration of activities - these activities will take place, the costs of implementing those activities are provided, the income that the hospital will receive.*

### Keywords

therapeutic;  
communication  
management;  
Permata Bunda  
Hospital



## I. Introduction

Trust in health services was greatly influenced by the quality of the relationship between doctors and paramedics with patients. In the medical and nursing profession, communication between doctors and paramedics with patients is one of the competencies that must be mastered by doctors and paramedics and applied in their services in hospitals. Communication competence determines success in helping to resolve patient health problems. During this time communication competence can be said to be neglected, both in education and in practice. Good communication and take place in an equal position (not superior inferior) is needed so that patients can tell the pain / complaint they experienced honestly and clearly. Effective communication is able to influence the patient's emotions in making decisions about the next plan of action, whereas ineffective communication will invite problems.

The hospital is defined as a means of health efforts that organizes health service activities and can be utilized for the education of health workers and research. The hospital is a community forum (patient) organized by an institution in each relationship is reciprocal. The process of mutual relations between hospitals and the community is done through the usual communication between doctors and paramedics with patients. One of the paramedics is a nurse who is educated to care for the sick. Nurses are one of the important and strategic components in the implementation of health services.

In treating patients, nurses are doctors' helpers. Nurses who served as partners in carrying out their practices were put to their best use by doctors. Services provided by paramedics to patients before consulting a doctor must give suggestions to the patient to speed up the healing process, because good service greatly affects the psychological patient.

Therapeutic communication is consciously planned communication and the goal is centered on the patient's recovery. Therapeutic communication is considered as a special and meaningful process in human relations. In nursing practice, therapeutic communication is more meaningful as the main capital in implementing nursing care. In therapeutic communication, doctors and nurses are not only required to have scientific, intellectual and technical experience helping patients, but are also supported by compassion, caring and communicating well (Machfoedz).

Doctors and nurses who have good therapeutic communication skills can establish a relationship of trust with patients, provide professional satisfaction in nursing services, and enhance the image of the nursing profession. Therapeutic communication aims to reduce the burden of feelings and fears of patients, reduce patient doubts and can affect others, the environment and himself.

Permata Bunda Hospital in Medan has a form of medical services that includes medical care and treatment. This form of service is carried out in an integrated manner in order to obtain good results, which is to help and fully develop human beings by their nature, both physically and psychologically. The vision of Medan's Permata Bunda Hospital is to provide specialist, sub-specialist services that are complete, quality, affordable and family-based. To support this vision, the mission is to provide excellent service, improve the quality of all aspects of service, and improve the education and training of health workers.

## II. Review of Literature

### 2.1 Therapeutic Communication

Therapeutic communication is consciously planned communication, its purpose and activities focused on healing. Therapeutic communication is a shared interactive experience between nurses and patients in communication that aims to solve problems faced by patients. Therapeutic communication is an adjective associated with art and healing. Here it can be interpreted that therapeutic is anything that facilitates the healing process. Therapeutic communication or therapeutic communication is a method in which a nurse directs communication so that patients are expected to be in situations and role exchanges that can lead to beneficial social relationships.

Basically therapeutic communication is professional communication that leads to the goal of healing patients. Interpersonal communication between nurses and patients due to mutual need and prioritize mutual understanding that is planned consciously using certain expressions or cues and aims to cure the patient. Therapeutic communication is different from social communication, in that therapeutic communication always has a specific purpose or direction for communication. Therefore, therapeutic communication is planned communication. The most therapeutic communication takes place when both the patient and the nurse show respect for individuality and self-esteem. Therapeutic nurses mean that in interacting with patients or patients, these interactions facilitate the healing process. While the therapeutic relationship means that it is an interaction that has healing properties, and of course this is different from social relations.

### 2.2 The Role of Paramedics (Nurses)

Nurses are those who have the ability and authority to perform nursing actions based on the knowledge they have obtained through nursing education. A nurse is said to be professional if he has knowledge, professional nursing skills and has a professional attitude

according to the professional code of ethics. Professional nurse profile is a comprehensive description and appearance of nurses in carrying out nursing activities according to the nursing code of ethics.

In carrying out the practice of nursing must always improve the quality of professional services by following the development of knowledge and technology through education and training in accordance with their fields of work. Nurses are required to perform their roles and functions as expected by the profession and society as users of nursing services.

A role is a set of socially expected behaviors related to individual functions in various social groups. Each individual has various roles integrated in the pattern of individual functions. A role is a set of behavior expected by another person towards someone, according to their position in a system. The role of the nurse is influenced by social conditions both from within and from outside the nursing profession and is constant.

The role of professional nurses, including: (1). care giver, as a provider of nursing care; (2) client advocate, as a defender to protect patients; (3) counselor, as a provider of patient guidance or counseling; (4) educator, as a patient educator; (5) collaborators, as members of the health team who are required to be able to work together with other health workers; (6) coordinator, as a coordinator in order to be able to utilize patient resources and potentials; (7) change agent, as a reformer who is always required to make changes; (8) consultant, as a source of information that can help solve patient problems.

In implementing the Peplau model, nurses play the following roles: (a) work partners. The nurse-patient relationship is a relationship that requires harmonious cooperation on the basis of partnership so that mutual trust, love and respect must be fostered; (b) information sources. Nurses must be able to provide accurate, clear and rational information to patients in a friendly and friendly atmosphere; (c) educator. Nurses must strive to provide education, training, and guidance to patients / their families, especially in overcoming health problems; (d) leader. Nurses must be able to lead patients / families to solve health problems through a process of collaboration and active participation of patients; (e) guardian / successor. Nurses are individuals who are trusted by patients to play the role of parents, community leaders or clergy to help fulfill their needs; and (f) counselor. Nurses must be able to provide guidance to patients' problems so that problem solving will be easier.

In nursing practice, the nurse's function must be based on scientific and humanitarian principles and be knowledgeable and skilled in carrying out nursing services and are willing to be evaluated. These are the characteristics that show the professionalism of nurses who are vital for the implementation of the functions of independent, dependent and collaborative nursing.

### **2.3 Management of Organizational Communication**

Management has a very broad meaning, it can mean process, art, or science. It said the process because management there are several stages to achieve the objectives, namely planning, organizing, directing, and monitoring. It is said art because management is a way or tool for a manager in achieving goals. The application and use of management depends on each manager who is largely influenced by the conditions and the nature of the manager. It is said knowledge because management can be learned and studied the truth. Furthermore, Athoillah said that management is a process that consists of planning, organizing, directing, and controlling through the use of resources and other resources effectively and efficiently to achieve certain goals.

According to Lee, management is an art and a science, in management there is a strategy of utilizing the energy and thoughts of others to carry out an activity directed at achieving predetermined goals. In management there are techniques that are rich in aesthetic values of leadership in directing, influencing, supervising, organizing all the components that support each other to achieve the intended goals. Meanwhile, according to Terry explained that management is a typical process consisting of planning, organizing, mobilizing, and controlling actions to determine and achieve goals through the use of human resources and other resources.

Communication management is inseparable from the demand to further ground the science of communication at the real world level. Communication management was born because of the demands to bridge the communication between theorists and communication practitioners. The theorists face limitations in applying the knowledge they have. While communication practitioners experience limitations on theoretical references or communication science. Kaye stated that communication management is how people manage their communication processes through construing meanings about their relationships with others in various settings. They are managing their communication and actions in a large relationship, some personal, some professional. According to Kaye that communication management is how people manage the communication process in relation to other people in a communication setting or context.

Communication management is a reciprocal (reciprocal) process of exchanging signals to provide information, persuade or give orders, based on the same meaning and conditioned by the context of the communicator's relationship and its social context effectively. According to Antar Venus, communication management is the process of managing communication resources aimed at improving the quality and effectiveness of message exchanges that occur in various communication contexts. The context of communication meant here means the level of individual, interpersonal, organizational, governmental, social, or even international communication. According to Diwan communication management is the process of using various communication resources in an integrated manner through the process of planning, organizing, implementing, and controlling the elements of communication to achieve the stated goals.

### **III. Research Method**

This type of research is qualitative research. According to Strauss and Corbin, qualitative research is a type of research that produces findings that cannot be achieved using statistical procedures or other ways of quantification. One reason researchers use a qualitative approach is that qualitative research can uncover phenomena that occur related to the therapeutic communication strategies of doctors and medical professionals in accelerating the recovery of patients at Permata Bunda Hospital in Medan and their development, so as to find and understand what is hidden behind the phenomena that occur. happened. This research was conducted at Permata Bunda Hospital, Medan, Jl. Sisingamangaraja No. 7 Medan, Tel. (061) 736-2777, Fax. (061) 732-022. The time of the study was conducted from 9 December 2016 to April 2017.

#### IV. Discussion

In carrying out management functions, it takes an approach of human relations between members of the organization to achieve work productivity. According to Mayo, human relations is a general term used to describe the way human managers interact with their subordinates. In his research, Mayo stated that if the personnel manager motivates workers well, then human relations within the organization will be good. If morale and efficiency deteriorate, human relations in the organization become worse. To create good human relationships, managers must understand the reasons workers work in certain ways. So it is with therapeutic communication.

Therapeutic communication is a shared interactive experience between nurses and patients in communication that aims to solve problems faced by patients. In addition interpersonal communication between nurses and patients due to mutual need and prioritize mutual understanding that is planned consciously by using certain expressions or cues and aims to cure the patient. Therapeutic communication is different from social communication, in that therapeutic communication always has a specific purpose or direction for communication. Therefore, therapeutic communication is planned communication. Permata Bunda Hospital has a plan in carrying out the tasks both paramedics, doctors, and personnel to handle new patients and who have been hospitalized.

In accordance with the interview with the Head of Personnel at Permata Hospital. In terms of the planning carried out by the Hospital for new patients to cure the disease, they are:

- Hospital:
  - Hospital comfort / facilities and infrastructure
  - provision of medical devices
  - provide doctors
  - providing medicines
- Doctor:
  - diagnose the disease correctly
  - explain / communicate with the patient or the patient's family about the patient's actual condition
- Paramedics:
  - provide nursing care
  - carry out doctor's instructions
  - communicate well
  - be polite

Patients enter the emergency room and meet with paramedics and doctors on duty, then the doctors and nurses make a diagnosis of the patient's disease.

Viewed from Islamic communication in terms of service from leaders to subordinates, from doctors to paramedics, from doctors to patients by being sincere and the principle of merit and sin.

The principle of sincerity, a message will not have a positive impact on the communicant if it is received with a heart that is not sincere. Ikhlas according to the term means the work done by the heart to purify itself of various motives that are not true. Not willingly conveying or receiving messages means that there is no sacred desire to convey or receive messages.

The principle of sincerity is the most fundamental principle in Islamic communication. The loss of this principle from the communicator and the communicant will make the main purpose of communication, namely worship, be lost and the strength of the message faded.

The loss of this principle from one party will hamper the communication process, let alone meet the communicator's lack of sincerity with the communicant.

Principle of Reward and Sin. This principle explains that every message or statement that comes out that contains the consequences of reward or sin. Oral has a key role in communicating, whether it leads us to success or destruction. In order not to be a means of gathering sin but always producing merit, Islam guides humans, especially their people, to take the following steps: (1) Islam forbids saying dirty and rude; (2) provide motivation to always say good.

Thereby therapeutic communication goes with hope, so that the patient's recovery, in addition through treatment (eating medicine), healing through words that encourage (motivation) to the patient. In terms of supervision carried out by Permata Bunda Hospital for patients and hospitals for doctors, and hospitals for medical staff, personnel are adjusted to the existing SOP.

Controlling or supervision is the discovery and application of ways and tools to ensure that the plan has been carried out in accordance with the plan that has been determined. The stages of supervision consist of: (1) determination of standards; (2) determining the measurement of activity implementation; (3) measuring the implementation of activities; (4) comparing implementation with standard and deviation analysis; and (5) taking corrective actions if necessary.

1. Determination of standards is according to the plan and implementation determined by the hospital to doctors, paramedics and personnel in terms of service to patients.
2. Determination of measuring the implementation of activities. The hospital facilitates facilities and infrastructure in terms of implementing patient care. In this case the doctor in treating patients holds meetings (control) to the patient accompanied by paramedics to find out how far the patient's health.
3. Measurement of the implementation of activities. In measuring the patient's recovery done by a doctor, and paramedics if the patient has seen improved by inviting patients to communicate about complaints that exist with the patient's family.
4. Comparative implementation with standard and deviation analysis. In terms of healing patients, doctors, nurses compare before and after treatment how far the development of the disease suffered by patients. In analyzing patients' illnesses, doctors and nurses are given daily to hospitalized patients through the stages of checking.
5. Taking corrective actions if necessary. In this case doctors and paramedics when patients enter through the emergency room have abnormalities about the disease suffered by patients, doctors and paramedics provide action through discussion to the patient's family.

In addition to supervision, there are other types of supervision: (1) Feedforward control is designed to anticipate problems and deviations from the standard objectives and allow corrections before a certain activity is completed; (2) Concurrent control is a process in certain aspects of a procedure that must be approved before an activity is continued or to ensure the accuracy of the implementation of an activity; and (3) Feedback control measures the results of an activity that has been carried out.

Tompkins and Cheney are interested in how communication can produce oversight or control of employees. According to them, the organization uses the control of its members through 4 (four) ways consisting of: simple, technical, birakrasi, and consistent supervision. First, simple supervision, namely supervision that uses power directly and openly. Second, technical supervision, namely supervision using equipment or technology. For example, if a

company provides mobile phone facilities to employees and they are asked to use mobile phones for work purposes, then the employees are actually controlled or technically supervised. In other words, they are willing to be contacted (controlled) anywhere and anytime. Third, bureaucratic supervision, namely supervision through the use of various formal procedures and rules. Examples of bureaucratic supervision can be seen from various company regulations that must be obeyed by employees. In addition, memos, reports, meeting decisions, and performance reviews are also forms of regulations that must be obeyed. Fourth, consistent supervision, namely: supervision that uses interpersonal relationships and cooperation between members of the organization or employees as a tool for controlling. Concertive supervision is the most difficult form of control to see because it relies heavily on reality and shared values. In organizations or companies that use consistent supervision, various explicit written rules generally do not function and are replaced by a shared understanding of values, goals, and ways of achieving performance accompanied by a deep appreciation of the organization's mission.

According to Tompkins and Cheney, an organization at this stage means that it has acquired what is called the "new organizational spirit". In concertive supervision, discipline is created by normalizing behavior, which is to do certain ways in order to work normally and naturally. A good example of this is the unwritten rule on how to dress. In the discipline of disciplinary supervision strengthens the relationship of power. Discipline is not seen as an obligation but as something normal and natural.

Thus the management of communication at Permata Bunda Hospital towards doctors and paramedics and personnel to handle new and hospitalized patients is adjusted to operational standards (SOP). The doctor-patient relationship is the foundation in medical practice and also medical ethics states "Patient health will always be my first consideration" and the International Medical Ethics Code states: "Doctors must give their patients full loyalty and all the knowledge they have". Traditional interpretations of the doctor-patient relationship are like a paternal relationship where the doctor makes a decision and the patient can only accept it. But this time it was no longer acceptable both ethically and legally. Because many patients are unable or unwilling to make health care decisions for themselves, patient autonomy is sometimes very problematic. Other aspects of the relationship are equally problematic, such as the doctor's obligation to maintain patient confidentiality in the era of computerized medical records and management of care and the doctor's duty to preserve life, while at the same time getting requests to accelerate death.

Appreciation and the same treatment. The belief that all humans deserve equal respect and treatment is actually something new. Some people still think that not respecting, unequal treatment of a person or group of people is still acceptable. Slavery was one until the 19th century and still exists in several parts of the world. The end of institutional discrimination against non-white people in a country like South Africa has just happened. Women still accept a lack of respect and are treated unequally in many countries. Discrimination due to disability, or because of sexual orientation is still common. So clearly there is still a lot of contradiction in the claim that people should be treated the same.

## V. Conclusions

In the application in the therapeutic communication management environment that is carried out by Permata Bunda Medan Hospital, it includes: what activities will be achieved, how to implement them, with whom the implementation will be carried out, when to implement them, where and with what budget, types of activities to be carried out, duration of

activities - these activities will take place, the costs of implementing those activities are provided, the income that the hospital will receive.

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## Policy of Ulama Consultative Council in Government Politics at Lhokseumawe

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### Abstract

*The aim of this research is to know the roles and the functions of Ulama Consultative Council in Government at Lhokseumawe, Aceh, Sumatera. The method is used qualitative research to get and to develop the data and result. The result is found that the role of the Ulama Consultative Council in government politics in Lhokseumawe City can be grouped into two forms, namely the role of consideration and function in establishing legal edicts. Ulama Consultative Council functions optimally in providing consideration / suggestions / suggestions to local governments. The function of determining legal edicts, where Ulama Consultative Council oversees the administration of government, development and community development, then the results of supervision can be issued in the form of legal edicts submitted to local governments and also disseminated to the public.*

### Keywords

Ulama consultative council;  
politic, role and function



### I. Introduction

A cleric is required to be able to understand the social development of society. So for the modern world now, scholars are not only required to simply understand the books of science of jurisprudence, commentaries or hadith that already existed especially in the form of rote memorization. To answer the challenges and problems of the present and the future, a complete and dynamic mastery of Islamic sciences and related aids is needed, and insights are also needed to help reason in understanding the development of society. Thus, scholars can always provide guidance and direction that is appropriate, accepted by the community and not entangled in a static understanding of religion and narrow insights and is also included in the field of government policy.

Inspirationally Qur'an indeed encourages Muslims to advance, especially in exploring and developing knowledge. For example, there are many verses that mention astronomy, biology, physics, history, geography and so on, as a sign of God's greatness and power that must be investigated by humans. History also notes that Muslims have succeeded in developing science in the middle century, all of which are thanks to the encouragement of Qur'an

In accordance with the demands of the situation, an Ulama should not hold to just one interpretation of Qur'anic verse which is the product of the opinion of a living scholar that is not exactly the same as the current atmosphere of social progress and knowledge, but Ulama is now required to try to develop the principles contained in Islamic teachings for Managing challenges that are always dynamic and changing. This does not mean that the Koran simply recognizes the development of society, but in accordance with its function the Koran gives guidance to the people, then this book should be used as a stimulus and accommodator of positive developments that occur in society. Scholars must be able to provide guidance and

guidance that directs the development of modern culture or technology as sophisticated as any.

There are times when those who argue that a legislative issue in a country is a task is assigned to Ulama. There are even those who give even more dominant power to Ulama, namely their duty not only to make laws, but also to be able to veto plans of laws recommended by the legislative body or the government, if the plans of these laws contradict the beliefs held by Ulama. This assumption happened because they considered Ulama to be a group that understood more than the community groups so that they were considered like a group of people who were slightly higher (elite) in rank than ordinary people. In addition, Ulama group often gets more respect in Islamic societies compared to other community groups so that in certain societies, it is felt that Ulama have more standing rights than ordinary people.

Apart from the fact of public respect for Ulama and its consequences in the political field, Ibn Taymiyah gave a dual role to Ulama. In the ranks of Ulama power entrusted with the dual function of interpreting sharia laws and formulating the administration of justice. In this case, Ibnu Taymiyah's concept of understanding is understood that Ulama are included in the formulating group of laws. While Umara (government) is entrusted with the task of carrying out the enactment of the laws. These two groups, Ulama and Umara, according to Ibn Taymiyah, are described by Qur'an as *uliy al-amri*.

## II. Review of Literature

### 2.1 The Position of Ulama during the Islamic Glory in Aceh

#### The Age of the Islamic Kingdom

##### a. The Pasai Sultanate

The Pasai Kingdom is a large kingdom, the center of trade and the development of Islam. As a big kingdom, in this kingdom also developed a life that produces good writing. A creative minority group succeeded in utilizing Arabic letters brought by Islam, to write their work in Malay. This is what came to be called Jawi, and the letters are called Jawi Arabic. Among the papers is Hikayat Raja Pasai (HRP). The initial part of the text is estimated to have been written around 1360 AD HRP marked the start of the development of classical Malay literature on the archipelago. The Malay language was then also used by Shaykh Abdurrauf al-Singkili to write his books. In line with that, also developed Sufism. Among the books of Sufism translated into Malay is *Durru al-Manzum*, by Maulana Abu Ishak. This book was then translated into Malay by Makhdum Patakan, at the request of the Sultan of Malacca. The information above tells a bit of the role that Samudera Pasai had played in its position as the center of Islamic civilization in Southeast Asia at that time.

Since the founding of the Islamic Kingdom in Pasai, (1270 AD) Acehnese scholars have begun to play an important role in the kingdom. They served as advisers to the king in charge of the religious and sultanate of Pasai. The involvement of Ulama in the kingdom as quoted by M. Hasbi Amiruddin from *The Malay Annals*, has made the kingdom a reference and role model for other Islamic kingdoms in the field of religion. Every problem that is not clear or in a problem there are different views about Islamic teachings and practices, the problem is left to be decided at Pasai. In Malay History, it was stated that although Malacca had grown into a great kingdom, its leaders remained in contact with Pasai, especially when it needed decisions relating to Islam both in theory and practice. Malik al-Salih, who founded Pasai Kingdom, had asked to bring in some scholars from Makkah and other places in order

to teach Islamic teachings to the people. He himself, often discussing with scholars about the teachings of Islam. In the palace, he placed several scholars from Makkah, Persia and India and chose one of them as a royal adviser. Ibn Bathuthat mentions two great scholars who worked in the Sultanate of Pasai (659 / 1260-913 / 1507) from Persia during the reign of al-Malik al-Zhahir II (727 / 1326-749 / 1348), namely Amir Sa'id from Shiraz who holding the position of religious judge (qadhi) concurrently a religious teacher, and Tajuddin from Ishfahan as a mufti and concurrently a religious teacher.

In the era of the Pasai Sultanate as well, the role of Acehese scholars was able to bring Aceh's name to the world. This achievement occurred at the time of the Sultan of Malacca in power, when there were differences of opinion among scholars from Bukhara and Samarkand and scholars from Khurasan and Iraq on two opinions relating to theological aspects. First, related to the words, "man qala Allahu ta'ala khaliquun wa raziqun fi al-azali kafara faqad." This means that whoever says Allah Ta'ala is the creator and provider of sustenance since the time of the azali, he is considered to have been infidels ", secondly, "Man qala innallaha ta'ala lam yakun khaliquan wa raziqan fi al-azali kafara faqad." Meaning, "Whoever says God is not the Creator and Provider of fortune since the time of azali then he is also considered to be an infidel".

To find the answer, the Sultan of Malacca had sent a representative of Aceh's Ulama in Pasai. Representing the Acehese Ulama, Sultan Pasai gave a satisfying answer, so that the problem could be resolved properly.

#### **b. The period of the Sultanate of Aceh Darussalam**

Iskandar Muda who ruled the Islamic Kingdom of Aceh Darussalam (1607-1636 AD) chose Syam al-Din al-Sumatrani as his adviser and muftī known as "shaykh al Islam". He is the highest responsible in religious affairs. Even so, al-Sumatrani was not only a religious adviser, but was also sometimes involved in political affairs. Al-Sumatrani's involvement in royal affairs has occurred since Sultan Ali Mughayat Syah (1589-1602 AD) king before Iskandar Muda. James Lancaster, special envoy from England to Aceh in 1602 AD Describes in his travel notes that there was a noble "chief bishop", who was thought to be Al-sumatrani, who was involved in negotiating a peace and friendship treaty between Britain and Aceh.

Nur al-Din al-Raniri was chosen as Qādī al-Malik al-ildil and Muftī Mu'azzam in the period of Sultan Iskandar Thani and the next few years the leader was the iatafiat al-Din. Al-Raniri is described in a number of historical chapters of Aceh as a great person. He is basically not only a Sufi, theologian and jurisprudent, but he is also an author, advisor and politician. During Iskandar Thani's time, he played an important role in the fields of economics, politics as well as being responsible for religious matters.

When describing the glory of Aceh under the empire of the queens, A. Hasjmi stated that Sheikh Abd al-Rauf al-Singkili was designated as muftī and Qādī al-Malik al-'Ādil of the Islamic Kingdom of Aceh during the four queen period (1641-1699 CE) leading the kingdom . Sultānah who chose her to be a muftī was Tāj al-'Ālam Safiat al-Din (1641-1675 AD), wife and successor to Iskandar Thani and was the first queen. The next Sultānah is Nur al-Ālam Naqiyqat al-Din who led only 3 years and died on January 23, 1678. The next Sultānah was her own son Inayah Syah Zakiiyyat al-Din who ruled the Kingdom of Aceh for 10 years. After he died in 1688 Keumalat Syah was replaced as the fourth Sultānah and was the last Sultānah to lead the Islamic Kingdom of Aceh. After leading for about 10 years he was demoted from power in 1699.

Al-Singkili, besides being a cleric, is also a figure who is often known to be involved in political affairs. He played a role in resolving conflicts, for example, when a delegation sent by Syarif Makkah to Aceh during the Sulṭānah Zakiyyah al-Din at the request of some Acehese leaders who questioned the issue of women's permissibility as a leader according to al-Singkililah Islamic law accepted them. Furthermore, M. Hasbi, citing several sources, gave a description of the debate about the leadership of women who had invited very long differences of opinion within the community in Aceh. In this case, al-Singkili did not give a firm answer on the matter. Al-Singkili's attitude thus gives an understanding that he supports the leadership of women for certain reasons. Thus, while al-Singkili was still alive, no group dared to challenge Sulṭānah's authority. He worked for 50 years under the leadership of women, perhaps because of that, his name became a symbol of the authority of the Ulama in Aceh as is often mentioned in Acehese proverbs: "Adak like Poteumeureuhom, Hukom like Syiah Kuala" (Adat Affairs of the King, Religion Ulama affairs).

### III. Discussion

Ulama consultative Council considerations conveyed to the Regional Head to what extent have binding power. According to the prevailing norm if the advice is received, that is, the consideration given to the Regional Head, it proves that Ulama consultative Council is partly responsible for the policy of the Regional Head implemented, based on his considerations. This problem is complicated because Ulama consultative Council does not have enough officials to be able to observe all Regional Head's policies that have been implemented in line with consideration given. Because Ulama consultative Council does not have enough officials, the responsibility of Ulama consultative Council for the considerations given to the Regional Head is difficult to monitor. The important thing is that the function or task of Ulama consultative Council has been carried out even though it is not entirely accepted by the Regional Head. Whether or not Ulama consultative Council's considerations are accepted is the moral responsibility of the Regional Head for attention.

Furthermore, the attachment of the Regional Head to Ulama consultative Council's consideration is strongly influenced by three aspects, namely: First, the Regional Head is bound because he is required by statutory provisions; Second, the awareness of the Regional Head himself as the administration of responsible government in accordance with the general principles of proper governance; Third, the attachment of the Regional Head due to the quality of the consideration itself, which causes the Regional Head no other choice not to accept these considerations.

Regarding the existing normative provisions, up to now there has not been a single legislation that regulates the obligation for the Regional Head to heed any considerations submitted by Ulama consultative Council and the Regional Head's obligation to ask the Ulama consultative Council in government politics at Lhokseumawe. These are all the rights of the Regional Head, in other words whether his rights will be used or not used, it is entirely up to the Regional Head. In the case that the Regional Head uses his right to ask the Ulama consultative Council. Ulama consultative Council as a body of judgment for the Regional Head is obliged to answer or provide considerations as required by Regional Head and The House of Representative. Instead Ulama consultative Council's status as an equal partner of the executive and legislative regions is obliged to submit suggestions, to the executive and legislative branches, even though there is no obligation to accept them. It really depends on the thinking of The Regional Head and Regional People's Representative Assembly itself,

whether or not Ulama consultative Council in Government Politics at Lhokseumawe's consideration is accepted as the basis of policy in the administration of Regional Government.

Thus, it is clear that Ulama consultative Council is obliged to provide suggestions and answer every question of the Regional Head and has the right to submit proposals to the Regional Head regarding all matters concerning the implementation of Regional Government. In this case the question arises as to what arises, if Ulama consultative Council does not have the initiative and obligation to submit suggestions and vice versa the Regional Head never asks. Such conditions certainly result in the objective of implementing the Regional Government not being achieved as expected, or at least the running of the Regional Government falters. This is because there are no legal provisions that require / require the Regional Head to ask questions and make every consideration submitted by the Ulama Consultative Council to him as the basis of his policy. The Regional Head is the organizer of the government, both morally and legally obliged to heed, obey the normative provisions that contain the principles contained therein as the basis for the administration of the principles. These principles are general principles of government that are worthy of the truth that are the foundation of thought and became the basis of the State Administrative Law. The implementation of general principles of proper governance is a benchmark or an effort to assess which government actions are good and should be carried out by the Regional Head.

Therefore, every state official is obliged to take an oath based on his belief which is a moral guarantee not to deviate from carrying out his obligations. If holding on to these matters, the Regional Head is indirectly bound to heed or pay attention to the considerations conveyed by Ulama Consultative Council in Government Politics at Lhokseumawe.

If you look at and analyze the findings of the above research on how political views and efforts of the Ulama in Lhokseumawe City and based on the classification of the place where the Ulama (organization) is housed, it is clear that their views and ideas in resolving various political confusion, both political dressed in conflict and political governance shows that all input efforts given by Ulama in Lhokseumawe City are inseparable from their organizational background.

In this case it is clearly seen how the efforts carried out by Ulama Consultative Council who are more likely to involve / politicize the government system by becoming partners and advisors and issuing policies and fatwas, this certainly cannot be said Ulama Consultative Council is an underdog partner or splinter of a government system However, Ulama Consultative Council remains an organization of independent and neutral Ulama organizations.

The Ulama Consultative Council in Government Politics at Lhokseumawe's function in government politics can be grouped into two types of functions, namely the consideration function and the function of establishing legal edicts. Ulama Consultative Council functions optimally in providing consideration / suggestions / suggestions to local governments. The function of determining legal edicts, where Ulama Consultative Council in Government Politics at Lhokseumawes oversee the administration of government, development and community development, then the results of supervision can be issued in the form of legal edicts submitted to local governments and also disseminated to the public. The most obvious thing about its appeal regarding political issues, especially in the Lhokseumawe area which is accommodated by Ulama Consultative Council in Government Politics at Lhokseumawe, is about the issue of the implementation of the General Election, as stated in the following policy formulation:

- a. That the problem of government and state life is a very basic and regulated problem in Islam;
- b. That the Regional Head Election is part of the demands of the Islamic religion to choose a good state organization in an effort to implement Islamic Sharia, bring about peace, prosperity, and prosperity for the entire community;
- c. that for the implementation of good governance, it is necessary to uphold Islamic Sharia values and the active role of the community optimally;
- d. that for this purpose, the ULAMA CONSULTATIVE COUNCIL deems it necessary to issue taushiyah on the General Election, among others:
  - 1) Calling on all citizens of the Republic of Indonesia in Lhokseumawe City to exercise their right to vote in the Regional Election on April 9, 2012 as well as possible.
  - 2) Every Muslim is required to choose people who are pious, honest, angry, intelligent, knowledgeable, communicative and have a high commitment to the application of Islamic Shari'ah in a kaffah.
  - 3) Calling on KIP, PANWASLU, and all parties responsible for organizing regional elections for regional heads to act honestly and fairly and to maintain order, security and peace.
  - 4) Inviting all citizens of the Republic of Indonesia in Lhokseumawe City to continue to maintain unity and integrity and maintain ukhuwah for the maintenance of lasting peace.
  - 5) Expect candidates and their success teams not to slander, money politics, intimidation and other things that are contrary to Islamic Sharia.
  - 6) Expect candidates and their success teams to accept the results of regional head elections with full sincerity, and if disputes occur so that they can be resolved by deliberation and consensus in accordance with applicable laws.

Policy Normatively Ulama Consultative Council considerations conveyed by regional heads are not bound, but are strongly influenced by the awareness of regional heads as responsible governance in accordance with general principles of proper governance and the quality of considerations conveyed by Ulama Consultative Council which causes regional heads to have no other choice not to accept it. To realize Ulama Consultative Council In Government Politics At Lhokseumawe's function as a partner in line with the local government and DPRD, there needs to be strict provisions in the qanun, so that the significance of the position of the Ulama Consultative Council In Government Politics At Lhokseumawe's relationship with other regional institutions in the implementation of special autonomy, so that there is no opportunity to ignore the Ulama Consultative Council Institution.

Unlike the case with HUDA Ulama who are more active in dialoguing the conflicting elements, they can directly portray themselves as mediators. The role of mediation is clearly seen in each person of HUDA Ulama, this is also due to one of them because the Ulama gathered in this HUDA organization are mostly bases and the position is directly in the midst of the community, such as in Dayah and Islamic Boarding Schools. So the role they play is also directly in touch with all the problems of society such as fighting and political conflicts that occur in the Lhokseumawe region.

HUDA Ulamas sometimes do not want to appear too forward, because they do not want to get publications like celebrities, but the carrying of low provile HUDA Ulama with human values makes it easier for HUDA scholars to establish communication with various parties. The role of HUDA scholars can be through the Acehan moral and cultural approach in a

different nuance. The role of HUDA scholars like this sometimes is not immediately felt in the near future, but its effectiveness is felt.

Some historical events that occurred in Aceh in general and in Lhokseumawe region as the basis of the Aceh conflict in particular, showed the effectiveness of the role of HUDA scholars in resolving political conflicts. HUDA Ulama is one group that is trusted by the community and also the government. HUDA Ulama is part of the constituent group and the driving force which is one part of the law governing the Aceh peace process. Negotiations and meetings with the parties to the conflict also involved representatives of HUDA scholars. It is clearly seen that the HUDA Ulama are a very potential group in playing political communication in the process of conflict resolution and initiation towards peace, as a respected group in society. Optimizing the role and communication of HUDA scholars is one of the efforts that can be done because politics itself is part of the implementation of the Islamic concept itself, where HUDA scholars are an important part that cannot be separated.

#### IV. Conclusion

The role of the Ulama Consultative Council in government politics in Lhokseumawe City can be grouped into two forms, namely the role of consideration and function in setting legal edicts. Ulama Consultative Council functions optimally in providing consideration / suggestions / suggestions to local governments. The function of determining legal edicts, where Ulama Consultative Council in Government Politics oversee the administration of government, development and community development, then the results of supervision can be issued in the form of legal edicts submitted to local governments and also disseminated to the public. Normatively Ulama Consultative Council considerations conveyed by regional heads are not bound, but are strongly influenced by the awareness of regional heads as responsible governance in accordance with general principles of decent governance and the quality of considerations conveyed by Ulama Consultative Council which causes each element and unit in the City government Lhokseumawen must choose to accept it. In order to realize the Ulama Consultative Council in Government Politics at Lhokseumawe's function as a partner in line with the local government and DPRD, strict provisions are made in the qanun, so that the relationship between The Ulama Consultative Council and other regional institutions in the implementation of special autonomy is clear, so that there is no opportunity to neglect the Ulama Consultative Council institutions, especially their involvement in government politics.

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## Communication Strategy of Professional Investigators and Safeguards (Propam) in Interrogating Police Problems in the Police Medan city

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### Abstract

*This research discusses; 1) cases of violations committed by members of the Indonesian National Police in Medan District Police 2) the communication strategy of Propam investigators in interrogating violations committed and; 3) the effectiveness of the communication strategy applied. Using qualitative research, data is collected through observation, in-depth interviews, and document studies. Data were analyzed using Miles and Huberman analysis. The results of the study revealed that during 2018 there were 116 cases of violations committed by members of the Indonesian National Police in the Poltabes area of Medan. To uncover the motives of the violation cases, Propam investigators use two communication strategies, namely persuasive communication and human communication. Two strategies are used, which are effective in uncovering the motives of cases of violations committed by members of the National Police in the Polrestabes area of Medan.*

### Keywords

communication strategies; propam; problems; national police



### I. Introduction

Investigation is an activity carried out to find the meteril's truth. Investigations are carried out by police institutions and those who carry out such investigations are termed investigators. The police conduct investigations into violations committed by the general public and members of the National Police. Investigation of troubled police officers was carried out specifically by the Propam Division (Professional and Security).

In accordance with the observations made, Propam in Medan Polrestabes conducted an investigation of cases of violations committed by members of the National Police. Cases are handled professionally and proportionally according to the type of violation committed. Propam applies a communication strategy to explore deeply the motives of the violations committed. The communication strategy is different, because the characteristics of the police officers being investigated vary in terms of rank and case.

Communication strategy is a series of activities which include planning a series of activities that are designed with different techniques and approaches. As Effendy explained, "Engineering is a skill or skill that aims to inform, educate, entertain and influence".<sup>1</sup> Thus, when communication techniques are carried out correctly, communication effectiveness will be achieved. Mulyana said, "The effectiveness of communication is the ultimate goal of interaction or communication. The effectiveness of communication is very dependent on the

<sup>1</sup>Onong Uchjana Effendy, *Ilmu, Teori dan Filsafat Komunikasi* (Bandung: PT. Citra Aditya Bakti, 1993), p, 55.

use of language, communication style, body style when communicating, environment and time".<sup>2</sup>

Observing the above opinion, it is clear that communication strategies and techniques are very urgent to be mastered by every Propam personnel in carrying out their duties as investigators. As the executor of the task or interrogator of problems at the National Police, Propam personnel communicate with different techniques according to the case at hand. This article will elaborate more deeply on the communication strategy carried out by Propam in conducting investigations of members of the Indonesian National Police who committed violations at Medan Regional Police.

## II. Research Method

This research is a qualitative research that aims to systematically describe the facts or characteristics of certain populations factually and accurately.<sup>3</sup> Lincon and Guba call it naturalistic inquiry, because the object under study is understood as it really is through natural analysis.<sup>4</sup> The data in this study consisted of two types, namely primary and secondary data.

Primary data are collected through in-depth interview techniques with key informants selected by purposive sampling. Data collection techniques are also carried out through observation and study of documents relevant to the research topic. Data were analyzed by referring to the Miles and Huberman analysis technique, which starts from data reduction, which is to sort out and simplify the data, so that relevant data will be described to the results of the study. Present data to make it easier to analyze the absence of data and draw conclusions.

## III. Discussion

### 3.1 Overview of Cases of Violations by National Police at Polrestabes Medan

Crime is not only committed by the general public, but is also carried out by unscrupulous members of the police, even though the police are law enforcers, protectors, patrons and public servants. Violations committed by members of the National Police have occurred for a long time and tarnished the authority of the police. Overcoming this problem, the National Police continues to take preventive measures (prevention) so that violations do not occur and curative efforts (to overcome those that have already happened) by providing sanctions and coaching for perpetrators.

Based on documents belonging to Medan Propam Polrestabes, there were 116 cases of violations committed by members of the Indonesian National Police during 2018. Types of violations committed were of three kinds, namely: First, disciplinary violations such as not entering service when the relevant Police were on duty. Second, the abuse of narcotics and illegal drugs. Third, family problems such as family neglect or domestic violence (domestic violence).

Some of these violations were reported directly by the public through the complaints service (Yanduan), some were complained by members of the Indonesian National Police

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<sup>2</sup>Deddy Mulyana, *Komunikasi Efektif* (Bandung: Remaja Rosdakarya, 2004), p. 1.

<sup>3</sup>Jalaluddin Rakhmat, *Metode Penelitian Komunikasi Dilengkapi Contoh Analisis Statistik* (Bandung: Remaja Rosdakarya, 1984), p. 22.

<sup>4</sup>Yvonna S. Lincoln and Egon G. Guba, *Naturalistic Inquiry* (California: Sage Publications, 1985), pp. 70-91.

themselves and some were also caught during a joint raid carried out by the Medan District Police and the TNI. Each report is followed up by the Propam Division to be investigated, so that the motive for the violation is known with certainty.

According to Mazlan Chaniago, many violations committed by members of the National Police in the Medan Polrestabas area were caused by low motivation to work, and weak awareness in upholding the good name of the corps so that training was needed.

"Actually, there are a lot of problems that occur in members of the Polri in Medan Polrestabas. Among the most common cases were the number of members who did not enter service, drug use, acts of domestic violence and others. They explained a variety of reasons if asked why they did not go into service. There are reasons made up and there are also reasons that are indeed acceptable. Drug problems, a few years ago there were more than 150 drug users. This was caused by the lack of awareness among members to uphold the good name of Korpri. To overcome these problems, we from Propam continue to provide guidance and provide sanctions for perpetrators, so that violations do not repeat the reputation of the institution."<sup>5</sup>

The information above shows that each member of the National Police is required to obey the code of ethics of the National Police profession, and those who violate will be disciplined. The four ethics in question are: First, personality ethics is related to the moral attitude of Polri members in upholding their profession. Secondly, the ethics of statehood is a moral attitude of members of the National Police who uphold the ideological and constitutional foundation of the Republic of Indonesia. Third, institutional ethics, namely the moral attitude of Polri members to uphold the dignity and dignity of the institution that serves as a forum for their service. Fourth, the ethics of relations with the community is the moral attitude of the police officers who always provide the best service for the community.<sup>6</sup> Violation of the four ethics is a violation of the code of ethics that must be accounted for in the Polri Code of Ethics Commission hearing.

### 3.2 Communication Strategy of Propam Investigators in Investigating Cases of Troubled National Police

Propam's duty is to conduct an investigation of violations committed by members of the National Police. Investigation activities cannot be separated from communication activities, so investigators are required to have the ability to master communication strategies, because the investigators are fellow members of the National Police. Communication strategies such as certain communication techniques can be used to extract information from suspects. If the communication strategy chosen is inappropriate, the communication effect may not be achieved. Investigators can even find it difficult to obtain the information needed so as to hamper the smooth examination.

Based on the results of interviews conducted with Jhoni Panjaitan, a communication technique used by Propam investigators to uncover cases of violations committed by members of the Indonesian National Police in Medan Polrestabas in accordance with established SOPs. This was explained by Jhoni Panjaitan;

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<sup>5</sup>Mazlan Chaniago, Bag Ops Polrestabas Medan, wawancara di Medan tanggal 12 Mei 2019.

<sup>6</sup>Regulation of the Head of the Indonesian National Police (Kapolri) Number 7 of 2006 concerning the Professional Code of Ethics of the Indonesian National Police.

"During the interrogation, Propam investigators never carried out violence. If yelling to confess, it's normal. Because the character of the perpetrators is different. But even though there was shouting, it did not mean that the interrogation was accompanied by violence. We strongly safeguard humanitarian ethics while carrying out investigative duties. There is an SOP of investigation and should not be too far out of the SOP. So the image that has developed so far outside, if it has already entered Propam, will be forced to confess in harsh ways. That's a bad judgment. Get used to it, maybe someone feels that way, but it doesn't. We convey to every investigator to use humane methods. The methods of investigating Medan Polrestabes when interrogating a suspect were as follows: a. Look for the background of the suspect's life; b. Ask the circumstances of the suspect; c. Use language that is easy and understandable; d. Maintain ethics and courtesy in speaking; e. Do not use violence; f. Observe the body language of the suspect; g. Communicating from heart to heart; h. Regard suspects like family or friends; i. Give advice that can raise awareness."<sup>7</sup>

In accordance with the information conveyed by Jhoni Panjaitan, it can be understood that there are two kinds of communication techniques used by Propam in interrogating suspects, namely persuasive communication techniques and human communication techniques.

First, persuasive communication techniques. Persuasion or in English is called persuasion which comes from the Latin word *persuatio*, meaning to persuade, things that invite or convince<sup>8</sup>. So in interrogation activities, persuasion is carried out to persuade and influence the examinee, so that they open themselves honestly about the problems that cause themselves to violate the rules.

Persuasion is carried out to uncover facts, without coercion. To carry out persuasion, the message is tailored to the conditions of the person being spoken to. In the process of persuasive communication, the ability to persuade individuals at the same time must be stimulated by messages that can influence the communicant. Efforts that can be made in persuasive communication are preparing messages that can arouse the communicant's attention. For persuasive communication to function properly and effectively, persuasion messages must be accompanied by a style that is impressive, charming, and not boring.<sup>9</sup>

The persuasive communication carried out by Propam in the investigation was accompanied by advice aimed at making people aware of and motivating violators. The information was obtained from Faisal Arisandi, based on the results of interviews conducted:

In conducting investigations, we emphasize with a persuasive approach, we always treat members with problems. It's like we treat our own family and close friends. We also realize that all human beings make mistakes. Today maybe he was caught making a mistake, but it is also possible in the day to come we might make the same mistakes. Therefore we also give good advice to every member who has a problem, who knows with the advice given they are aware and aware and promise not to repeat the same mistakes in the future.<sup>10</sup>

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<sup>7</sup>Jhoni Panjaitan, Kanit Provos Polrestabes Medan, Wawancara in Medan 9 July 2018.

<sup>8</sup>Onong Uchjana Effendy, *Dinamika komunikasi* (Bandung: PT.Remaja Rosdakarya, 2004), p. 21.

<sup>9</sup>Dedy Djamiluddin Malik dan Yosali Iriantara, *Komunikasi Persuasif* (Bandung: PT. Remaja Rosdakarya, 1993), pp. 2-5.

<sup>10</sup>Faisal Arisandi, Baur Paminal Professional and Security Division Unit Polrestabes Medan, interview in Medan 22 August 2018.

In accordance with the observations made, the Medan Proprest Polrestabes investigators conducted investigations using polite languages, such as saying "Good morning, good afternoon, or good afternoon". The language used by investigators is straightforward and easily understood by the examiner. Perpetrators of violations are treated humanely, there is no element of violence and intimidation that causes the examinee to feel threatened. The words conveyed politely, and in accordance with SOPs that have been set.

Second, human communication techniques (human communication). Medan Polrestabes Propam Investigators conduct interrogations on violators using human communication techniques. Human communication is communication that promotes respect for human values. Keith Davis explained, ethics and morals are the basis for human relations. So that someone feels valued, then humans do a variety of ways to do human relations.<sup>11</sup>

Propam uses human communication in conducting investigations of members of the Indonesian National Police who commit violations, as conveyed by Faisal Arisandi;

"We do not deny that there are very many cases of violations committed by unscrupulous members of the National Police in Poltabes Medan. Some of these cases were reported directly by the public, and some were arrested directly by Propam members. We treat them law fairly. They are members of the National Police, but they cannot be protected because they are wrong. They are police officers, we should make it harder for them, because it has damaged the positive image of the National Police. But we do not do that, because they are also human beings who are not free from wrong. We conduct interrogations in accordance with SOP. What is done to the general public, that's what we do to members who break the rules. We invite them to communicate well, and we treat them as they are as people who want to be respected. But we still carry out the interrogation according to the procedure."<sup>12</sup>

The ability to respect the human side, is an initial effort to be able to influence others. Recognizing the habits of others, recognizing their way of thinking and motivation and other human traits is an entry point to find out more about the human side of others.

Awareness of this must be embedded in an investigator. The ability of investigators to interrogate violations committed by members of National Police in Polrestabes Medan is not only based on scientific competence, main tasks and functions (tupoksi), but is based on other competencies, namely a good introduction to the humanity of others which is the basis of communication with them.

Enforcing justice in accordance with lawsuits, is one of the forms of respect for human values. In the perspective of Islamic communication, the Prophet Muhammad was sent by Allah to deliver messages of kindness to humanity in a fair manner, as well as in establishing a law. This is explained in the Koran surah An Nisa 'verse 58.

"Verily, Allah tells you to deliver the message to those who are entitled to receive it, and (tells you) if you establish a law between humans so that you determine it fairly. Surely Allah gives you the best teaching. Surely Allah is All-hearing, All-Seeing."<sup>13</sup>

### 3.3 Effectiveness of Communication Strategies

Effective communication according to McKenna means communicator and communicant both have the same understanding of a message being discussed.<sup>14</sup> Goyer, as

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<sup>11</sup>Keith Davis, *Human Relations at Work* (Singapore: Mc. Graw-Hill Book Company, Ltd, 1989), p. 26.

<sup>12</sup>Faisal Arisandi, Baur Paminal Professional and Security Division Unit Polrestabes Medan, interview in Medan 22 August 2018.

<sup>13</sup>QS. An Nisa/ 4: 58.

quoted by Tubbs and Moss, explained that effective communication is communication that creates mutual understanding between the people involved in communication. In short, there is an agreement or what is called an equal agreement.<sup>15</sup>

Based on the results of the research conducted, two communication techniques carried out by Medan Propam Polrestabes investigators, namely persuasive communication and human communication, were able to uncover the motives of cases of violations committed by members of the National Police. The cases that were handled, some that continued in court because it was a serious violation such as drug use, and some came to the level of coaching, because it entered on minor violations such as not entering the official service hours as specified.

The effectiveness of communication is inseparable from the role of the communicator. Sendjaja explained, the effectiveness of communication is very closely related to the communicator that he divided into three characteristics, namely credibility, attractiveness, strength or power of the communicator.<sup>16</sup>

#### IV. Conclusion

Communication is an instrument used by Propam investigators to conduct investigations of violations committed by members of the Indonesian National Police in Medan Regional Police. There are two kinds of communication techniques used by Propam to investigate violations committed by members of the Indonesian National Police, namely persuasive communication techniques and human communication techniques. Persuasive communication is carried out to persuade and approach violators, so that they consciously acknowledge the motives of the violations honestly. Human communication is intertwined through interpersonal communication while promoting respect for human values. Two communication strategies carried out by Propam investigators were able to uncover the motives of cases of violations committed by members of National Police in Polrestabes Medan.

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<sup>14</sup>Deddy Mulyana, *Komunikasi Efektif* (Bandung: Remaja Rosda Karya, 2008), p. 3.

<sup>15</sup>S.L. Tubss dan S. Moss, *Komunikasi Antarmanusia: Prinsip-Prinsip Dasar*, terj. Deddy Mulyana (Bandung: PT. Remaja Rosdakarya, 2000), p. 12.

<sup>16</sup>S. Djuarsa Sendjaja, *Teori Komunikasi* (Jakarta: Universitas Terbuka, 1994), p. 92.

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## The Effect of Organizational Culture on Achievement Motivation of Teachers in SMP (Junior High School) Muhammadiyah in Medan

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### Abstract

*This study aims to find out the effect of organizational culture on achievement motivation of teachers in SMP (Junior High School) Muhammadiyah in Medan. This research is a quantitative study with ex post facto research design that is the variables studied are not controlled and manipulated by researchers, but the facts are expressed based on the measurement of symptoms that have been held or test what will happen. ). This research is carried out in SMP (junior high school) Muhammadiyah in Medan, which consisted of 13 schools. The results shows that Organizational culture has a direct positive effect on achievement motivation of teachers in SMP (junior high school) Muhammadiyah in Medan. In other words, the stronger the organizational culture, the higher the achievement motivation of teachers in SMP (junior high school) Muhammadiyah in Medan.*

### Keywords

Organizational culture;  
achievement motivation; SMP  
Muhammadiyah



### I. Introduction

Education is one of the efforts to build and improve the quality of human resources towards an era of globalization that is full of challenges, so that it is realized that education is very fundamental for every human being. Therefore educational activities cannot be ignored, especially in entering an era of increasingly fierce competition in the development of science and technology. Because education is a basic need, the world of education also requires planning to respond to the dynamics of changes that occur in the midst of society.

The results of Chapman and Adams research reveal the development of education in Asian countries is the effect of past education which emphasizes the quantity of students not on quality. Some policies related to the quality of education conclude: (1) the inability of staff (educators) to adequately accelerate the quality of the institution; (2) the government's commitment in improving the quality of education; (3) low level of students' learning abilities; and (4) the increasing demands of the community for graduates who master sophisticated equipment. The response to these changes must be done proactively and it is not enough just to be adaptive. Therefore, a new paradigm in education management is needed, namely a paradigm that leads to a focus on students in community-based education that leads to school quality assurance.

So that the quality of schools can be realized, then the continuous improvement of school performance is very important, because the nature of the school is not just maintaining its existence, but at the same time directing it to produce graduates in accordance with the expectations and demands of the community. To achieve these objectives, the participation and quality of competent teachers must be fulfilled. Morala's research results reveal that there are three strategic areas that can be done to improve the quality of the school environment, namely: (1) there is a need for future teaching by linking all educational policies leading to pedagogical improvement and quality improvement; (2) building a sense of responsibility and

accountability in schools as a first step so that schools can decide for themselves what is best for their institution; and (3) continue to emphasize the role of the teacher as a pedagogical agent for conducting quality teaching.

In studies of organizational behavior, performance becomes an important factor in achieving organizational goals, thus placing performance as a measure of success in achieving organizational goals or calculating the outcome (countable outcome) or in terms of Rue Syars as the level of achievement of results or completion of organizational goals (the degree of accomplishment). According to Jackson and Mathis in the perspective of human resource development, performance can be seen from how effectively the resulting output is and how the organization's services are forwarded to its customers. Mondy and Noe stated that one of the goals of human resource management is to create activities that contribute to excellent organizational performance (superior organizational performance).

The teacher is a source human figure who occupies a position and plays an important role in education. When everyone is questioning the problem of education the figure of the teacher must be involved in the agenda of the discussion, especially those concerning formal education issues at school. According to Djamarah and Zain said that educators or teachers are professionals who are tasked with planning and implementing the learning process, assessing learning outcomes, conducting mentoring and training, and conducting research and community service. This cannot be denied because formal education institutions are the world of teacher's life, most of the time teachers are in school, the rest are at home and in the community.

The teacher is a very dominant and most important factor in formal education in general because for students teachers are often used as role models and even as self-identification figures. In school teachers are elements that greatly influence the achievement of educational goals in addition to elements of students and other facilities. The success of the administration of education is very much determined by the readiness of the teacher in preparing his students through learning activities. However, the strategic position of teachers to improve the quality of education is strongly influenced by the quality of their performance. The task of the teacher seeks to influence, foster and develop students, and teachers are required to have the basic skills needed as educators, mentors and instructors and these abilities are reflected in teacher competence.

On the other hand teacher performance is also questioned when discussing the problem of improving the quality of education. The controversy between the ideal conditions that must be lived by the teacher in accordance with the expectations of the Law on the National Education System No. 20 of 2003 with the reality that occurred in the field is something that is necessary and proper to be examined in depth about the factors causing the emergence of the dilemma, because only by understanding the factors that affect teacher performance can alternative solutions be sought so that these factors do not become obstacles to improving performance teachers but are able to improve and encourage teacher performance towards a better cause.

## **II. Review of Literature**

### **2.1 Teacher Performance**

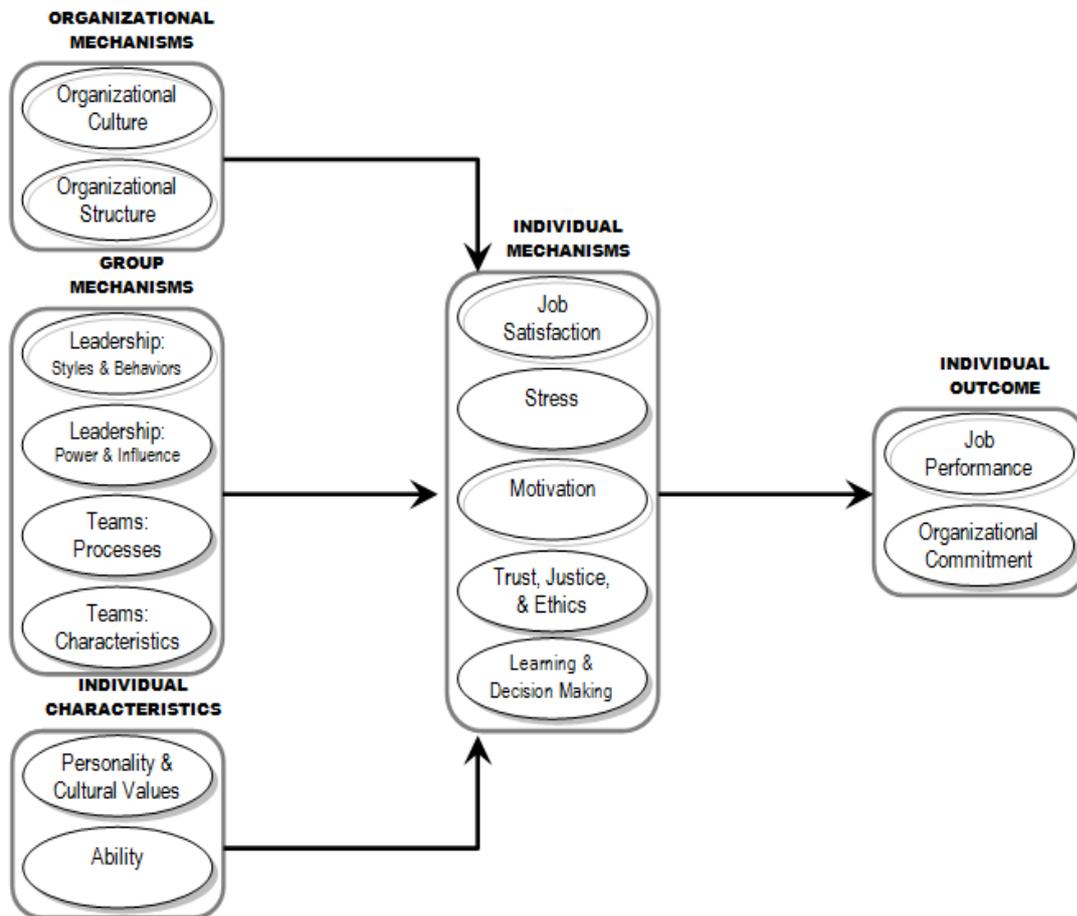
Performance is defined as the appearance, results or work performance. Another word for performance is achievement. This is in accordance with the opinion of Bernardin and Russel who say achievement is a record of the results obtained from certain job functions or

certain activities during a certain period of time. Armstrong explained performance related to work and the results achieved from the job, namely performance is the output or work results achieved by a person or organization in accordance with work standards. Meanwhile, Colquitt, LePine, and Wesson stated that performance is the business value or work of teachers who have contributed both positively and negatively to organizational goals.

Thus the term performance has an understanding of the existence of an action or activity displayed by someone in carrying out certain tasks and activities. A person's performance will appear in daily work situations and conditions. The activities carried out by someone in carrying out their work describe how someone tries to achieve the goals set. Stiffler stated that organizational performance is the result of work in quantity and quality achieved by the organization. Timpe argues that performance is the accumulation of three interrelated elements namely ability, effort, and the characteristics of external circumstances. Correspondingly, Robbins and Coulter define performance theory as a product of the ability, motivation, and environment functions. This means that performance is expressed as a product, namely the work products of people or institutions or organizations.

Although there is no single factor that affects performance, according to Peters and Waterman in Sagala in the results of their study concluded there are seven contributing factors to organizational effectiveness describing organizational performance known as 7 planning (framework), namely the framework as follows: (1) strategy, is a coherent set of actions as a pattern of the company's response to its environment in a long-term plan with regard to the allocation and use of available resources to achieve goals; (2) structure, is an arrangement that illustrates the relationship between the division of tasks and responsibilities; (3) system, is all processes and procedures in a regular and integrated order; (4) staff, are people involved in managing the organization; (5) style, is real evidence that is shown by management that describes what is considered important; (6) expertise, is the capacity and ability of the management or people who are in the organization; and (7) the values of togetherness, are basic values that state a goal in determining the image of the organization that is jointly developed by people in the organization. Zainun defines performance as a work that can be achieved by a person or group of people in an organization in accordance with their respective authorities and responsibilities in order to achieve the objectives of the organization concerned legally, not violating the law and in accordance with morals and ethics.

Colquitt, LePine, and Wesson formulate organizational behavior with an integration model that explains that performance and commitment are influenced by a variety of variables in general, namely factors: (1) organizational mechanism; (2) individual mechanisms; and (3) individual appearance. In the integration model it is assumed that teachers have two main goals at work, namely: they do a good job and remain members of the organization as long as they are committed. Likewise, most managers have two main goals for their teachers: to maximize teacher performance and to ensure that teachers remain committed to the company for a long time. The integration model of organizational behavior is described as follows.



**Figure 1.** Integration Model of Organizational Behavior (Colquitt, LePine, and Wesson 2009)

Based on the model explained that the individual mechanism describes a number of individual mechanism processes that directly affect the performance and commitment of the organization. This includes job satisfaction, which captures how teachers feel when thinking about their work and doing their capacity. This model also includes motivation, which captures the energetic forces that drive the work effort of teachers. Justice and ethics reflect the extent to which teachers feel that their organizations operate with fairness, honesty, and integrity. The final individual mechanism is displayed in the learning and decision making model, which is related to how teachers obtain work knowledge and how they use that knowledge to make accurate assessments on work.

## 2.2 Organizational Culture

The word Culture comes from the Latin language (with the root word "Calo" which means working the land, cultivating the land or maintaining the fields and looking after livestock.) humans who consciously or not, can be accepted as a civilized behavior.

Organizational culture is a term that gets a lot of attention from experts about the organization, this is because the role is very important and can provide an in-depth understanding of organizational life. According to Rivai and Silvianabudaya are a number of important understandings such as norms, values, attitudes, and beliefs that are shared by

members of the organization. Meanwhile, Robbins states that organizational culture is a system of shared meanings shared by members that distinguishes the organization from other organizations. This system of shared meaning, when examined more closely is a set of main characteristics that the organization upholds. Kreitner and Kinicki define that organizational culture is an organizational glue that binds members of the organization through values that are adhered to, symbolic tools, and social ideals to be achieved.

A well-developed organizational culture can move people in an organization to carry out work activities. Unconsciously, every person in an organization learns the culture prevailing in his organization. Hofstede argues that organizational culture has five main characteristics, namely: (a) organizational culture is an integral and interrelated unit, (b) organizational culture is a historical reflection of the organization concerned, (c) organizational culture is related to matters learned by anthropologists, such as rituals, symbols, stories, and figures, (d) organizational culture is socially constructed, in the sense that organizational culture is born from a shared consensus of the group of people who founded the organization, and (e) organizational culture is difficult to change. In other words, good organizational culture has full power and influence on individuals and their performance even on the work environment.

Organizational culture can be said to be good if it is able to move all personal consciously and is able to contribute to optimal work effectiveness and productivity. When associated with the culture that exists in schools, then organizational culture is a characteristic that exists in the school environment. Suharsaputra stated that school culture is a personality that distinguishes one school from another, how all members of the school organization's role in carrying out their duties depends on the beliefs, values and norms that are part of the school's culture. Strong culture is the core values of the organization held firmly and upheld together. The more members accept core values and the greater their commitment to those values and the stronger the culture. A strong culture shows a high agreement between members regarding what the organization believes.

A strong organizational culture will help the organization to provide certainty for all individuals in the organization to develop together and maintain their existence as long as possible. While a weak organizational culture will negatively affect the organization because it will give the wrong direction to the employees so that the organization becomes ineffective and less competitive.

According to Kotter and Heskett in Purba, in theory about the relationship between company culture and performance, the so-called Theory I is that a strong culture can improve company performance. Through a strong culture, organizations can foster commitment, loyalty and performance from employees. Cultural power influences performance which consists of three ideas, namely: First, the unification of goals. If there is a strong culture in an organization, the employee or employee tends to take the same direction. Second, creating motivation, commitment, loyalty to employees or employees. Third, provide the necessary structure or control without having to rely on formal bureaucracy that can emphasize the growth of motivation and innovation.

Some important things that must be considered to strengthen organizational culture, according to Suharsaputra, stated the following steps:

- a. Employee selection. In selecting employees, consideration must be given to the suitability between the aspirations of the prospective employee and the culture of the organization, whether the candidate can accept the culture and adapt or it will weaken the culture formed.

- b. Employee placement. The goal is that employees can respect their colleagues and the norms and values that apply. Appropriate employee placement is expected to form a sense of unity among employees.
- c. Deepening of the field of work. Every employee needs to explore the field of work in order to fully understand what his duties and responsibilities are.
- d. Performance appraisal and awarding. Performance appraisal and award are intended so that employees who have carried out their work in accordance with the provisions are more motivated to work well in the future. The form of appreciation is adjusted to the situation at hand.
- e. Spreading stories and news. The spread of stories and news about various matters related to organizational culture aims to emphasize the importance of moral values for every employee.
- f. Recognition of performance and promotion of position. Recognition and promotion is given to employees who have carried out their duties and obligations, carry out their responsibilities optimally and set an example for other employees. In providing recognition and promotion of this position, the company must have standard and transparent criteria so that it can be applied consistently to all employees.

A strong organizational culture can illustrate how values and norms are strictly applied. This means that cultural strength shows the extent to which teachers behave with influence or are determined by assumptions, values and norms prevailing in schools. So the strength of organizational culture is related to the influence of values and norms on actual behavior that also shows social control and compliance with these values and norms.

Cultural values that are instilled by the leadership will be able to increase willingness, honesty, loyalty, and pride and further create work effectiveness. By strengthening the organizational culture, it will be realized if all components within the organization support one another, starting from staff, teachers to the leadership level. Organizational culture in schools is the dominant values supported by schools or philosophies that guide school policies towards all elements and components of schools including educational stakeholders, such as how to carry out work in schools and the basic assumptions or beliefs held by school personnel. It can be understood that school culture refers to a system of values, beliefs and norms that are collectively accepted, and implemented with full awareness as a natural behavior, formed by an environment that creates a common understanding among all elements and personnel of the school whether the headmaster, teachers, staff, students and if necessary form the same community opinion as the school.

Organizational culture is often portrayed in a shared sense. Patterns of beliefs, symbols, rituals and myths that develop over time and function as the glue that holds the organization together. Luthans stated that organizational culture has a number of important characteristics, including: (a) observed behavioral rules. When members of an organization interact with each other, they use common language, terms and rituals related to respect and ways of behaving, (b) norms. It is a standard of behavior, including guidelines on how much work is done, which in many companies becomes "don't do too much; not too little", (c) dominant value. The organization supports and expects participants to share key values. Examples are high product quality, slight absence, and high efficiency, (d) philosophy. There are policies that shape organizational beliefs about how employees and or customers are treated, (e) rules. There are strict guidelines relating to the achievement of the company. Newcomers must learn existing techniques and procedures to be accepted as members of a developing group, and (f) Organizational climate. It is the overall "feeling" conveyed by the new physical

arrangements, the way participants interact, and the way members of the organization relate to customers and individuals from outside.

### 2.3 Achievement Motivation

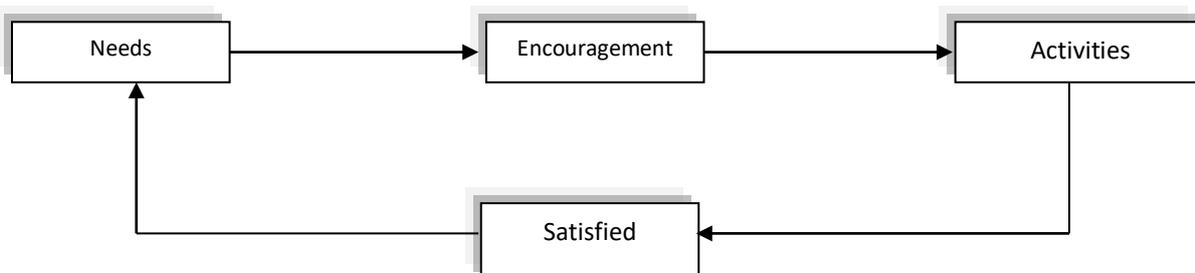
Motivation comes from the Latin word *movere* which means encouragement or move. Motivation, according to McShane and Glinow, is an impulse in a person that affects the direction, intensity, and perseverance of behavior. Motivation according to Slocum and Hellrigel is the urge to work or within a person which causes that person to behave in a certain way.

In contrast to Lussier's opinion that motivation is the willingness to achieve organizational goals. According to Robbins and Coulter motivation is the process of willingness to do high-level effort to achieve organizational goals, which is conditioned by the ability of the business to satisfy the needs of a number of individuals. Meanwhile, according Sedarmayanti said motivation as a whole process of giving work motives to subordinates in such a way that they want to work sincerely for the achievement of organizational goals effectively and efficiently. Concretely, motivation can be limited as "the process of giving motives (driving) to work for subordinates in such a way that they are willing to work sincerely for the achievement of organizational goals efficiently". Thus, motivation is the granting of enthusiasm to work for members of the organization and by providing motivation is intended to provide stimulant power to members of the organization so that they work with all their power and efforts. Chung and Megginson in Usman classify motivation theory in detail into two, namely: content motivation theory and process motivation theory. The focus of the study of each motivational theory is as follows Table 1.

**Table 1.** Focus of Motivation Theory

<b>Motivation Theory</b>	<b>Content: Maslow, Alderfer, Gregor, Herzberg, McClelland</b>	<b>Process: Lewin-Vrom, Adams, Skinner, Locke</b>
Focus	At the cause of the behavior occurs and stops	How behavior begins and is carried out

Based on these classifications, content theory focuses on what causes behaviors to occur and stop, answers focus on: (a) the needs, desires, or impulses that drive activities, and (b) the relationship of teachers with external factors and internal causes them to carry out activities. Where this model is described as follows.



**Figure 2.** Process of Content Motivation (Stoner, 2000)

Every individual has the desire to be able to do something. That desire becomes a driving force from within to carry out certain activities in order to achieve a goal. Changes in a person characterized by the emergence of feeling, and preceded by a response to the existence of goals is motivation. Therefore, motivation is related to the level of effort done by someone to achieve a goal, so motivation is closely related to job satisfaction and commitment.

#### **2.4 Effects of Organizational Culture on Achievement Motivation**

Organizational culture is the beliefs, attitudes and daily behavior of every teacher in carrying out their duties in school according to school regulations. While achievement motivation is an encouragement obtained by someone to perform better than the work of others.

Organizational culture has a very strategic role to encourage and improve the effectiveness of organizational performance, both in the short and long term. Organizational culture acts as a social glue that binds fellow members of the organization together in a common vision and goals. Organizational culture as a system of values that are believed by all members of the organization and are studied, applied and developed on an ongoing basis, function as an adhesive, and can be used as a reference to behave in the organization to achieve company goals that have been set. Understanding, that organizational culture such as at school is a value that determines the direction of behavior of members in the organization. If the value becomes a shared value, then a common perception of behavior is formed in accordance with the character of the organization.

Organizational culture is a pattern of basic assumptions to act, determine, or develop organizational members in overcoming problems by adapting them from the outside and integrating into the organization, where employees can work carefully, and also benefit new employees as a basis for correction of their perceptions, thoughts, and feelings in relationships overcome problems. Culture has a strong impact on organizations

Each teacher basically has different characteristics and interests. This difference can sometimes cause negative effects for the organization / school if not managed properly. Therefore, schools need to have shared values which do not reflect individual interests or character. These values can be reflected in the daily behavior of teachers at school. With the shared values, the school's interests are above the individual's interests. Nevertheless, shared values must be able to facilitate individual interests, so that every teacher in the organization / school will be motivated to do the best for the organization / school. Based on these descriptions, it is suspected that organizational culture has a direct positive effect on teacher achievement motivation.

### **III. Research Method**

This research is a quantitative study with ex post facto research design that is the variables studied are not controlled and manipulated by researchers, but the facts are expressed based on the measurement of symptoms that have been held or test what will happen. Bungin said if the research aims to expose ongoing events, this is called ex post facto research. The research method used was a survey method and to analyze one variable with another variable used path analysis. Path analysis requires the requirement of a significant linear regression form between variables. According to Riduwan, path analysis is used to analyze the pattern of relationships between variables with the aim to determine the effect of

the independent (exogenous) variables on the dependent variable (endogenous). This research is carried out in SMP (junior high school) Muhammadiyah in Medan, with the serial number of schools based on the serial number in North Sumatera. The study is conducted from March 2015 and ended in January 2016. The population of this study were all teachers of the Muhammadiyah Middle School in Medan, which totaled 297 teachers in 13 schools.

**Table 2.** Research Population

No	School	Total number of teachers
1	SMP Muhammadiyah 1 Medan	43
2	SMP Muhammadiyah 2 Medan	27
3	SMP Muhammadiyah 3 Medan	28
4	SMP Muhammadiyah 4 Medan	18
5	SMP Muhammadiyah 5 Medan	20
6	SMP Muhammadiyah 6 Medan	20
7	SMP Muhammadiyah 7 Medan	23
8	SMP Muhammadiyah 8 Medan	20
9	SMP Muhammadiyah 9 Medan	19
10	SMP Muhammadiyah 33 Medan	18
11	SMP Muhammadiyah 45 Medan	18
12	SMP Muhammadiyah 48 Medan	18
13	SMP Muhammadiyah 57 Medan	25
	Total	297

## IV. Discussion

### 4.1 Effects of Organizational Culture on Achievement Motivation

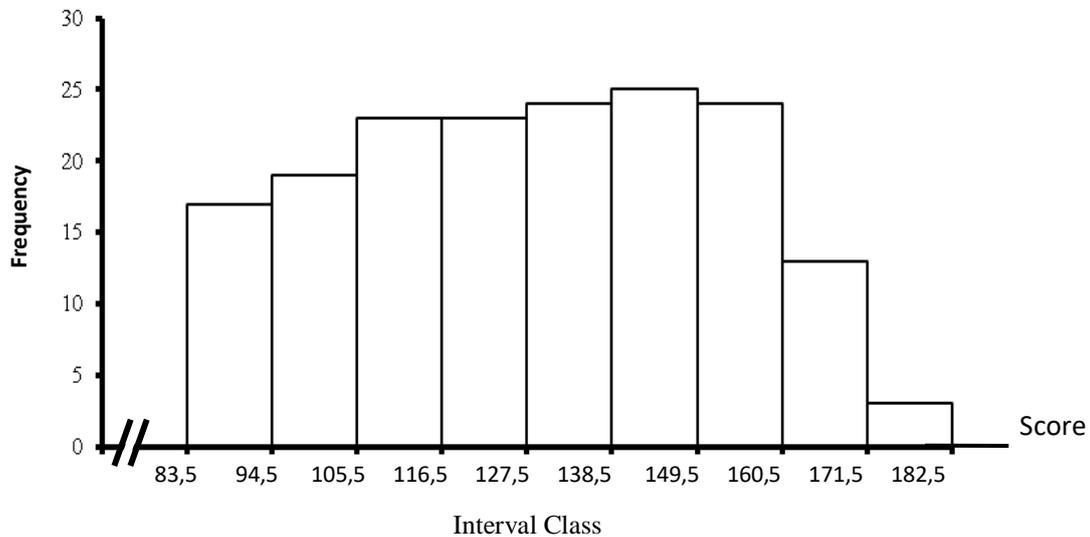
The frequency distribution of organizational culture variable data is as shown in Table 3.

**Table 3.** Frequency Distribution of Organizational Culture Data

No	Interval Class	Absolute Frequency	Relative Percentage (%)
1	84 - 94	17	9,94
2	95 - 105	19	11,11
3	106 - 116	23	13,45
4	117 - 127	23	13,45
5	128 - 138	24	14,04
6	139 - 149	25	14,62
7	150 - 160	24	14,04
8	161 - 171	13	7,60
9	172 - 182	3	1,75
	Total	171	100,00

Based on Table 3 it can be explained that the percentage of Organizational Culture scores are at an average score of 14.04% (24 respondents), below the average score of 47.95% (82 respondents), and 38.01% (65 respondents) is above average. Furthermore, it can

be described in a histogram of the frequency distribution of Organizational Culture scores as shown in Figure 3.



**Figure 3.** Histogram Scores of Organizational Culture Variables

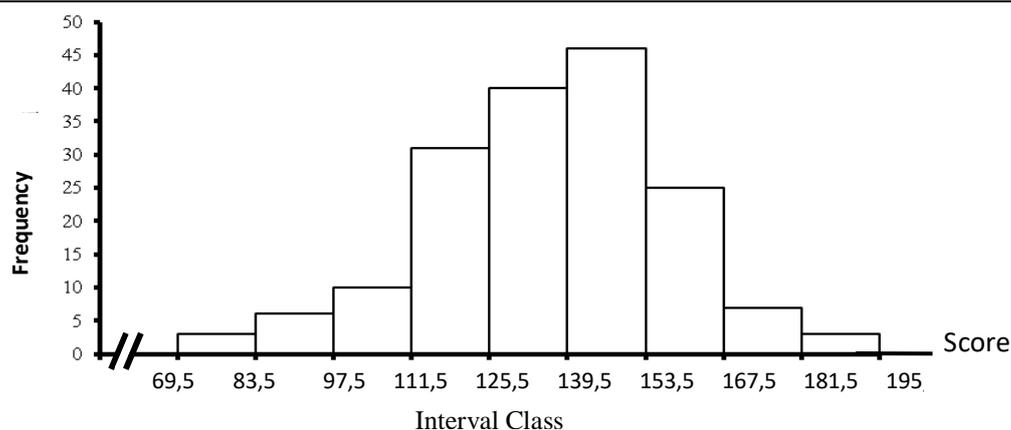
#### 4.2 Description of Achievement Motivation Variable Data

Frequency distribution of Achievement Motivation variable data as shown in Table 4.

**Table 4.** Frequency Distribution of Achievement Motivation Data

No	Interval Class	Absolute Frequency	Relative Percentage (%)
1	70 - 83	3	1,75
2	84 - 97	6	3,51
3	98 - 111	10	5,85
4	112 - 125	31	18,13
5	126 - 139	40	23,39
6	140 - 153	46	26,90
7	154 - 167	25	14,62
8	168 - 181	7	4,09
9	182 - 195	3	1,75
Total		171	100,00

Based on Table 4 it can be explained that the percentage of achievement motivation scores are at an average score of 23.39% (40 respondents), below the average score of 29.24% (50 respondents), and 47.37% (81 respondents ) is above average. Furthermore, it can be illustrated in a histogram of the frequency distribution of achievement motivation scores as shown in Figure 4.



**Figure 4.** Histogram of Achievement Motivation Variable Scores

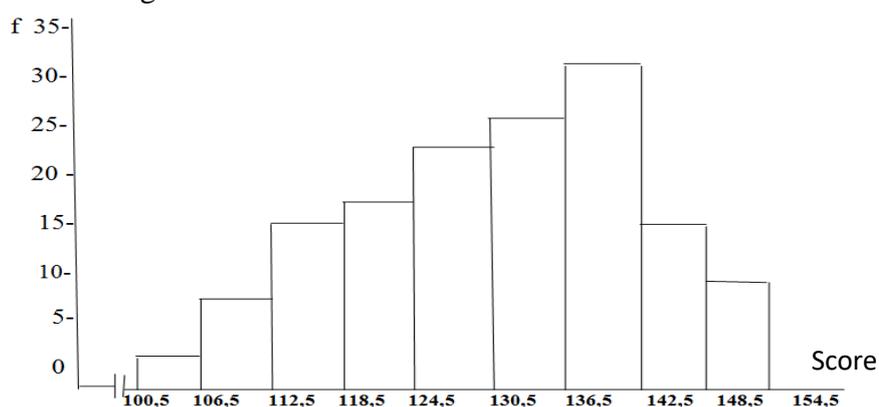
### 4.3 Description of Teacher Performance Variable Data

The frequency distribution of teacher performance variable data is as shown in Table 5.

**Table 5.** Frequency Distribution of Teacher Performance Data Scores

No	Interval Class	Absolute Frequency	Relative Percentage (%)
1	101 - 106	3	1,75
2	107 - 112	10	5,85
3	113 - 118	18	10,53
4	119 - 124	21	12,28
5	125 - 130	27	15,79
6	131 - 136	29	16,96
7	137 - 142	34	19,88
8	143 - 148	17	9,94
9	149 - 154	12	7,02
Total		171	100,00

Based on Table 4. and Table 5 it can be seen that the highest score is 151, the lowest score is 101, the mean is 130.90, the median is 131, the mode is 135, the standard deviation is 11.95, while the ideal highest score is 200, the lowest score ideal of 50, ideal mean of 125, and ideal SD of 25. So, the mean of research findings (observation) is greater than the ideal mean, which is:  $130.90 > 125$ , so the teacher's performance is expressed in the good category. Furthermore, a histogram of the frequency distribution of teacher performance scores can be drawn as shown in Figure 5.



#### 4.4 Hypothesis

The hypothesis proposed is:

Ha:  $\rho_{43} \leq 0$ ; There is no direct influence on organizational culture achievement motivation of Muhammadiyah Middle School teachers in Medan City

Ha:  $\rho_{43} > 0$ ; There is a direct influence of organizational culture on motivation achievers of Muhammadiyah Middle School teachers in Medan City

Test criteria: reject  $H_0$  if  $t > t_{table}$  at  $\alpha = 0.05$  and  $dk = 169$  is 1.645. From the calculations obtained if  $t_{count} > t_{table}$  is  $3.124 > 1.645$  so that  $H_0$  is rejected. The results of testing the research hypothesis is  $\rho_{43} > 0$ , meaning that the path coefficient of organizational culture toward achievement motivation is 0.219 significant at  $\alpha = 0.05$  level. In other words, the results of the analysis provide information that organizational culture has a direct effect on organizational culture on the achievement motivation of teachers in Junior High School (SMP) Muhammadiyah in Medan.

#### 4.5 Organizational Culture Directly Influences Achievement Motivation

The results of this study indicate that the magnitude of the direct influence of organizational culture on achievement motivation is 4.79%. This illustrates that organizational culture influences teacher achievement motivation. The suboptimal organizational culture can be seen from the low motivation of teachers in school achievement.

Furthermore, the results of this study are in line with the results of research by Koesmono (2005) and Widodo (2011) that organizational culture influences employee achievement motivation. The findings of this study support the theory used as a basis for proposing a theoretical model of research variables, the Colquitt Theory which explains that organizational culture directly influences one's motivation.

Organizational culture is the beliefs, attitudes and daily behavior of every teacher in carrying out their duties in school according to school regulations. Each teacher basically has different characteristics and interests. This difference can sometimes cause negative effects for the organization / school if not managed properly. Therefore, schools need to have shared values that do not separate individual interests or character. These values can be reflected in the daily behavior of teachers at school. With the shared values, the school's interests are above the individual's interests. Nevertheless, shared values must be able to facilitate individual interests, so that every teacher in the organization / school will be motivated to do the best for the organization / school. In addition, efforts that can be made to improve teacher achievement motivation through organizational culture are by increasing all dimensions of organizational culture, namely increasing innovation and risk taking, increasing attention to details, increasing orientation towards results, increasing orientation towards people, increasing towards team orientation, increased aggressiveness, and increased stability.

### V. Conclusion

Organizational culture has a direct positive effect on achievement motivation of teachers in SMP (junior high school) Muhammadiyah in Medan. In other words, the stronger the organizational culture, the higher the achievement motivation of teachers in SMP (junior high school) Muhammadiyah in Medan. With the acceptance of the third research hypothesis that there is a direct influence between organizational culture on the achievement motivation of teachers in SMP (junior high school) Muhammadiyah in Medan, it is necessary to improve

the organizational culture to optimize the achievement motivation of teachers in SMP (junior high school) Muhammadiyah in Medan. To improve organizational culture, efforts can be made to provide opportunities for all teachers to innovate in their work. With the opportunities given by all teachers to other teachers at work can motivate teachers to continue to work well. Besides that, another thing that needs to be improved in growing work motivation is to form a work team at school. With the culture of working in teams (together) every teacher will be motivated to provide the best for the school. This effort is expected to be able to improve the development of the school's organizational culture in a better direction in supporting increased teacher work motivation.

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