

PROSIDING

Simposium Kebudayaan Malaysia-Indonesia

ASIA TENGGARA: CABARAN INTEGRASI INKLUSIF, PEMBANGUNAN MANUSIA DAN KEAMANAN SERANTAU

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PRAKATA

Prosiding ini merupakan kumpulan makalah yang dibentangkan dalam Simposium Kebudayaan Indonesia-Malaysia, yang meliputi pelbagai topik seperti Politik, Sejarah, Kebahasaan, Sastera, Ekonomi dan Budaya. Kesemua makalah ini telah diusahakan oleh pengkaji dari Malaysia dan Indonesia berdasarkan tema simposium, iaitu “Asia Tenggara: Cabaran Integrasi Inklusif, Pembangunan Manusia dan Keamanan Serantau”

Semoga prosiding ini memberi manfaat kepada pembaca, pelajar dan pengkaji dalam pelbagai bidang kajian. Dan ucapan terima kasih dan penghargaan kepada jawatan kuasa dan semua pihak yang terlibat menjayakan simposium ini.

Dr. Abdul Muein Abadi

Jawatankuasa Abstrak

Simposium Kebudayaan Indonesia-Malaysia 2024

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1. **Cabaran ekonomi dan ketidaksamaan, kemiskinan, pembangunan luar bandar dan golongan marginal serta minoriti di Asia Tenggara** / *Economic challenges and inequalities, poverty, rural development, marginalised and minority groups in Southeast Asia*

ANALISIS FAKTOR-FAKTOR YANG MEMPENGARUHI HALANGAN KOMUNIKASI PEKERJA ASING DARI PERSPEKTIF MAJIKAN

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ABSTRAK

I. PENGENALAN

Komunikasi adalah nadi kepada interaksi manusia dan merupakan satu keperluan untuk menyampaikan dan menerima maklumat sama ada secara lisan mahu pun bukan lisan. Masalah utama komunikasi adalah kesukaran pengguna bahasa untuk berkomunikasi secara berkesan. Halangan berbahasa sering terjadi terutamanya di antara pekerja asing dan majikan di tempat kerja (Mohd Arif Marhani et al. 2012; Ramlan et al. 2018). Kesan terhadap halangan komunikasi telah menjadi satu kesukaran kepada mereka kerana tidak memahami arahan daripada majikan. Hal ini demikian kerana kesan daripada halangan komunikasi akan menyebabkan pekerja asing menghadapi risiko kemalangan yang tinggi (Muhammad Farhan Rosli & Kharizam Ismail 2018). Tambahan pula, halangan komunikasi telah memberi kesan kepada prestasi kerja, kelewatan dalam menyiapkan tugas dan peraturan keselamatan disebabkan oleh salah faham maklumat yang disampaikan (Valithern 2014; Farzana Jelani & Nur Sabrina Nordin 2019; Petr Travnicek et al. 2020; Maria Mohd Salleh et al. 2021). Oleh itu, halangan komunikasi telah menjadi punca utama kepada masalah yang berlaku di tempat kerja.

II. METODOLOGI

Seramai 50 responden telah menjawab borang soal selidik kajian. Pemilihan responden adalah terdiri daripada majikan atau penyelia yang mengendalikan pekerja asing di sektor perkilangan dan sektor perkhidmatan. Proses pengumpulan data adalah dengan mengedarkan borang soal selidik dalam bentuk kod QR untuk diimbas oleh responden. Pengkaji mengambil inisiatif dengan menjana kod QR daripada link *Google Form* agar borang soal selidik dapat diakses dengan cepat dan mudah. Pengedaran kod QR kepada responden dijalankan selama tiga minggu di sekitar Bandar Baru Bangi, Selangor. Kaedah ini digunakan bagi memudahkan responden untuk menjawab soal selidik pada bila-bila masa tanpa mengganggu waktu bekerja mereka. Penggunaan *Google Form*

merupakan satu cara untuk mengumpulkan kesemua jawapan daripada responden yang dapat dijawab melalui telefon pintar mereka sendiri.

Reka bentuk soal selidik kajian terbahagi kepada dua bahagian iaitu Bahagian A: Demografi Responden dan Bahagian B: Penggunaan Bahasa di Tempat Kerja. Demografi responden terdiri daripada jantina, umur, bangsa, tahap pendidikan, sektor, nama syarikat dan jawatan. Seterusnya, bahagian B terdiri daripada faktor-faktor pekerjaan yang terbahagi kepada 7 aspek dan setiap aspek mengandungi 5 soalan. Faktor-faktor pekerjaan terdiri daripada aspek halangan komunikasi di tempat kerja, kepentingan pendidikan di tempat kerja, keselamatan di tempat kerja, pengalaman dan peningkatan bahasa di tempat kerja, diskriminasi di tempat kerja, arahan di tempat kerja dan persepsi di tempat kerja. Jumlah soalan keseluruhan adalah sebanyak 35 soalan. Jawapan soalan adalah berdasarkan skala likert 4 mata iaitu Tidak Setuju, Kurang Setuju, Setuju dan Sangat Setuju (Wiersma 2000). Responden perlu menanda jawapan berpandukan soalan-soalan yang telah dinyatakan berdasarkan 7 aspek dalam domain pekerjaan.

Setelah selesai pengumpulan data, data kuantitatif dimasukkan ke dalam *Microsoft Excel* untuk dikodkan dan diklasifikasikan. Setiap soalan telah dikelaskan kepada lajur yang tersedia di dalam *Microsoft Excel*. Pada bahagian demografi responden yang telah dikodkan kepada nombor 1, 2 dan seterusnya bagi setiap pembolehubah yang ada. Jawapan daripada skala likert 4 mata dikod dan diklasifikasi mengikut markah yang diberi iaitu 1=Tidak Setuju, 2=Kurang Setuju, 3=Setuju dan 4=Sangat Setuju. Penganalisan data adalah dengan menggunakan perisian *Statistical Package for the Social Sciences (SPSS)* versi 29.0. Perisian ini telah digunakan untuk meneliti dan menganalisis pilihan jawapan responden. Analisis yang dijalankan adalah statistik deskriptif dan analisis korelasi.

III. HASIL KAJIAN

Jadual 1: Profil demografi responden

Demografi Responden	Angkubah	Kekerapan (N=50)	Peratusan (%)
Jantina	Lelaki	34	68
	Perempuan	16	32
	Jumlah	50	100
Umur	20-39 tahun	47	94
	40-59 tahun	2	4
	60 tahun ke atas	1	2
	Jumlah	50	100
Bangsa	Melayu	54	90
	Cina	2	4
	India	3	6
	Jumlah	50	100
Tahap Pendidikan	Sekolah Rendah	1	2
	Sekolah Menengah	8	16
	Universiti	41	82
	Jumlah	50	100
	Perkhidmatan	21	42

Sektor	Perkilangan	29	58
	Jumlah	50	100

Jadual 2: Rumusan skor min setiap aspek

Domain Penggunaan Bahasa di Tempat Kerja	Min	Tahap
Halangan Komunikasi di Tempat Kerja	2.82	Sederhana
Kepentingan Pendidikan di Tempat Kerja	2.77	Sederhana
Keselamatan di Tempat Kerja	2.72	Sederhana
Pengalaman dan Peningkatan bahasa di Tempat Kerja	3.24	Tinggi
Diskriminasi di Tempat Kerja	2.81	Sederhana
Arahan di Tempat Kerja	2.91	Sederhana
Persepsi di Tempat Kerja	3.05	Tinggi

Jadual 3: Analisis hubungan antara aspek sosial dengan halangan komunikasi di tempat kerja

Aspek Sosial	1	2	3	4	5	6	7
Kepentingan Pendidikan di Tempat Kerja	1						
Keselamatan di Tempat Kerja	.020	1					
Pengalaman dan Peningkatan bahasa di Tempat Kerja	.245	.426**	1				
Diskriminasi di Tempat Kerja	.256	.626**	.531**	1			
Arahan di Tempat Kerja	-.042	.698**	.408**	.691**	1		
Persepsi di Tempat Kerja	-.035	.564**	.399**	.525**	.725**	1	
Halangan Komunikasi di Tempat Kerja	.455**	.112	.276	.275	-.053	-	1
							.026

IV. PERBINCANGAN

Tujuan kajian ini dijalankan adalah untuk mengenal pasti penggunaan bahasa berdasarkan aspek sosial di tempat kerja dan hubungan di antara aspek sosial dengan halangan komunikasi di tempat kerja. Berdasarkan hasil dapatan di Jadual 2, responden bersetuju bahawa aspek Pengalaman dan Peningkatan Bahasa di Tempat Kerja merupakan skor min yang paling tinggi yang memainkan peranan dalam penggunaan bahasa di tempat kerja iaitu sebanyak 3.24. Namun, jumlah skor min yang paling rendah adalah dari aspek Keselamatan di Tempat Kerja iaitu 2.72.

Berdasarkan jawapan daripada responden bersetuju untuk memberikan latihan dan kelas bahasa kepada pekerja asing. Hal ini demikian kerana kelas bahasa dapat meningkatkan komunikasi dua hala antara majikan dan pekerja asing yang merupakan skor min tertinggi bagi aspek ini iaitu 3.52. Menurut Wulandari et al. (2023) terdapat hubungan signifikan terhadap latihan pekerjaan yang diberikan kepada pekerja dan dapat meningkatkan prestasi kerja. Hal ini demikian kerana, kesan kepada latihan yang secukupnya dapat memberi kepuasan kepada organisasi dan pekerja akan lebih mahir dalam skop pekerjaannya (Astuti & Harnuasa 2022). Oleh itu, latihan dapat memberi

penumpuan kepada peningkatan kemahiran pekerjaan, tingkah laku dan pretasi pekerja dalam sesebuah organisasi (Mamy et al. 2020). Pemberian latihan kepada pekerja dapat membantu menyelesaikan masalah yang dihadapi di tempat kerja.

Keselamatan di Tempat Kerja mempunyai skor min yang paling rendah disebabkan oleh responden yang mengendalikan pekerja asing tidak menghadapi risiko kecederaan atau kemalangan yang teruk. Aspek keselamatan perlu diambil berat dalam sesebuah organisasi kerana pekerja asing berisiko untuk cedera atau kemalangan berpunca daripada ketidakfahaman arahan dan bahasa (Petr Travnicek 2020; Hasanika Samarasinghe & Shadi Heenatigala 2024). Kemahiran membaca juga memainkan peranan penting kepada pekerja asing untuk membaca tanda amaran dan notis yang dinyatakan di papan tanda. Hal ini demikian kerana papan tanda keselamatan menyediakan arahan dan larangan untuk mengurangkan risiko bahaya (Taufiqur Rachman et al. 2022). Papan tanda keselamatan mestilah bersifat komunikatif untuk difahami dengan berkesan dalam mencegah kemalangan dan kecederaan pekerja (Lesch 2003). Oleh itu, kemahiran membaca pekerja juga penting untuk memberi perhatian kepada papan tanda keselamatan dan notis yang dinyatakan di tempat kerja.

Berdasarkan Jadual 3, analisis korelasi antara Kepentingan Pendidikan di Tempat Kerja dengan Halangan Komunikasi di Tempat Kerja menunjukkan nilai pekali korelasi Pearson, $r = .455$. Nilai ini menunjukkan hubungan positif yang signifikan ($p < 0.01$). Oleh itu, semakin tinggi penekanan kepada pendidikan di tempat kerja, maka semakin rendah halangan-halangan komunikasi berlaku di tempat kerja. Oleh itu, kedua-dua pembolehubah ini mempunyai hubungan positif antara satu sama lain. Namun, aspek sosial yang lain seperti Keselamatan di Tempat Kerja, Pengalaman dan Peningkatan di Tempat Kerja, Diskriminasi di Tempat Kerja, Arahan di Tempat Kerja dan Persepsi di Tempat Kerja tidak mempunyai hubungan yang signifikan antara dua pembolehubah ini kerana nilainya melebihi .01.

V. KESIMPULAN

Halangan komunikasi telah menjadi punca utama masalah yang berlaku di tempat kerja. Namun, dari perspektif majikan menunjukkan bahawa mereka bersetuju untuk memberikan latihan dan kelas bahasa kepada pekerja asing. Hal ini akan memberi kesan positif kepada pekerja dan produktiviti kerja. Tambahan pula, komunikasi dua hala antara pekerja dan majikan diperlukan untuk memastikan arahan dan maklumat yang disampaikan diterima dan difahami. Majikan juga perlu menggunakan bahasa yang mudah kepada pekerja. Selain itu, aspek keselamatan juga perlu diberi perhatian agar tiada kemalangan berlaku di tempat kerja. Oleh itu, semuanya bermula dari kemahiran berbahasa pekerja asing untuk memudahkan mereka memahami arahan dan maklumat yang disampaikan oleh majikan.

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VIII. BIODATA

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COMPARATIVE ANALYSIS OF INTERNATIONAL AND NATIONAL CONSTITUTIONAL PROVISIONS ON INDIGENOUS PEOPLE'S RIGHTS IN SOUTHEAST ASIA

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ABSTRACT

This paper examines the relationship between democracy, good governance, and the rule of law in Southeast Asia, highlighting the significant disparity between the formal adoption of international legal standards and their practical implementation in ASEAN member states. Specifically, it focuses on the rights of Indigenous Peoples, a marginalized and neglected community, and analyzes the international rights ratified and constitutional rights that safeguard them. The study employs a comparative case study and constitutional method to investigate Indigenous Peoples' challenges in the region. The results show that despite strong economic growth and social development, democracy in Southeast Asia remains fragile. The paper emphasizes the importance of an enabling environment at national and international levels to ensure sustainable development and the protection of human rights, particularly those of Indigenous Peoples.

Keywords: Indigenous People; ASEAN; Constitution; International Rights; Democracy

I. INTRODUCTION

The Association of Southeast Asian Nations (ASEAN) is a dynamic regional inter-governmental organization comprising ten countries: Brunei, Cambodia, Indonesia, Laos, Malaysia, Myanmar, Philippines, Singapore, Thailand, and Vietnam. ASEAN aims to strengthen democracy, enhance good governance, and promote human rights and fundamental freedoms with due regard to the rights and responsibilities of its member states (ASEAN, n.d). The region is home to a significant number of Indigenous Peoples who face various challenges, including forced resettlement, non-recognition, development aggression, and poverty.

Indigenous Peoples in Southeast Asia are referred to by different terms at the national level, including "hill tribes," "indigenous nationalities," "tribal peoples," "ethnic minorities," and "natives" (International Work Group for Indigenous Affairs, 2010). They struggle to maintain their identity and rights in the face of rapid development and globalization. For example, in Thailand, almost half of the indigenous population lacks citizenship despite qualifying under the law. In the Philippines, indigenous leaders who opposed mining and development projects have been victims of extrajudicial killings and enforced disappearances (Inguanzo, 2024). The resurgence of identity politics in Southeast Asia is framed around notions of "nateness" or "indigenity" in opposition to "foreignness" and "otherness" (Morton, 2017). This trend is reflected in the growing demand for recognition and protection of indigenous rights by ASEAN

(Pheap, 2022). International human rights instruments have given Indigenous Peoples moral and political authority to argue for their rights.

The principles of freedom and human rights are fundamental to democracy, and thus, it is crucial to assess the extent to which ASEAN safeguards the rights of Indigenous Peoples. Recognizing Indigenous rights is a vital step for ASEAN to demonstrate a credible commitment to safeguarding human rights in the region and promoting democracy and governance while contributing to Sustainable Development Goal (SDG) 16: peace, justice, and strong institutions.

Therefore, this paper will identify the international legal frameworks ratified by ASEAN member states concerning indigenous rights and analyze the constitutional provisions in these countries that safeguard the rights of Indigenous Peoples. The scope of the paper is limited to necessary international legal instruments that guarantee the decision-making rights of Indigenous Peoples, such as the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), International Labour Organization (ILO) Convention No. 169, International Covenant on Civil and Political Rights (ICCPR), and International Convention on the Elimination of All Forms of Racial Discrimination (ICERD). Regarding national legal frameworks, the paper focuses on constitutional provisions for Indigenous Peoples, as the constitution is a nation's fundamental law that outlines the government's powers and limitations as well as citizens' rights and duties. The research is scoped to four ASEAN member states: Malaysia, Indonesia, the Philippines, and Cambodia.



Figure 1: Estimated Distributions of Indigenous People Around The World

Source: Indigenous Peoples, Poverty and Development/Australian Bureau of Statistics

II. METHODOLOGY

The study employs a comparative case and comparative constitutional methodology. Data were gathered from various sources, including international legal documents, national constitutions,

and scholarly articles. The analysis focuses on two main areas: international legal frameworks, and constitutional provisions. The findings are presented in a comparative table highlighting similarities and differences across the four countries.

III. RESULT

Table 1: Analysis of International Rights Ratified and Constitutional Provisions on Indigenous Peoples

Countries	International Legal Framework				Constitutional Provisions
	UNDRIP	ILO	ICCPR	ICERD	
Malaysia	√	X	X	X	<p>a. Article 8(5): empowers the federal government to discriminate positively for the welfare of the Orang Asli and also to legislate for their protection.</p> <p>b. Article 45(2): This article provides for the appointment of Senators who are capable of representing the interests of the aborigines (Orang Asli)</p> <p>c. Article 150 (6A): Limits Parliament's emergency law-making powers over native laws and customs in Sabah and Sarawak.</p> <p>d. Article 153: of the Constitution obliges the Yang di-Pertuan Agong to safeguard the special position of the Malays and natives of any of the States of Sabah and Sarawak.</p> <p>e. Article 160(2): definition of aborigines</p> <p>f. Article 161: A definition of natives</p> <p>g. Article 161A(5): provides for the reservation of land and for preferential treatment of alienation of land for the natives of Sabah and Sarawak.</p> <p>h. Item 16 of the Federal List in the 9th Schedule of the Federal Constitution empowers Parliament to legislate on the “welfare of the aborigines”</p>
Indonesia	√	X	√	√	<p>a. Article 18B(2): The state recognizes and respects traditional communities along with their</p>

					<p>traditional customary rights as long as these remain in existence and are in accordance with the societal development and the principles of the Unitary State of the Republic of Indonesia. This recognition is subject to regulation by law.</p> <p>b. Article 28I(3): The cultural identities and rights of traditional communities are respected in accordance with the development of times and civilizations. This article emphasizes the protection and respect for the cultural heritage and traditional practices of Indigenous Peoples.</p>
Philippines	√	X	√	√	<p>a. Article ii (on State Policies), Section 22: The State recognizes and promotes the rights of indigenous cultural communities within the framework of national unity and development.</p> <p>b. Article xiv, Section 17 provides: The State shall recognize, respect, and protect the rights of indigenous cultural communities to preserve and develop their cultures, traditions, and institutions.</p> <p>c. Article xii (National Economy and Patrimony), Section 5: The State, subject to the provisions of this Constitution and national development policies and programs, shall protect the rights of indigenous cultural communities to their ancestral lands to ensure their economic, social, and cultural well-being.</p>
Cambodia	√	X	√	√	-

IV. DISCUSSION

ASEAN’s commitment to strengthening democracy, good governance, and human rights is commendable. However, the practical implementation of these principles, especially concerning Indigenous Peoples, remains questionable. Despite the formal adoption of international legal instruments like UNDRIP, these standards' actual enforcement and integration into national laws and policies are inconsistent and often superficial.

In Malaysia, while constitutional provisions aimed at protecting the rights of Indigenous Peoples, such as Article 8(5)(c) and Article 153, are in place ("Federal Constitution," 1957), bureaucratic inertia and political interests often hinder the practical application of these rights.

The Orang Asli, for instance, continues to face significant challenges in securing land rights and accessing essential services (Yunus, 2018).

Indonesia's constitutional recognition of Indigenous Peoples' rights under Article 18B(2) and Article 28I(3) is a positive step (Inguanzo, 2014). However, implementing these provisions is marred by conflicting interests between economic development and indigenous rights (Inguanzo, 2024). The Constitutional Court's decision in 2013 to recognize customary forests as non-state forests is a landmark ruling, yet its enforcement remains inconsistent.

The Philippines stands out with its Indigenous Peoples' Rights Act (IPRA) 1997, which provides a comprehensive legal framework for protecting indigenous rights (Baleva, 2018). However, the effectiveness of IPRA is often undermined by local political dynamics and the encroachment of development projects on indigenous lands without proper consultation and consent.

Cambodia's lack of explicit constitutional provisions for Indigenous Peoples is a significant gap. While the 2001 Land Law recognizes collective land rights, the enforcement of these rights is weak, and indigenous communities frequently face land grabs and displacement (International Fund for Agricultural Development, 2023).

V. CONCLUSION

In conclusion, despite the existence of dedicated laws and policies aimed at protecting the rights of Indigenous Peoples in Southeast Asia, the lack of constitutional recognition and inadequate enforcement mechanisms has led to ongoing marginalization and human rights violations. The piecemeal progress in recognizing and protecting Indigenous rights has not been sufficient to overcome the supremacy of constitutional rights, and democratic accountability mechanisms have failed to hold governments accountable. The practices of Southeast Asian governments have consistently fallen short of international norms, and their non-participation in international human rights monitoring councils has further exacerbated the issue. ASEAN's adherence to the principle of non-interference in member states' internal affairs has hindered meaningful progress in addressing Indigenous rights. The recognition of the right of Indigenous Peoples to self-determination is crucial not only for mitigating historic injustices but also for strengthening weak democracies in the region. It is essential to ensure that Indigenous Peoples have a meaningful say in decision-making processes and are able to exercise their rights without interference. Only through constitutional recognition and effective enforcement mechanisms can the rights of Indigenous Peoples be genuinely protected and their self-determination be realized.

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VIII. BIODATA

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Sistem Kerja Ergonomik dan Prestasi Kerja dalam Kalangan Pekerja: Tinjauan Awal di Malaysia dan Indonesia.

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ABSTRAK

Interaksi antara pekerja dengan persekitaran sekeliling seperti aspek teknologi dan mesin, tugas, psikologi, fisiologi dan psikososial, serta ciri-ciri keselamatan dan kesihatan pekerjaan dikenali sebagai bidang ergonomik. Kajian terdahulu mendapati sistem kerja ergonomik kurang dipraktikkan di pelbagai sektor. Keadaan ini menyumbang kepada peningkatan masalah seperti kemalangan di tempat kerja, masalah kesihatan dan penyakit pekerjaan, tekanan pekerjaan, ketidakhadiran dan akhirnya memberi kesan ke atas perkembangan dan pencapaian prestasi pekerja. Tinjauan awal secara sistematik melalui penerbitan artikel terdahulu dalam bidang dilakukan antara negara Malaysia dan Indonesia untuk mengenalpasti tahap kesedaran dan implementasi sistem kerja ergonomik yang boleh menyumbang kepada prestasi pekerja. Hasil awal mendapati masih kurang tahap kesedaran berkenaan kepentingan aspek ergonomik di tempat kerja dan cadangan untuk setiap organisasi samaada swasta mahupun awam mengimplimentasikan aspek ergonomik untuk tujuan peningkatan prestasi dan produktiviti.

Kata kunci: Sistem Kerja Ergonomik, Prestasi Kerja, Malaysia, Indonesia.

PENGENALAN

Prestasi pekerja mampu mempengaruhi budaya sesebuah organisasi kerana sekiranya penumpuan pencapaian prestasi tidak diberikan perhatian, budaya negatif akan wujud dalam organisasi. Pekerja yang kurang berprestasi tinggi akan melakukan kerja dengan sambil lewa kerana nilai diri tidak selaras dengan organisasi. Akibatnya, budaya positif seperti budaya keselamatan di tempat kerja akan kurang diberikan perhatian sehingga membawa pelbagai masalah seperti berlakunya kemalangan pekerjaan. Solmaz et al. (2019) telah menyatakan kepentingan budaya yang selamat dalam organisasi bagi mengelakkan kemalangan pekerjaan daripada berlaku.

Di Malaysia, aspek ergonomik tidak menunjukkan impak yang besar di mana para pekerja masih kurang pengetahuan asas berkaitan aspek ergonomik di tempat kerja (Selamat

et al. 2021). Maka, pembangunan aspek ergonomik menjadi sia-sia tanpa pengetahuan asas ini. Kajian oleh Nur Alia Syuhada dan Siti Nurhafizah (2023) turut menyatakan bahawa aspek ergonomik masih menunjukkan impak yang perlahan di Malaysia kerana hanya tertumpu kepada sektor-sektor tertentu sahaja. Begitu juga di Indonesia, penumpuan kepada industri- industri berat seperti pembuatan dan pembinaan. Hal ini mungkin disebabkan oleh persepsi kebanyakan organisasi atau majikan bahawa ergonomik hanya berkait dengan aspek

keselamatan dan kesihatan, namun tidak dengan prestasi dan tingkah laku (Loo & Richardson 2012). Maka, kebanyakan inisiatif atau pembangunan yang dilakukan oleh organisasi hanya mengambil kira aspek keselamatan dan kesihatan tanpa mengambil kira aspek sikap dan tingkah laku pekerja.

Pembentukan sistem kerja ergonomik di sektor awam amat perlu bagi menghindarkan permasalahan seperti fasiliti kerja yang tidak berkesan, persekitaran kerja yang tidak selamat dan sihat, serta sistem teknologi dan reka bentuk ruang kerja yang tidak terkini, bebanan kerja pekerja yang tidak terurus, dan sistem sosialisasi seterusnya memberi kesan kepada prestasi organisasi seperti peningkatan kos pengurusan organisasi (Ismail et al. 2008; Selamat 2016). Sebagai contoh, peningkatan kos premium insuran bagi kemalangan pekerjaan di dalam organisasi adalah terus meningkat, termasuk kos perubatan akibat kemalangan dan permasalahan lain berkaitan dengan aspek keselamatan dan kesihatan pekerjaan (Yongho et al. 2016; Yakubu & Bakri 2013; Zakaria et al. 2012). Keadaan yang berlarutan turut memberi kesan ke atas peningkatan kos pampasan dan pentadbiran berkaitan masalah keselamatan dan kesihatan pekerjaan telah meningkat setiap tahun bagi kedua-dua negara Malaysia dan Indonesia.

Keperluan sistem kerja ergonomik dengan menfokus kepada elemen sistem kerja yang ergonomik dan mampan mampu membantu meningkatkan prestasi pekerja dengan menjadikan sistem kerja individu lebih produktif dan efisien (Charlotte et al. 2017; Mahmud et al. 2015; Robin 2018; Selamat 2016). Walaupun begitu, aspek ergonomik masih kurang diberi penekanan dengan ketiadaan prosedur sistem kerja yang bersesuaian dalam konteks sektor awam terutama dalam perkhidmatan di universiti bagi menilai prestasi (Atueyi et al. 2021; Kibria et al. 2023; Fatima et al. 2023; Oznur et al. 2023). Keadaan ini mampu menjejaskan aplikasi aspek ergonomik secara berterusan sehingga boleh menjejaskan prestasi para pekerja di masa hadapan. Aspek asas terhadap sistem kerja yang melibatkan input idea ergonomik perlu dibangunkan dan dinilai agar kesinambungan kerja menjadi lebih proaktif dan efisien bersesuaian dengan teori keseimbangan yang diperkenalkan oleh Carayon (2009). Akhirnya, peningkatan prestasi dapat dihasilkan untuk meneruskan kecemerlangan organisasi dan para pekerja. Oleh itu, kertas ini bertujuan untuk membuat tinjauan awal berkenaan implementasi aspek sistem kerja ergonomik dan kesannya ke atas prestasi pekerja secara umum dan khasnya dalam konteks di Malaysia dan Indonesia.

METODOLOGI

Kajian ini menggunakan laman SCOPUS, Web of Science (WoS), dan ScienceDirect sebagai pangkalan data utama untuk mencari artikel teks penuh yang relevan. Di samping itu, penjaan asas carian daripada aplikasi Google Scholar turut dilakukan sebagai asas pencarian artikel. Pangkalan data ini digunakan kerana ia meliputi literatur ilmiah secara menyeluruh dalam pelbagai disiplin dan merangka strategi pencarian yang terperinci untuk memastikan pencarian yang komprehensif. Kaedah pencarian berdasarkan kata kunci yang dipilih dengan teliti daripada kajian-kajian terdahulu dan cadangan kata kunci yang diberikan oleh pangkalan data turut digunakan. Penumpuan kepada kajian terkini sekitar sepuluh tahun

ke belakang iaitu tahun 2014 hingga 2024, namun, kajian masih merujuk dapatan artikel pada tahun sebelumnya sebagai rujukan lanjut. Pendekatan ini membantu untuk mendapatkan pelbagai artikel yang relevan dengan topik kajian.

Selain memilih pangkalan data dan merumuskan kata kunci, pengkaji turut menggunakan pelbagai teknik dan strategi pencarian untuk meningkatkan hasil pencarian, seperti penggunaan tambahan istilah seperti penetapan tahun penerbitan, penggunaan istilah "dan," "atau", dan "tidak," untuk menggabungkan atau mengecualikan istilah tertentu, bagi

mbolehkan pencarian yang lebih terperinci. Dengan menggunakan teknik-teknik ini, pencarian bertujuan untuk memasukkan sebanyak mungkin artikel yang relevan. Hasil pencarian kemudiannya disaring berdasarkan abstrak dan tajuk untuk menilai potensi relevansinya kepada objektif kajian. Proses penyaringan awal ini membantu memperincikan pemilihan artikel untuk analisis lanjut. Hasil yang diperolehi dianalisis secara kritikal dan spesifik berkaitan isu, permasalahan dan data berkaitan fokus kajian. Penerangan dapatan dibuat secara penulisan akademik mengikut sub seksyen tertentu bagi memudahkan pembacaan dan pemahaman lanjut serta disokong dengan data-data dan input laporan serta bahan-bahan ilmiah lain yang berkaitan.

KEPUTUSAN DAN PERBINCANGAN

Berdasarkan portal rasmi *The International Ergonomics Association* (IEA), ergonomik merujuk sebagai satu disiplin atau bidang saintifik yang berkaitan dengan pemahaman interaksi antara manusia dan unsur-unsur lain. Ergonomik juga merupakan satu profesion yang menggunakan teori, prinsip, data dan kaedah untuk mengoptimalkan kesejahteraan manusia serta prestasi keseluruhan sistem. Konsep asas ergonomik dikatakan sebagai interaksi hubungan antara manusia dengan persekitaran sekelilingnya. Menurut Selamat et al. (2020), istilah ergonomik dapat ditakrifkan secara ringkasnya sebagai hubungan antara manusia dan mesin atau persekitaran yang secara amnya merujuk kepada persekitaran fizikal di tempat kerja. Istilah ini sinonim dengan faktor manusia. Menurut Aamodt (2016) pula, faktor manusia merupakan bidang pengajian yang melibatkan peranan ahli psikologi dan jurutera dalam usaha untuk menghasilkan produk atau sistem yang mudah digunakan, selamat, untuk memaksimumkan kecekapan dan untuk meminimumkan tekanan fizikal dan psikologi.

Ergonomik juga dirujuk sebagai aplikasi pengetahuan terhadap tingkah laku manusia, keupayaan, dan limitasi ke atas rekabentuk sistem, kerja dan tugas, mesin dan peralatan pekerjaan, dan persekitaran sosial dan fizikal yang sempurna, selamat dan efektif untuk kegunaan manusia (Carayon 2009; Selamat 2016; Shaliza et al. 2009). Ergonomik juga dilihat sebagai sains rekabentuk kerja agar bersesuaian dengan pekerja dan bukan pekerja menyesuaikan kerja dengan diri mereka (Carayon & Smith, 2000; Occupational Safety & Health Act [OSHA] 1994; Rowan & Wright 1994; Zafir et al. 2008). Ini bermakna, sistem kerja perlulah menekankan aspek ergonomik agar pekerja berasa selesa, selamat dan yakin untuk melaksanakan kerja mereka; seterusnya menyumbang kepada prestasi yang produktif dan efisien.

Penekanan terhadap sistem kerja dan aspek ergonomik masih berada pada tahap yang lemah dalam konteks sektor awam di Malaysia dan Indonesia. Implementasi sistem kerja penting disebabkan boleh memberi kesan jangka panjang. Tambahan lagi, ketidakprihatinan terhadap aspek keselamatan dan kesihatan pekerjaan di sektor awam boleh memberi kesan kepada pekerja dan organisasi serta pihak luar terlibat dengan aktiviti organisasi.

Menurut Smith dan Carayon (2000) dan Carayon (2009), sistem kerja yang sempurna membantu proses kerja dengan lebih baik dan mengelakkan risiko berbahaya dalam kalangan pekerja terutamanya pekerja-pekerja di sektor pembuatan. Ketiadaan standard sistem kerja yang ergonomik di institusi pengajian tinggi turut memberi kesan kepada individu pekerja dan organisasi. Oleh itu, penilaian terhadap teori keseimbangan yang diperkenalkan oleh Carayon (2009) boleh dijadikan panduan dan diadaptasi dalam konteks Malaysia dan Indonesia sebagai satu perbandingan yang mampan.

Kajian menyatakan bahawa aspek ergonomik adalah antara perkara penting yang boleh menyumbang kepada peningkatan prestasi pekerjaan (Mahmud et al. 2015; Selamat 2016; Robin 2018; Zafir et al. 2009). Namun begitu, tidak semua organisasi berkemampuan untuk

melaksanakan sistem kerja yang ergonomik disebabkan kekangan seperti kos, masa, tenaga kepakaran dan kesesuaian bidang pekerjaan (Kawakami & Kogi 2005; Loo & Rihardson 2012; Selamat & Mukapit 2013a, 2018b; Zafir et al. 2009). Perkara seperti tingkah laku pekerja, keupayaan, dan limitasi ke atas reka bentuk sistem, kerja dan tugas, mesin dan peralatan pekerjaan, dan persekitaran sosial dan fizikal adalah antara penyumbang kepada pekerja berprestasi tinggi. Kesemua aspek ini perlu dititikberatkan agar kelangsungan aktiviti kerja di dalam organisasi menjadi lebih lancar dan produktif seterusnya menyumbang kepada peningkatan perkhidmatan dan keberkesanan operasi organisasi terutama di institusi pengajian tinggi (Khoo et al. 2011; Selamat 2017; Zafir et al. 2008). Oleh itu, keperluan untuk peningkatan ilmu berkaitan aspek sistem kerja yang ergonomik adalah amat perlu untuk meningkatkan lagi tahap prestasi perkhidmatan di sektor awam yang diterajui oleh para pekerja daripada pelbagai aktiviti tugas ini.

Melihat dengan lebih dekat lagi, terdapat bukti dalam kajian empirikal yang menyatakan bahawa aplikasi sistem kerja yang ergonomik masih kurang di Malaysia (Loo & Rihardson 2012; Mahmud et al. 2015; Robin 2018; Rozlina et al. 2012; Selamat 2016). Sebagai contoh, didapati kurang daripada 40 peratus tahap kesedaran industri pembuatan di Malaysia terhadap aspek ergonomik di tempat kerja (Selamat 2016; Shaliza et al. 2009). Kajian lain pula mengharapkan agar pelaksanaan aspek ergonomik di dalam sistem kerja perlu dilakukan segera bagi meningkatkan prestasi pekerja (Kawakami & Kogi 2005; Mahmud et al. 2015; Rozlina et al. 2012; Selamat 2016; Yongho et al. 2016; Yi 2017; Zafir et al. 2013). Kajian di Indonesia mendapati pelaksanaan aspek ergonomik mampu untuk meningkatkan produktiviti dan mengurangkan masalah kesihatan sekaligus membantu mengembangkan prestasi para pekerja (Adi et al. 2024; Kusumawardhani, Djamalus & Lestari 2023; Rinamurti & Setiawan 2023; Setiawan 2017; 2019). Tambahan lagi Yadi dan Kurniawidjaja (2019), turut menyokong bahawa intervensi perlu dilakukan dengan penekanan kepada aspek ergonomik agar peningkatan prestasi pekerja dapat dilakukan.

Hal ini kerana aspek ergonomik masih kurang diberi penekanan dengan ketiadaan prosedur sistem kerja yang bersesuaian dalam konteks sektor awam terutama dalam perkhidmatan di universiti bagi menilai prestasi (Atueyi et al. 2021; Kibria et al. 2023; Fatima et al. 2023; Oznur et al. 2023). Kajian oleh Oladeinde et al. (2015) dan Olabode et al. (2017) merupakan antara kajian yang mengkaji tahap kesedaran dan tahap pengetahuan terhadap aspek ergonomik. Kedua-dua kajian menunjukkan dapatan yang sama iaitu tahap kesedaran para pekerja terhadap aspek ergonomik masih berada pada tahap yang kurang memuaskan.

Model Sistem Kerja (2000) dan Teori Keseimbangan telah diperkenalkan oleh Carayon (2009) menyatakan bahawa sistem kerja yang seimbang boleh memberi kesan ke atas prestasi pekerja dan kerja. Terdapat lima elemen utama model sistem kerja dan teori keseimbangan (2009) ini iaitu, manusia, tugas, teknologi dan peralatan, persekitaran dan

organisasi yang dikatakan mempunyai signifikan dengan tahap prestasi pekerja dan kerja. Idea daripada negara Barat ini menceritakan bahawa elemen tersebut boleh mempengaruhi berlakunya risiko bahaya berkaitan keselamatan dan kesihatan pekerja. Oleh itu, perlu adanya keseimbangan dalam kesemua elemen tersebut agar para pekerja tidak terbeban dalam melaksanakan tugas mereka di samping menjaga kebajikan dan kesejahteraan pekerja. Di samping itu, aspek ergonomik juga didapati boleh memberi kesan yang baik kepada prestasi kerja pekerja apabila ianya dilaksanakan mengikut prosedur yang betul dan sesuai. Gabungan elemen sistem kerja dan aspek ergonomik adalah merupakan idea dan penciptaan baru yang boleh menyumbang kepada prestasi yang tinggi terutama dalam aspek ergonomik dan keselamatan dan kesihatan pekerjaan (Selamat 2016). Oleh itu, pihak organisasi wajar mengambil inisiatif untuk mengambil kira aspek ergonomik dalam implementasi pengurusan organisasi terhadap pekerja dengan tujuan peningkatan prestasi yang lebih memberangsangkan.

KESIMPULAN

Sistem kerja merupakan satu sistem yang melibatkan manusia dan mesin serta persekitaran dalam melaksanakan kerja dengan menggunakan maklumat, teknologi dan sumber lain yang ada. Implimentasi sistem kerja yang berkesan memberi impak bukan sahaja kepada prestasi pekerja, malahan prestasi organisasi secara keseluruhan. Menurut Sienknecht dan Aken (1999), sistem kerja adalah satu pendekatan yang sistematik kepada reka bentuk organisasi yang bertujuan menyelaraskan organisasi, warga organisasi dan persekitarannya. Perkara atau pelaksanaan yang terlibat dalam sistem ini adalah penyelarasan struktur organisasi, sistem dan proses penggunaan struktur pasukan.

Tujuan utama sistem ini adalah bagi mencapai keberkesanan dan hasil yang berkualiti untuk pihak ketiga atau pelanggan. Selain itu, sistem kerja merupakan satu model yang sistematik dalam memastikan semua elemen berinteraksi antara satu sama lain (Carayon 2009). Model yang sistematik ini meliputi aspek psikososial, kognitif dan fizikal kerja. Menurut sumber yang sama, aspek-aspek ini mampu mewujudkan tiga beban iaitu psikososial, kognitif dan fizikal pada individu. Beban ini yang akan menentukan hasil akhir seperti komitmen organisasi dan prestasi. Menurut Selamat (2020), sistem kerja ergonomik menyediakan cara untuk menerangkan semua elemen kerja yang mempengaruhi pekerja dan hasil. Dalam sistem kerja ergonomik ini, aspek tingkah laku individu memainkan peranan dalam proses interaksi bersama elemen lain yang boleh menyumbang kepada peningkatan prestasi. Kesimpulannya, sistem kerja ergonomik adalah satu sistem kerja yang melibatkan reka bentuk kerja yang menyeluruh. Reka bentuk ini melibatkan segala aspek yang berada di sekeliling individu semasa di tempat kerja. Aspek yang terlibat ini dapat mempengaruhi persepsi dan tindakan individu semasa di tempat kerja.

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INISIATIF BELANJAWAN BAGI MENCAPAI MATLAMAT PEMBANGUNAN MAMPAN DI NEGARA ASEAN

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ABSTRAK: Belanjawan secara tradisinya merupakan proses di mana kerajaan memutuskan berapa banyak yang perlu dibelanjakan, menghadkan perbelanjaan kepada hasil yang ada dan mencegah perbelanjaan berlebihan. Dari masa ke masa, belanjawan awam telah mengambil peranan yang berbeza, menjadi alat untuk merancang dan mengawal, untuk memberikan dorongan kepada persekitaran ekonomi dan sosial dan untuk memastikan ketelusan dan penglibatan pihak berkepenting dalam membangunkan negara. Pada tahun 2015, negara dunia telah menerima konsep Matlamat Pembangunan mampan (SDG2023) sebagai panduan dan halatuju pembangunan. Situasi ini membawa komitmen ini diterjemahkan dalam perancangan belanjawan negara supaya terdapat peruntukan bagi memenuhi matlamat ini. Namun begitu, oleh kerana situasi lokal yang berbeza serta tahap sosioekonomi yang tidak sama, keadaan ini memerlukan belanjawan dirancang dengan mengambil perhatian kepada keperluan dan komitmen ini diselarikan dengan situasi dan keperluan lokal. Justeru itu kajian ini akan meneliti sejauhmana peruntukan belanjawan telah dilaksanakan untuk mencapai matlamat pembangunan mampan oleh negara-negara dunia sebelum menjurus kepada kajian negara yang mengkhusus.

KATA KUNCI : Belanjawan; Matlamat Pembangunan Mampan; Perbelanjaan Negara; Komponen SDG

PENGENALAN: Belanjawan negara merupakan aspek yang sangat penting dalam menentukan pembangunan dan masa depan negara. Kegagalan untuk merancang dan melaksanakan dasar belanjawan yang berkesan akan menggugat potensi pembangunan yang boleh dicapai bagi negara tersebut sehingga boleh menyebabkan krisis kewangan dan kemerosoton ekonomi. Sehubungan itu, dasar belanjawan bukan hanya merancang bagaimana hasil diperolehi dan dibelanjakan tetapi juga menjelaskan hasrat kerajaan dalam merancang, menjana dan menggalakkan pertumbuhan pembangunan negara supaya dapat mengagihkan kekayaan negara kepada keseluruhan masyarakat secara adil dan saksama. Justeru, setiap tahun Kerajaan akan menyediakan dasar belanjawan negara sebagai satu asas bagaimana kerajaan membelanjakan tabung kewangan negara (Olurankise 2012, Shawal Kaslam 1996).

Secara umum, dana peruntukan belanjawan negara boleh dibahagikan kepada dua kategori. Peruntukan Belanjawan bagi perbelanjaan operasi (OpEx) yang bertujuan untuk membayar gaji perkhidmatan awam, dan pemerolehan produk dan perkhidmatan pada tahun hadapan. Ini

termasuk peruntukan untuk penyelenggaraan jalan, hospital, sekolah, universiti awam, penyelenggaraan pejabat kerajaan, tentera serta pasukan keselamatan. Kategori kedua adalah peruntukan perbelanjaan pembangunan, merangkumi projek dan program baharu untuk kesejahteraan dan pembangunan negara yang dirujuk sebagai belanjawan Pembangunan. Pada tahun 2015, dunia telah membincangkan dan menerima Agenda Matlamat Pembangunan Manpan (Sustainable Development Goals -SDG) 2030. Agenda 2030 ini adalah pelan tindakan yang dibangunkan untuk kemakmuran dalam konteks ekonomi, politik dan sosial semasa. Agenda ini menggalakkan keamanan global, membasmi kemiskinan dalam semua bentuk dan dimensi yang merupakan cabaran terbesar dunia hari ini serta merupakan usaha yang perlu dilaksanakan dan matlamat yang perlu dicapai untuk pembangunan mampan (Okitasari & Kandpal, 2022).

Untuk mencapai matlamat yang ditetapkan ini, sejumlah besar pelaburan kewangan dan peruntukan diperlukan. Dalam Semakan Kebangsaan Sukarela (VNR) pada tahun 2021, sebanyak 35 negara telah menyepadukan SDG ke dalam rangka kerja dasar negara mereka, dan 25 negara menunjukkan bahawa SDG telah dimasukkan ke dalam rancangan tempatan negara. Walau bagaimanapun, penyepaduan SDG secara sistemik memerlukan kerajaan menterjemah komitmen dan keutamaan SDG di peringkat tertinggi pengurusan dan pentadbiran untuk dibawa ke dalam rancangan nasional dan tempatan. Keadaan ini akan dicerminkan dalam keputusan dan penyampaian belanjawan tahunan negara. Belanjawan yang lebih baik dalam konteks pelaksanaan SDG bermakna wujudnya kehadiran sasaran SDG yang jelas dan boleh diukur dalam peruntukan belanjawan, laporan dan elemen lain dalam kitaran belanjawan (UNDP 2020).

Matlamat Pembangunan Lestari (SDG) adalah merupakan satu set matlamat, sasaran dan indikator universal yang telah ditetapkan bersama 193 buah negara di dunia. Menerusi SDG2030. Pertubuhan Bangsa-bangsa Bersatu telah menggariskan 17 matlamat utama yang perlu diberikan perhatian dalam usaha mencapai agenda kelestarian tahun 2030 (Ibrahim, Hashim, Adnan, & Ramlie, 2022). Menerusi perenggan 45 dalam Agenda 2030 terdapat kenyataan berkaitan dengan belanjawan yang perlu diperuntukkan oleh negara dalam mengimplicasikan Agenda 2030 iaitu:

"Kami juga mengakui peranan penting parlimen negara melalui penggubalan undang-undang dan penerimaan bajet mereka serta peranan mereka dalam memastikan akauntabiliti untuk pelaksanaan komitmen kami dengan berkesan. Kerajaan dan institusi awam juga akan bekerjasama rapat dalam pelaksanaan dengan pihak berkuasa serantau dan tempatan, institusi sub wilayah, institusi antarabangsa, golongan akademik, organisasi filantropi, kumpulan sukarelawan dan lain-lain."

(Sustainable Development Goals, 2018)

Menyepadukan SDG ke dalam sistem belanjawan membolehkan penilaian perbelanjaan yang berhemat dari segi kemampuan, kemampuan dan kesan kepada generasi akan datang (OECD 2020). Namun begitu, strategi untuk belanjawan SDG mengambil pelbagai bentuk, dan pendekatan bagi sesebuah negara. Sehubungan itu pasti terdapat agenda yang menumpukan pada elemen yang berbeza dalam kitaran belanjawan yang mencerminkan konteks tempatan, komitmen politik dan kapasiti masing-masing. Sehubungan itu, kajian ini akan meneliti sejauhmana belanjawan di negara-negara dunia telah memperuntukkan dana dalam usaha untuk mencapai matlamat Pembangunan mampan dan apakah komponen yang diberikan perhatian bagi negara ini.

METODOLOGI: Kajian ini merupakan kajian awal yang bertujuan untuk mengeksplorasi maklumat berkaitan belanjawan yang telah diperuntukan oleh negara-negara ASEAN bagi menyokong Matlamat Pembangunan Mampan. Bagi tujuan ini kajian ini analisa konten akan dilakukan bagi membangunkan tema-tema komponen yang selari dengan 17 objektif Matlamat Pembangunan Mampan.

HASIL: Menurut Laporan Prestasi Matlamat Pembangunan Mampan Global 2023 (PBB 2023), di peringkat Asia, Thailand mendahului dengan kedudukan di tempat 43 dengan pencapaian skor sebanyak 74.7 peratus, diikuti oleh Vietnam pada kedudukan 55 dengan skor sebanyak 73.3 peratus, Indonesia dengan kedudukan 75 dengan skor sebanyak 70.2 peratus dan Malaysia menduduki tempat 78 dengan skor sebanyak 69.9 peratus daripada 166 negara anggota. Penelitian terhadap kajian-kajian belanjawan dan Matlamat Pembangunan Mampan di beberapa negara telah diringkaskan dapatannya seperti jadual di bawah:

Negara	Iniatif Matlamat Pembangunan Mampan
<p>BRUNEI Institute for Global Environmental Strategies (IGES 2020)</p>	<p>Brunei Darussalam telah membuat strategi dengan memasukan matlamat SDG ke dalam polisi negara menerusi Wawasan Brunei 2035. Terdapat senarai item belanjawan khusus untuk SDG 1. Jumlah belanjawan lebih daripada USD118 juta, adalah untuk pencen warga tua. Item kedua terbesar yang disenaraikan adalah untuk program jaringan keselamatan sosial yang berjumlah USD18,237,600.</p>
<p>INDONESIA (International Budget Partnership, 2022).</p>	<p>Indonesia telah menunjukkan komitmen yang kukuh bagi mencapai sasaran SDG menjelang 2030, sebagaimana yang tertakluk dalam Peraturan Presiden No.59/2017. Pelan tindakan program pembangunan di peringkat nasional dan daerah selaras dengan matlamat SDG dan sasaran yang berkaitan telah dilaksanakan.</p>
<p>KEMBOJA Institute for Global Enviromental Strategies (IGES, 2020)</p>	<p>Negara Kemboja telah membuat strategi bagi memenuhi matlamat SDG menerusi rangka kerja yang sepenuhnya yang dilokalisasikan dikenali sebagai Cambodia SDG (CSDG) dengan 88 sasaran yang relevan pada peringkat nasional menerusi 148 indikator yang ditakrifkan secara global dan tempatan</p>
<p>MALAYSIA Kementerian Kewangan Malaysia, 2023</p>	<p>Kerajaan Malaysia telah merangka Inisiatif Rangka Kerja Pembiayaan bagi Pembangunan Mampan (Kementerian Kewangan Malaysia, 2023), pihak kerajaan juga telah menubuhkan Yayasan SDG Malaysia (Yayasan MySDG) yang bekerjasama dengan PBB di Malaysia dalam menyelaraskan sebuah Tabung Amanah untuk membantu pihak kerajaan mencapai agenda SDG negara dengan permulaan sebanyak RM20 juta oleh kerajaan.</p>

PERBINCANGAN: Hasil penelitian terhadap kajian-kajian sedia ada berkaitan belanjawan dan SDG2030 menunjukkan komitmen yang tinggi telah dilakukan oleh pihak pemerintah

disetiap negara sebagai inisiatif bagi mencapai matlamat Pembangunan Mampan. Keadaan ini selari dengan apa yang telah dinyatakan dalam laporan OECD (2020) dimana strategi untuk belanjawan SDG boleh dilaksanakan pelbagai bentuk, dan pendekatan bagi sesebuah negara. Menyepadukan SDG ke dalam sistem belanjawan membolehkan penilaian perbelanjaan dilaksanakan yang akan memberi kesan kepada generasi akan datang.

RUMUSAN: kajian ini merumuskan bahawa matlamat Pembangunan mampan adalah merupakan satu matlamat yang didokong bersama dengan pelbagai bentuk pelaksanaan bagi merealisasikan matlamat ini. Iniatif untuk menyepadukan belanjawan negara dengan 17 objektif Matlamat Pembangunan Mampan dijangka membantu mempercepatkan pencapaian objektifnya bagi membina negara yang lebih Sejahtera secara inklusif.

PENGHARGAAN

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KEPELBAGAIAN KESATUAN SEKERJA DALAM HUBUNGAN PEKERJAAN: SATU SOROTAN AWAL

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ABSTRAK

Landskap hubungan pekerjaan di kebanyakan negara maju khususnya telah menyaksikan pelaksanaan kepelbagaian kesatuan sekerja atau '*multi-unionism*', iaitu lebih daripada satu kesatuan sekerja dapat mewakili pekerja di tempat kerja atau industri yang sama. Kewujudan kepelbagaian kesatuan sekerja dapat meningkatkan demokrasi kesatuan, menggalakkan persaingan yang sihat, akauntabiliti, kepelbagaian perwakilan dan menghindari amalan monopoli dalam kesatuan. Oleh sebab itu, kajian ini bertujuan untuk mengkaji kekuatan dan cabaran pelaksanaan kepelbagaian kesatuan sekerja. Kajian ini telah menggunakan kaedah kualitatif, iaitu berdasarkan daripada sorotan kajian-kajian lepas dan dianalisis melalui pendekatan induktif. Kajian ini mendapati bahawa golongan pekerja lebih bebas membuat pilihan untuk menentukan keanggotaan dalam sesebuah kesatuan sekerja berdasarkan tawaran-tawaran daripada kesatuan sekerja itu dan seterusnya keadaan ini dapat memupuk kebebasan berkesatuan. Namun, kajian ini juga mendapati bahawa kesatuan sekerja yang pelbagai juga berpotensi menggugat hubungan industri ekoran daripada ketidaksefahaman yang berlaku antara kesatuan-kesatuan sekerja. Oleh yang demikian, perancangan strategi yang baik adalah diperlukan bagi mengatasi cabaran-cabaran tersebut. Kesimpulannya, kepelbagaian kesatuan sekerja membawa kepada peningkatan perwakilan dan kuasa tawar-menawar bagi golongan pekerja yang mempunyai pelbagai latar dan pada masa yang sama, ia juga memberikan cabaran dari segi wujudnya konflik antara kesatuan sekerja dan dari segi koordinasi.

Kata kunci: Kesatuan Sekerja, Hubungan Pekerjaan, Hubungan Industri, *Multi-Unionism*, Demokrasi

PENGENALAN

Konsep kepelbagaian kesatuan sekerja atau '*multi-unionism*', yang membenarkan kewujudan berbilang kesatuan sekerja dalam tempat kerja atau industri yang sama, telah mencetuskan pendapat yang berbeza-beza dalam kalangan kesatuan sekerja, aktivis, majikan, sarjana, organisasi bukan kerajaan dan sebagainya. Apatah lagi dengan keadaan hubungan pekerjaan dan kedinamikan tempat kerja yang semakin berkembang, implikasi kepelbagaian kesatuan sekerja tersebut adalah penting bagi pekerja, majikan dan pemerintah. Konsep ini yang berlainan dengan kesatuan sekerja tunggal, yakni satu kesatuan sekerja sahaja untuk mewakili semua pekerja, memperkenalkan kedua-dua peluang dan cabaran dalam konteks perwakilan pekerja, perundingan kolektif dan keharmonian di tempat pekerjaan. Beberapa negara maju dan membangun seperti United Kingdom, Amerika Syarikat, Indonesia dan India juga telah melaksanakan kepelbagaian kesatuan sekerja.

Sehubungan dengan itu, artikel ini bertujuan untuk meneroka kajian-kajian sedia ada mengenai kepelbagaian kesatuan sekerja, meneliti kekuatan dan cabarannya daripada pelbagai perspektif. Artikel ini melihat kepada konteks sejarah, teori-teori yang digunakan dan dapatan empirikal yang menggambarkan kesan kepelbagaian kesatuan sekerja terhadap hubungan

pekerjaan. Dengan demikian, sintesis ini dapat memberikan pemahaman yang mendalam tentang kelebihan dan kekurangan kepelbagaian kesatuan sekerja, menawarkan landasan untuk penyelidikan dan pembangunan sebarang dasar pada masa depan.

METODOLOGI

Perbincangan dalam artikel ini adalah berdasarkan sorotan kajian-kajian lepas dan dianalisis melalui pendekatan induktif. Kajian literatur merupakan platform untuk menunjukkan kepelbagaian penyelidikan dari segi teori, metodologi dan empirikal yang berkaitan dengan topik kajian. Ia juga dapat digunakan untuk mengenal pasti kebaruan dan jurang dalam kajian-kajian lepas (Macke & Genari, 2019). Manakala, pendekatan induktif bermula dengan mengenal pasti corak dan tema tertentu dalam artikel-artikel sebelum ini dan kemudiannya menghasilkan satu rumusan yang luas. Di samping itu, pendekatan induktif berperanan sebagai pendekatan yang mudah dan membantu menghuraikan hubungan antara kajian-kajian (Thomas, 2006). Oleh yang demikian, kajian literatur secara induktif mensintesis kajian-kajian sedia ada untuk mendedahkan corak, tema dan konsep yang muncul, serta meletakkan asas untuk membangunkan hipotesis dan kesimpulan awal. Dalam hal ini, artikel ini memfokuskan dua tema sahaja, iaitu kekuatan dan cabaran yang dialami dalam pelaksanaan kepelbagaian kesatuan sekerja.

PERBINCANGAN

Kajian-kajian sedia ada telah mendedahkan banyak faedah kepelbagaian kesatuan sekerja terhadap para pekerja itu sendiri. Menurut Ashby (2022), kepelbagaian kesatuan sekerja merupakan salah satu solusi kerana ia dapat meningkatkan demokrasi kesatuan dengan menggalakkan persaingan yang sihat, akauntabiliti, kepelbagaian perwakilan, serta menghindari amalan monopoli dalam kesatuan. Faktor-faktor ini kemudiannya menyumbang kepada gerakan buruh yang lebih responsif dan demokratik. Bahkan, kejayaan kesatuan-kesatuan sekerja semakin meningkat ketika para pekerja mempunyai pilihan untuk menentukan mana satu kesatuan sekerja yang ingin disertai olehnya. Hal ini kerana kesatuan-kesatuan sekerja tersebut akan mengadakan banyak kempen dan advokasi semasa pilihan raya kesatuan (*union election*) untuk menarik keanggotaan. Contohnya, di Amerika Syarikat (Deshpande & Stamper, 2004). Ia akan memupuk kebebasan berkesatuan di tempat kerja, meningkatkan jumlah anggota kesatuan dan mengurangkan masalah ‘penumpang percuma’ kerana kesatuan-kesatuan sekerja akan lebih berusaha untuk menarik dan mengekalkan anggota mereka (Fruits, 2019).

Justeru, kepelbagaian kesatuan sekerja dapat membantu para pekerja untuk mencapai tawaran terbaik ketika proses perundingan kolektif dengan pihak majikan sebagaimana yang terjadi di Jerman (Aghadadashli & Wey, 2014). Fenomena mogok juga dilihat lebih kerap berlaku di tempat kerja atau industri yang mempunyai lebih dari satu kesatuan sekerja di Eropah. Secara tidak langsung, lebih banyak mogok akan meningkatkan pemerksaan pekerja, menambah baik hasil rundingan, menyerlahkan amalan tidak adil dalam hubungan pekerjaan, mencetuskan perubahan sosioekonomi, menggesa majikan untuk bersikap responsif, dan mendorong gerakan buruh yang lebih luas (Jansen, 2014). Di samping itu, kepelbagaian kesatuan sekerja juga membuka peluang untuk membina jaringan dan perkongsian maklumat antara satu sama lain (Madimutsa & Pretorius, 2021).

Walau bagaimanapun, kepelbagaian kesatuan sekerja juga berpotensi untuk menimbulkan konflik antara kesatuan-kesatuan. Tambahan pula jika para pemimpin dan anggota kesatuan belum memiliki kesedaran kelas yang mencukupi. Akibatnya, konflik yang tidak produktif ini akan menjejaskan kesatuan sekerja dan mengalihkan perhatian mereka

daripada objektif penubuhan kesatuan sekerja sebagaimana yang telah berlaku di Indonesia, Nigeria dan Zimbabwe. Konflik seperti ini akan melemahkan solidariti kesatuan, membazirkan sumber kesatuan, serta melemahkan kepercayaan dan kerjasama dalam kalangan pekerja itu sendiri yang berbeza kesatuan sekerja (Endang Rokhani, 2008; Bassey et al., 2012; Ncube, 2016). Akkerman (2014) juga menekankan bahawa autonomi kesatuan sekerja yang lebih kecil akan berkurangan dan mereka akan mengelak untuk bekerjasama dengan kesatuan sekerja yang lebih besar.

Oleh sebab itu, ia akan melemahkan lagi kuasa persatuan bagi kesatuan sekerja yang memang sedia ada lemah. Apatah lagi kesatuan-kesatuan sekerja tersebut masih lagi terikat dengan budaya organisasi mereka dan peraturan-peraturan, serta faktor-faktor sekeliling seperti globalisasi. Persaingan suara dan kuasa ini akan menyebabkan hanya suara pekerja tertentu yang dapat didengari oleh pihak majikan dan pemerintah (Reaney & Cullinane, 2021). Maka, *'inter-union rival'* atau *'inter-union conflict'* akan sentiasa wujud. Tambahan pula sekiranya ia bukan sahaja melibatkan perbezaan pendekatan dan keanggotaan, tetapi juga dari segi ideologi. Contohnya, orientasi perniagaan lawan revolusioner, inklusif lawan eksklusif, politik lawan tidak berunsurkan politik, bebas lawan tidak bebas, dan koperatif lawan militan (Harcourt et al., 2014).

Namun demikian, semua persaingan dan konflik khususnya dalam aspek perundingan dan keanggotaan yang menjadi cabaran untuk melaksanakan kepelbagaian kesatuan sekerja sebenarnya dapat diatasi melalui strategi yang baik. Di New Zealand, 70 peratus daripada pemimpin kesatuan sekerja menjelaskan bahawa mereka tidak mengalami konflik dengan kesatuan-kesatuan lain. Hubungan yang harmoni ini adalah disebabkan oleh beberapa faktor. Pertama, kesatuan sekerja mempunyai hubungan yang erat dengan kesatuan yang lain. Kedua, kesatuan sekerja tidak mengganggu urusan kesatuan yang lain. Lanjutan daripada itu, konflik memang akan wujud dalam konteks kepelbagaian kesatuan sekerja. Tetapi, tahap dan kesannya akan menjadi rendah jika ia dapat ditangani dengan baik (Harcourt et al., 2014). Kesatuan-kesatuan sekerja pascaindustri juga seharusnya memupuk semangat inklusif dan egalitarian untuk mengatasi segala perbezaan dan cabaran berkenaan (Visser, 2012).

KESIMPULAN

Secara keseluruhannya, kajian ini telah meneroka dan menganalisis kelebihan dan cabaran yang dialami dalam pelaksanaan *'multi-unionism'* berdasarkan daripada kajian-kajian sedia ada mengenai kepelbagaian kesatuan sekerja. Kajian ini telah mendapati bahawa kewujudan *'multi-unionism'* di tempat kerja telah mencetuskan satu hubungan pekerjaan yang dinamik dalam kalangan pekerja, majikan dan pemerintah. Di samping itu, amalan demokrasi jelas dapat dilihat dengan kebebasan para pekerja untuk menentukan keanggotaan mereka dalam sesebuah kesatuan sekerja berdasarkan tawaran terbaik daripada kesatuan-kesatuan sekerja berkenaan. Namun begitu, terdapat beberapa cabaran yang dapat dilihat melalui kewujudan kepelbagaian kesatuan sekerja. Salah satunya adalah konflik antara kesatuan-kesatuan sekerja apabila tidak mencapai kata sepakat di tempat kerja atau industri mereka. Konflik tersebut akan menyebabkan sesebuah kesatuan sekerja itu tersasar daripada penyatuan untuk memobilisasikan gerakan buruh. Walau bagaimanapun, cabaran kepelbagaian kesatuan sekerja ini sebenarnya dapat diatasi dengan pengorganisasian dan penyusunan strategi yang baik.

PENGHARGAAN

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PENGARUH KECEKALAN TERHADAP BERKEMBANG MAJU DALAM KALANGAN PENCARI KERJA DI MALAYSIA

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ABSTRAK

Institusi pengajian tinggi berperanan penting dalam melahirkan tenaga kerja yang berkemahiran tinggi untuk masa hadapan. Namun, kejayaan ini tidak hanya bergantung kepada penguasaan pengetahuan dan kemahiran yang diperlukan dalam pasaran kerja, tetapi juga melibatkan elemen psikologi yang penting untuk mengembangkan potensi mahasiswa sepenuhnya. Oleh itu, kajian ini dijalankan untuk menilai peranan ciri-ciri psikologi positif dalam meningkatkan kebolehpasaran mahasiswa. Objektif kajian ini adalah untuk mengkaji pengaruh kecekalan terhadap berkembang maju dalam kalangan pencari kerja di Malaysia Seramai 226 orang pencari kerja yang merupakan graduan ijazah sarjana muda yang masih belum bekerja telah menyertai kajian ini. Dua instrumen telah digunakan dalam mengukur *the Flourishing Scale* mengukur berkembang maju dan *Grit Short Scale* mengukur kecekalan. Kaedah analisis regrasi telah dilaksanakan dalam meneliti pengaruh di antara kecekalan dan berkembang maju. Dapatan kajian menemukan kecekalan mempunyai nilai regresi positif yang signifikan, iaitu $\beta=0.65$, $t=6.14$, $k < .001$. Ini menunjukkan kecekalan mempunyai pengaruh yang signifikan terhadap berkembang maju. Dapatan ini turut membuktikan bahawa kecekalan dapat mendorong kepada makna dan tujuan hidup pencari kerja. Seseorang yang bersikap cekal lebih mudah untuk bangkit dari kegagalan kerana mereka memahami akan kegagalan sebagai satu proses pembelajaran. Dalam keadaan semasa, graduan yang mempunyai pemikiran berkembang memudahkan mereka untuk menyesuaikan dengan tuntutan industri bukan sahaja untuk hari ini juga untuk masa akan datang kerana teknologi akan sentiasa berkembang menjadi maju

KATA KUNCI: Kecekalan, berkembang maju, pencari kerja

WOMEN EMPOWERMENT ON HANDLING STUNTING IN NUSANTARA CAPITAL CITY

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ABSTRACT

Stunting is a significant health issue in Indonesia, particularly in Penajam Paser Utara and Kutai Kartanegara. This study examines the role of women's empowerment through a feminist social work approach in preventing stunting. The aim is to understand how this approach can contribute to reducing stunting in children in these regions. Using a qualitative case study method, the research found that the empowerment of women, especially mothers, can be carried out through three stages: increasing awareness, transforming capabilities, and improving intellectual skills. This holistic and gender-equitable approach has proven to be effective, although there are still challenges such as gender stigma and limited access that need to be addressed. **Keywords : Stunting, Woman Empowerment, Feminist Social Work**

INTRODUCTION

The issue of stunting is one of the urgent and significant concerns in Indonesia. The prevalence rate of stunting cases in Indonesia is relatively high compared to other middleincome countries. Stunting is a condition where a toddler fails to grow properly due to chronic malnutrition, resulting in the child being too short or small for their age (Achmad, 2024).

The Health Office in Penajam Paser Utara Regency reported that the prevalence of stunting in the area in 2022 reached 21.8%. This figure indicates that there are still major challenges in efforts to address and prevent stunting among children. Meanwhile, the Kutai Kartanegara Regency Health Office also stated that the prevalence of stunting in their region is quite high, at 27.1%. These two regencies, which are part of the Nusantara Capital Region, are facing significant health problems related to stunting.

In addressing the problem of stunting, women, especially mothers, play a crucial role. Women contribute since the pregnancy period by attending care classes, ensuring access to nutritious food, and educating themselves and their families about balanced nutrition (Jenggala, 2024). The condition of mothers and women is closely related to the prevalence of stunting, which is influenced by poverty, limited access to healthy food, health services, sanitation, and clean water. The empowerment of women, as done by Perempuan Jenggala with a holistic and gender-justice approach, has a significant impact on efforts to prevent stunting. Women's empowerment is also a key pillar in inclusive and sustainable economic development, and contributes to the achievement of Sustainable Development Goals related to health and well-being (Rahmawaty et al., 2024). Therefore, the empowerment of women in addressing stunting is not only a health issue, but a longterm investment in the social, economic, and human development of the nation.

Based on the background and previous research that has been conducted, there is still a research gap that discusses the issue of women's empowerment, viewed through a feminist social work approach, can play a role in preventing or minimizing the occurrence of stunting in children.

METHODOLOGY

This research methodology uses a qualitative approach that aims to deeply understand social phenomena, particularly the relationship between the issue of stunting prevention and women's empowerment as well as feminist social work. The research questions in this study are: How are the stages of awareness raising and behavior formation, capability transformation, as well as the enhancement of intellectual abilities and skills of women in addressing stunting in Penajam Paser Utara Regency and Kutai Kartanegara Regency.

The issue of stunting with a feminist social work approach continues to be a concern in the field of feminist social work. Within the framework of this research, there are four main principles that form the foundation for women's empowerment efforts: Commonalities, Active Discussion, Empathy, and Partnership. The principle of Commonalities emphasizes the importance of understanding the shared experiences of women's oppression. The approach to women's empowerment related to stunting, based on these four principles, is divided into three stages: 1) Awareness-raising and behavior formation; 2) Transformation of capabilities to increase knowledge and skills related to nutrition, health, and child care; 3) Enhancing intellectual abilities and skills by providing access and support.

This research focus on in-depth analysis of specific contexts related to the research issue. The informants were determined purposively, based on their capacity to provide deep insights. Data was collected through in-depth interviews and participant observation, as well as secondary data from literature studies and documentation. Data processing and analysis was carried out in three steps: data reduction, data presentation, and conclusion drawing. Data reduction involved selecting relevant data, presenting the data in the form of brief narratives, and drawing conclusions with data verification and triangulation. This research is relevant to the theory of women's empowerment and feminist social work, which emphasizes the importance of women's access to resources and equal capacity development. This is related to the central role of women in managing family nutrition and child health, which are key factors in stunting prevention. The qualitative approach and case study were chosen for their ability to obtain more detailed and contextual data, which cannot be achieved through quantitative methods.

RESULT a. The Stage of Awareness Raising and Behavior Formation

In the efforts to address stunting in Penajam Paser Utara Regency and Kutai Kartanegara Regency, the stage of awareness-raising and behavior formation becomes an important initial foundation. The local government, together with health workers and posyandu (integrated health service post) cadres, strive to create preconditions so that the community empowerment process can run effectively. Through socialization activities, education, and campaigns in the community environment, they try to open up the desire and awareness of residents about the stunting condition occurring in their area.

This touch of awareness is expected to stimulate public awareness of the importance of improving parenting, healthy living behaviors, and access to

health services in order to create a better future for children. Thus, community members will feel the need to increase their own capacity and be open to receiving further empowerment processes in handling stunting.

This stage of awareness-raising and behavior formation is a crucial preparatory step, because only with strong awareness and desire from the community can the subsequent empowerment process be effective and sustainable. The local government and health workers continue to facilitate and accompany the community so that they can be moved to actively participate in efforts to reduce stunting rates in the two regencies.

b. Stage of Transformation and Improvement of Intellectual Capabilities and Skill Proficiency

In an effort to address the problem of stunting in Penajam Paser Utara Regency and Kutai Kertanegara Regency, the local government has carried out three stages. First, in Penajam Paser Utara Regency and Kutai Kertanegara Regency, the government has increased public awareness and understanding of the importance of addressing stunting. This becomes a prerequisite for the community to have the necessary basic knowledge and insight.

Second, in the capability transformation stage, the local governments in these two regencies have focused on providing relevant skills and competencies for the community. This process includes training for healthcare workers, Posyandu (Integrated Healthcare Post) cadres, and village facilitators so that they have the competence to detect, monitor, and provide interventions for stunting cases.

Third, efforts to improve intellectual capabilities and expertise have also become a focus in Penajam Paser Utara Regency and Kutai Kertanegara Regency. The community needs to gain a comprehensive understanding of the definition, causes, and short-term and long-term impacts of stunting through training, workshops, and socialization. In addition, improving the capabilities of monitoring, early detection, and effective nutrition counseling are also essential.

DISCUSSION

The Health Office in Penajam Paser Utara Regency reported that the prevalence of stunting in the area in 2022 reached 21.8%. This figure indicates that there are still major challenges in efforts to address and prevent stunting among children. Meanwhile, the Kutai Kartanegara Regency Health Office also stated that the prevalence of stunting in their region is quite high, at 27.1%. These two regencies, which are part of the Nusantara Capital Region, are facing significant health problems related to stunting.

There are many factors that can influence the health and nutritional condition of a family. One important factor is the availability of clean water sources. If water sources are limited, it will impact household cleanliness and sanitation, as well as the fulfillment of water needs for cooking and drinking. In addition, the mother's age at the time of childbirth also affects the health condition of the mother and the baby. Mothers who are too young or too old are at risk of experiencing health problems that can affect the pregnancy and childbirth process. Having too many children can also make it difficult for the family to meet the nutritional needs of each member. Lack of contraceptive use

can lead to closely spaced births, which burdens the mother's health condition and the child's development. Another factor is the low family income below the Regional Minimum Wage (UMR), making it impossible to adequately meet the family's nutritional needs. These conditions are interconnected and form a cycle that can affect the family's health and nutritional status. Efforts to increase access to health services, education, and economic well-being become important to break this chain of problems.

The theory of women's empowerment described by Novita (2017) and Soetrisno (1999) has strong relevance to efforts to address the challenges related to stunting in the two regencies. Women's empowerment aims to increase women's ability to access and control economic, political, social, and cultural resources, which can impact on economic improvement, status, and rights of women both individually and in groups. The implementation of women's empowerment can be carried out through empowerment activities or programs that aim to increase the active participation of women in development programs, women's leadership skills, women's ability to manage businesses, and the role of women's organizations at the local level. Women's empowerment strategies can be carried out through individual, group, or women's organizational approaches, with activities such as eliminating stigma, providing education and skills, and opening up broad educational opportunities for women. Through women's empowerment, it is hoped that efforts to address the challenges related to stunting in the two regencies can be strengthened.

CONCLUSION

Women's empowerment, especially for mothers, plays a key role in efforts to address the problem of stunting. The principles and generalizations obtained show that women's empowerment can be carried out through increasing awareness and behavior formation, capability transformation, as well as improving the intellectual abilities and skills of women. A holistic and gender-equitable approach to women's empowerment has been shown to have a significant impact on stunting prevention.

However, there are still challenges and limitations in efforts to empower women to address stunting, such as the persistence of gender stigma and discrimination, as well as limited access for women to resources, services, and decision-making. Theoretically, this research contributes to the development of women's empowerment theory in the feminist social work approach. Meanwhile, in practical terms, the results of this research can be used as a reference in designing and implementing effective women's empowerment programs to address the problem of stunting.

It can be concluded that women's empowerment, particularly for mothers, is an effective strategy in efforts to prevent and tackle stunting. The recommendation from this research is the need for increased investment and commitment from the government and other stakeholders in supporting comprehensive and sustainable women's empowerment programs to address the problem of stunting in Indonesia.

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PLANNING OF PROGRAMS AND STRATEGIES IN THE CONTEXT OF POVERTY ALLEVIATION IN BANTEN PROVINCE

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ABSTRACT

This research focuses on program planning and strategies in poverty alleviation in Banten Province. The problems discussed in this study are related to inflation, low levels of education and health, limited access and cultural poverty. The purpose of this study is to analyze program planning and strategies to overcome poverty in Banten Province. The results of the study show that poverty alleviation programs and strategies in Banten province are not optimal. The factors that exist are low education and health, inflation, cultural poverty and limited access facilities. The conclusion of this study is that the government continues to make efforts to alleviate poverty and make programs and strategies for poverty alleviation in Banten province and the Banten Provincial Bappeda in this problem also plays an actor role where the Banten Provincial Bappeda can create poverty alleviation. strategies and forming or developing regional poverty alleviation coordination teams.

KEYWORDS: Planning; Program; Strategy: Poverty Alleviation

INTRODUCTION

Welfare according to Zastrow (2004) is to meet the social, financial, health and recreational needs of individuals in society. Haryanto and Tomagola (1997), explained that every human being has basic needs, and which are included in the types of basic needs, namely: food, clothing, board and health. Every human being has basic needs, and which are included in the types of basic needs, namely: food, clothing, shelter and health. Then, Law Number 13 of 2011 concerning the Handling of the Poor defines basic needs as the needs of food, clothing, housing, health, education, work and/or social services. Based on this understanding, material needs are human needs related to physiological aspects.

Poverty is one of the problems related to the inability of groups or communities to meet their needs, where often humans consider poverty to be closely related to economic difficulties, poverty problems can be overcome through development and several other solutions, where in these solutions careful planning is needed so that the problem of poverty can be solved.

In connection with the above explanation of the phenomenon of poverty, it can be understood that poverty is one of the problems related to the inability of people to meet the needs of life, while in the problem of poverty the field of social welfare can be said to be one of the solutions to solve the problem of poverty, where basically social welfare programs are one of the government's efforts to reduce poverty and social inequality.

The number of poor people in Indonesia in March 2022 reached 26.36 million people, the development of the poverty rate is claimed to have decreased after data collection by BPS as of March 2022 with the poverty rate to 9.54 percent, a decrease of 0.17 percentage points compared to September 2021 and a decrease of 0.60 percentage points compared to March

2021. However, according to BPS, as of September 2022, the poverty rate increased again by 0.03 percent compared to March 2022 to 9.57 percent.

In 2021-2023, poverty in Banten Province is uneven in each district or city, where the highest percentage of poor people is in Pandeglang Regency and the second position is in Lebak Regency compared to South Tangerang City and Cilegon City where the percentage of poor people is the lowest. According to the Central Statistics Agency, poverty in Banten Province in 2021 reached 6.66%.

The Poverty Prevention Program in Banten province includes several programs, namely Reducing the Burden on the Poor, Increasing the Income of the Poor, and Minimizing the Poverty Pockets, which are compiled into a Matrix that contains budgetary programs and activities, time, and priority locations.

Poverty management strategies There are several strategies where there is a strategy that reduces the burden of expenditure on the poor, where this strategy is one of the strategies related to helping the economy of poor people, which has the goal of prospering, especially the economy of the poor, the next strategy is a strategy to increase the income of the poor which in the author's view has the same goal as the strategy of reducing The burden of expenditure, and there is a strategy to reduce poverty pockets where this strategy is one of the strategies aimed at reducing the number of poor families in an area.

Some of the problems that affect the suboptimal poverty alleviation programs and strategies in Banten province are the planning of poverty alleviation programs and strategies in Banten province which have not yet overcome the problem of uncontrolled inflation, lack of access in adequate communities, be it road access, health or technology, where with a lack of accessibility, due to the cultural poverty that still exists in the lives of the people of Banten Province, as well as the low public awareness of the importance of health and education, where health is one of the supports for people's lives.

Previous research related to the theme of this research was written by Khadafi (2017), where in this research discussed the effectiveness of special financial assistance programs in poverty alleviation where in this study took place in Gunungkidul Regency, where this research focused on the effectiveness of poverty alleviation programs in the realm of financial assistance, where this research focused on how the regional APBD helped the program poverty alleviation, in a study written by Soleh (2018), where this study discusses the analysis of poverty alleviation strategies, in this study focuses on human resources which are closely related to poverty problems.

This research aims to contribute to the planning of poverty alleviation programs and strategies in Banten province by conducting a comprehensive literature review of existing scientific works, government reports, and studies. By synthesizing insights from previous studies and applying them to Banten province, this study seeks to provide an understanding of poverty alleviation program planning and strategies in Banten province. By examining poverty in Banten province in the context of poverty alleviation programs and strategies, this study aims to contribute valuable insights into optimal poverty alleviation program planning and strategies.

METHODOLOGY

Based on the characteristics of the research which aims to answer research questions regarding Program Planning and Strategies in Poverty Alleviation: Banten Province, which is further emphasized by the research objective which wants to describe and analyze the dynamics of the policy through the collection of primary data from informants and observations and then secondary data processing in the field, and this research seeks to see phenomena/policies through the text of the manuscript academic or the content of poverty alleviation policies. Therefore, this research was carried out using a qualitative method.

The main purpose of this study is to describe and analyze Program Planning and Strategies in Poverty Alleviation in Banten Province, so as to gain an understanding and analyze the factors that play a role in it. Qualitative research is also emphasized on the process aspect. Thus, this research method was chosen and considered appropriate to explore data according to the needs of the research problem through the interpretation of the process and meaning for the preparation of an effective and efficient public policy model on poverty alleviation.

In this study using data analysis techniques proposed by (Creswell, 2014) the researcher collected documents related to the research, the author collected data through documents from related agencies in the form of laws, regulations and activity reports. The author also conducted a search through the internet related to news related to the research topic.

RESULTS AND DISCUSSION

Based on Banten Provincial Regulation Number 5 of 2019 explains that poverty is a situation where a person is unable to meet the minimum level of food needs with predetermined indicators, including the need for food, clothing, board, education, and health. marked by the identity card of poor families in Banten Province. . Poverty is a socio-economic condition of a person, family or group of people and society that is not fulfilled with their basic rights to maintain and develop a dignified life. The Poverty Alleviation Program is an effort made by the local government to overcome/overcome poverty.

Based on the above regional regulations, the researcher understands that poverty is a situation that occurs in an area where the people do not have the ability to meet the needs that are included in the standard of living, such as clothing, food, board, education, health, where poverty is a condition that is included in the socio-economic field, with the existence of poverty then a solution emerges, namely with a poverty alleviation or handling program that is an effort to overcome poverty problems that occur in the community, researchers can understand that with this regional regulation, the policies, strategies and programs implemented for poverty alleviation are based on these regulations.

Poverty is one of the problems that often occurs in society, not only in certain countries, but the problem of poverty is a problem that occurs in every country. Banten Province is one of the provinces in Indonesia, Banten Province is one of the provinces in Indonesia that experiences poverty problems that can be said to reach a high number. One of the problems of poverty in Banten province is caused by poverty alleviation programs and strategies in Banten province that are not optimal. So that with the poverty that occurs, it will be difficult for Banten province to achieve social welfare and community welfare.

Based on BRS No. 05/01/36/Th.XVII, January 16, 2023, the factors for the increase in the poverty rate in Banten Province are caused by the following factors:

- General inflation for the period March 2022-September 2022 was 3.08 percent higher than general inflation for the period September 2021-March 2022 of 2.70 percent.
- Household consumption expenditure in the third quarter of 2022 grew by 6.15 percent (y-on-y), an increase compared to the first quarter of 2022 which grew by 2.92 percent.
- The Farmer Exchange Rate (NTP) in September 2022 was 99.97, an increase compared to March 2022 of 99.03.
- In August 2022, the percentage of the Open Unemployment Rate (TPT) was 8.09 percent. Where in urban areas it is 8.13 percent, higher than in rural areas by 7.95 percent.
- The nominal wage of farm workers in September 2022 was Rp. 67,910,- per day, an increase of 1.43 percent compared to the nominal wage of farm workers in March 2022 of Rp. 66,952,- per day.

Based on the explanation above, it can be understood that Banten province experiences poverty due to several factors where some of these factors involve high unemployment where

unemployment is one of the factors that are said to be common that cause poverty problems, where the lack of community income, to cause economic problems for the community which refers to people experiencing difficulties in meeting needs. Inflation is also one of the factors that often arise in the problem of poverty where this is an increase in prices, making it difficult for people to meet their needs, and finally related to resources where human resources are less productive and competitiveness is not balanced with existing resources.

The following is data on macro poverty in Banten Province in 2021-2023:

Table 1 Macro Poverty in Banten Province in 2021-2023

NO	DISTRICT / CITY	NUMBER AND PERCENTAGE OF POOR PEOPLE BY DISTRICT/CITY IN BANTEN PROVINCE					
		2021		2022		2023	
		%	Soul	%	Soul	%	Soul
1	Pandeglang Regency	10.71	131.43	9.32	114.65	9.27	114.23
2	Lebak Regency	10.29	134.75	8.91	117.22	8.68	114.54
3	Tangerang Regency	7.12	272.35	6.92	270.52	6.93	276.33
4	Serang Regency	5.49	83.09	4.96	75.45	4.85	73.83
5	Tangerang City	5.93	134.24	5.77	132.88	5.89	137.70
6	Cilegon City	4.24	18.89	3.64	16.46	3.98	18.20
7	Serang City	6.79	47.91	5.94	42.56	6.20	44.99
8	South Tangerang City	2.57	44.57	2.50	44.29	2.57	46.31
	Banten Province	6.66	867.23	6.16	814.02	6.17	826.13

Based on the data above, it can be understood that micro poverty in the 2021-2023 period in Banten Province has decreased where in 2021 there are 6.66 percent of the poor population while in 2022, there are 6.16 percent, and in 2023 there are 6.17 percent of the poor population which has increased again, where this the author can understand that poverty in Banten Province has decreased, but it can be understood that poverty in Banten province has not decreased optimally so that it is still at 6 percent and even in 2023 the poverty rate will increase again, where it can be said that poverty in Banten province is still one of the problems that cannot be solved optimally.

The problem of poverty alleviation programs and strategies in Banten province is caused by several factors, one of which is the occurrence of inflation that has not been resolved, this refers to the poverty alleviation programs and strategies carried out in Banten province are not a solution to the inflation problem. The inflation situation in Banten province is currently in a fairly bad situation, the highest inflation rate in Banten province occurs in the South Banten region, namely in Pandeglang at 16.5% and in Lebak at 15.10%, while the lowest inflation occurs in Tangerang City at 12.84%.

Based on the data above, the researcher understands that the inflation situation in Banten reaches a relatively high number, which reaches a figure above 15% in some areas, with this inflation shows that people in the region experience a very high price increase, with the absence of poverty alleviation programs or strategies related to inflation, inflation will continue to occur. Until finally the problem of poverty will be difficult to solve.

In this problem, there is one of the factors that affect the planning of poverty alleviation strategies and programs in Banten province, one of which is increasing efforts to solve the inflation problem in Banten province. Effort is a factor related to the planning of a program and strategy, where the effort factor is related to how the government and the community strive to solve the inflation problem, with maximum effort the inflation problem can be solved.

Some of the efforts that the government can maximize to reduce inflation are the issuance of wage policies, in the view of this researcher is one of the strategies that can be done to reduce inflation, with the existing wage policy, no one gets wages below what has been determined, so that no one has difficulty meeting needs or buying goods, So that goods do not experience scarcity, because production continues to run and people do not experience price increases.

One of the programs that can be carried out from this inflation problem is the financing program, as well as the economic recovery program, in this program the government and the community need to have the same goal, so that the program launched by the government becomes a program that can run well. The financing and economic recovery program is a program included in budget politics that aims to reduce the deficit experienced so that it becomes a solution to the inflation problem.

Another problem that is a factor in the non-optimal poverty alleviation programs and strategies in Banten province is the inadequate access in several areas of Banten province so that not all assistance or programs reach all areas of Banten province. In this access problem, it is one of the problems related to facilities in Banten province which can be said to be inadequate to be able to help the implementation of programs and strategies in poverty alleviation in Banten province.

One of the main factors that need to be considered in this problem is the impact, the access problem experienced has an impact on the non-optimal planning of programs and strategies in poverty alleviation in Banten province, so that the impact that arises is that poverty is still a problem in areas that experience difficulties in access and cannot get results from poverty alleviation programs and strategies. so that it is also necessary to consider the impact of the absence of poverty alleviation programs and strategies in Banten province will cause worse poverty, so access is one of the aspects that needs to be considered in planning poverty alleviation programs and strategies in Banten province.

Cultural poverty is also a problem in the planning of poverty alleviation programs and strategies in Banten province, cultural poverty is poverty related to the living habits of a group, so that the group is used to existing poverty. Thus, in the view of this researcher, it is one of the obstacles to planning programs and strategies for poverty alleviation in Banten province because often the group is difficult to follow development and change due to the causes of culture and lifestyle habits that have been adhered to for a long time.

One of the strategies that needs to be held according to the author is to provide assistance in accordance with the culture that the group believes or adheres to, because culture is one of the regional assets so it should not be abolished, so that one of the strategies that can be done to achieve optimal poverty alleviation in Banten province is to provide assistance for groups that experience cultural poverty without removing culture from Banten province. So that cultural wealth is maintained and the entire community can get optimal results of poverty alleviation programs and strategies.

Table 2 Banten Province Education Participation Figures

APK Level	Education	Gross Participation Rate (APK) According to Education Level in Banten Province
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	2020	2021	2022
Elementary/MI	107,24	106,91	106,89
Junior High/MTs	92,76	94,88	94,05
Senior High/MA	73,35	75,66	75,49

According to the researcher's view, the data above refers to a right that exists among the community in an area, where education is one of the existing aspects. is a right for all people in an area. where the government must be able to meet the needs of the community, one of which is education, so that the community needs to be given proper education by the government to avoid various problems, one of which is poverty and to alleviate existing poverty. has happened, by improving the quality of human resources through improving education in the community, this can also be applied in Banten Province, where in connection with the above data it can be understood that more people are attending elementary school education, while at the junior high school level. The high school level has decreased quite drastically, so it can be said that education in Banten Province still has many aspects that need to be improved.

In addition to education, health is also an aspect that needs to be considered in society, with low health levels can also be a factor hindering the planning of poverty alleviation programs and strategies in Banten province. Strategies that can be implemented to optimize poverty alleviation in Banten province related to this problem are the establishment of policies regarding compulsory education and policies that support public health, in the view of researchers, these policies can be one of the optimal strategies in poverty alleviation in Banten province. According to the researcher's view, the program that can be carried out to optimize poverty alleviation in Banten province is the existence of a financing program, both in the form of subsidies for public health costs and assistance for education costs, with this program becoming one of the optimal poverty alleviation programs.

CONCLUSION

Planning programs and strategies for poverty alleviation in Banten province is one of the important things in order to alleviate poverty in Banten province, based on the discussion above it can be understood that poverty is a situation in a group of people that experiences various limitations in meeting the basic needs needed such as clothing, food, board, where poverty can be said to be a problem, Where one of the solutions is to overcome this problem is the existence of optimal programs and strategies, which are interpreted as programs and strategies that are carried out systematically, planned and synergized by paying attention to the situation in the community such as inflation, facilities to education and health to reduce the number of poor people in order to improve the level of community welfare.

The poverty alleviation programs and strategies that are made need to be planned optimally, so that the right programs and strategies for poverty alleviation in Banten province emerge, according to the researcher's view based on the results of the explanation above, it can be understood that programs and strategies to alleviate poverty that can be carried out can be in the form of setting policies, improving facilities and providing financing to the community.

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GENDER-RESPONSIVE INTERVENTION TO IMPROVE THE LIVELIHOODS AND TO EMPOWER WOMEN TEA PICKERS IN WEST JAVA: AN INTERSECTIONALITY ANALYSIS

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ABSTRACT

This study aims at capturing the problems and issues experienced by women tea pickers in their livelihoods activities that have been impacted by climate change and to describe their current adaptive strategies to mitigate the impact so far and analyze it using intersectionality analysis framework. A participatory action research has been applied in this study. The findings of this study shows that women tea pickers encountered multilevel and multi section problems that affect their livelihood and threaten their power. As a consequence, a model of intervention that addresses these problems is necessarily needed. Integration of tea and tourism in Indonesia at present becomes one of the opportunities for alternative sources of income. This new business could be the arena where women could participate and earn income to improve their livelihood as well as to empower themselves.

Keywords: climate change, mitigation, women, gender, intersectional analysis

INTRODUCTION

Studies on the livelihood of women tea pickers being conducted in tea producer countries found similar trends: that their lives are below the poverty line; that their rights tend to be systematically neglected. In Indonesia, women tea pickers are outside the qualifications of workers under the Indonesian labor law; and this results with implications for the nonfulfillment of the rights of women tea pickers such as health insurance, minimum wages, rest time, comfortable work environment, and many more (Sita and Herawati 2017; Sita, 2019; Sita et al 2023).

Climate change has added another hardship to the livelihood of women tea pickers because it impacts greatly on tea growth and production. Tea growing countries, including Indonesia, have reported the declines of tea production, mainly caused by changes in climate. Toxic pesticides, herbicides, and fertilizers are now being used by tea plantation companies to combat climate change impacts in the crops and to maintain tea production (Indahsari and Kesumajata, 2017). Chemical use in the tea plantation combined with direct sunlight have caused hazardous health effects to women tea pickers and this has added another layer of life burden to them

As the tea sector represents a major source of employment and income for millions of women tea pickers from poor families in rural areas in Indonesia, the decline of tea production is a serious threat not only for women tea pickers livelihood but also for rural development in general. Therefore, a model of intervention to mitigate the problem is critically needed. However, in order to be sustainable, the model of intervention must be designed not only to save their livelihoods, but also to fit into the local social and cultural context, responsive to women's gender roles and needs, as well as help them empower themselves ((Sumadio et al, 2017).

METHODOLOGY

This participatory action research is a collaborative research between the Department of Anthropology and Indonesia Research Institute for Tea and Cinchona. The aims of this research are: 1) capturing the problems and issues experienced by women tea pickers in their livelihoods activities that have been impacted by climate change and to describe their current adaptive strategies to mitigate the impact so far and analyze it using intersectionality analysis framework; 2) formulating a model of intervention to mitigate the impact of climate change to the livelihood of women's tea pickers; which is gender responsive and which is fit into the local socio-cultural context, based on the result of intersectionality analysis; 3) identifying barriers and opportunities to implement the model in the Indonesian setting based on the the result of the intersectionality analysis (Chevalier, 2019;

This research takes place in a tea plantation located in the highland of Bandung Regency, West Java Province. The province owns the largest tea plantation area in Indonesia. Primary data were collected through participants observation, ethnographic interviews, and audiovisual documentation. Women tea pickers living in the tea company emplacement and their family members participated in this research. Primary data were analyzed following the principle of qualitative- ethnographic data, which highlight more on emic perspective (researched subject) rather on etic perspective (researcher). Secondary studies were collected through archival and literature study on the topic of climate change impact on the livelihoods of women tea pickers. An intersectional analysis framework was being used in this study to capture problems and issues experienced by women tea pickers in their livelihoods activities that have been impacted by climate change; and to describe their current adaptive strategies to mitigate the impact so far (Winker and Dagele, 2011).

RESULT

The study finds that women tea pickers encounter multifaceted problems which threaten their livelihood. It ranges from economic, health and safety issues, sociocultural discrimination, limited access to education and vocational training, weak labor rights and invisibility in policy, as well as gender related issues, such as double burden by the household and work choree, and limited social support. Finding additional sources of incomes which are still in line with plantation settings could be the alternative for the livelihood problems. Tea industry, in response to the decline of tea production, began to set up agrotourism (Sita et al, 2021). A café and accommodation for tourists were established. A tourism package named Educatea has been launched. In this new business, women tea pickers begin to observe some possibilities to participate in the new business. Fortunately, the tea company started identifying skills of women tea pickers which are related to agritourism activities and could be improved to support the new business. There are three major skills identified such as handicraft making and

food/snack production. The company provides continued training and workshops on relevant each of those skills; as well as provide a seed financial capital. The handicraft making group continue to improve their skill on making batik with tea leaves motif as souvenirs. The food/snack production group continuously exercise their skill in making matcha cookies and chips made of cassava and tea leaves.

DISCUSSION

Ideally, the model of interventions should focus on addressing all the problems faced by women tea pickers. Such as improving wages and working conditions, ensuring access to healthcare and education, promoting gender equality, and providing social and legal support to empower women and enhance their resilience. However, there are some barriers to implement such intervention. Given the fact that Indonesia's tea industry is now declining, it is not easy to ensure all of these problems are tackled immediately by the plantation company. In terms of wages, for example, it is not easy to improve tea pickers wages as the tea production keeps declining. Furthermore, the wages of tea pickers do not follow the regulation of regional minimum wages; instead, it depends on the volume of work. The more tea pickers earned leaves, the more they received the wages (Arifin and Sumarto, 2019).

This study demonstrated the multilevel problem faced by women tea pickers in the climate change era (Rasaily, 2016). Similar situation are now occurring in the tea producing countries. Such as in Bangladesh, women ta picker have been struggling in deploring (Hassna, 2014; Islam, 2019, Al-amin and Islam, 2020). In this study, debt has been the familiar problems face by women and this could be the only solution for financial problem. Learning from the China setting, integration of tea and tourism has become one of the promising alternative sources of income for tea producers and tea pickers (Su and Wang, 2019).

CONCLUSION

Integrating tea and tourism might not be an ideal model of intervention to improve the livelihood of women's tea pickers; however, as much as it aims to incorporate gender responsiveness, it fits into the local socio-cultural context. Furthermore, besides programs that aim to improve women tea pickers livelihood through nimble fingers skills, programs that aim to improve their capacity and skills on using internet technology; as well as education on gender equity and equality is strongly needed.

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VIII. BIODATA

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BIBLIOMETRIC ANALYSIS WITH VOSVIEWER: A STUDY OF INCLUSIVE EDUCATION “Three Decades of Inclusion Education: A Bibliometric Analysis of Research Trends (1992-2014)”

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ABSTRACT

This study aims to explore research trends in Inclusion education in the last 32 years. A literature review through bibliometric analysis is used to explore research trends. The results of the bibliometric analysis identify core research or authors, as well as their relationships, by covering all related publications or specific fields. Publications related to Inclusion Education from 1992 - 2024 were taken from international journals indexed by Google Scholar. Inclusion Education trends use the VosViewer program. The study results show that the trend of Inclusion Education research in education spanning the last 32 years is teacher, study, attitude, and educational need.

KEYWORDS : Human Capital Development, Smart Indonesia Program, Poverty, Inclusive education

I. INTRODUCTION

Constitution base article 31 paragraph 1 and paragraph 2, states that each citizens have the right get teaching as well as government organize and organize One system teaching national . Idea education inclusion is change the education system with remove obstacles , increase accessibility , and improve chance Study for every student nor student(Safaatul Barkah et al., 2023; Widianingsih et al., 2024) as mandated in Constitution education national number 20 of 2003 in article 5 paragraph 1(Farhan Alfikri, Nyanyu Khodijah, 2022)

Data from the Ministry of Education and Culture in Indonesia has carry out school inclusive since 2003. Until day This there are 36,000 units education organize education inclusive . During This before exists school inclusion education in Indonesia is divided into two , namely For children regular attend school regular and for children with disability can attend school outside normal .

Study related Inclusion Education or education inclusion which is up to now Still Keep going studied , so required studies literature For know trend study education inclusion to make things easier researcher furthermore in determine theme study . Study This aim For identify trends , gaps and opportunities study education inclusion with Vosviewer . Therefore That expected results study This can become ref for other researchers in determine theme research , especially related with study inclusive education .

II. METHODOLOGY

This research uses bibliometric analysis. Bibliometric analysis is a type of research approach to understand global research trends in a particular field based on the output of academic publications or databases google scholar. Therefore, this type of approach differentiates between two types of academic research (i.e. review papers and bibliometric analysis) that primarily address the final results of a particular topic.(Alsharif & Baharun, 2020)

In study This data collection using keywords search linked inclusive education on Publish or Perish, the database used is journal internationally indexed in Google Scholar, there are 980 publication data used in analysis , vulnerable time publications used is 32 years old final namely 1992-2024. Next the data is analyzed use VOSviewer For obtain visual mapping of data is useful know trend study inclusive education.

III. LITERATURE REVIEW

Analysis quote journal with amount publication highest on publication international indexed by Google Scholar is shown in table 1.

Table 1. List of Most Cited Publications

No	Article	Writer	Year	Journal	Citation
1	Research in the field of inclusive education: time for a rethink?	Kyriaki Messiou	2017	Taylor & Francis	455
2	Inclusive education: a critical perspective	G Lindsay	2003	Wiley Online Library	770
3	Inclusive education in higher education: challenges and opportunities	A Morina	2019	taylorfrancis.com	638
4	Supporting inclusive education	J Corbett	2002	taylorfrancis.com	446
5	Inclusive education: are there limits?	J Evans, I Lunt	2002	taylorfrancis.com	480
6	Excluding the included: A reconsideration of inclusive education	Roger Slee	2001	taylorfrancis.com	530
7	What counts as evidence of inclusive education?	Lani Florian	2001	taylorfrancis.com	634
8	Inclusive education	Felicity Armstrong	2007	taylorfrancis.com	108
9	Inclusive education in the 21st century	LJ Graham	2020	taylorfrancis.com	147
10	Inclusive Education	S Stubbs	2008	Academia.edu	630

Table 1. Shows information related publication lots of inclusive education quoted .

Based on this data most publications quoted is article with title Inclusive education: a critical perspective that discusses about development practice inclusion and inclusion ; needs model education special and disability ; and values about matter the (Lindsay, 2003)with 770 quotes , followed article with title Inclusive education in higher education: challenges and

opportunities (Moriña, 2017) with 638 citations and (S Stubbs, 2018) 630 citations . Distribution publication Inclusive Education from the Google Scholar database based on year publication presented in figure 1. In figure 1 shows that amount publication regarding inclusive education experience increased in 2010-2012 and in 2024 experienced decline.

IV. DISCUSSION

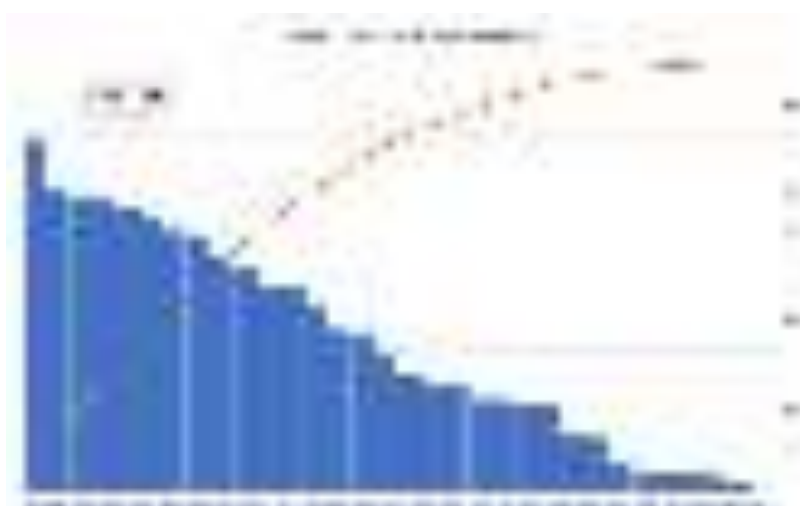


Figure 1. Distribution Publications by Years

Structure network analysis quote from publication subject shown in figure 2. Analysis structure network use minimum number of publications threshold from One writer that is as many as 25. A total of 980 publications were analyzed there were 91 authors who complied Minimum threshold 3. Structure network classify Name many writers accept quote collected in the same cluster . Author's name in the middle show that publication from writer the often quoted from various field as well as own more detailed connection with cluster other . By whole cluster color purple , brown , green and red appearance circle more big as well as more stand out from the other.



Figure 2. Co-citation (Author) Network

Analysis structure network done For see connection between keywords visualization connection between words can seen in the picture 3 . Size big and small circle on the visualization of each keyword show more subjects often studied , meanwhile color circle on keywords the show that subject those are the most popular (Talan, 2021)



Figure 3 Keywords Network Based on Co-occurrence

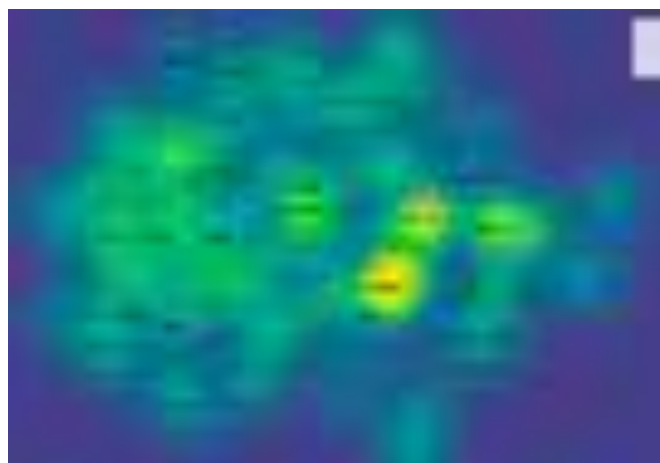


Figure 4. Density Visualization

Can seen from Figure 3 that The most keywords used is teacher, study, attitude, educational need. that word is concept that has been studied together with other word groups and have identified as the most frequent keywords used. Based on keyword analysis Figures 3 and 4 are known that trend study inclusion education in education is teacher, study, attitude, educational need. Cluster details of key structure network can seen in Table 2.

Tabel 2. Cluster Keyword

KLUSTER	KEYWORD
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KLUSTER 1	Access, article, Australia, barrier, case, china, education policy, exclusion, form, higher education, inclusive education policy, inclusive education system, inclusive society, india, learner, learning, model, opportunity, oder, part, participation, place, progress, provision, quality, quality education, reality, right, south Africa, teaching, world.
KLUSTER 2	Book, difference, educational need, extent, field, participant, problem, process, question, relation, theory, time, value.
KLUSTER 3	Chapter, effect, evidence, impact, literature, review, sen, special need education, systematic review, teacher attitude, term, work
KLUSTER 4	Attitude, belief, concern, ghana, inclusive classroom, knowledge, self efficacy, study, teacher, teacher attitude.
KLUSTER 5	Inclusive education practice, positive attitude, special education teacher, strategy, success
KLUSTER 6	Case study, challenge, Finland, Indonesia, special need.

V. CONCLUSION

Study This is assessment against the Google Scholar indexed database For know trend study inclusive education uses analysis descriptive and bibliometric. Vosviewer used in help analyze data and visualize required information. Analysis results the show happen fluctuation number publication inclusive education in education from 1992- 2024 however happen decline amount publication in a number of year last, so interest to study increasingly inclusive education decrease. Most publications quoted is article Inclusive education: a critical perspective. Study This serve description development publication Inclusive education in education, besides That analysis used is prone to time 32 years final that is 1992-2024 . Analysis of results structure network show that trend study inclusive education in education in prone to time 32 years final that is teacher, study, attitude, educational need

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ENHANCING INTER-REGIONAL CONNECTIVITY FOR SUSTAINABLE RURAL DEVELOPMENT

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ABSTRACT

This research explores the importance of improving connectivity between shared key areas to support sustainable rural development in Kuningan Regency. The focus is on improving infrastructure that connects key villages in Kuningan with surrounding areas, including the border with Central Java Province. The research used field surveys, Focus Group Discussions and secondary data analysis from government reports and relevant organizations. In addition, analytical tools such as Publish or Perish and VOSviewer were used to support the literature review on this topic. Findings show that improved connectivity between key shared areas not only facilitates access to markets and services, but also improves the quality of life of local communities by increasing accessibility to education, health and economic opportunities. Active community participation in the planning and implementation of infrastructure projects significantly enhances the success and sustainability of such efforts. The research concludes that strategic improvement of connectivity between key shared areas can be an effective model for promoting inclusive and sustainable rural development. Policy recommendations include continued investment in road infrastructure and information technology, capacity building training for local communities, and collaboration between local governments and the private sector to create strong and integrated inter-regional connectivity.

Keywords: inter-regional connectivity, sustainable rural development, sustainable infrastructure, community participation.

INTRODUCTION

Sustainable rural development is an important issue in today's global context, with a focus on improving the well-being of people in remote and less developed areas. According to a recent report (World Bank, 2020), adequate transportation and communication infrastructure is a key foundation for promoting economic and social growth in rural areas. Good infrastructure not only improves access to markets and services but also opens up new opportunities in education, health, and the economy (Gannon et al., 2001; Rondinelli & Berry, 2000). The importance of local strategies and policies to make villages smart for regional development and community welfare (Muhtar et al., 2023). In addition, it is necessary to decentralize policies, simplify bureaucracy and increase the capacity of village officials in village governance to realize inclusive and sustainable rural governance. (Annahar et al., 2023).

Previous studies have shown that investments in rural infrastructure can provide significant economic benefits. For example, Fan found that improvements in road infrastructure in rural India significantly reduced poverty and increased household income

(Fan et al., 1998). However, these studies tend to ignore social aspects and community participation in the project planning and implementation process.

This research differs from previous studies by emphasizing the importance of active participation of local communities in every stage of infrastructure development. Community participation not only increases the success of the project but also ensures long-term sustainability (Chambers, 2014). This research was conducted in Kuningan Regency, which borders Central Java Province, an area that faces major challenges in terms of inter-regional connectivity.

METHODOLOGY

This research uses qualitative methods to explore and analyze the importance of improving connectivity between shared key areas in supporting sustainable rural development in Kuningan Regency. First, a literature analysis was conducted using Publish or Perish (PoP) and VOSviewer tools to identify research gaps and show the rarity of studies on this topic. Publish or Perish is used to collect bibliometric data from various academic sources, while VOSviewer assists in visualizing keyword networks and relationships between concepts in the existing literature. (Harzing, 2007; Van Eck & Waltman, 2010). Furthermore, field surveys, Focus Group Discussions (FGDs) involving local stakeholders to gain in-depth insights into the challenges and opportunities in improving inter-regional connectivity (Krueger, 2014). In addition, secondary data analysis from government reports and relevant organizations was used to support the field findings and provide additional context. This method was chosen as it provides a holistic and comprehensive approach in answering the research questions, ensuring the data obtained is accurate, relevant, and reliable to formulate effective policy recommendations (Creswell & Poth, 2016; Patton, 2002).

RESULTS

The results of research using VOSviewer using PoP sourced from Scopus and Google Scholar in the 2014–2024 time span with the keyword sustainable rural development. From the results of data processing using VOSviewer, 8 clusters emerged. Cluster 1 (12 items) consists of; aspect, condition, evidence, geotourism, implication, important role, iran, rural tourism, tourism, tourism development, ukraine, and world. Cluster 2 (12 items) consists of; basis, evaluation, Indonesia, relationship, republic, rural development strategy, rural economy, rural sustainable development, serbia, stakeholder, sustainable rural tourism, and sustainable rural tourism development. Cluster 3 (12 items) consists of; investment, need, person, Poland, potential, review, rural territory, sustainable development goal, sustainable growth, sustainable rural development policy, time, and woman. Cluster 4 (9 items) consists of; dimension, effect, government, identification, nigeria, participation, social capital, srd, and way. Cluster 5 (8 items) consists of; indicator, life, methodology, quality, rural person, rural settlement, russia, and state. Cluster 6 (7 items) consists of; achievement, contribution, ghana, rural population, rural region, and spain. Cluster 8 (6 items) consists of; country, farmer, livelihood, pathway, poverty, and process. The following is a visualization image generated using VOSviewer:



Figure 1.1 Network Visualization (source: processed by researchers using VOSviewer, 2024)



Figure 1.2 Overlay Visualization
(source: processed by researchers using VOSviewer, 2024)



Figure 1.3 Density Visualization (source: processed by researchers using VOSviewer, 2024)

The following are the main findings of this research derived from field surveys, FGDs and secondary data in tabular form:

Table 1.1 Key Research Findings

No.	Aspect Findings	Key Research Findings
1.	Access to Markets and Services	Improved transportation infrastructure has facilitated better access to markets and essential services. This is reflected in increased volumes of local trade and easier access to health and education services.
2.	Community Quality of Life	Better accessibility to education and health services has improved people's quality of life. Data shows a significant increase in the number of students who can access educational facilities as well as an increase in visits to health centers.
3.	Economic Opportunities	Improved connectivity also opens up new economic opportunities for local communities. Many small and medium-sized enterprises report increased income due to better access to regional markets.

(Source: processed by researchers, 2024)

DISCUSSION

Discussion of the results of this study shows how the use of VOSviewer in network, overlay and density visualization provides important insights into research trends on

sustainable development in rural areas. The network visualization image identified major keywords such as "tourism", "project", "indicator" and "sustainable development" as prominent, indicating high frequency in the literature. Overlay visualization reveals the temporal progression, with green-yellow color indicating new topics such as "tourism" and "project". Density visualization shows areas of high concentration, such as "tourism" and "projects", indicating the dominance of these topics. This visualization not only helps in understanding the main themes and interconnections between concepts, but also maps the evolution and research priorities, providing guidance for future research in sustainable rural development.

Based on the visualization results from VOSviewer, it appears that research on "interregional connectivity for sustainable rural development" has not been the focus in the analysed literature. The dominating keywords such as "tourism", "project" and "indicator" show that the main research attention is mostly directed to tourism aspects, project evaluation, and development indicators. Meanwhile, the concept of inter-regional connectivity, which is crucial for sustainable rural development, did not emerge as a central or frequently discussed theme. This suggests a gap in the existing literature, where the topic of inter-regional connectivity is still under-explored and requires more attention to develop a comprehensive and integrated rural development strategy.

Discussion of the results shows that improving inter-regional connectivity has wideranging and diverse impacts. These results are consistent with previous studies that show that good infrastructure is key to sustainable rural development (Fan et al., 1998; Rondinelli & Berry, 2000). The research results show that the improvement of inter-regional connectivity in Kuningan Regency has a positive impact on various aspects of community life. Improved transportation infrastructure has facilitated better access to markets and essential services. Better accessibility to education and health services has improved people's quality of life, and improved connectivity has also opened new economic opportunities for local communities.

However, this research emphasizes the importance of community participation in project planning and implementation. The active participation of communities ensures that these projects are appropriate to local needs and enhances success and long-term sustainability. This is in line with Chambers' findings that community participation is a key element in the success of rural development projects (Chambers, 2014).

Nonetheless, there are some limitations that need to be noted. Budget constraints and initial resistance from some community groups were challenges faced during project implementation. In addition, simplifications in some aspects of the methodology, such as the reliance on secondary data, may have affected the results.

CONCLUSION

This research concludes that improving inter-regional connectivity in Kuningan Regency can be an effective model for sustainable rural development. Some principles and generalizations that can be drawn from the results of this research include:

1. Infrastructure Improvement: Good transportation and communication infrastructure facilitates access to markets and services and improves the quality of life of local communities.
2. Community Participation: Active community participation in the planning and implementation of infrastructure projects is key to project success and sustainability.
3. Sustainable Investment: Continued investment in infrastructure and capacity building training for local communities is essential.

This study also recognizes some limitations, such as budget constraints and secondary data that may not be entirely accurate. Theoretical implications include the importance of

community participation in rural development, while practical implications include the following policy recommendations:

1. Sustainable Investment: Local governments should invest sustainably in road infrastructure and information technology.
2. Capacity Building Training: Training programs for local communities should be enhanced to ensure they can actively participate in development projects.
3. Public and Private Collaboration: Cooperation between local governments and the private sector is essential to create strong and integrated inter-regional connectivity.

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FAITH-BASED ORGANIZATION WELFARE SERVICES: OPPORTUNITIES AND CHALLENGES FOR SOCIAL WORK PRACTICE

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ABSTRACT

The study on faith-based organization welfare services as opportunities and challenges for social work practice has a long historical footprint, demonstrating dynamic contributions and determinants in providing alternative social welfare services to beneficiaries not fully reachable by official social welfare service organizations managed by the government. This research aims to examine the characteristics of faith-based organization social welfare services, the stakeholders within these organizations, and the social work professionals engaged in these settings in addressing inclusive global opportunities and challenges. The research method employed is a literature study, referencing various sources such as books, e-books, articles, and relevant documents to explore the discourse of faith-based organizations in social welfare services. The results indicate that the characteristics of faith-based organizations are evident in their branding, organizational structure, goals, and service provision through passive-active and persuasive-exclusive schemes. Faith-based organizations serve as a model for inclusive social welfare services, avoiding the dichotomy between secular and religious welfare organizations. In managing and conducting their activities, stakeholders in faith-based organizations can align with the values and ethical codes of professional social work practice.

Keywords: faith-based organization, social welfare, social welfare services, social work, social service organizations

INTRODUCTION

Faith-based organizations (FBOs) in providing welfare services have been questioned in many countries over the past few decades (e.g., Bäckström et al. 2010, 2011; Ellenson 2006; Gocmen 2013; Jeppsson Grassman 2010). This aligns with the global population of humanitarian workers, 90% of whom work based on religion, with most institutions being religiously founded (Ager & Ager 2011). FBOs often lead in providing services to socially marginalized groups (Angell 2010) and have developed reputations for innovative services not yet established or considered necessary by the government (Holden & Trembath 2008; Scales 2011). FBOs are inspired and guided by religious teachings and principles or interpretations within their faith (Clarke & Jennings 2008). Religious welfare providers have become a trend in global society and are no longer overlooked as they were in the 20th

century (Campbell 2009; Gray et al. 2009). By the early 21st century, there was increased interest in the role of FBOs in social service provision supported by government policies in several countries such as Australia (Ayton et al. 2012; Holden & Trembath 2008), the UK (Harris et al. 2003), the USA (Unruh & Sider 2005), Canada (Hiemstra 2002), and New Zealand (Milligan & Conradson 2011). FBOs have strong community ties and often reach populations that other service providers cannot (Fagan et al. 2010; Paton et al. 2009). Dinham's (2012) research states that religious groups actively provide social services in peripheral areas where other service providers often withdraw. FBOs focus on urgent welfare needs and strive to meet the spiritual needs of service recipients.

As a helping profession, social work has a long history of association with faith-based services. Welfare agencies under church auspices were the first non-governmental organizations to employ professional social workers (Holden & Trembath 2008).

METHODS

The method used in this research is descriptive with a qualitative approach to describe faith-based organization welfare services as opportunities and challenges for professional social work practice. Data collection techniques include literature and documentation studies by reviewing various literature and references related to the research topic. Data sources consist of books, e-books, articles, and relevant documents.

RESULTS

Faith-based organization welfare programs may not necessarily contain religious content. However, FBOs can be recognized by characteristics such as organizational branding, structure, goals, and the role of religion as a service provider (Cnaan & Boddie 2006; Unruh & Sider 2005). Crisp (2014) explains these characteristics as follows:

1) Branding

Organizational branding, including its name and logo, indicates that the organization has a religious foundation. However, this may not be an accurate prediction, as some FBOs deliberately choose names without religious connotations, and visual branding can promote messages about the extent of the organization's religious basis (Ebaugh et al. 2003).

2) Organizational Structure

FBOs typically have a level of affiliation with religious constituents, distinguishing them from secular organizations (Ferris 2005). Some FBOs operate independently of religious institutions and have only informal relationships with religious hierarchies (Deines 2008). Key aspects of organizational structure involve decision-making processes, making skilled leadership in welfare institutions crucial, reflecting the religious beliefs of the organization (Schneider 1999). The motivation mix for appointing a faith-based organization's management board can easily lead to decision-making based on ethical or value maintenance, not just rational reasons (Torry 2005).

3) Service Providers

Faith-based social welfare organizations vary from single-service providers to large multi-program and/or multi-location institutions addressing diverse community

needs (Rogers et al. 2005) at local, regional, national, or international levels (Berger 2003).

4) Goals

The nature of religious expression can vary significantly. Small local initiatives can drive the emergence of large welfare institutions (Ferguson 2004; Holden & Trembath 2008). While growth can make FBOs more economically viable, it also presents challenges. Although FBOs derive their identity and purpose from specific religious or spiritual traditions (Berger 2003; Palmer 2011), organizations from the same religious tradition can develop different understandings of their goals (Cameron 2004). Some religious organizations see their purpose as providing services to disadvantaged community members with little or no expectation of changing their beliefs and practices (Davies-Kildea 2007).

DISCUSSION

The difference between religious organizations and faith-based organizations does not lie in whether they are run by religious leaders or laypeople, but rather in the activities they undertake (Torry, 2005). Programs implemented by an organization can range from those with very explicit faith elements that require staff to have a strong faith commitment in line with the program's emphasis, to programs that are less explicit or devoid of clear faith content and do not have religious requirements for the staff employed to run the program. Vanderwoerd (2004) explains that specifically, organizations with a strong faith identity in terms of name or organizational structure often provide services that appear secular and do not contain explicit religious content.

1) Religious Community

Religious communities may also have specific views on the types of services they are willing to support, considering alignment with their overall mission as crucial (Faganet et al., 2010). This is particularly important in decision-making regarding what they do not support or when they are willing to lend their name and/or resources (Cnaan et al., 1999; Leis-Peters, 2006). Many religious groups engage in social services to demonstrate their faith, fulfill religious teachings, or simply "do good" for others in society (Cnaan et al., 1999: 300).

2) Professional Community

Trained social workers often criticize charitable activities driven by sentimentality rather than rational or scientific assessment (Kunzel, 1988). However, in some faith-based organizations, social workers work alongside volunteers, which can blur their roles (Netting et al., 2005). When religious beliefs clash with professional values (Reid, 2008), it has been suggested that reflective practice skills and critical dialogue can help social workers navigate these differences, or at least gain a better understanding of the issues (Green, 2010).

3) Donors

For faith-based organizations, strategic alliances with other like-minded organizations may be crucial for survival (Jawad, 2009). While seeking external funding, these organizations often encounter donors with their own agendas, which might include the belief that faith-based organizations can provide services more cost-effectively than other service providers (Angell & Wyller, 2006). Funding agreements may require compromises from both faith-based organizations and donors. Donors may prefer faith-based organizations whose welfare activities differ significantly from explicitly religious activities (Dinham, 2009). Receiving funding might also necessitate faith-based organizations to tone down explicit expressions of their religious beliefs and principles (Langer, 2003; Unruh & Sider, 2005) or agree not to voice opposition to the funder's policy positions (Lake, 2013).

Some religious communities can cover all salaries and essential costs from their resources and any fees paid by service users. However, many seek support from government or charitable funding organizations willing to back their work (Northern, 2009). Concerns that government funding might limit their programs and operations lead some faith-based organizations to avoid such funding (Hiemstra, 2002). Funding agreements may restrict the discretion they can exercise or require them to treat all service users equitably (Rogers, 2009). External funding can bring new expectations that programs will be evaluated (Phillips et al., 2008), and faith-based organizations with strong religious emphases might have different definitions of effectiveness than those recognized by funders or other stakeholders (Sherr et al., 2009). Nonetheless, collaborating with the government and other funding organizations can also provide opportunities to help shape policy agendas.

4) Service Users

Social welfare services provided by faith-based organizations are often perceived to be of higher quality, offering more holistic and tailored approaches to individual needs (Pettersson, 2011). Many service users report that these organizations show genuine concern for them and respect (Williamson, 2005; Williamson & Hodges, 2006). An additional benefit of contact with faith-based organizations is the enhancement of social capital (Schneider, 1999), particularly a greater sense of community (Yancey & Atkinson, 2004). Positive experiences can also lead to favorable recommendations to potential service users. However, for some, the need for recommendations from other service users may be unnecessary, especially for those with a strong preference for faith-oriented services (Scales & Kelly, 2011).

5) Wider Community

The broader community has expectations of faith-based organizations, and these organizations often rely on the goodwill and support of the wider community, as faith-based organizations are highly respected by the general public (Crisp, 2014).

6) Governance Structure

Research on human service organizations tends to give relatively little attention to management boards compared to other stakeholders (Ozanne & Rose, 2013). In some

cases, significant power may lie with officials appointed within the religious hierarchy (Gardner, 2006). Boards in some faith-based organizations strive to recruit community members with the specific skills needed by the board and the ability to dedicate time to the organization (Harris et al., 2003).

CONCLUSION

The presence of faith-based organizations in the provision of social welfare services is a certainty, given their long history rooted in religious values, alongside the limited reach of social welfare services provided by official government agencies. Therefore, the existence of social welfare services through faith-based organizations presents a broad opportunity to contribute to addressing various social issues at both local and global levels. The dynamic and global nature of the need for social welfare services demands a more open and inclusive role for faith-based organizations. The continuity of social welfare services provided by faith-based organizations demonstrates characteristics that can address these challenges, particularly through the involvement of stakeholders in delivering social services. This includes the practice of the Social Work profession, which aligns the values upheld by faith-based organizations with the values in the Social Work code of ethics. This alignment serves as a response to the challenges faced by faith-based organizations in providing much-needed social welfare services and becoming a solution to social problems.

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ADDRESSING POVERTY AND INEQUALITY IN TANGERANG CITY THROUGH PROPERTY TAX RELAXATION: A CASE STUDY AND REGIONAL IMPLICATIONS

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ABSTRACT

This study examines the role of property tax (PBB-P2) relaxation policy in addressing poverty and economic inequality in Tangerang City through a literature review approach. As a major urban area in Indonesia, Tangerang City faces significant economic challenges, including high poverty rates and substantial income inequality. The PBB-P2 tax relaxation policy has been implemented to alleviate the tax burden on the community, particularly marginalized and low-income groups, and to stimulate local economic development. Using secondary data from government reports, academic journals, books, and relevant documents, this study conducts a comprehensive literature review to evaluate the impact of the tax relaxation policy on the socio-economic conditions of the community. The analysis focuses on how the policy contributes to poverty alleviation and reduction of economic inequality. The findings suggest that the PBB-P2 tax relaxation policy in Tangerang City has positively impacted the financial burden of low-income communities, enhancing their purchasing power and overall economic well-being. Additionally, the policy has contributed to increased local revenue through improved taxpayer compliance. However, the study also identifies challenges such as limited policy dissemination and disparities in policy implementation. This study concludes that the PBB-P2 tax relaxation policy has significant potential to reduce poverty and economic inequality in Tangerang City if implemented effectively.

KEYWORDS: tax relaxation; PBB-P2; poverty; economic inequality.

INTRODUCTION

Urban areas in Indonesia, particularly those within the Jakarta metropolitan region like Tangerang City, face multifaceted challenges including high poverty rates, economic inequality, and uneven access to basic services. These issues are compounded by rapid urbanization, demographic shifts, and the strain on infrastructure and public resources (Smith, 2019; Jones et al., 2020). Tangerang City, as a rapidly growing urban centre, exemplifies these challenges where economic opportunities coexist with significant socio-economic disparities among its residents.

Efforts to alleviate poverty and reduce economic inequality in Tangerang City have included various policy interventions and initiatives. Among these, the relaxation of Property Tax (PBB-P2) has emerged as a pivotal measure aimed at reducing the financial burdens on households, particularly for marginalized and low-income groups, while simultaneously fostering local

economic development (Brown & Green, 2018; Lee et al., 2021). Property tax relaxation policies are designed not only to ease immediate economic pressures but also to promote equitable access to public services and infrastructure, thereby enhancing overall economic welfare (White, 2017).

Previous studies have highlighted the potential benefits of property tax relaxation policies in enhancing household disposable income and improving economic resilience. For instance, research by Brown and Green (2018) underscores that such policies can effectively redistribute economic resources and alleviate poverty, while Lee et al. (2021) argue that they contribute to stimulating local economic activities and employment generation. However, the effectiveness of these policies hinges on their implementation strategies, institutional capacity, and the socio-economic context of the locality (Black & Smith, 2019; Gray, 2020).

In the context of Tangerang City, understanding the specific impacts of the PBB-P2 tax relaxation policy is critical for assessing its effectiveness in addressing poverty and economic inequality. This study aims to contribute to this discourse by conducting a comprehensive literature review of existing scholarly works, government reports, and empirical studies related to property tax policies and their socio-economic impacts. By synthesizing insights from previous research and applying them to the Tangerang context, this research seeks to provide a nuanced understanding of how the PBB-P2 policy has influenced poverty levels, income distribution, and overall economic conditions in the city.

This study underscores the importance of property tax policies as a tool for promoting inclusive economic growth and addressing urban poverty. By examining the case of Tangerang City within the broader context of urban governance and economic development, this research aims to contribute valuable insights into the role of tax policy in fostering equitable and sustainable urban development.

METHODOLOGY

The proposed methodology for this study includes a comprehensive literature review comprising three main stages. Firstly, conducting an extensive review of academic studies, government reports, and empirical research related to property tax relaxation policies (PBB-P2) and their socio-economic impacts. This literature review will establish a theoretical foundation and provide insights from relevant contexts. Secondly, synthesizing and analyzing findings from the literature review to understand the potential effects of the PBB-P2 policy on poverty levels, income distribution, and overall economic conditions in Tangerang City. This analytical approach aims to consolidate existing knowledge and identify key themes and trends in the literature. Lastly, conducting a comparative analysis and synthesizing the outcomes to evaluate the effectiveness of the PBB-P2 policy in addressing poverty and economic inequality challenges in Tangerang City. This methodological approach will facilitate a nuanced understanding of the policy's local implications and explore transferable lessons for policy decision-making in other urban settings facing similar socio-economic challenges across Southeast Asia.

RESULT

The findings of this study underscore the multifaceted impacts of the property tax (PBB-P2) relaxation policy in Tangerang City, Indonesia, highlighting its positive effects on poverty alleviation, economic well-being, and local fiscal sustainability. Tangerang City, as a pivotal urban hub in Indonesia, contends with significant economic disparities characterized by high poverty rates and pronounced income inequality. The implementation of the PBB-P2 tax relaxation policy aims to alleviate financial burdens on low-income communities while stimulating local economic development.

DISCUSSION

Impact on Poverty Alleviation and Economic Well-being

Analysis of secondary data sources, including comprehensive government reports and detailed academic studies, reveals compelling evidence of the property tax (PBB-P2) relaxation policy's effectiveness in significantly reducing financial strain among low-income households in Tangerang City. The implementation of this policy has resulted in tangible improvements in the purchasing power of vulnerable groups, enabling them to better meet basic needs and allocate resources towards essential services. For instance, recent municipal reports indicate a marked decrease in property tax obligations for households located in economically disadvantaged districts. This reduction has translated into substantial increases in disposable income, empowering these households to cover daily expenses more comfortably and potentially accumulate savings.

The data underscores that the PBB-P2 policy has played a pivotal role in enhancing economic resilience within these communities. By alleviating the tax burden, the policy has not only improved immediate financial conditions but also bolstered long-term financial stability. This is evidenced by improved financial management capabilities among beneficiaries, as indicated by their increased capacity to invest in education, healthcare, and small-scale entrepreneurship. Such investments contribute to broader economic vitality and community development, reinforcing the policy's positive socio-economic impacts across Tangerang City.

Despite these advancements, challenges persist, particularly concerning the equitable distribution and comprehensive understanding of policy benefits. Many eligible households, particularly those in remote or marginalized areas, may still lack awareness of their entitlements or encounter barriers accessing them. Addressing these disparities requires enhanced outreach efforts and targeted communication strategies to ensure all segments of the population can effectively leverage the policy's benefits.

While the PBB-P2 tax relaxation policy has yielded significant improvements in financial well-being and economic empowerment among low-income communities in Tangerang City, ongoing efforts are essential to optimize its impact. By addressing implementation gaps and fostering inclusive policy frameworks, policymakers can further enhance the policy's effectiveness in promoting socio-economic equity and sustainable urban development.

Contribution to Local Revenue and Fiscal Sustainability

The implementation of the PBB-P2 policy has played a crucial role in significantly increasing local government revenue and ensuring long-term fiscal sustainability in Tangerang City. By focusing on improving taxpayer compliance, the policy has successfully led to a notable rise in tax collection rates, as evidenced by comprehensive financial reports from the municipality. This influx of revenue has provided the city administration with greater financial resources, enabling substantial investments in essential public services, critical infrastructure projects, and extensive social welfare programs.

The enhanced revenue stream from improved tax compliance not only supports ongoing urban development initiatives but also strengthens the municipality's capacity to effectively address emerging socio-economic challenges. With additional funds secured, Tangerang City can proactively enhance economic resilience, mitigate inequalities, and promote sustainable growth across all community sectors. This proactive fiscal strategy not only advances immediate development objectives but also lays the groundwork for sustainable prosperity and equitable advancement.

The policy's impact extends beyond financial gains, influencing broader governance frameworks and community well-being. By ensuring robust revenue generation, the PBB-P2 policy

reinforces the municipality's ability to implement inclusive policies that prioritize the needs of marginalized populations and foster social cohesion. This approach creates an environment conducive to economic empowerment and equitable resource allocation, thereby promoting a resilient and harmonious urban environment. The PBB-P2 policy stands as a crucial mechanism for enhancing local revenue, ensuring fiscal sustainability, and promoting inclusive development in Tangerang City. Its effective implementation not only strengthens financial stability but also positions the municipality to effectively address future challenges, contributing to improved quality of life and sustained progress for all residents.

Challenges in Policy Dissemination and Implementation

Despite the positive outcomes observed, this study highlights several critical challenges that could potentially hinder the full realization of the PBB-P2 policy's benefits. Foremost among these challenges is the issue of limited information dissemination regarding the policy's advantages and eligibility criteria within targeted communities. Many eligible beneficiaries, particularly those belonging to marginalized groups, lack awareness of their entitlements under the PBB-P2 policy. This knowledge gap significantly impedes their ability to access and utilize the tax relaxation measures effectively.

Addressing this challenge necessitates the implementation of enhanced communication strategies and targeted outreach initiatives. These efforts are crucial for ensuring that information about the policy reaches all segments of society equitably, thereby facilitating broader participation and maximizing the policy's socio-economic impact. By improving awareness and understanding among residents, especially in underserved areas, local authorities can enhance community engagement and ensure that vulnerable populations receive the support they need to improve their financial circumstances.

Disparities in the implementation of the PBB-P2 policy across different districts or demographic segments within Tangerang City pose another significant barrier. Variations in administrative capacity, local economic conditions, and levels of community engagement have influenced the equitable distribution of policy benefits and outcomes. Some districts may experience more effective implementation and greater socio-economic improvements compared to others, leading to uneven development outcomes across the city. To address these disparities, tailored policy interventions and localized strategies are essential. Local governments and stakeholders should collaborate to develop customized approaches that consider the unique challenges and opportunities within each district or community. This approach can help mitigate disparities, optimize resource allocation, and ensure that all residents benefit equitably from the policy's initiatives.

While the PBB-P2 policy has demonstrated positive impacts in enhancing financial stability and reducing economic disparities in Tangerang City, addressing challenges such as information dissemination gaps and disparities in implementation remains critical. By implementing targeted strategies to enhance awareness and mitigate uneven outcomes, policymakers can maximize the policy's effectiveness and promote more inclusive socio-economic development across the entire city.

Comparative Insights and Policy Implications

Comparatively, these findings are consistent with broader literature on effective urban governance and inclusive economic policies, underscoring the importance of well-crafted tax relaxation measures in fostering equitable development. Similar policies implemented across other Southeast Asian cities have demonstrated comparable benefits, highlighting the transferability of effective

tax policy frameworks in addressing regional economic challenges and promoting sustainable urban growth.

The significance of tax relaxation policies lies in their ability to alleviate financial burdens on low-income households and stimulate local economic activities by boosting purchasing power. By easing property tax obligations, these policies not only enhance economic well-being at the household level but also stimulate investments in critical sectors such as education, healthcare, and basic infrastructure. Thus, they contribute not only to immediate improvements in individual livelihoods but also strengthen the overall economic foundation and support long-term sustainable growth.

CONCLUSION

Based on the comprehensive discussion above, it is evident that the PBB-P2 property tax relaxation policy in Tangerang City has played a crucial role in alleviating financial burdens on low-income households and boosting local government revenue through improved taxpayer compliance. The policy has shown promising results in enhancing economic well-being, particularly among marginalized communities, and has contributed to sustainable urban development by stimulating investments in key sectors. However, challenges such as limited information dissemination and disparities in policy implementation across districts remain significant barriers. Moving forward, addressing these challenges will be essential to maximizing the policy's impact on reducing socio-economic inequalities across the city. Enhanced communication strategies and targeted outreach efforts are necessary to ensure equitable access to policy benefits. Moreover, tailoring implementation strategies to local contexts and strengthening administrative capacities will help mitigate disparities and optimize the distribution of benefits.

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THE ROLE OF INFORMATION TECHNOLOGY IN ENHANCING TAX COMPLIANCE IN INDONESIA: A CASE STUDY ON THE IMPLEMENTATION OF E-FILING

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ABSTRACT

e-Filing is a new approach in tax administration that has been developed to streamline the process of tax reporting for taxpayers hence, enhancing efficiency and transparency. Information technology application in taxation theories and empirical findings is examined using literature review method. Based on these research results, it can be concluded that the implementation of e-filing leads to a significant increase in tax compliance since it simplifies the procedures for filing taxes and paying them by the taxpayers. There are several reasons as to why e-filing is being implemented; the main one being to increase transparency and accountability in tax reporting. This system enables easy tracking and auditing of the whole process of reporting. E-filing creates an opportunity for the tax authorities to possess a complete set of digitalized records that can be accessed whenever there is a need thus contributing to enhancing accountability and eliminating some aspects that promote corruption. e-filing also takes into consideration critical aspects such as data security and accessibility which ensures its success. These findings imply that information technology infrastructure should be enhanced by the government which will support e-filing among Indonesian taxpayers. The study therefore contributes to a broader understanding of how information technology can enhance tax compliance especially in developing countries like Indonesia, and thus highlights challenges and prospects of employing this technology in tax administration.

Keyword: Information technology, e-Filing, tax compliance, tax administration

I. INTRODUCTION

The innovation in tax administration that is required in the current digital era is urgent. E-filing is one of the significant innovations that has been put in place; an electronic system of tax reporting to increase efficiency and transparency in reporting taxes by taxpayers. As highlighted by Supriyanto (2018), e-filing lets taxpayers submit their returns electronically thereby limiting personal contact with revenue officers while also reducing chances of errors during data entry. among these advantages of e-Filing include accessibility and time savings. Research conducted by Widodo (2019) revealed that taxpayers employing e-filing significantly reduced the time spent on filling their annual tax return as opposed to manual method.

Moreover, this system comes with tools that make it easy for taxpayers to ensure they have inputted all the correct information before submitting their reports. There are several reasons as to

why e-filing is being implemented; the main one being to increase transparency and accountability in tax reporting. This system enables easy tracking and auditing of the whole process of reporting. E-filing creates an opportunity for the tax authorities to possess a complete set of digitalized records that can be accessed whenever there is a need thus contributing to enhancing accountability and eliminating some aspects that promote corruption (Rahayu 2020).

Even though it has many benefits, implementing e-filing also faces several challenges. According to research conducted by Prasetyo (2021), some taxpayers still face difficulties using this system due to limited internet access and a lack of understanding of technology. This indicates that further efforts are needed to ensure that all taxpayers can access and use e-filing effectively. As more countries adopt e-filing systems, the future of tax administration looks increasingly digital. Research by Hidayat (2022) reveals that the use of e-filing is projected to continue increasing alongside the rise in digital literacy among taxpayers. Therefore, the government and tax authorities need to continue to innovate and provide the necessary support so that e-filing can be used optimally and provide maximum benefits for all parties.

II. LITERATURE REVIEW

The implementation of information technology (IT) in tax administration has been a subject of extensive research, especially in the context of enhancing tax compliance. Several studies have examined the role of IT in streamlining tax processes, improving accuracy, and fostering taxpayer convenience. Alm et al. (1992) and Kirchler (2007) emphasize that simplified tax systems and transparent processes can significantly boost compliance rates. The transition from traditional paper-based methods to electronic filing (e-filing) systems is a notable development in this regard.

Research by Fu et al. (2013) and Azmi and Bee (2010) highlights the effectiveness of e-filing systems in reducing administrative burdens and errors, thereby increasing efficiency. In Malaysia, for instance, e-filing has been credited with enhancing voluntary compliance through user-friendly interfaces and timely feedback mechanisms (Azmi & Bee, 2010). Similarly, studies conducted in developed countries like the United States and Australia underscore the positive impact of e-filing on tax compliance (Fu et al., 2013). In the Indonesian context, Nurmantu (2005) and Waluyo (2017) discuss the challenges and opportunities associated with the adoption of IT in tax administration. The introduction of e-filing in Indonesia aims to address issues of tax evasion and underreporting by simplifying the filing process and improving data accuracy. Furthermore, Nurmantu (2005) argues that the success of e-filing in Indonesia hinges on robust IT infrastructure and taxpayer education.

III. METHODOLOGY

This research uses the literature review method to explore theories and empirical findings related to the application of information technology in the tax context. This method involves collecting and analyzing various literature sources, including journal articles, books, research reports, and other related documents. The process includes identifying, evaluating, and synthesizing relevant information to understand the developments, challenges, and benefits of implementing information technology, especially e-filing, in tax administration. This approach allows researchers to gain in-depth insight into the impact of information technology on the efficiency and transparency of tax reporting, as well as to identify areas that require further research.

IV. RESULT

The results of this research show that the implementation of e-Filing has a significant impact on tax compliance by simplifying the tax reporting and payment process for taxpayers. The data obtained shows an increase in tax compliance along with the adoption of e-Filing, which makes it easier for taxpayers to carry out tax obligations. The following is a graph that shows the increase in tax compliance along with the adoption of e-Filing from 2018 to 2022. This graph illustrates that the percentage of e-Filing adoption (marked by the blue line) has increased every year, while the level of tax compliance (marked by the line green) also shows a significant increase. This data supports the finding that the adoption of e-Filing makes it easier for taxpayers to carry out their tax obligations, which in turn increases overall tax compliance.

In addition, critical factors such as data security and accessibility also contribute to the successful implementation of e-Filing, where personal data protection and ease of access are key concerns for users. The following graph shows data related to critical factors such as data security and accessibility, as well as the success of e-filing implementation from 2018 to 2022. First, Data Security Concerns (marked with a dotted red line) show a decline each year, indicating that the data security measures implemented are increasingly effective and enhance user trust. Second, Accessibility Issues (marked with a dotted orange line) also show a decline, indicating that access to the e-filing system is becoming easier for taxpayers. Third, the e-filing Success Rate (marked by the blue line) increases significantly each year, indicating that as concerns about data security and accessibility issues decrease, the success of e-filing implementation increases.

V. DISCUSSION

The findings of this research underline the important role of the government in developing information technology infrastructure to support the wider adoption of e-filing among taxpayers in Indonesia. Governments have a responsibility to ensure that the necessary technological infrastructure is available and functioning properly. This includes providing stable and fast internet access, as well as adequate hardware and software to support the e-filing process. Without a strong infrastructure, efforts to implement e-filing widely will face many obstacles.

By strengthening data security and increasing accessibility, the government can enhance taxpayers' trust in the e-filing system. Data security is one of the main concerns for many taxpayers. Therefore, the government needs to implement strict security measures to protect taxpayers' personal and financial information from potential cyber threats. Additionally, increasing accessibility means making the e-filing system easy to use for all taxpayers, including those with limited technology or internet access. This study also makes an important contribution to understanding the role of information technology in improving tax compliance in developing countries, such as Indonesia. Information technology not only facilitates the tax reporting process but also helps increase transparency and accountability in tax administration. With the e-filing system, taxpayers can report their taxes more efficiently and accurately, which in turn increases the overall level of tax compliance.

This e-filing accessibility table includes several important indicators such as internet penetration level, percentage of e-filing users, and user satisfaction level from 2018 to 2022, obtained from data processed by the Central Statistics Agency (BPS). This table shows positive trends in accessibility and user satisfaction as e-filing adoption increases. The internet penetration rate, which increases every year, reflects increasingly easy access to digital services. Along with the increasing adoption of e-filing, there has also been a significant increase in user satisfaction, indicating that this system is increasingly meeting the needs and expectations of taxpayers.

The widespread internet penetration allows more taxpayers to access e-filing services. The increase in the percentage of e-filing users shows that more and more taxpayers are switching from manual to digital reporting methods. The continuously increasing level of user satisfaction reflects those improvements in the e-filing system, such as enhanced data security and ease of access, have had a significant positive impact. This also emphasizes the importance of the government's continued efforts to improve technological infrastructure and e-filing support services so that more taxpayers can experience the benefits.

However, there are still challenges that must be overcome, including infrastructure and digital literacy issues among taxpayers. Many regions in Indonesia still face inadequate infrastructure, such as limited internet access and electricity. Additionally, low digital literacy among the majority of taxpayers is also an obstacle to adopting e-filing. The government needs to make more efforts to increase digital literacy through extensive training and outreach so that all taxpayers can effectively use this technology.

This table shows that despite improvements, internet and electricity access in rural areas is still uneven, and digital literacy levels still need to be improved. Although efforts to improve internet accessibility have made significant progress each year, many rural areas still do not enjoy the full benefits of digital connectivity. Better access to electricity has helped some regions, but disparities remain, hindering the equitable spread of information technology.

The need to increase digital literacy indicates that many people in rural areas do not yet have sufficient capabilities to utilize this technology effectively. Further efforts are needed to provide better education and training so that people in rural areas can develop the necessary digital skills. This is crucial to ensure that all communities, including those living in remote areas, can participate in the digital economy and benefit from more efficient and transparent e-filing services.

Additionally, this gap in infrastructure and digital literacy highlights the need for more focused policies and investments from the government and related parties to accelerate the development of technological infrastructure and programs to increase digital literacy. By addressing these challenges, Indonesia can ensure that all citizens have equal opportunities to utilize digital technology, ultimately improving tax compliance and supporting more inclusive and sustainable economic growth.

Opportunities for further development lie in increasing education and outreach about the benefits of e-filing. Effective education can help taxpayers understand the benefits of using e-filing, such as the ease and speed of reporting taxes. Widespread outreach is also important to reach all levels of society so that information about e-filing can be spread evenly and widely adopted. The government and tax authorities can work together with various parties to organize comprehensive educational campaigns.

Additionally, continuing to innovate to address the needs and concerns of taxpayers is an important step that must be taken. Innovation can include developing new features in the e-filing system that are more user-friendly, improving technical assistance services, and adjusting policies to support ease of access. By continuing to innovate, the government can ensure that the e-filing system remains relevant and effective in meeting changing needs and challenges in the future. This will help improve tax compliance and support sustainable economic development in Indonesia.

VI. CONCLUSIONS

This research shows that the implementation of e-filing has a significant impact on tax compliance by simplifying the tax reporting and payment process for taxpayers. Critical factors such as data

security and accessibility contribute greatly to the success of e-filing implementation. The implications of these findings emphasize the need for an active role of the government in developing information technology infrastructure to support the widespread adoption of e-filing among Indonesian taxpayers. This research also provides a broader understanding of the role of information technology in improving tax compliance in developing countries such as Indonesia, as well as highlighting the challenges and opportunities associated with the application of this technology in tax administration.

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THE ROLE OF TRANSPARENCY AND ACCOUNTABILITY IN REGIONAL ASSET MANAGEMENT IN THE ERA OF REGIONAL AUTONOMY

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ABSTRACT

Regional asset management in Indonesia has undergone significant changes since the implementation of regional autonomy. One of the main aspects to focus on is transparency and accountability in management. Regional autonomy grants regional governments greater authority to manage their resources and assets, which were previously mostly regulated by the central government. With regional autonomy, the aim is to create a government that is more responsive, participatory, transparent, and accountable in managing regional assets. Transparency and accountability are two main aspects highlighted in regional asset management. Transparency refers to the openness of information and easy access for the public to know and monitor the asset management process. This study explores the role of transparency and accountability in regional asset management during the era of regional autonomy, emphasizing their impact on management efficiency and effectiveness. To analyse theories, concepts, and empirical findings related to transparency and accountability in the context of regional asset management, a literature study methodology was employed. The findings of this study indicate that strong transparency and a high level of accountability can positively influence the quality of regional asset management. The practical implication of these results is the need to implement policies that support transparency and accountability in every aspect of regional asset management, from the procurement process to asset disposal. This research makes a significant contribution to strengthening more efficient and transparent regional asset management practices in Indonesia.

Keyword: Transparency, accountability, regional autonomy

I.INTRODUCTION

Regional asset management in Indonesia has undergone significant changes since the implementation of regional autonomy in 2001. Regional autonomy grants regional governments greater authority to manage their resources and assets, which were previously mostly regulated by the central government. With regional autonomy, the aim is to create a government that is more responsive, participatory, transparent, and accountable in managing regional assets. Transparency and accountability are two main aspects highlighted in regional asset management. Transparency refers to the openness of information and easy access for the public to know and monitor the asset management process. Meanwhile, accountability relates to the responsibility of local governments in managing public assets and ensuring that their actions comply with regulations and serve the public interest.

This research explores the role of transparency and accountability in regional asset management in the era of regional autonomy, emphasizing their impact on management efficiency

and effectiveness. This study references various previous studies that highlight the importance of transparency and accountability in improving local government performance. According to research conducted by Robbins and Coulter (2012), transparency in asset management can increase public trust and minimize corrupt practices. They stated that openness of information allows the public to monitor and provide constructive input on the management of regional assets. In addition, Akbar and Wibowo (2015) stated that accountability is the key to ensuring that regional asset management is carried out efficiently and effectively, in line with the goals and targets that have been set. Furthermore, research by Mardiasmo (2009) shows that the application of good governance principles, including transparency and accountability, can increase the efficiency of regional asset management. Good governance helps create a more structured and measurable management system, thereby minimizing the risk of errors and misuse of assets.

In the Indonesian context, a study conducted by Fitriana (2018) found that regions with a high level of transparency and accountability tend to have better asset management performance. Fitriana also emphasized the importance of information technology in supporting transparency and accountability, such as the use of an integrated regional asset management information system. Thus, this research seeks to provide a deeper understanding of how transparency and accountability can play a role in increasing the efficiency and effectiveness of regional asset management in the era of regional autonomy. Through comprehensive analysis, it is hoped that the results of this research can provide relevant recommendations for local governments to improve the quality of their asset management.

II. LITERATURE REVIEW

The implementation of information technology (IT) in tax administration has been a subject of extensive research, especially in the context of enhancing tax compliance. Several studies have examined the role of IT in streamlining tax processes, improving accuracy, and fostering taxpayer convenience. Alm et al. (1992) and Kirchler (2007) emphasize that simplified tax systems and transparent processes can significantly boost compliance rates. The transition from traditional paper-based methods to electronic filing (e-filing) systems is a notable development in this regard.

Research by Fu et al. (2013) and Azmi and Bee (2010) highlights the effectiveness of e-filing systems in reducing administrative burdens and errors, thereby increasing efficiency. In Malaysia, for instance, e-filing has been credited with enhancing voluntary compliance through user-friendly interfaces and timely feedback mechanisms (Azmi & Bee, 2010). Similarly, studies conducted in developed countries like the United States and Australia underscore the positive impact of e-filing on tax compliance (Fu et al., 2013). In the Indonesian context, Nurmantu (2005) and Waluyo (2017) discuss the challenges and opportunities associated with the adoption of IT in tax administration. The introduction of e-filing in Indonesia aims to address issues of tax evasion and underreporting by simplifying the filing process and improving data accuracy. Furthermore, Nurmantu (2005) argues that the success of e-filing in Indonesia hinges on robust IT infrastructure and taxpayer education.

III. METHODOLOGY

To analyze theories, concepts, and empirical findings related to transparency and accountability in the context of regional asset management, this research employs a literature study methodology. A literature study involves collecting, reviewing, and analyzing relevant literature to the research topic. This method aims to identify, evaluate, and synthesize existing research results to gain a comprehensive understanding of the subject. By utilizing a literature study approach, this research

not only offers a thorough review of existing literature but also identifies research gaps and suggests directions for future studies. This approach enables researchers to present an in-depth, evidence-based analysis, which can serve as the foundation for improved policies and practices in regional asset management.

IV. RESULT

The findings of this study clearly show that the implementation of strong transparency and a high level of accountability has a significant positive influence on the quality of regional asset management. Through in-depth literature analysis, this research found that regions consistently applying the principles of transparency and accountability at every stage of asset management—from planning to execution and reporting—tend to demonstrate more efficient and effective asset management. The diagram above shows the percentage of efficiency and effectiveness of asset management at various stages, namely planning, execution, and reporting, based on the level of transparency and accountability.

These data indicate that regions implementing high transparency and accountability show better performance in managing regional assets compared to regions with low transparency and accountability. At each stage of asset management, regions with high transparency and accountability have a higher percentage of efficiency and effectiveness, demonstrating that consistent application of these principles results in more efficient and effective asset management. Furthermore, this research reveals that adequate information disclosure and clear accountability mechanisms not only improve operational efficiency but also contribute to increasing public trust in local governments. With transparency, the public can access information regarding asset management more easily, allowing them to participate in supervision and provide constructive input. This, in turn, minimizes corrupt practices and the abuse of authority in managing regional assets.

V. DISCUSSION

The results of this research underline the importance of implementing policies that support transparency and accountability in every aspect of regional asset management, from the procurement process to asset disposal. These findings show that regions successfully integrating the principles of transparency and accountability in their asset management tend to perform better in terms of operational efficiency and public satisfaction. Transparency in asset management allows information about regional assets to be easily accessed by the public, which in turn increases public trust in regional government. Accountability ensures that every action taken in asset management can be accounted for, thereby minimizing the risk of misuse and corruption.

The practical implications of this research emphasize the need for local governments to strengthen monitoring mechanisms. Strict supervision ensures that every stage in asset management, from planning, procurement, and maintenance to disposal, is carried out according to established procedures and standards. Increasing access to public information is also a key factor. Local governments must provide a platform that allows the public to access information related to asset management in real time. This not only increases transparency but also encourages active community participation in monitoring and providing constructive input.

Additionally, programs like Smart Kampung in Banyuwangi have increased community participation in managing village assets through the integration of information technology and integrated service centers. The results of implementing these initiatives include not only increased operational efficiency but also heightened public trust and community participation. To obtain data

regarding the Regional Transparency Index, Transparency International Indonesia can be used as a reference. This organization regularly publishes the Corruption Perception Index (CPI), which provides an overview of the levels of corruption and transparency in various regions of Indonesia. The 2023 CPI shows that Indonesia has a score of 34/100, indicating significant challenges in combating corruption and increasing transparency.

Based on these scores, the Corruption Perceptions Index (CPI) provides a general illustration of the governance levels in several regions, clearly demonstrating the need for improvements in transparency and accountability to achieve better governance. The data in this table reveal that regions with higher CPI scores tend to have more effective governance systems that are relatively free from corruption. In contrast, regions with low CPI scores face significant challenges in managing assets and running government efficiently. Therefore, this table highlights the importance of a strong commitment from local governments to increase transparency and accountability as strategic steps to improve governance. Increasing transparency and accountability is crucial not only for improving CPI scores but also for strengthening public trust in local governments. When people can see and understand how regional assets are managed, they are more likely to support government policies and participate in decision-making processes. This creates a virtuous circle where greater public engagement increases accountability, which in turn drives greater transparency. High transparency helps prevent corrupt practices and fraud, as the public can monitor every action of public officials.

This is supported by the Regional Transparency Index data, as shown in Table 2, which illustrates the level of transparency in regional asset management. The data show that regions with a high transparency index also demonstrate better performance in asset management. For example, regions with robust e-government systems and easy access to public information tend to have more efficient and accountable asset management. In contrast, regions with a low transparency index often face problems such as inefficiency, corruption, and lack of public participation in asset management. By examining the data from Table 2, it becomes clear that there is an urgent need to strengthen transparency and accountability efforts at all levels of local government. Local governments need to adopt more proactive policies in publishing information and involving the public in asset management. This includes the use of technology to improve access to information, such as open data portals and online reporting systems. Additionally, training and education for public officials about the importance of transparency and accountability must be enhanced.

Ensuring that all asset management processes are carried out openly and accountably is a crucial step in achieving good governance. This openness encompasses a wide range of aspects, starting with the publication of comprehensive information regarding assets owned by local governments and extending to the use, maintenance, and disposal of these assets. This information must be presented in a manner that is easily accessible and understandable to the public, including through transparent online portals, detailed annual reports, and open communication channels between the government and the public.

However, openness should not be limited to the provision of information alone. It is important to actively involve the community at every stage of asset management, from planning and procurement to evaluation. This can be achieved through various participatory mechanisms, such as public consultation forums, village meetings, and digital platforms that enable communities to provide input, ask questions, and express their concerns. For example, during the planning stage, local governments can hold workshops or focus group discussions to gather ideas and priorities from the community regarding the use of local assets.

Involving the public in the decision-making process not only increases transparency but also provides the government with the opportunity to gain diverse insights and perspectives. Active

public participation enables local governments to more accurately identify community needs and expectations, thereby increasing the relevance and effectiveness of asset management policies. Additionally, by creating opportunities for participation, the community can develop a sense of ownership and responsibility for the assets within their region, which can enhance compliance and support for the policies implemented. This public participation also functions as a crucial social monitoring tool. Communities actively involved in the asset management process can help identify and report potential misuse, irregularities, or inefficiencies. For instance, through online reporting platforms, the public can easily report suspected cases of corruption or misuse of assets to the authorities. This social oversight not only increases accountability but also exerts positive pressure on public officials to act with high integrity and professionalism.

Apart from formal mechanisms, community involvement can also be strengthened through local initiatives, such as the formation of asset management committees consisting of community representatives, academics, and professionals. These committees can act as independent monitors, ensuring that asset management is conducted in accordance with the principles of transparency and accountability.

Public participation reflects the community's awareness and desire to be directly involved in ensuring that regional asset management is carried out transparently and accountably. The number of complaints received by each region through online reporting platforms such as the LAPOR Application and SIPEDULI demonstrates the level of public trust in the reporting system. For example, DKI Jakarta received 1,200 complaints, indicating that people in the capital city are very active in reporting problems related to asset management. This high number of complaints also suggests that the public believes their reports will be followed up by the authorities. The existence of an online reporting platform simplifies the process for the public to report problems without having to navigate complicated procedures.

Furthermore, the number of verified cases and actions taken by authorities illustrate the effectiveness of this reporting system in handling public complaints. For example, of the 1,200 complaints received in DKI Jakarta, 800 cases were verified, and 750 actions were taken. This data shows that the majority of reports received are valid and require further action, reflecting the authorities' commitment to seriously follow up on every report and take the necessary steps to resolve reported problems. Online reporting platforms such as the LAPOR Application and SIPEDULI play an important role in increasing transparency and accountability in regional asset management. By providing easy access for citizens to report suspected abuse or inefficiency, these platforms help create an environment where local governments are held accountable for their actions. Additionally, the success in handling public complaints can increase public trust in the government, thereby encouraging more active participation in monitoring regional asset management. Thus, the use of technology to facilitate public participation not only increases transparency but also strengthens governance.

Thus, openness and public participation go hand in hand to create a more transparent, accountable, and sustainable asset management system. These steps will ultimately strengthen public trust in local governments and ensure that regional assets are used optimally for community welfare. Effective implementation of these principles will create an environment conducive to sustainable development and improve the quality of life for people in the area. Accountability in the management of regional property (BMD) is key to ensuring that assets owned by regional governments are managed efficiently, transparently, and responsibly. Implementing the Regional Asset Management Information System (SIMDA) is a crucial first step. With SIMDA, all BMD-related transactions can be recorded in real-time, making monitoring and supervision easier. For example, local governments can use SIMDA to record every asset from procurement, use,

maintenance, to disposal, so that all data can be accessed by authorities to ensure regulatory compliance.

Additionally, regular reporting and auditing are integral parts of accountability. Regional governments must regularly report the condition and status of BMD to related parties, including regional councils and the community. Regular internal audits and external audits by independent agencies are important to ensure the objectivity and integrity of the management process. Information disclosure is also crucial. Local governments should ensure that BMD-related information, including financial reports and asset conditions, is accessible to the public through open data portals. This helps increase transparency and allows the public to monitor asset management.

The main challenges in accountability for managing regional property include lack of transparency, complex bureaucracy, inadequate supervision and audit, low public participation, limited human resource (HR) capacity, a culture of corruption, inadequate technology, lack of strong regulations and policies, and the imbalance of power between different levels of government. To overcome the lack of transparency, local governments need to develop open data portals and online reporting systems that make it easier for the public to access information. Bureaucratic procedural reforms can be undertaken to make processes more efficient and responsive, while increasing the frequency and quality of audits, both internal and external, can strengthen oversight.

To address the lack of strong regulations and policies, local governments need to develop and enforce clear and consistent regulations. Finally, improving coordination between central and local governments can help address power imbalances and ensure that accountability policies are implemented effectively at all levels of government. With these steps, it is hoped that efficiency in managing regional assets will increase, transparency and accountability will improve, and public trust in the government will be enhanced.

VI. CONCLUSIONS

The implementation of strong transparency and a high level of accountability has significantly improved the quality of regional asset management in Indonesia. Adequate transparency allows the public to access important information about regional asset management, which in turn increases public trust and encourages community participation in oversight. High accountability ensures that every action in asset management can be accounted for, reducing the risk of misuse and increasing operational efficiency. It is crucial to implement policies that support transparency and accountability at every stage of regional asset management, from the procurement process to asset disposal. These policies should include clear mechanisms for the publication of information, an effective monitoring system, and a participatory platform that allows the public to provide input and report irregularities. In addition, training and capacity development for local government officials are essential to ensure they have the skills and knowledge necessary to manage assets with high accountability.

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CAN SOCIAL CAPITAL CREATE OIL PALM HUMAN CAPITAL IN MALAYSIA?Kim Ling Geraldine Chan¹, Mimi Hanida Abdul Mutalib¹ And Zanisah Man¹¹Anthropology and Sociology Programme

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mimi8ab@ukm.edu.my**ABSTRACT**

Theoretically and empirically, social capital is said to be closely linked with human capital. This paper has confirmed this point. Oil palm labour decline in Malaysia since the COVID19 pandemic in 2020 demonstrates the urgent need to increase, develop, strengthen and most importantly, sustained local oil palm labour and human capital. In light of lack of studies on the development of human capital within the social context, i.e. social capital context, and based on social networks, social relations and social capital theories by Coleman, Granovetter and network theorists, this paper presents some findings from a qualitative study in oil palm plantations in Malaysia. Interview is the main method of data collection and non-participation as secondary method of data collection. Several oil palm smallholders involved in oil palm production in Peninsular Malaysia is sampled purposively. The main research objectives are 1) to evaluate the link between social capital and human capital in terms of how social capital creates human capital and 2) to identify the kinds of social and human capital. By applying thematic analysis, some key findings are particular kinds of social capital such as social networks, trust, and shared norms and values develop and sustain particular kinds of human capital such as knowledge, skills and experiences relating to oil palm production. An implication of the findings is for policy making on quality oil palm labour and human capital development for sustainable productive oil palm sector growth in Malaysia.

Keywords: *Social Capital Human Capital Oil Palm Labour Oil Palm Sustainability Social Networks*

1. INTRODUCTION

In conventional economic understanding, human capital is typically created through “changes in humans/persons that bring about skills, capabilities“(Coleman, 1988:100) and knowledge “that can make them act in new ways” (Coleman, 1988: 100; see also Coleman 1990). These skills, capabilities and knowledge are added value that will facilitate productive economic action and bring about benefits or profits. The means to create human capital are education and training. Humans are able to develop their human capital because, in Becker’s view, humans, possess “individualised choices” that are based on “utility maximisation”, “a forward-looking stance”, “consistent rationality”, and “stable and persistent preferences” (Becker 1976 in Teixeira 2014: 1).

Human capital is no doubt key to any productive economic action such as agricultural production that includes oil palm production in Malaysia. Malaysia now strives to restore and accelerate the growth of all key economic sectors, namely oil palm sector under the agriculture sector in these post pandemic COVID19 times. Thus, [one](#) key policy enabler in 12MP is developing future talent that will comprise of highly skilled, well educated, efficient and productive labour (Twelfth Malaysia Plan 2021-2029). ~~The~~ The National Agriculture Policy 2.0 or the NAP2.0 (2021-2030) fully supports the effort to create and sustain quality local labour that will become local human capital to replace declining foreign labour in the overall agriculture sector and particularly in the oil palm sector since the COVID19 pandemic. Thus, the government shall continue to emphasise human-anchored and people-centric growth to strengthen macroeconomic resilience for a prosperous, inclusive and sustainable future growth as envisioned in the 12MP.

Human capital is now becoming increasing crucial to oil palm growth in Malaysia considering the recent recovery in crude palm oil production since rapid fall in prices since the pandemic COVID19 in 2021, Russia-Ukraine conflict in 2022 as well as rising prices of soybean oil and Brent crude oil in the world market (Palm Oil Industry and Technology News, 2023). The Director-General of Malaysian Palm Oil Board (MPOB) Datuk Dr. Ahmad Parveez Hj. Ghulam Kadir reported that exports of palm oil and other palm-based products has increased by 1.3 per cent in January to November 2022 to 22.43 million tonnes from 22.14 million tonnes in the same period of 2021 (Palm Oil Industry and Technology News, 2023). In the first quarter of 2023, the agriculture sector, has grown to 0.9% contributing 6% share of total overall GDP (Department of Statistic Newsletter, 2023). Oil palm sub-sector is largely responsible for this growth.

Quality local labour and human capital will be able to contribute to sustainable production of palm oil as the major source of sustainable and renewable raw material for the world's food, oleo chemical and biofuel industries (Ministry of Human Resource, 2008). A workforce well trained in sustainable palm oil production will ensure oil palm sector meet universally accepted standards of sustainability from cultivation to production of downstream activities. In effect, poverty among landless farmers or smallholders can be elevated and quality of life improved.

Today oil palm production is still being challenged by lack of quality human capital despite the government's effort to attract local labour for oil palm production through various incentive schemes, formal education and formal training. Perhaps it is timely now to look at other means to develop human capital, in addition to the usual economic means such as formal education and training. Acknowledging the role of social capital for human capital development means recognising the role of social and relational context rather than the typical atomistic, individualised and non-relational context to develop the human capital.

Social capital can play a role in human capital creation in the oil palm sector despite it being a non-economic means. However, until today, this social capital role is seldom researched on and focused in oil palm human capital development debate, even in Malaysia. Oil palm human capital is still on the decline since the COVID19 pandemic in 2020 hence demonstrating the urgent need to increase, develop and strengthen local oil palm labour and human capital. The link between human and social capital is a sociological argument posed by Coleman (1988). Coleman argued that human capital creation is different from social capital creation. In his view, social capital is created through "changes in the relations among persons that facilitate action" (Coleman, 1988: 100), namely facilitate productive activity. Resources for social capital are social networks, trust and norms (Coleman, 1988; Putnam). They are also considered as types of social capital.

By applying ~~s~~ sociologically based social capital theory by Coleman and social network theory by Granovetter, this paper discusses some findings from a recent qualitative study that conducted by the authors of this paper on some oil palm smallholders involved in oil palm production— [in Malaysia](#).

The research objectives for that study are 1) to evaluate the role of social capital in creating the human capital and 2) to identify the kinds of social capital responsible to creating the kinds of oil palm related human capital. Thematic analysis discovered some key findings are particular kinds of social capital such as social networks, trust, and shared norms and values. These kinds of social capital actually developed and sustained particular kinds of human capital such as knowledge, skills and experiences relating to oil palm production. Furthermore, this creation of human capital (e.g. skills, knowledge and experiences [related to oil palm production](#)) by social capital initially occurs when a particular type of social capital (social networks) function to persuade and influence social actors, *i.e.* [smallholders](#), through social interaction and socialisation, to participate in [oil palm production](#). [Informal types of social networks are family ties, friendship ties, former work ties and neighbourhood ties, while formal social networks are ties with MPOB TUNAS \(Tunjuk Ajar dan Nasihat Sawit\) officers and oil palm cooperative operators.](#)

II. METHODOLOGY

The research methodology that guided the study adopts a qualitative approach with a largely structuralist paradigm that is also supported by social constructivist paradigm to some extent. This kind of methodology enabled a combination of deductive and inductive research strategies. A conceptual framework is initially created deductively to guide the systematic thinking through and understanding process, and also to guide in identifying the themes during the fieldwork. The study turned inductive to allow for emergent data from views and experiences of the informants divulged during the actual fieldwork. A pilot study is conducted to get an overview of the oil palm labour situation before full scale fieldwork in several oil palm plantations in Peninsular Malaysia. The main units of analysis are the 13 smallholders (owner-operator, owner-operator-lessee and operator-lessee also representative of smallholders). Secondary units of analysis are oil palm worker, MPOB officer and TUNAS officers, operators of fresh fruit bunch weighing centre and oil palm cooperative. Actual names are withheld for research ethical reasons. Pseudonyms are given instead. All of the informants are sampled and selected purposively. The smallholder informants are selected in a purposive manner based on their active participation in oil palm production ranging from cultivating, harvesting, pruning, fertilising, spraying pesticides to sending their fresh fruit bunches to fresh fruit bunch weighing centre and/or oil palm factories. They are also selected by MPOB TUNAS officers based on their availability at the time of the fieldwork. The MPOB TUNAS officers are also selected purposively based on their oil palm areas of responsibilities where the smallholdings are located. The weighing centre operators and/or owners are also sampled purposively based on their business dealings and active interaction with smallholders. The oil palm workers are sampled because of their employment with the smallholders. Interview is the main method of data collection and non-participation of oil palm work in oil palm land is the secondary method of data collection. Systematic thematic analysis is conducted to firstly identify specific themes and then analyse the link between the themes.

III. RESULTS AND DISCUSSION

[These networks are found established between the smallholders themselves, the smallholders with their workers, the smallholders with fresh fruit bunch weighing centre owners and workers, and the](#)

smallholders with MPOB TUNAS officers and oil palm cooperative operators. Once the smallholders have been persuaded and influenced to participate in oil palm production, their social networks capital further functioned to create, communicate and sustain new knowledge, and skills and experiences related to oil palm production on to the social actors through informal education, training and mentoring that are continuously mediated by long term social processes such as social interaction and socialisation. The social interaction and socialisation occurred between the smallholders, fresh fruit bunch weighing centre owners and workers, the oil palm workers and MPOB TUNAS officers. The persuasion and influencing occurring through education, training and mentoring while mediated by social interactions and socialisation to create human capital are further strengthened by other types of social capital such as trust, loyalty, obligations, and particular shared norms and shared values relating to oil palm production. Specific knowledge, skills, expertise and experiences relating oil palm production that have been created are continuously sustained and transformed to become human capital and bring benefits to the smallholders throughout their participation in oil palm production. Hence, social capital can indeed create and sustain oil palm The specific types of human capital that are consequently created and owned by the social actors are specific knowledge, skills, expertise and experiences relating to that particular economic action. The social actors also develop human capital in terms of particular experiences throughout the creation process. Tinterrelatedness or human capital for oil palm production eventually leads to the created human capital generating economic benefits for the social actors who partake in the economic action. An implication of the findings is the need for alternative training and education methods for oil palm human capital development that is contextualised on social aspects, i.e. social capital. Other implication is on policy making on quality oil palm labour and human capital development for sustainable productive oil palm sector growth in Malaysia.

IV. CONCLUSION

This paper has confirmed that social capital indeed create oil palm human capital in the case of Malaysia. This finding substantiates Coleman and Granovetter's theories on social capital and social network embeddedness in the study of oil palm labour in Malaysia based on empirical evidence confirmed that creation of sustainable human capital (e.g. skills, knowledge and experiences) by a particular social capital (i.e. social networks) initially occurred when particular types of social capital functioned to persuade and influence, either in voluntary, obligatory, coercive or forceful way, through social interaction and socialisation, existing smallholders to actively participate in an economic action, i.e. oil palm production as smallholders. The social networks were with family, friends, neighbours, community members, former work colleagues, oil palm cooperative members, operators of fresh fruit bunch weighing centres and MPOB TUNAS officers. Once persuaded and influenced, the social capital (social networks) further functioned to communicate new knowledge and skills on oil palm production through informal education, training and mentoring that are mediated by long term on-going social processes such as social interaction and socialisation. In general, the analysis found that some of these themes are linked to one another thereby confirming the conceptual and empirical link between human capital and social capital. This is particularly in how the link can provide suggestions to MPOB and the government to focus and invest on social capital to develop quality human capital for effective oil palm growth in the near future.

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WOMEN EMPLOYMENT DISCRIMINATION: A STUDY OF URBAN CHINESE WOMEN IN SHANXI, CHINA

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ABSTRACT

This study analyses the issue of continued women employment discrimination against urban women in Shanxi province in China. Despite the Chinese government's efforts towards economic liberalization, expansion of capitalism, and emphasis on women's rights, employment discrimination persists. The study aims to ascertain the causes for the continuation of discrimination, determine how it happens, and identify ways women overcome these challenges. Using a qualitative research design, the study conducted semi-structured and open-ended interviews with 17 urban women and 3 urban men in Shanxi province. The findings reveal that deep-rooted patriarchal systems, traditional Chinese social ideology, and employers' concerns about maternity costs are structural causes of discrimination. The implementation of the three-child policy exacerbates this unfair status, manifesting in unfair job acquisition, restricted position development, and limited career development. Almost all informants expressed pessimism about the alleviation of discrimination. Implications include advocating for educational initiatives to strengthen policy frameworks and motivate women to overcome self-imposed limitations.

KEYWORDS: employment discrimination; urban women; women employment discrimination; fertility policy; patriarchal system

I. INTRODUCTION

Employment discrimination against women in China has deep historical roots, exacerbated by Chinese patriarchy, traditional Chinese social ideology and evolving fertility policies. The transition from the one-child policy to the two-child Policy, and finally the three-child policy, has intensified this discrimination despite governmental efforts to promote women's rights. Existing literature on women employment discrimination confirms the longstanding and evolving nature of this issue across various domains (Heilman & Caleo, 2018). A comprehensive approach is essential to enhance the social inclusion of women facing discrimination (Mirjana et al., 2021). Women employment discrimination harms society and fair opportunities for women (Fugate et al., 2017). Addressing this requires measures to establish a fair and competitive employment environment.

Past studies, including those on China, have highlighted women discrimination affecting women's career development, but lack sufficient data on the extent of women employment discrimination, particularly employer discrimination related to maternity (Storm et al., 2023; Tabassum & Nayak, 2021). There is also limited research on the influence of specific fertility policies on employment discrimination (Marco-Gracia & Beltrán Tapia, 2021; Vigod & Rochon, 2020). Scholars extensively explore women's discrimination in fields like education (Khanal, 2018; Kaul, 2018), labor markets (Heilman & Caleo, 2018; Coffman et al., 2021), housing (Flage, 2018), and credit (Montoya et al., 2020; Le & Stefańczyk, 2018), but awareness of the issue remains low. The literature lacks in-depth exploration of discrimination due to childbirth and childcare. Research on fertility policy and employment discrimination is insufficient, particularly regarding the three-child policy in China. This study argues for a comprehensive study on the influence of the three-child policy on women's employment to provide better insights into fertility policy influence. Identifying these gaps highlights the need for updated research agendas to address evolving policies and their societal influence, aiding policymakers in creating a more equitable professional environment. This study aims to fill this gap by examining the ongoing discrimination against urban women in Shanxi province, identifying structural causes, and exploring how women navigate these challenges.

II. METHODOLOGY

This study employs qualitative approach to understand the causes, manifestations, and coping strategies related to this discrimination. A combination of structuralist and interpretivist paradigms was employed to provide a comprehensive understanding of the nuanced and context-specific nature of the discrimination faced by women. The study utilizes feminist standpoint theory to analyze the influence of patriarchal structures and traditional social ideology on women's employment experiences. This theoretical framework is relevant because it emphasizes the importance of women's perspectives and experiences in understanding social phenomena, particularly in a context where women roles are deeply embedded (Dillon, 2019). Purposive and snowball sampling were used to select 17 urban women and 3 urban men aged 23 to 43 in Shanxi province. Semi-structured and open-ended interviews provided in-depth insights into informants' experiences and perceptions. This allowed for flexibility in exploring various aspects of discrimination and facilitated a deeper understanding of the informants' personal and professional lives. Thematic analysis was applied to identify patterns and themes related to employment discrimination. It is suitable for analyzing qualitative data as it enables the researcher to systematically categorize and interpret complex data, uncovering underlying meanings and relationships. The methodology of this study is appropriate for understanding the nuanced and context-specific nature of the discrimination faced by women, particularly in relation to fertility policies.

III. RESULT

The demographic particulars pertaining to the women informants who are also interview participants are presented in Table 3.1. In order to ensure the anonymity of the interview subjects, the investigator assigned pseudonyms to the twenty informants. The demographic profile presented in Table 3.1 provides a comprehensive view of the participants' age, gender, marital status, employment status, and the dates on which the interviews were conducted.

Table 3.1 Demographic information of the informants

No	Age (years)	Gender	Education	Occupation	Religion
1	35	Male	Secondary	Farmer	Islam
2	42	Female	Secondary	Homemaker	Islam
3	28	Male	Secondary	Farmer	Islam
4	38	Female	Secondary	Homemaker	Islam
5	45	Male	Secondary	Farmer	Islam
6	32	Female	Secondary	Homemaker	Islam
7	48	Male	Secondary	Farmer	Islam
8	30	Female	Secondary	Homemaker	Islam
9	40	Male	Secondary	Farmer	Islam
10	35	Female	Secondary	Homemaker	Islam
11	43	Male	Secondary	Farmer	Islam
12	37	Female	Secondary	Homemaker	Islam
13	41	Male	Secondary	Farmer	Islam
14	33	Female	Secondary	Homemaker	Islam
15	46	Male	Secondary	Farmer	Islam
16	31	Female	Secondary	Homemaker	Islam
17	44	Male	Secondary	Farmer	Islam
18	36	Female	Secondary	Homemaker	Islam
19	47	Male	Secondary	Farmer	Islam
20	34	Female	Secondary	Homemaker	Islam

The interview data are presented in Table 3.2, categorized into three themes: Chinese Patriarchal System, Traditional Chinese Social Ideology, and Fertility Policies (The Influence of Childbirth). The quotes from the informants are displayed under the respective categories.

Table 3.2 The interview data of the informants

Informant	Topic
P1	<p>Chinese Patriarchal System</p>
P2	<p>Traditional Chinese Social Ideology</p>
P3	<p>Fertility Policies (The Influence of Childbirth)</p>
P4	<p>Fertility Policies (The Influence of Childbirth)</p>

Tahun	Judul	Tahun
2023	<p>1. Analisis Efektivitas Program Literasi Keuangan di Desa X</p> <p>Penelitian ini bertujuan untuk menganalisis efektivitas program literasi keuangan yang dilaksanakan di Desa X. Metode penelitian yang digunakan adalah kuantitatif dengan menggunakan kuisioner yang dibagikan kepada 100 responden. Hasil penelitian menunjukkan bahwa tingkat pemahaman literasi keuangan masyarakat di Desa X masih tergolong rendah, yaitu sebesar 35%. Faktor-faktor yang mempengaruhi literasi keuangan meliputi tingkat pendidikan, pendapatan, dan akses informasi. Rekomendasi yang diberikan adalah meningkatkan akses informasi melalui media sosial dan meningkatkan kualitas pendidikan di desa tersebut.</p>	
2024	<p>2. Implementasi Model Pembelajaran Berbasis Masalah (PBL) dalam Meningkatkan Keterampilan Berpikir Kritis Siswa</p> <p>Penelitian ini bertujuan untuk mengimplementasikan Model Pembelajaran Berbasis Masalah (PBL) dalam meningkatkan keterampilan berpikir kritis siswa. Metode penelitian yang digunakan adalah kualitatif dengan menggunakan observasi dan wawancara. Hasil penelitian menunjukkan bahwa implementasi PBL dapat meningkatkan keterampilan berpikir kritis siswa, terutama dalam aspek analisis masalah dan pengambilan keputusan. Tantangan yang dihadapi dalam implementasi PBL meliputi kurangnya sumber daya dan waktu yang terbatas. Rekomendasi yang diberikan adalah meningkatkan dukungan dari pihak terkait dan mengalokasikan waktu yang lebih banyak untuk kegiatan pembelajaran berbasis masalah.</p>	

Tajuk	Isi Kandungan	Sumber
		<p>The following is a list of the titles of the research papers presented at the 10th International Conference on Management Science and Information Systems (ICMSIS 2024) held in Kuala Lumpur, Malaysia, from 15 to 17 October 2024. The list is organized by the session in which the paper was presented. The titles are listed in the order in which they were presented during the conference.</p>
<p>Abstract Title Author</p>		<p>1. The Role of Digital Marketing in Enhancing Customer Engagement: A Case Study of an E-commerce Platform. This paper explores the impact of digital marketing strategies on customer engagement and loyalty. It focuses on the use of social media, email marketing, and personalized content to drive sales and improve the customer experience.</p>
		<p>2. Sustainable Supply Chain Management: A Framework for Reducing Carbon Footprint. This research proposes a framework for implementing sustainable supply chain practices. It examines the role of green procurement, energy efficiency, and waste reduction in minimizing environmental impact and enhancing corporate social responsibility.</p>
		<p>3. Artificial Intelligence in HR: Predicting Employee Turnover and Improving Retention. This study investigates the application of AI algorithms in human resource management. It analyzes data to predict employee turnover and identifies key factors for retention, such as job satisfaction, training, and career development opportunities.</p>
		<p>4. Blockchain Technology in Supply Chain: Enhancing Transparency and Efficiency. This paper discusses the integration of blockchain technology into supply chain operations. It highlights how blockchain can provide a secure, transparent, and immutable record of transactions, reducing fraud and improving operational efficiency.</p>
		<p>5. The Impact of Remote Work on Employee Productivity and Well-being. This research examines the effects of remote work arrangements on employee productivity and mental health. It compares performance metrics and well-being indicators between remote and on-site workers, providing insights into the challenges and benefits of distributed work environments.</p>
		<p>6. Data Analytics for Business Decision Making: A Case Study of a Retail Chain. This case study illustrates the use of data analytics in a retail context. It shows how the analysis of sales data, customer behavior, and market trends can inform strategic decisions, optimize inventory management, and enhance marketing campaigns.</p>

TARIKH	MAYAT/NO	TAFSIR
		<p>... dan di mana ... dan ...</p> <p>... dan ... dan ...</p>
<p>... dan ...</p>		<p>... dan ... dan ...</p> <p>... dan ... dan ...</p>
		<p>... dan ... dan ...</p> <p>... dan ... dan ...</p>

No.	Tajuk
1	<p>The first paragraph discusses the importance of maintaining accurate records in a business context. It highlights how proper record-keeping can aid in decision-making and provide a clear history of operations. The text emphasizes the need for consistency and transparency in all financial and operational data.</p>
2	<p>This section focuses on the role of technology in modern business management. It explores how digital tools can streamline processes, reduce errors, and improve overall efficiency. The author suggests that embracing innovation is crucial for staying competitive in a rapidly changing market.</p>
3	<p>The third part of the document addresses the challenges of human resource management. It discusses the importance of attracting and retaining top talent, as well as the need for continuous training and development. The text offers strategies for creating a positive work environment that fosters growth and productivity.</p>
4	<p>The final section discusses the impact of global economic trends on local businesses. It analyzes how international trade policies and market fluctuations can affect domestic industries. The author provides insights into how businesses can adapt to these external factors and maintain resilience in the face of uncertainty.</p>

Kategori	Jumlah
a	<p>... (text is very blurry and illegible)</p>
b	<p>... (text is very blurry and illegible)</p>
c	<p>... (text is very blurry and illegible)</p>
d	<p>... (text is very blurry and illegible)</p>
e	<p>... (text is very blurry and illegible)</p>
f	<p>... (text is very blurry and illegible)</p>

IV. DISCUSSION

The findings reveal that urban women in Shanxi province continue to experience significant employment discrimination. The primary structural causes include a deeply entrenched patriarchal

system, traditional Chinese social ideology, and employers' concerns about the costs associated with maternity leave. The social expectation for women to give birth further exacerbates these pressures, making women more vulnerable to discrimination.

From the informants' views, it is found that women face higher hiring thresholds and discrimination during the recruitment process. Employers often prefer male candidates, assuming women will require more time off for maternity leave and childcare. This results in fewer job opportunities for women and increased difficulty in securing employment.

Additionally, once employed, women encounter significant barriers to position development. Employers are less likely to promote women due to assumptions about their long-term commitment and availability. This restriction is evident in private sectors from the informants, where men are often favored for leadership roles.

Further, women face ongoing challenges in balancing work and family responsibilities. The fertility policies places additional burdens on women, making it harder for them to invest time and energy into their careers. These policies exacerbate existing discrimination by reinforcing traditional women roles and expectations.

The findings of this study can be understood through the lens of feminist standpoint theory, which emphasizes the importance of women's experiences and perspectives in analyzing social phenomena (Dillon, 2019). This theory posits that Chinese patriarchal systems and traditional Chinese social ideology inherently discriminate against women by confining them to domestic and fertility roles, thus limiting their opportunities for career development and autonomy (Smith, 1992).

The patriarchal system in China places men in positions of power and authority, both in the family and in society. This social structure marginalizes women and perpetuates women discrimination. Feminist standpoint theory argues that this power imbalance leads to systemic discrimination in various aspects of life, including employment. The traditional expectation for women to prioritize family over career further entrenches these women discrimination, making it difficult for women to achieve fair standing in employment.

The implementation of the three-child policy intensifies the existing discrimination against women. While the policy aims to address demographic challenges, it inadvertently reinforces traditional women roles by encouraging women to have more children. This societal pressure increases the burden on women, making it harder for them to balance work and family life. Employers, anticipating higher maternity costs and potential disruptions, are more likely to discriminate against women in jobs acquisition, position development, and career development processes.

The study's findings align with feminist standpoint theory, which highlights how patriarchal structures and traditional ideology shape women's experiences in employment (Dillon, 2019). Women face higher hiring thresholds due to employers' biases and assumptions about their fertility roles. This discrimination is not just a result of individual discrimination but is embedded in the broader socio-economic context that undervalues women's contributions outside the domestic sphere.

The restrict on women's position development reflect the pervasive influence of patriarchal norms. Employers' reluctance to promote women stems from discrimination about their capabilities and commitment. Feminist standpoint theory suggests that these women discrimination are a

manifestation of the broader societal expectations that confine women to subordinate roles (Dillon, 2019). This systemic bias hinders women's professional growth and reinforces their marginalized status in employment.

The additional burdens imposed by the three-child policy highlight the intersection of gender and fertility roles in shaping women's career trajectories. The policy exacerbates the challenges women face in balancing work and family responsibilities, limiting their ability to pursue career development opportunities. Feminist standpoint theory emphasizes the need to recognize and address these intersecting forms of discrimination to create a more fair employment environment.

V. CONCLUSIONS

The study concludes that employment discrimination against women in Shanxi province is driven by deep-rooted Chinese patriarchal systems and traditional Chinese social ideology. The three-child policy exacerbates these issues by reinforcing traditional women roles, increasing the burdens on women and employers' concerns about maternity costs. The findings underscore the importance of addressing these structural and cultural factors to promote gender fairness in employment.

Implications for policy and practice include advocating for educational initiatives to strengthen policy frameworks and motivate women to overcome self-imposed limitations. This study highlights the need for a multi-faceted approach to address the complex challenges posed by employment discrimination, particularly in the context of evolving fertility policies. Future research should expand to other regions to provide a more comprehensive understanding of this issue, ensuring that the perspectives and experiences of women are central to the analysis and solutions proposed.

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2. **Bahasa, budaya, pembangunan modal insan dan pendidikan inklusif/** *Language, culture, human capital development and inclusive education*

**TAJUK: KELESTARIAN RAJA-RAJA MELAYU DALAM ERA DIGITAL SATU
TINJAUAN**

1) DR. AL-AMRIL BIN OTHMAN
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INSTITUSI: PUSAT KAJIAN SEJARAH, POLITIK DAN HAL EHWAL ANTARABANGSA.

SINOPSIS

Raja merupakan entiti tertua yang sama usianya dengan kemunculan tamadun awal manusia. Kewujudannya dalam menerajui kepimpinan sesebuah masyarakat dan negara merupakan satu catatan sejarah yang tidak dapat dinafikan. Sejak dahulu hingga kini, sistem beraja mengalami jatuh bangun, perubahan, dan penyesuaian bergantung kepada keadaan masyarakat semasa dan pandangan umum yang mengelilinginya. Situasi yang dihadapi sistem beraja ini mengalami penghapusan, penyesuaian, ataupun kelestariannya di negara-negara seperti Perancis, Indonesia, India, dan Turki yang memperlihatkan sistem beraja yang terhapus sama sekali sama ada menerusi penjajahan ataupun revolusi, manakala negara-negara lain pula cuba menyesuaikan sistem beraja mereka dengan meletakkan perlembagaan sebagai mekanisme pengawasannya. Brunei Darussalam dan beberapa negara teluk seperti Arab Saudi, Kuwait, Qatar, Oman dan Bahrain masih lagi mempertahankan sistem monarki mutlak yang memberi sedikit ruang kepada rakyatnya dalam perlembagaan. Malaysia

pula memilih pendekatan kedua yang mengekalkan elemen tradisi bagi mengimbangi elemen demokrasi moden dalam sistem pemerintahannya. Keadaan masyarakatnya yang majmuk merupakan cabaran semasa yang dihadapi institusi ini bagi menjamin kestabilan politik dan berhadapan dengan era globalisasi yang memperlihatkan ledakan maklumat menerusi media sosial terutama generasi muda. Kajian ini cuba membentuk suatu modul kelestarian fungsi institusi raja di Malaysia berdasarkan perubahan yang dialami serta persepsi masyarakat terhadap institusi itu. Kajian ini juga berhasrat mencadangkan solusi yang efektif bagi membolehkan sistem beraja ini terus relevan dalam era perkembangan digital dan ICT masa kini. Kaedah yang akan digunakan dalam kajian ini meliputi kajian kepustakaan, temu bual, dan tinjauan atas talian. Pemerhatian awal kajian ini mendapati bahawa pada umumnya tanggapan masyarakat terhadap institusi ini masih tinggi. Walau bagaimanapun terdapat beberapa elemen yang mendapat perhatian umum dan sensitif yang perlu diselesaikan oleh institusi ini bergantung kepada ketelusan dan keterbukaan mereka dalam menerima kritikan dan pandangan orang awam khususnya dalam mengendalikan urusan perniagaan yang dilihat bercanggah dengan tugas dan kepentingan institusi itu jika dilihat daripada sudut peribadi Duli-Duli Yang Dipertuan Raja-Raja Melayu.

ULASAN LITERATUR

Kajian tentang sistem monarki telah banyak dilakukan meliputi pelbagai disiplin seperti sejarah, politik, falsafah, komunikasi, pentadbiran, undang-undang dan lain-lain bidang yang berkaitan. Ia sejajar dengan keprihatinan sarjana yang melihat kepentingan institusi ini dalam sistem pemerintahan. Kajian juga turut tertumpu kepada perkembangan yang berlaku secara umum dan khusus yang melibatkan tema dan kawasan tertentu. Britain yang merupakan salah satu negara yang mengamalkan sistem raja berperlembagaan memperlihatkan tumpuan kajian yang banyak dalam kalangan sarjana. Antara kajian tersebut termasuklah sebuah buku kecil yang ditulis oleh Torrance (2023), Hazell and Morris (2018), dan Merck (2016) yang masing-masing menumpukan perhatian kepada hubungan sistem beraja dan perlembagaan, upacara dan angkat sumpah, dan bagaimana sistem beraja Britain menonjolkan dirinya menerusi layar perak. Meskipun kajian-kajian ini memperlihatkan perspektif analisis yang berbeza namun ia tetap menekankan kepentingan institusi beraja dalam sistem politik negara itu. Dapatan itu mempunyai persamaannya dengan sistem beraja di Malaysia yang memperlihatkan hubungan yang erat antara sistem beraja dengan pentadbiran dan perundangan negara berdasarkan elemen tradisi, budaya dan agama yang mendokongnya. Kajian-kajian di Asia Barat pula memperlihatkan tumpuan sarjana terhadap institusi beraja di kawasan itu ketika menghadapi era 'Arab Spring' sejak tahun 2013 seperti diperlihatkan oleh kajian-kajian Gasper (2020), Al-Rasheed (2015), dan Gause (2013 & 2011).

Seterusnya, kajian-kajian di Malaysia membincangkan tentang pentingnya peranan institusi raja dalam menstabilkan politik negara seperti yang dihasilkan oleh kajian-kajian Shad Saleem (2022), Yang Razali (2020), Wan Fauzi (2018a) dan (2018b) dan Muslim & Azizi (2017). Walau bagaimanapun, kajian-kajian tersebut tidak menyentuh secara langsung tentang wujudnya jurang perbezaan pendapat yang luas antara institusi ini dengan khalayak umum khususnya menerusi media sosial meskipun terdapat undang-undang yang menyekat penghinaan institusi ini secara langsung menerusi Akta Hasutan 1948 dan Akta Komunikasi dan Multimedia 1998. Namun, ia tidak dapat memastikan bahawa akta-akta ini dipatuhi sepenuhnya disebabkan oleh ringannya hukuman dan jurang komunikasi yang masih belum terbuka antara kedua-dua pihak.

Sistem monarki di Malaysia memperlihatkan satu ciri unik tersendiri berbanding negara-negara lain. Tidak hairanlah jika ia mendapat perhatian dari kalangan sarjana dari pelbagai bidang. Walaubagaimanapun, kehadiran ledakan digital telah membuka satu ruang baharu untuk kajian-kajian selanjutnya mengenai kelangsungan institusi tradisi ini dalam era tersebut. Dalam hal ini, kebanyakan kajian tertumpu kepada dua perspektif.

Perspektif pertama menumpukan perbincangannya kepada aspek regulasi etika, peraturan dan undang-undang. Pendekatan ini lebih menekankan perbincangannya kepada penguatkuasaan undang-undang yang lebih tegas kepada sesiapa yang didapati membuat kenyataan mengkritik institusi diraja di media sosial secara terbuka. Perdebatan timbul tentang sama ada perlunya undang-undang baharu atau memperbaiki undang-undang sedia ada, Afi Roshezry dan Mohd Azmir (2021).

Perspektif kedua pula cuba menumpukan perhatian kepada kajian-kajian yang membincangkan tentang hak kebebasan bersuara khususnya dalam kalangan generasi muda yang dilontarkan menerusi media sosial, Rohayu Ab Majid (2022) , Fabli Yusof (2020), Wan Amizah Wan Mahmud & Muhammad Adnan Bin Pitchan (2017). Kajian-kajian tersebut merupakan satu sumbangan awal untuk pengkaji-pengkaji berkenaan cuba memahami pemikiran dan emosi mereka yang mempengaruhi tingkah laku mereka. Walaubagaimanapun, kajian-kajian tersebut tidak dapat menampung wujudnya jurang perbezaan kefahaman yang ketara antara generasi muda dengan elemen tradisi yang diwakili oleh institusi Raja-raja Melayu.

Kajian-kajian tentang hubungan raja menerusi media sosial juga masih dilihat agak kurang kerana perkembangan era digital yang agak lewat walaupun negara-negara lain mengalami kepesatan perkembangannya ketika itu.

Berdasarkan paparan ulasan literatur terdapat dua pendekatan yang diambil oleh para sarjana bagi menangani isu ini.

Pendekatan pertama berupa kajian-kajian regulasi dan etika yang lebih menekankan tumpuannya kepada penyelesaian secara top-down yang memperlihatkan peranan institusi-institusi Kerajaan yang cuba mengekang kebebasan bersuara dalam kalangan masyarakat umum. Kepesatan perkembangan era digital yang melanda tidak memungkinkan pendekatan ini berkesan kerana kebanjiran maklumat telah mendedahkan pihak berkuasa kepada keadaan difensif.

Pendekatan kedua pula merupakan kajian-kajian yang berorientasikan bottom-up yang cuba memahami aspirasi, kehendak dan tuntutan kalangan generasi muda tentang perlunya ketelusan dan kebertanggungjawaban institusi Raja terhadap rakyat keseluruhannya. Walaupun kajian-kajian ini merupakan satu sumbangan yang bermakna, namun ia masih tidak dapat menampung jurang perbezaan yang luas antara kepesatan era digital yang diperlihatkan oleh generasi muda menerusi media sosial dengan elemen tradisi yang diwakili oleh institusi Raja- Raja Melayu. Justeru itu, kajian ini diharap dapat mengemukakan satu modul khusus yang memperlihatkan kaedah kajian secara mix method dalam usaha menjamin kelestarian institusi Raja-Raja Melayu seiring dengan kepesatan perkembangan era digital yang melanda negara ini.

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KEBOLEHBACAAN BUKU TEKS BAHASA MELAYU TERHADAP MURID SUKU KAUM KENSIU

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ABSTRAK

Suku kaum Kensiu merupakan antara suku kaum Negrito yang masih mengekalkan bahasa suku kaum mereka sebagai medium berkomunikasi. Maka, penggunaan bahasa Melayu di kalangan anak-anak suku kaum Kensiu hanya terhad digunakan pada peringkat sekolah semata-mata. Oleh yang demikian, pemahaman bahasa Melayu mereka dianggap lemah dan kurang memuaskan ekoran daripada keterbatasan penggunaan bahasa Melayu dalam komunikasi harian. Justeru, kajian ini ingin melihatkan kebolehbacaan buku teks bahasa Melayu sekolah rendah kepada murid-murid suku kaum Kensiu. Kajian ini akan melihatkan tahap teks yang boleh dibaca oleh murid suku kaum Kensiu sebagai responden, bermula dari tahun Satu, Tiga dan Enam. Kaedah kajian yang digunakan adalah kuantitatif, dengan menggunakan Ujian Klotz dan borang soal selidik untuk mengumpul data, dan kaedah kualitatif, penggunaan pendekatan konsep kebolehbacaan dengan menggunakan formula SPIKE. Hasil kajian mendapati bahawa responden mampu untuk memahami sampel teks tahun Satu dan Tiga dengan baik, walaubagaimanapun tidak dapat memahami langsung sampel teks tahun Enam. Oleh yang demikian, tahap yang bersesuaian untuk responden hanyalah teks 'Mudah' dengan penggunaan ayat yang minimal. Justeru, kajian ini diharapkan dapat membantu pihak yang terlibat untuk merangka silibus teks bahasa Melayu yang boleh memudahkan murid-murid suku kaum Negrito untuk memahami teks bahasa Melayu dengan baik agar maklumat dapat disampaikan dengan berkesan.

KATA KUNCI: Kensiu, Kebolehbacaan teks, Ujian Klotz, Murid Orang Asli, formula SPIKE

I. PENGENALAN

Kajian mengenai pemahaman dan penguasaan bahasa Melayu dalam kalangan Orang Asli sudah dijalankan oleh pengkaji terdahulu, khususnya dalam kalangan murid Orang Asli (Abdull Sukor Shaari & et al, 2016; Khairul Nizam Mohamed Zuki, 2017; Jumiya Ahmad, 2014 & Dayang Sufikawany Ujai & Wan Muna Ruzanna Wan Mohamad, 2017). Kajian-kajian terdahulu membincangkan mengenai pemahaman bahasa Melayu, namun hanya segelintir sahaja menyentuh mengenai kebolehbacaan teks bahasa Melayu yang digunakan sebagai medium dalam silibus pendidikan murid Orang Asli. Kajian daripada Abdull Sukor Shaari pada tahun 2016 lebih menumpukan kepada punca dan asbab murid Orang Asli Semai sukar menguasai bahasa Melayu. Walaubagaimanapun kajian ini tidak memberikan penekanan terhadap bentuk teks yang digunakan oleh silibus pendidikan kepada murid Orang Asli, dan hanya membincangkan faktor sosial dan psikologi murid-murid tersebut. Bagi kajian daripada Khairul Nizam Mohamed Zuki (2017) pula sikap dan motivasi murid Orang Asli Bajau dalam mempelajari bahasa Melayu. Kajian ini juga hanya memberikan tumpuan kepada statistik sikap integratif murid Bajau dalam mempelajari bahasa Melayu dan pendorong untuk meneruskan usaha mereka tanpa menekankan ciri linguistik dalam kajian. Begitu juga dengan kajian yang dijalankan oleh Jumiya Ahmad (2014) dan Dayang Sufikawany Ujai & Wan Muna Ruzanna Wan Mohamad (2017) yang membincangkan penguasaan dan pemahaman bahasa Melayu dalam kalangan murid Orang Asli dari faktor sosial sahaja. Oleh yang demikian, kajian ini juga ingin membincangkan mengenai pemahaman murid Orang Asli, suku kaum Negrito, Kensiu terhadap bahasa Melayu melalui pendekatan konsep kebolehbacaan. Kajian ini akan memberikan tumpuan kepada sampel teks daripada buku teks sekolah rendah yang

digunakan oleh murid Orang Asli Kensiu dan memperlihatkan tahap pemahaman bahasa Melayu mereka.

II. METODOLOGI

Kaedah yang digunakan dalam kajian ini adalah kaedah kualitatif, bagi mengenal pasti tahap kesukaran teks bahasa Melayu yang dipilih berdasarkan konsep kebolehbacaan formula SPIKE, dan kaedah kuantitatif, dengan mengumpulkan data primer daripada responden, murid Orang Asli Kensiu yang berumur 12 tahun. Responden dipilih dalam kalangan umur 12 tahun kerana kajian ini ingin melihatkan tahap pemahaman responden sebelum melangkah ke peringkat menengah. Responden yang dipilih diambil daripada responden yang bersekolah di SK Siong, Kedah, seramai mungkin. Oleh yang demikian, hanya tujuh (7) orang responden suku Kensiu sahaja yang dapat diambil kerana kehadiran mereka yang kurang memuaskan. Bagi penganalisan kualitatif, sejumlah teks daripada buku teks bahasa Melayu tahun Satu, Tiga dan Enam akan diambil dan dikenakan rumus formula pengiraan SPIKE untuk mengetahui tahap kesukarannya, beserta ciri morfologi dan sintaksis yang ada padanya. Setelah itu, teks-teks tersebut akan dimasukkan ke dalam Ujian Kloz dan dipadamkan setiap perkataan ketujuh untuk mengukur pemahaman pembaca terhadap bahasa kedua (Toiemah, R.A. 1984.). Dapatan Ujian Kloz juga akan dibantu dengan dapatan borang soal selidik yang mengambil kira elemen linguistik (jenis bahasa teks, panjang teks, panjang ayat, penggunaan perkataan dan bantuan membaca) yang bersesuaian dengan kajian, seperti yang disyorkan oleh Catherine Bruce (2007). Hubungan dapatan daripada formula SPIKE dengan dapatan Ujian Kloz dan borang soal selidik kemudiannya dianalisis dan dilihatkan hubungan keduanya. Kaedah ini bersesuaian kerana kaedah-kaedah ini menguji tahap kebolehbacaan teks dan pemahaman responden terhadap teks yang bersesuaian tahap kesukarannya dengan umur responden. Berikut merupakan proses kajian:

Rajah 1: Kerangka kajian

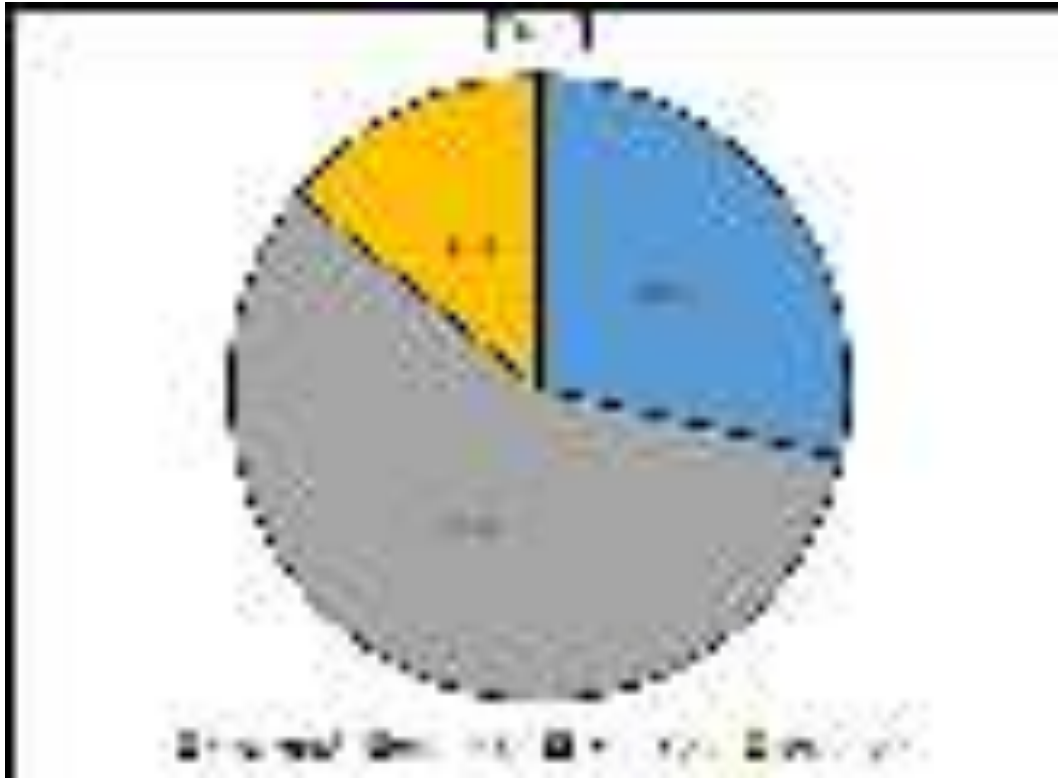
III. DAPATAN

Berikut merupakan dapatan data yang telah dianalisis dan dihuraikan dalam bentuk rajah bagi kajian ini. Jadual 1 menyimpulkan mengenai tahap kesukaran sampel teks yang diambil daripada buku teks tahun Satu (Teks I), Tiga (Teks II) dan Enam (Teks III). Bagi Rajah 2 dan Rajah 3 pula adalah dapatan daripada Ujian Kloz yang memberikan gambaran mengenai skor yang diperolehi oleh responden, di mana nilai pemarkahan yang direka oleh James Rye (1982), 0%-74% sebagai tahap kecewa, 75%-89%; tahap pengajaran dan 90%-100%; tahap bebas, yang mana tahap kecewa merupakan pembaca memerlukan bantuan dalam pembacaan, tahap pengajaran bermaksud pembaca boleh membaca atau memerlukan bantuan untuk pembacaan dan tahap bebas ialah pembaca boleh membaca tanpa bantuan. Rajah 4 pula merupakan simpulan dapatan data daripada borang soal selidik yang menggambarkan ciri-ciri yang diinginkan oleh responden dalam teks-teks yang ingin digunakan dalam silibus pendidikan bahasa Melayu. Dapatan berikut akan dibincangkan dengan lebih lanjut dalam bahagian Perbincangan. Berikut merupakan paparan Jadual dan Rajah dalam turutan yang dibincangkan:

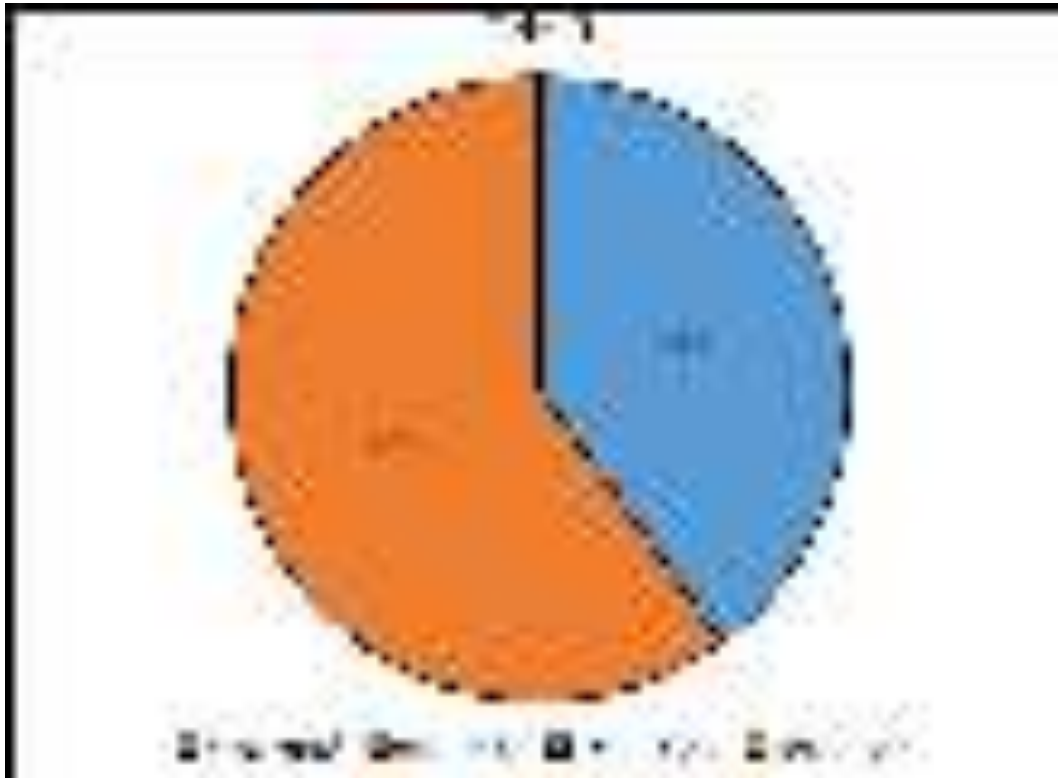
Jadual 1: Jadual Rumusan Objektif Satu daripada perbincangan Bab Empat

	Teks I	Teks II	Teks III
Indikator Teks	Mudah		

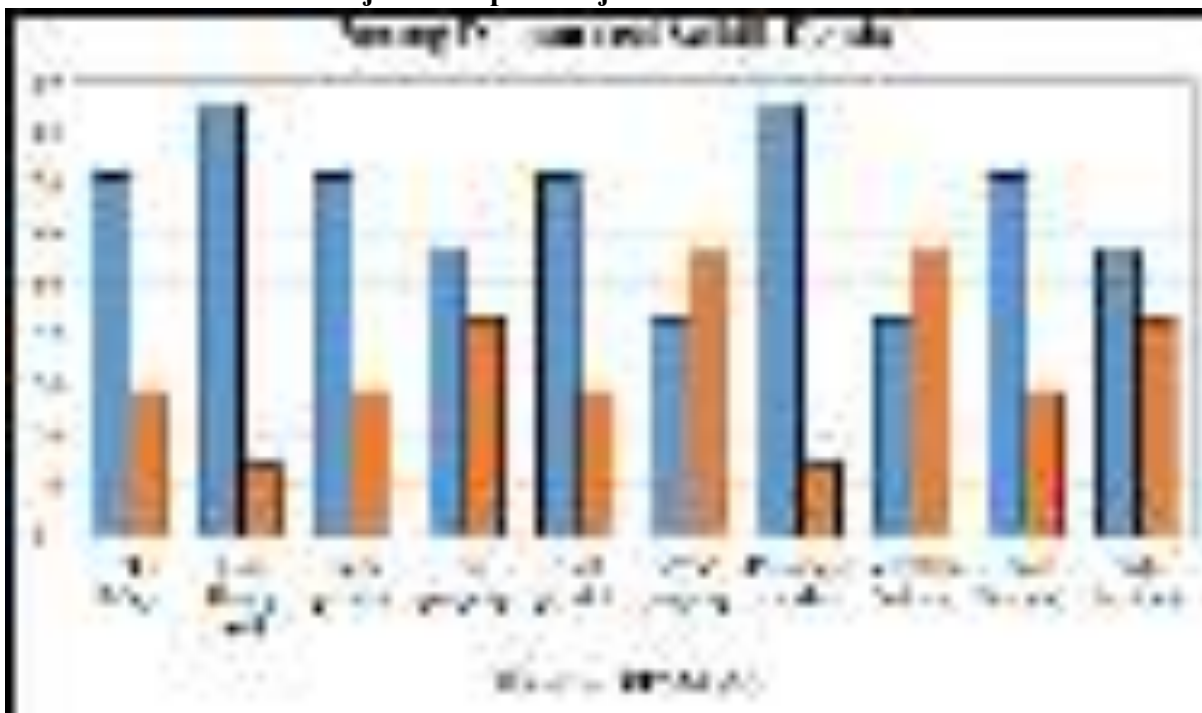
Ciri morfologi tertinggi	Leksikal mudah	Leksikal Mudah	Leksikal terbitan
Ciri sintaksis tertinggi	Ayat mudah	Ayat majmuk pancangan	Ayat majmuk pancangan
Sasaran Pembaca	Pembaca berumur 12 tahun dan ke bawah		



Rajah 2 Dapatan Ujian Kloz Teks I Kaum Kamsiu



Rajah 3: Dapatan Ujian Kloz Teks II Kaum Kamsiu



Rajah 4: Dapatan Borang Soal Selidik Kaum Kamsiu

IV. PERBINCANGAN

Berdasarkan dapatan kajian, murid Kensiu dilihat lebih baik dalam memahami sampel teks daripada buku teks bahasa Melayu Tahun Satu, berbanding murid Orang Asli suku kaum Negrito yang lain. Fenomena ini boleh berlaku kerana penggunaan bahasa Melayu dalam kalangan murid Orang Asli Negrito suku kaum Kensiu adalah lebih kerap kerana perkahwinan campur di antara masyarakat mereka (*Kensiu dengan Siam*). Tambahan juga, masyarakat Kensiu di Kedah kebanyakannya menjalankan aktiviti berniaga yang memerlukan mereka untuk berkomunikasi dengan pelanggan, yang menggunakan bahasa Melayu dalam pertuturan seharian. Oleh yang demikian, murid-murid tersebut lebih banyak terdedah dalam komunikasi dalam bahasa Melayu berbanding bahasa suku kaum mereka sendiri. Walaubagaimanapun, penggunaan Ujian Kloz tidak dapat memberikan gambaran penuh kepada penguasaan bahasa murid Orang Asli Kensiu, dan hanya mengukur pemahaman mereka terhadap sampel teks yang digunakan. Justeru, pendekatan kaedah yang lebih tepat perlu untuk menjalankan kajian mengenai penguasaan bahasa Melayu murid Kensiu dari segi tatabahasa, lisan dan pendengaran, selain pemahaman dan membaca.

V. KESIMPULAN

Kajian ini menyimpulkan bahawa murid Orang Asli Kensiu hanya dapat membaca sampel teks buku teks bahasa Melayu pada peringkat Tahun Satu dengan baik, Tahun Tiga dengan lemah manakala tidak langsung dapat memahami sampel teks daripada buku teks tahun Enam. Perkara ini menunjukkan bahawa hanya teks yang mempunyai ayat mudah sahaja yang boleh difahami dengan baik oleh murid Kensiu, walaubagaimanapun perkara ini perlu dilihat semula kerana responden kajian merupakan responden yang seharusnya dapat memahami teks yang sesuai untuk golongan berumur 12 tahun, kerana responden berumur 12 tahun bagi kajian ini. Namun begitu, kajian ini masih lagi mempunyai kekangan seperti keterbatasan masa untuk membenarkan responden mengeja atau membaca teks agar mereka dapat memahami sekurang-kurangnya satu perenggan. Oleh yang demikian, pengkhususan terhadap sampel teks daripada buku teks Tahun Enam perlu untuk dijalankan. Kajian ini juga menggalakkan pendekatan konsep kebolehbacaan dengan menggunakan formula SPIKE yang dirumus khusus untuk mengukur tahap kebolehbacaan teks bahasa Melayu. Oleh itu, kajian kebolehbacaan bagi murid Orang Asli boleh menggunakan pendekatan konsep kebolehbacaan formula SPIKE untuk menguji teks yang boleh difahami oleh murid Orang Asli pada masa akan datang.

VI. PENGHARGAAN

Kajian ini dibiayai oleh Skim Geran Penyelidikan Fundamental (FRGS) pindaan 1 2021 yangberkod: WAB/10/UKM/02/2 dan Geran Universiti Penyelidikan (GUP) 2021 yang berkod: 063; bertujuan untuk Membina pangkalan data model SLap (Scientific Language Preservation) untuk bahasa Orang Asli Negrito dan Senoi, dan dijalankan mengikut garis panduan Sekretariat Etika Penyelidikan UKM (Kod Protokol: UKM PPI/111/8/JEP – 2022 426).

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VIII. BIODATA

Muhamad Asytar Bin Mohamad Noor merupakan penulis utama bagi artikel ini. Beliau merupakan Graduan di Pusat Pengajian Bahasa dan Linguistik, Universiti Kebangsaan Malaysia. Beliau terlibat secara langsung dalam pengumpulan data bagi penyelidikan lapangan berkaitan kebolehbacaan dan sintaksis.

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**PENGARUH MODAL BUDAYA TERHADAP KECEMERLANGAN AKADEMIK DAN
KESEDIAAN KERJAYA: TINJAUAN AWAL**

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ABSTRAK

Modal budaya ialah satu bentuk modal yang terdiri daripada nilai, pengalaman, pengetahuan, dan tingkah laku yang membantu seseorang dalam mengemudi budaya. Modal budaya amat berharga dalam bidang pendidikan kerana memberikan kualiti positif terutamanya kecemerlangan akademik kepada mereka yang memilikinya. Kertas kerja ini membincangkan konsep modal budaya dan kepentingannya dalam pendidikan dengan menggunakan perspektif sosiologi. Kemudian, mendeskripsikan bentuk-bentuk modal budaya yang dimiliki graduan serta pengaruhnya terhadap kecemerlangan akademik semasa pengajian di universiti, dan kesediaan graduan ke alam pekerjaan. Kajian yang dijalankan menggunakan pendekatan kuantitatif iaitu kajian tinjauan dengan melibatkan graduan FSSK tahun 2023. Terdapat banyak kajian-kajian lepas di luar negara telah lama menumpukan penelitian tentang modal budaya dan pencapaian akademik, serta menunjukkan kepentingan modal budaya dan pengaruhnya terhadap pencapaian atau kecemerlangan akademik pelajar. Bentuk modal budaya termasuk kefasihan berbahasa atau bercakap pada tahap tinggi, pengetahuan budaya yang luas, dan kemahiran akademik khususnya pengetahuan tentang selok-belok penilaian akademik, kemahiran menyelesaikan masalah, dan tingkah laku interaksi dengan pensyarah. Hasil kajian menyumbang kepada inisiatif Fakulti Sains Sosial dan Kemanusiaan, Universiti Kebangsaan Malaysia yang memberi fokus kepada pengalaman pelajar. Selain itu, hasil kajian juga dapat menyumbang kepada pembinaan modul dan program intervensi pelajar FSSK.

KATA KUNCI: modal budaya; kecemerlangan akademik; kesediaan kerjaya; pengalaman pelajar; sosiologi

ABSTRACT

Cultural capital refers to a type of capital that encompasses values, experience, knowledge, and conduct that enable individuals to shape and influence culture. Cultural capital holds significant value in education because it bestows advantageous attributes, particularly academic prowess, on those who possess it. This paper examines the notion of cultural capital and its significance in education from a

sociological standpoint. Next, describe the various manifestations of cultural capital that graduates possess, as well as their impact on academic prowess during university studies and their preparedness for the professional sphere. The study, employing a quantitative methodology, surveys graduates from FSSK in 2023. Numerous previous studies conducted abroad have extensively examined the relationship between cultural capital and academic achievement. These studies have also highlighted the significance of cultural capital and its impact on students' academic success or excellence. Cultural capital encompasses various forms such as advanced proficiency in language, broad cultural knowledge, and academic abilities, including understanding the nuances of academic assessment, problem-solving skills, and appropriate conduct when interacting with professors. The study's findings support the Faculty of Social Sciences and Humanities at the Universiti Kebangsaan Malaysia's efforts to enhance the student experience. Furthermore, the findings of the study can also aid in the development of modules and student intervention programmes.

KEYWORDS: cultural capital; academic excellence; career readiness; student experience; sociology

PENGENALAN

Modal budaya ialah satu bentuk modal yang terdiri daripada nilai, pengalaman, pengetahuan, dan tingkah laku yang membantu seseorang dalam mengemudi budaya. Modal budaya amat berharga dalam bidang pendidikan kerana memberikan kualiti positif terutamanya kecemerlangan akademik kepada mereka yang memilikinya. Teori reproduksi budaya Bourdieu dapat menjelaskan mengapa sesetengah kanak-kanak lebih berjaya dalam sistem pendidikan berbanding dengan yang lain. Bentuk modal budaya pada pelajar ialah kefasihan berbahasa atau bercakap pada tahap tinggi, pengetahuan budaya yang luas, dan kemahiran akademik khususnya pengetahuan tentang selok-belok penilaian akademik, kemahiran menyelesaikan masalah, dan tingkah laku interaksi dengan pensyarah. Seseorang individu dapat menggunakan modal budaya yang dimiliki sebagai sumber yang amat berharga dalam pendidikan mereka. Dengan memiliki modal budaya, seseorang pelajar akan turut mempunyai kualiti positif terutamanya dalam mencapai kecemerlangan akademik.

Dalam konteks pengajian tinggi di Universiti Kebangsaan Malaysia (UKM), dasar pengajaran dan Pembelajaran UKM dengan jelas menyatakan penjana ilmu melalui pengalaman pembelajaran menyeluruh menggunakan pendekatan yang berpusatkan pelajar bagi melahirkan graduan yang berkeyakinan, berkepimpinan dan mempunyai jati diri kebangsaan di persada antarabangsa. Sistem penyampaian sedia ada di UKM sememangnya berada pada tahap yang terbaik, merangkumi pembelajaran terimbang, infrastruktur, pembelajaran berpusatkan pelajar, pembelajaran sepanjang hayat, e-pembelajaran, etika penulisan akademik, latihan industri dan komuniti, keusahawanan dan inovasi dan lain-lain.

Sungguhpun, UKM bersama warga pendidik dan staf pelaksana menjunjung tinggi Teras Watan UKM Ilmu, Mutu dan Budi. Namun, individu pelajar jugalah yang pada akhirnya menjadi penentu kepada pencapaian dan kecemerlangan akademik mereka, seterusnya bersiap siaga menuju alam kerjaya masa depan.

Justeru itu, persoalan yang menarik dan penting untuk diterokai berkaitan pelajar universiti ialah bagaimana pelajar menggunakan modal budaya yang mereka warisi daripada keluarga dan sekolah serta rakan sebaya sepanjang pengajian? Kemudian, bagaimana pula dengan modal budaya

yang baharu dibina sepanjang 3 tahun pengajian di UKM? Apakah impak modal budaya yang dimiliki terhadap kecemerlangan akademik dan pengaruhnya terhadap kesediaan kerjaya yang mereka ceburi sekarang? Berdasarkan persoalan di atas, sebuah kajian bertajuk “Modal budaya dan impaknya terhadap kecemerlangan pendidikan dan kesediaan kerjaya’ dijalankan dalam kalangan graduan FSSK tahun 2023. Kajian yang dijalankan oleh kumpulan penyelidik daripada FSSK, UKM bertujuan membangunkan pangkalan data sosio-demografi yang komprehensif bagi alumni/graduan FSSK UKM 2023, mengenal pasti bentuk-bentuk modal budaya yang dimiliki graduan, menganalisis pengaruh modal budaya terhadap pencapaian, dan kecemerlangan akademik graduan, dan menganalisis pengaruh modal budaya terhadap kesediaan kerja graduan. Sehubungan dengan itu, kertas kerja ini membincangkan definisi konsep kajian dan pengukurannya, sorotan kajian lepas, dan dapatan awal kajian tinjauan yang dijalankan.

METODOLOGI KAJIAN

Kajian yang dijalankan menggunakan pendekatan kuantitatif dan kaedah pengutipan data primer melalui pengedaran borang soal selidik dalam bentuk google form. Sampel populasi kajian melibatkan keseluruhan 594 graduan FSSK bagi tahun 2023. Dengan mengambil kira kekangan penyertaan kajian secara sukarela daripada semua graduan, maka kajian menetapkan jumlah sampel kajian sebanyak 234 responden. Pemilihan sampel kajian menggunakan kaedah pensampelan berstrata dengan melibatkan dua belas program pengajian prasiswazah FSSK. Instrumen kajian dibina berasaskan instrumen sedia ada yang telah dihasilkan oleh pengkaji terdahulu dan kemudian disesuaikan dengan konteks kajian. Pada bahagian akhir soal selidik, soalan terbuka mengenai masalah dan cabaran sepanjang pengajian serta bagaimana mereka menghadapi cabaran turut ditanyakan bagi meneliti kemampuan atau daya tahan mereka secara umum. Bagi mencapai objektif kajian, data soal selidik yang diperolehi dianalisis secara deskriptif dan juga inferensi melibatkan analisis statistik regresi. Berikut adalah kerangka analisis kajian yang melibatkan pengukuran konsep modal budaya, pencapaian akademik, pencapaian bukan akademik dan kesediaan kerjaya.



Rajah 1. Kerangka Analisis Kajian ‘Modal Budaya dan Kesediaan Kerjaya Graduan FSSK 2023’

Dalam kajian yang dijalankan, pengukuran bagi dimensi ‘Modal Budaya’ merangkumi indikator nilai dan budaya, bakat dan potensi diri, pengetahuan dan tingkah laku dalam pendidikan. Pengukuran bagi ‘Pencapaian Akademik’ pula berasaskan pencapaian Purata Nilai Gred Kumulatif (PNGK), dan ‘Pencapaian Bukan Akademik’ yang berasaskan tahap penyertaan dalam aktiviti bukan akademik termasuk kemahiran bahasa selain bahasa Melayu dan bahasa Inggeris. Seterusnya,

pengukuran ‘Kesediaan Kerjaya’ pula menggunakan indikator personaliti, kesedaran dan sikap terhadap pekerjaan, kemahiran teknikal, kemahiran sosial.

KONSEP UTAMA KAJIAN, PENGUKURAN DAN KAJIAN LEPAS TENTANG MODAL BUDAYA DAN PENGARUHNYA TERHADAP PENDIDIKAN

Para sarjana menegaskan bahawa pendidikan merupakan kunci kepada mobiliti sosial. Menurut Bourdieu (1989), terdapat beberapa faktor penentu dan juga faktor penghalang yang mempengaruhi mobiliti sosial seseorang individu iaitu modal ekonomi, modal sosial dan modal budaya (Sullivan, 2002). Dengan pendidikan, mereka yang tidak bernasib baik atau hidup dalam kemiskinan semasa zaman kanak-kanak boleh berjaya. Namun, selain pencapaian pendidikan, faktor-faktor lain seperti kemiskinan zaman kanak-kanak yang mempengaruhi pembangunan psikologi dan tingkah laku, strategi keluarga yang mampu menyokong anak-anak dari segi kewangan, sosial dan budaya, rangkaian kenalan yang memberi kesan kepada peluang-peluang, sikap dan motivasi, halangan ekonomi seperti diskriminasi dan lain-lain perkara yang menghalang kewujudan peluang seperti menolak persaingan dan risiko juga mempengaruhi mobiliti sosial individu.

Umumnya, modal budaya merupakan satu bentuk modal yang terdiri daripada nilai, pengalaman, pengetahuan, dan tingkah laku. Konsep ini ialah cara mencirikan sumber bukan ekonomi atau bukan ketara yang digunakan oleh individu untuk mengemudi budaya. Bourdieu menegaskan bahawa modal budaya amat berharga kepada individu kanak-kanak atau remaja dalam bidang pendidikan. Ini kerana modal budaya memberikan kualiti positif terutamanya kecemerlangan akademik kepada mereka yang memilikinya. Teori reproduksi budaya Bourdieu dapat menjelaskan mengapa sesetengah kanak-kanak lebih berjaya dalam sistem pendidikan berbanding dengan yang lain. Modal budaya dalam pendidikan merujuk kepada kelebihan sosial dan kebolehcapaian individu kepada budaya material yang berbeza seperti internet, komputer, buku dan kamus (Bourdieu 1986). Terdapat tiga bentuk budaya yang dimaksudkan iaitu pertama adalah modal budaya yang merujuk kepada nilai dan menghargai budaya yang merangkumi sikap, amalan dan keutamaan budaya (embodied capital). Kedua, modal budaya objektif yang melibatkan budaya material seperti lukisan, tulisan, monumen, televisyen, dan radio (objectified capital). Yang terakhir adalah modal budaya yang diinstitusikan, seperti kelayakan pendidikan, kecekapan, pengalaman, dan sijil (institutionalised capital).

Modal budaya memainkan peranan penting dalam kehidupan seseorang kerana ia adalah aset sosial yang dapat menyuburkan mobiliti sosial individu dan juga keluarganya. Pemilikan modal budaya yang tinggi atau positif secara tidak langsung mempengaruhi prestasi atau kemampuan individu menjalani kehidupan seharian mereka bersama-sama dengan komuniti mereka yang lain. Elemen-elemen dalam modal budaya yang merangkumi dimensi individu dan keluarga, termasuk nilai, sikap, cara berfikir, dan budaya material atau budaya bukan material yang dimiliki membolehkan individu tidak mudah goyah dengan pendirian mereka dalam aktiviti yang dilakukan.

Berdasarkan kajian literatur, didapati banyak kajian-kajian lepas di luar negara telah lama menumpukan penelitian tentang modal budaya dan pencapaian akademik, dan menunjukkan kepentingan modal budaya dan pengaruhnya terhadap pencapaian atau kecemerlangan akademik

pelajar (Sullivan, A 2007; Jaeger, M.M & Mollegaard 2017; Breinholt, A & Jaeger, M.M. 2019; Hui Jin et.al 2022; Pishghadam, R et al. 2023; Fink, G 2023). Bentuk modal budaya termasuk kefasihan berbahasa atau bercakap pada tahap tinggi, pengetahuan budaya yang luas, dan kemahiran akademik khususnya pengetahuan tentang selok-belok penilaian akademik, kemahiran menyelesaikan masalah, dan tingkah laku interaksi dengan pensyarah.

Menurut Fink (2023), perbincangan mengenai penggunaan konsep modal budaya adalah lebih biasa digunakan dalam pendidikan K-12 dan di Eropah. Konsep ini dikatakan berpotensi berguna dalam pendidikan tinggi dalam sekurang-kurangnya dua cara iaitu i) untuk menerangkan amalan pengajaran dan kurikulum yang membantu pelajar membina modal budaya, dan ii) untuk menerangkan amalan pengajaran yang membolehkan pelajar menggunakan modal budaya sedia ada mereka untuk menyokong kejayaan mereka. Sehubungan dengan banyak kajian di luar negara telah dijalankan dengan fokus kajian terhadap kepentingan modal budaya terhadap pencapaian akademik pelajar di institusi pendidikan, maka adalah penting penelitian yang sama dijalankan di UKM khususnya FSSK.

KESIMPULAN

Makalah ini merupakan kertas konsep yang membincangkan berkaitan dengan pengaruh modal budaya terhadap kecemerlangan akademik dan kesediaan kerjaya. Kajian-kajian terdahulu menunjukkan bahawa wujud perkaitan yang signifikan antara modal budaya dengan faktor kecemerlangan akademik pelajar termasuklah kesediaan kerjaya masa hadapan. Tinjauan data empirikal masa hadapan menggunakan kaedah kuantitatif dengan instrumen kajian borang soal selidik melibatkan graduan/alumni FSSK, UKM bagi tahun 2023 dijangka dapat menunjukkan kepentingan aspek modal budaya yang dimiliki dan dibina sepanjang pengajian tiga tahun mempunyai pengaruh terhadap pencapaian akademik dan bukan akademik, seterusnya mempengaruhi tahap kesediaan kerjaya. Tambahan pula, implikasi kajian dari segi teoretikal dijangka menyokong bahawa teori modal budaya melalui elemen nilai, pengalaman, pengetahuan, dan tingkah laku relevan dalam usaha menentukan kecemerlangan akademik dan kesediaan kerjaya. Penelitian awal kajian terhadap konsep, teori dan kajian-kajian lepas menghasilkan kerangka kajian kuantitatif dengan pengukuran yang sesuai dengan konteks kajian bagi membuktikan secara empirikal tentang perkaitan pengaruh modal budaya terhadap kecemerlangan akademik dan kesediaan kerjaya dalam kalangan mahasiswa. Sekali gus, memberi implikasi kepada organisasi di peringkat fakulti untuk membangunkan sebuah pangkalan data terkait dengan demografi akademik dan kerjaya mahasiswa.

PENGHARGAAN

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ABSTRAK

Pembikinan filem sejarah nasional dalam industri filem Melayu masih baharu iaitu lebih kurang 50 tahun selepas kemunculan filem Melayu pertama. Memasuki alaf ke-21, enam buah filem sejarah nasional telah diterbitkan. Menerusi enam buah filem tersebut, hanya dua buah filem sahaja yang berjaya mendapat pencapaian box office. Manakala, empat filem yang lain mengalami kerugian besar iaitu sebanyak 72 peratus daripada kos penerbitan secara purata. Sehubungan dengan itu, kajian ini ingin meneliti apakah konteks penerbitan dari aspek konteks politik, sumber dana dan tenaga kreatif yang mempengaruhi penerbitan filem sejarah alaf ke-21 di Malaysia. Bagi mencapai tujuan tersebut, satu kajian penyelidikan asas dengan kaedah kualitatif dijalankan. Kajian ini mengaplikasikan konsep filem sejarah oleh Niall Mc Mahon (2017) untuk meneliti konteks penerbitan dari aspek konteks politik, dana penerbitan dan tenaga kreatif. Dapatan kajian menemui bahawa konteks penerbitan filem sejarah nasional di Malaysia dapat dikategorikan kepada dua. Dua kategori tersebut adalah filem sejarah nasional sebagai medium untuk menyemarakkan semangat patriotisme dan filem sejarah nasional sebagai agenda politik dan organisasi tertentu.

Kata Kunci: Filem Malaysia; Filem Nasional; Filem Sejarah; Filem Sejarah Nasional; Konteks Penerbitan

PENGENALAN

Filem sejarah nasional ialah filem yang dihasilkan oleh penggiat industri filem tempatan berdasarkan watak atau peristiwa sejarah, memaparkan ciri nasional negara serta mempunyai konteks penerbitan. Penghasilan filem sejarah di Malaysia adalah terhad. Hal ini disebabkan penghasilan filem yang berlatarkan sejarah memerlukan kos yang tinggi (Maria Wyke, 1997). Kos yang tinggi ini dapat dikaitkan dengan pelaksanaan kajian sejarah secara terperinci untuk menghasilkan visual yang selari dengan konteks zaman filem sejarah. Memasuki alaf ke-21, terdapat enam buah filem sejarah yang telah diterbitkan iaitu *Leftenan Adnan* (2000), *1957: Hati Malaya* (2007), *Tanda Putera* (2013), *Kanang Anak Langkau* (2017), *Mat Kilau: Kebangkitan Pahlawan* (2022) dan *Pendekar Awang: Darah Indera Gajah* (2024).

Menerusi enam filem sejarah nasional yang dihasilkan, hanya dua filem telah berjaya mendapat pencapaian *box office*. Dua filem tersebut ialah *Leftenan Adnan* (2000) dan *Mat Kilau: Kebangkitan Pahlawan* (2022). Manakala, empat filem yang lain telah mengalami kerugian yang besar iaitu sebanyak 72 peratus daripada kos penerbitan secara purata. Filem-filem tersebut ialah *1957: Hati Malaya* (2007), *Tanda Putera* (2013), *Kanang Anak Langkau* (2017) dan *Pendekar Awang: Darah Indera Gajah* (2024). Walaupun dengan kos penerbitan yang tinggihan risiko kerugian yang besar, filem sejarah nasional diteruskan penerbitannya dari semasa ke semasa.

Dalam bidang pengajian filem sejarah, setakat ini terdapat 18 buah penulisan yang terdiri daripada buku, tesis, jurnal dan artikel yang membincangkan subjek filem sejarah di Malaysia. Walau bagaimanapun, masih belum ada kajian yang mengangkat subjek filem sejarah nasional. 18 penulisan ini membincangkan pelbagai subjek yang terdiri daripada 14 kategori iaitu perbandingan fakta sejarah dengan filem sejarah (Siti Nur Izra Safra', 2023; 2023), perbandingan novel sejarah dengan filem sejarah (Pauzi B. AB. Raof, 2011), representasi sejarah (Jins Shamsudin, 2014; Yow Chong Lee, Candida Jau Emang dan Mohd Jefri Samaroon, 2016; Wan Aida, 2011), elemen patriotisme (Juhan Junaidi, Zairul Anuar Md. Dawam dan Rosli Sareya, 2021; Siti Rahimah bin Bunjamin, 2013), nilai murni (Rosaini Mamud, 2011), watak wanita (Nur Shaeda binti Abd Rahman, 2017), aspek bahasa (Nor Hafidah Ibrahim, Melor Fauzita Md. Yusoff dan Rohaya Md. Ali, 2018), audiens (Wan Aida Wan Yahaya, 2006), faktor pengharaman filem (Wan Aida Wan Yahaya, 2008), kriteria patuh syariah (Muhammad Ismail dan Rosli Mokhtar, 2022), aspek perpaduan ummah (Fatimah Shukri, Nur Asfarina dan Mohd Saipuddin, 2022), agenda filem (Mohamad Aqiel Shazwan, 2023), aspek pendekatan dakwah (Azean Idruwani Idrus dan Iffah Sakinah Othman, 2023) dan penelitian kajian-kajian lepas (Farah Iwani Azali dan Mohd Adi Amzar, 2023).

Dari segi bidang pengajian filem nasional, masih belum ada kajian yang mengangkat subjek filem sejarah. 20 kajian yang dijalankan cenderung meneliti aspek identiti (Asiah, 2006; Mahadi, 2006; Khairulzainizah, 2007; Ray, 2007; Wan Zawawi, 2004; Fatimah & Nur Afifah, 2021), aspek modenisasi (Khoo, 1999; Gray, 2002; Norman, 2013), aliran baharu (Wan Zawawi, 2010; Fatimah & Nur Afifah, 2020; Fatimah, 2021), sejarah perkembangan (Hatta, 1994; 1997), kajian silang budaya (Van Der Heide, 2002) realisme sosial (Badrul, 2012), sosiobudaya (Badrul & Faridah, 2011), konsep sinema nasional (Mohd Erman Maharam, Mastura Muhammad dan Harith Baharuddin, 2020), pemikiran pengarang (Wan Zawawi, 2007) dan semiotik (Badrul, 2006).

Berdasarkan penelitian terhadap kajian lepas, dapat dikenalpasti bahawa kajian tentang filem sejarah nasional masih terhad. Selain itu, terdapat jurang yang ketara dalam bidang pengajian filem sejarah dan filem nasional. Sehubungan dengan itu, kajian ini ingin meneliti apakah konteks penerbitan yang mempengaruhi penerbitan filem sejarah di Malaysia.

METODOLOGI

Artikel ini merupakan kajian penyelidikan asas dengan reka bentuk kaedah kualitatif. Bagi menganalisis data, analisis kandungan akan digunakan sebagai instrumen kajian utama. Analisis kandungan diaplikasikan bagi menganalisis data kepustakaan dan data dari sumber utama. Data kepustakaan meliputi artikel, jurnal, tesis dan buku. Manakala, data daripada sumber utama ialah menerusi enam buah filem sejarah nasional tempatan alaf ke-21 iaitu *Leftenan Adnan* (2000), *1957: Hati Malaya* (2007), *Tanda Putera* (2013), *Kanang Anak Langkau* (2017), *Mat Kilau: Kebangkitan Pahlawan* (2022) dan *Pendekar Awang: Darah Indera Gajah* (2024). Keenam-enam buah filem ini akan dianalisis aspek konteks penerbitannya berdasarkan konsep filem sejarah oleh Niall McMahon (2017).

KONSEP FILEM SEJARAH NIALL MCMAHON (2017)

Niall McMahon (2017) dalam *The Asian Conference on Media, Communication & Film 2017* telah mengemukakan satu konsep filem sejarah sebagai solusi kepada definisi dan konsep filem sejarah yang tidak selari oleh para sarjana. Dalam konsep filem sejarah tersebut, Niall (2017) telah membincangkan tiga fokus yang harus diteliti dalam setiap filem sejarah. Tiga fokus tersebut

termasuklah ketepatan sejarah, visual dan konteks penerbitan. Walau bagaimanapun, kajian ini hanya menggunakan fokus yang ketiga iaitu konteks penerbitan. Menurut Niall (2017), konteks penerbitan adalah bagaimana tujuan utama dan kebimbangan pembikin filem dipaparkan dalam kandungan naratif. Misalnya, representasi negatif atau positif sesebuah peristiwa peperangan merupakan refleksi keadaan politik sesebuah negara yang menghasilkan filem sejarah pada masa itu. Pemaparan situasi sesebuah negara dalam filem sejarah adalah menerusi penggunaan metafora dan juga tema filem (Niall, 2017). Justeru, konteks penerbitan akan diteliti menerusi konteks politik semasa penerbitan filem sejarah nasional. Selain itu, kajian ini juga akan meneliti dana penerbitan dan tenaga kreatif seperti penulis, pengarah serta penerbit selari dengan ciri-ciri filem nasional. Kedua-dua ciri ini juga berkait rapat dengan pengaruh penerbitan filem sejarah nasional. Oleh itu, konteks politik, dana penerbitan dan tenaga kreatif penting akan diteliti untuk mengenal pasti konteks penerbitan enam filem sejarah nasional Malaysia alaf ke-21.

DAPATAN DAN PERBINCANGAN

Kajian ini mendapati bahawa konteks penerbitan filem sejarah nasional Malaysia alaf ke-21 dapat dikategorikan kepada dua. Pertama, filem sejarah nasional diterbitkan sebagai medium untuk menyemarakkan semangat patriotisme rakyat. Kedua, penerbitan filem sejarah nasional dipengaruhi oleh agenda politik atau sesebuah organisasi tertentu. Oleh itu, bahagian dapatan ini akan mengklasifikasikan enam buah filem sejarah nasional kepada dua kategori tersebut. Perbincangan dalam kedua-dua kategori ini akan meneliti aspek-aspek penting dalam konteks penerbitan iaitu dana penerbitan, tenaga kreatif seperti penulis, penerbit dan pengarah yang terlibat serta konteks politik penerbitan filem.

Filem Sejarah Nasional Malaysia sebagai Medium Menyemarakkan Semangat Patriotik

Menerusi enam buah filem sejarah nasional Malaysia, dua daripadanya cenderung diterbitkan sebagai medium untuk menyemarakkan semangat patriotisme rakyat Malaysia. Dua filem tersebut ialah *Leftenan Adnan* (2000) dan *Kanang Anak Langkau: The Iban Warrior* (2017). *Leftenan Adnan* memaparkan perjuangan Adnan Saidi dalam menyelamatkan Tanah Melayu daripada Jepun semasa Perang Dunia ke-2. Manakala, filem *Kanang Anak Langkau: The Iban Warrior* memaparkan Perjuangan Kanang Anak Langkau dalam menyelamatkan Malaysia daripada pemberontakan komunis pada tahun 1965.

Filem *Leftenan Adnan* diterbitkan pada 31 Ogos 2000 bersempena hari kemerdekaan Malaysia yang ke-50. Filem ini telah membelanjakan sebanyak RM 4.8 juta dengan bantuan dana daripada Angkatan Tentera Malaysia dan Kementerian Pertahanan Malaysia. Penerbitan filem ini selari dengan objektif Najib Razak sebagai Menteri Pertahanan pada ketika itu iaitu untuk memastikan Malaysia menjadi sebuah negara yang bebas daripada pelbagai bentuk ancaman (Yusof Harun & Noor Asmah M. N, 2009). Selain itu, Aziz M. Osman yang merupakan pengarah serta penerbit filem ini turut menekankan tentang kebimbangan beliau tentang generasi muda pada zaman tersebut yang semakin kurang memahami dan menghargai sejarah negara. Oleh itu, filem ini berhasrat untuk meningkatkan semangat patriotisme dalam kalangan generasi muda Malaysia (Aziz M. Osman, 2000).

Konteks penerbitan filem ini juga dapat dikaitkan dengan dengan keadaan politik semasa di Malaysia pada ketika itu. Malaysia pada tahun 2000 berada dalam era Reformasi berikutan pemecatan Timbalan Perdana Menteri Anwar Ibrahim pada tahun 1998. Tun Dr. Mahathir Muhammad yang merupakan Perdana Menteri Malaysia pada masa penerbitan filem ini memfokuskan pemeritahan beliau terhadap pembangunan ekonomi dan kestabilan politik. Sehubungan dengan itu, filem *Leftenan Adnan* yang diterbitkan pada tahun pemerintahan beliau ini berperanan sebagai alat untuk memupuk semangat patriotisme dan kesetiaan kepada negara.

Filem *Kanang Anak Langkau: The Iban Warrior* pula diterbitkan pada 16 Mac 2017 iaitu setahun sebelum Pilihan Raya Umum ke-14 (PRU-14) yang diadakan pada Mei 2018. Suasana politik pada ketika itu sangat tegang berikutan persaingan sengit antara Barisan Nasional (BN) yang telah lama memerintah sejak kemerdekaan dan gabungan Pakatan Harapan (PH) yang semakin kuat di bawah kepimpinan Mahathir Mohamad. Penerbitan filem semasa keadaan politik yang tegang ini berperanan untuk memperkukuhkan patriotisme dalam kalangan masyarakat pelbagai etnik di Malaysia. Selain itu, pemaparan tokoh daripada Sarawak juga dilihat sebagai salah satu usaha untuk mengukuhkan perpaduan antara semenanjung Malaysia dengan Sabah dan Sarawak.

Filem Sejarah Nasional Malaysia sebagai Agenda Politik dan Organisasi Tertentu

Empat daripada enam buah filem sejarah nasional Malaysia alaf ke-21 dapat dikategorikan sebagai filem yang berperanan sebagai agenda politik dan organisasi tertentu. Empat filem tersebut ialah *1957: Hati Malaya* (2007), *Tanda Putera* (2013), *Mat Kilau: Kebangkitan Pahlawan* (2022) dan *Pendekar Awang: Darah Indera Gajah* (2024). Dalam kategori ini, filem *1957: Hati Malaya* (2007) dan *Tanda Putera* (2013) cenderung dipengaruhi oleh agenda politik berikutan Pilihan Raya Umum (PRU). Manakala, filem *Mat Kilau: Kebangkitan Pahlawan* (2022) dan *Pendekar Awang: Darah Indera Gajah* (2024) dipengaruhi oleh objektif organisasi Ikatan Muslimin Malaysia (ISMA).

Filem *1957: Hati Malaya* (2007) dan *Tanda Putera* (2013) diterbitkan oleh syarikat penerbitan yang sama iaitu Pesona Pictures. Filem *1957: Hati Malaya* (2007) membelanjakan kos sebanyak RM 3.6 juta dengan bantuan dana oleh Kementerian Kebudayaan Kesenian dan Warisan, FINAS dan Digi. Manakala filem *Tanda Putera* (2013) membelanjakan kos sebanyak RM 4.8 juta dan mendapat bantuan dana sebanyak RM 2 Juta daripada Kementerian Komunikasi dan Media, RM 700,000 daripada FINAS dan RM 2 juta daripada Perbadanan Kemajuan Multimedia (Mdec).

Kedua-dua buah filem ini dikaitkan dengan konteks penerbitan yang dipengaruhi oleh agenda parti politik Barisan Nasional (BN) yang merupakan kerajaan pada kedua-dua tahun penerbitan filem tersebut. Agenda ini dapat dilihat menerusi pemaparan kejayaan UMNO dalam mendapatkan kemerdekaan dalam filem *1957: Hati Malaya* (2003) dan kejayaan UMNO dalam mempertahankan kesejahteraan negara semasa peristiwa 13 Mei 1969 dalam filem *Tanda Putera* (2013). Dalam suasana politik yang kompetitif menjelang PRU ke-12 dan PRU ke-13, kedua-dua buah filem ini berperanan sebagai medium untuk membentuk pandangan positif terhadap sumbangan UMNO yang pada ketika itu dikenali sebagai Barisan Nasional (BN) dalam pembangunan Malaysia.

Filem *Mat Kilau: Kebangkitan Pahlawan* (2022) dan filem *Pendekar Awang: Darah Indera Gajah* (2024) pula mempunyai konteks penerbitan yang dipengaruhi oleh motif organisasi ISMA. Kedua-dua buah filem ini diterbitkan oleh syarikat yang sama iaitu Studio Kembara yang dikendalikan oleh Shahrudin Mt Dali dan Abd Rahman Mt Dali. Konteks penerbitan kedua-dua buah filem ini dapat dikaitkan dengan agenda konsepartif Melayu berikutan penglibatan salah seorang

penerbit filem iaitu Abdul Rahman Mt Dali dalam Ikatan Muslimin Malaysia (ISMA). Penglibatan Abdul Rahman Mat Dali sebagai mantan Timbalan Presiden ISMA mempengaruhi naratif serta mesej-mesej yang hendak disampaikan dalam kedua-dua buah filem tersebut (Aznil Tayeb, 2022 dlm Mohamad Aqriel, 2023). Hal ini dapat diteliti apabila kedua-dua buah filem sejarah nasional yang diterbitkan oleh beliau membawa mesej ketuanan Melayu menerusi dialog-dialog yang bersifat Islamik dan konservatif. Mesej-mesej ini selari dengan motif perjuangan ISMA yang memperjuangkan agenda ketuanan Melayu Islam di Malaysia. Justeru, penerbitan filem *Mat Kilau: Kebangkitan Pahlawan* dan *Pendekar Awang: Darah Indera Gajah* merupakan salah satu proksi ISMA untuk menyebarkan ideologi konservatif mereka.

KESIMPULAN

Secara keseluruhannya, filem sejarah nasional alaf ke-21 di Malaysia mempunyai konteks penerbitan yang dipengaruhi oleh dua perkara iaitu untuk menyemarakkan semangat patriotisme dan dipengaruhi oleh agenda politik atau organisasi tertentu. Menerusi enam filem sejarah nasional alaf ke-21 yang diteliti, dua daripadanya cenderung diterbitkan sebagai medium untuk menyemarakkan semangat patriotisme rakyat Malaysia. Dua buah filem tersebut ialah filem *Leftenan Adnan* (2000) dan *Kanang Anak Langkau: The Iban Warrior* (2017). Manakala, empat buah filem lagi dipengaruhi oleh agenda politik dan organisasi tertentu. Empat buah filem tersebut ialah *1957: Hati Malaya* (2007), *Tanda Putera* (2013), *Mat Kilau: Kebangkitan Pahlawan* (2022) dan *Pendekar Awang: Darah Indera Gajah* (2024).

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BIODATA

Siti Nur Izra Safra' binti Abd Halim, calon Doktor Falsafah di Pusat Pengajian BITARA Melayu, FSSK UKM sedang melaksanakan penyelidikan dalam bidang filem sejarah nasional.

Nur Afifah Vanitha binti Abdullah, Pensyarah Kanan di Pusat Pengajian BITARA Melayu, FSSK UKM sejak tahun 2015. Bidang kepakaran beliau adalah Ekspresi Budaya Melayu.

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KATA KUNCI: Melayu; negara-bangsa; sistem; tradisional; Tanah Melayu.

ABSTRAK

I. PENGENALAN

Negara-bangsa ialah sebuah negara berdaulat yang didiami oleh penduduk dengan kesedaran bahawa terdapat persamaan dalam beberapa perkara dikalangan mereka. Persamaan tersebut dapat dilihat dari segi tradisi lama, adat dan bahasa yang dikongsi bersama-sama dalam kalangan mereka yang tinggal di dalam sebuah wilayah negara-bangsa yang dimaksudkan. Dari sudut kewujudan negara-bangsa tersebut, sesebuah negara-bangsa merupakan entiti yang bebas daripada konsep dunia empayar. Merujuk dalam konteks Malaysia, konsep asas pembinaan negara-bangsa telah wujud sejak zaman pemerintahan kesultanan Melayu, yang mana ia merujuk kepada zaman sebelum kedatangan kuasa penjajah. Membincangkan mengenai perkara tersebut, kehadiran penjajah di Tanah Melayu sedikit sebanyak telah mendedahkan sistem pentadbiran di Tanah Melayu dengan sistem pembinaan negara-bangsa bermodelkan dari Barat. Antara sistem-sistem asas pembentukan negara-bangsa bermodelkan Barat yang diamalkan oleh penjajah di Tanah Melayu termasuklah sistem Residen di Negeri Melayu Bersekutu (NMB), sistem Persekutuan yang mentadbir pentadbiran semua NMB, sistem penjawat awam juga di NMB, sistem Majlis Mesyuarat Persekutuan dan sistem Majlis Mesyuarat Negeri sehinggalah pihak penjajah cuba melaksanakan Malayan Union pada tahun 1946 yang mana Malayan Union secara jelas merupakan sebuah negara-bangsa moden yang cuba dibentuk agar Tanah Melayu pada masa hadapan dibentuk menjadi sebuah negara-bangsa moden yang liberal dan berpaksikan sistem dari Barat. Justeru, dari sudut objektif, penyelidikan ini bertujuan menyoroti asas pembinaan negara-bangsa tradisional di Tanah Melayu sebelum kehadiran penjajah yang memperkenalkan sistem yang lebih ke arah pembinaan negara-bangsa moden berpaksikan Barat. Perkara tersebut dapat dilihat ketika zaman penjajahan di Tanah Melayu, beberapa sistem asas telah dilaksanakan oleh penjajah dan sistem-sistem tersebut telah membawa Tanah Melayu ke arah sebuah negara-bangsa moden. Dalam masa yang sama juga, penyelidikan ini cuba mengenalpasti apakah elemen-elemen penting yang terdapat dalam sistem negara-bangsa tradisional di Tanah Melayu dan membezakannya dengan sistem negara-bangsa moden berasaskan Barat yang di bawa oleh penjajah. Dalam hal ini, penyelidikan ini cuba mengetengahkan perbezaan yang signifikan antara sistem negara-bangsa tradisional dan sistem negara-bangsa dari Barat.

II. METODOLOGI

Dari sudut metodologi, makalah yang dihasilkan adalah berbentuk penyelidikan kualitatif sejarah dengan menggunakan kaedah analisis dokumen. Analisis dokumen yang dimaksudkan termasuklah rujukan terhadap sumber primer dan sumber sekunder mengikut disiplin ilmu sejarah. Dalam hal ini, makalah yang dihasilkan adalah berasaskan penulisan akademik disiplin Sejarah dan disokong dengan rujukan dari disiplin-disiplin ilmu yang lain. Justeru, analisis, kaedah penulisan dan rujukan dari disiplin ilmu yang lain seperti Sains Politik, Sosiologi dan cabang-cabang ilmu Sains Sosial yang lain juga digunakan bagi menghasilkan analisis penulisan yang lebih luas dan menarik.

III. HASIL DAPATAN

Hasil dapatan penyelidikan mendapati bahawa asas pembinaan negara-bangsa tradisional di Tanah Melayu telah dibentuk melalui beberapa perkara. Justeru, perkara asas dalam pembinaan negara-bangsa tradisional Tanah Melayu dapat difahami apabila seorang sultan yang memerintah pada waktu itu mempunyai kawasan tertentu yang diperintah dan mempunyai sempadan. Sempadan kawasan yang diperintah oleh sultan tersebut didiami oleh rakyat yang menumpahkan taat setia kepada sultan. Dalam keadaan tersebut, wujud kebersamaan perasaan dalam hati rakyat bahawa kawasan yang didiami itu mempunyai sempadan dan sempadan tersebut itulah tanah tumpah mereka kerana diperintah oleh sultan yang mereka tumpahkan taat setia. Dalam masa yang sama, wujud juga perasaan yang sama dalam hati rakyat yang menggelarkan diri mereka sebagai 'Melayu' kerana persamaan-persamaan dalam beberapa perkara yang wujud dalam kalangan mereka. Seterusnya, terdapat perkara-perkara inklusif yang terdapat dalam asas pembinaan negara-bangsa Tanah Melayu. Perkara pertama termasuklah sistem kerajaan beraja. Perkara tersebut merujuk kepada sultan atau raja yang mengetuai sistem pemerintahan sebuah negara-bangsa tradisional di Tanah Melayu dan mempunyai kuasa yang mutlak dalam pemerintahannya yang merangkumi hal-hal seperti urusan pemerintahan, undang-undang dan agama. Perkara kedua merujuk kepada konsep daulat atau kedaulatan yang wujud dalam pemerintahan. Perkara tersebut merujuk kepada kuasa dan kewibawaan yang dimiliki oleh seseorang sultan di negeri-negeri Tanah Melayu. Kedaulatan tersebut adalah hak dan kuasa penuh untuk mentadbir negeri tanpa campur tangan dari pihak luar. Daulat yang dimiliki oleh sultan tersebut dianggap suci dan dihormati oleh rakyat yang mendiami negara-bangsa tradisional tersebut. Perkara ketiga merujuk kepada sistem hirarki sosial di Tanah Melayu ketika itu yang sudah jelas tersusun. Hirarki sosial yang dimaksudkan merangkumi golongan bangsawan, pahlawan, ulama' dan rakyat biasa. Golongan bangsawan biasanya terdiri daripada keluarga diraja, kerabat terdekat atau golongan yang memegang jawatan penting dalam istana. Manakala rakyat biasa pula merujuk kepada golongan biasa yang menjalankan pekerjaan harian seperti nelayan, petani dan tukang. Perkara keempat merujuk kepada undang-undang dan adat yang sudah terbentuk dalam kalangan masyarakat dan ianya diterima oleh segenap lapisan usia dan lapisan masyarakat. Perkara tersebut juga merujuk kepada undang-undang adat yang berdasarkan kepada adat resam budaya masyarakat setempat. Undang-undang tersebut dipatuhi oleh segenap lapisan masyarakat dan dikuatkuasakan oleh sultan yang memerintah. Dalam masa yang sama, undang-undang dan adat tersebut disulami dengan undang-undang dan nilai-nilai Islam yang berperanan penting dalam pemerintahan dan kehidupan seharian. Perkara kelima merujuk kepada sistem pentadbiran. Perkara kelima merujuk kepada sistem pentadbiran yang dijalankan. Sistem pentadbiran negara-bangsa tradisional Tanah Melayu biasanya berpusat di istana dan sultan akan mengetuai pentadbiran. Pembesar atau pegawai diraja akan dilantik untuk mentadbir wilayah-wilayah kecil seterusnya akan melaporkan kepada sultan jika terdapat permasalahan dalam wilayah pentadbiran mereka. Selain itu, mereka bertanggungjawab untuk mengutip cukai, menjaga keamanan dan memastikan undang-undang dipatuhi oleh segenap lapisan masyarakat. Perkara yang terakhir pula merujuk kepada peranan agama dalam sistem masyarakat negara-bangsa tradisional yang disulamkan dalam adat kebudayaan masyarakat. Dalam hal ini, Islam memainkan peranan utama dalam kehidupan masyarakat Melayu tradisional dan sultan berperanan diletakkan sebagai ketua dan pelindung bagi agama Islam. Selain itu, budaya Melayu yang kaya dengan adat resam, seni dan kesusasteraan bersulamkan nilai-nilai Islam turut menjadi asas penting dalam pembinaan negara-bangsa tradisional di Tanah Melayu.

IV. PERBINCANGAN

Perkara asas dalam pembinaan negara-bangsa tradisional Tanah Melayu dapat difahami apabila seorang sultan yang memerintah pada waktu itu mempunyai kawasan tertentu yang diperintah dan

mempunyai sempadan. Sempadan kawasan yang diperintah oleh sultan tersebut didiami oleh rakyat yang menumpahkan taat setia kepada sultan. Dalam keadaan tersebut, wujud kebersamaan perasaan dalam hati rakyat bahawa kawasan yang didiami itu mempunyai sempadan dan sempadan tersebut itulah tanah tumpah mereka kerana diperintah oleh sultan yang mereka tumpahkan taat setia. Dalam masa yang sama, wujud juga perasaan yang sama dalam hati rakyat yang menggelarkan diri mereka sebagai 'Melayu' kerana persamaan-persamaan dalam beberapa perkara yang wujud dalam kalangan mereka. Seterusnya, terdapat perkara-perkara inklusif yang terdapat dalam asas pembinaan negara-bangsa Tanah Melayu. Perkara pertama termasuklah sistem kerajaan beraja. Perkara tersebut merujuk kepada sultan atau raja yang mengetuai sistem pemerintahan sebuah negara-bangsa tradisional di Tanah Melayu dan mempunyai kuasa yang mutlak dalam pemerintahannya yang merangkumi hal-hal seperti urusan pemerintahan, undang-undang dan agama. Perkara kedua merujuk kepada konsep daulat atau kedaulatan yang wujud dalam pemerintahan. Perkara tersebut merujuk kepada kuasa dan kewibawaan yang dimiliki oleh seseorang sultan di negeri-negeri Tanah Melayu. Kedaulatan tersebut adalah hak dan kuasa penuh untuk mentadbir negeri tanpa campur tangan dari pihak luar. Daulat yang dimiliki oleh sultan tersebut dianggap suci dan dihormati oleh rakyat yang mendiami negara-bangsa tradisional tersebut. Perkara ketiga merujuk kepada sistem hirarki sosial di Tanah Melayu ketika itu yang sudah jelas tersusun. Hirarki sosial yang dimaksudkan merangkumi golongan bangsawan, pahlawan, ulama' dan rakyat biasa. Golongan bangsawan biasanya terdiri daripada keluarga diraja, kerabat terdekat atau golongan yang memegang jawatan penting dalam istana. Manakala rakyat biasa pula merujuk kepada golongan biasa yang menjalankan pekerjaan harian seperti nelayan, petani dan tukang. Perkara keempat merujuk kepada undang-undang dan adat yang sudah terbentuk dalam kalangan masyarakat dan ianya diterima oleh segenap lapisan usia dan lapisan masyarakat. Perkara tersebut juga merujuk kepada undang-undang adat yang berdasarkan kepada adat resam budaya masyarakat setempat. Undang-undang tersebut dipatuhi oleh segenap lapisan masyarakat dan dikuatkuasakan oleh sultan yang memerintah. Dalam masa yang sama, undang-undang dan adat tersebut disulami dengan undang-undang dan nilai-nilai Islam yang berperanan penting dalam pemerintahan dan kehidupan seharian. Perkara kelima merujuk kepada sistem pentadbiran. Perkara kelima merujuk kepada sistem pentadbiran yang dijalankan. Sistem pentadbiran negara-bangsa tradisional Tanah Melayu biasanya berpusat di istana dan sultan akan mengetuai pentadbiran. Pembesar atau pegawai diraja akan dilantik untuk mentadbir wilayah-wilayah kecil seterusnya akan melaporkan kepada sultan jika terdapat permasalahan dalam wilayah pentadbiran mereka. Selain itu, mereka bertanggungjawab untuk mengutip cukai, menjaga keamanan dan memastikan undang-undang dipatuhi oleh segenap lapisan masyarakat. Perkara yang terakhir pula merujuk kepada peranan agama dalam sistem masyarakat negara-bangsa tradisional yang disulamkan dalam adat kebudayaan masyarakat. Dalam hal ini, Islam memainkan peranan utama dalam kehidupan masyarakat Melayu tradisional dan sultan berperanan diletakkan sebagai ketua dan pelindung bagi agama Islam. Selain itu, budaya Melayu yang kaya dengan adat resam, seni dan kesusasteraan bersulamkan nilai-nilai Islam turut menjadi asas penting dalam pembinaan negara-bangsa tradisional di Tanah Melayu.

Namun, kehadiran penjajah di Tanah Melayu sedikit sebanyak telah mendedahkan sistem pentadbiran di Tanah Melayu dengan sistem pembinaan negara-bangsa bermodelkan dari Barat. Antara sistem-sistem asas pembentukan negara-bangsa bermodelkan Barat yang diamalkan oleh penjajah di Tanah Melayu termasuklah sistem Residen di Negeri Melayu Bersekutu (NMB), sistem Persekutuan yang mentadbir pentadbiran semua NMB, sistem penjawat awam juga di NMB, sistem Majlis Mesyuarat Persekutuan dan sistem Majlis Mesyuarat Negeri sehinggalah pihak penjajah cuba melaksanakan Malayan Union pada tahun 1946 yang mana Malayan Union secara jelas merupakan

sebuah negara-bangsa moden yang cuba dibentuk agar Tanah Melayu pada masa hadapan dibentuk menjadi sebuah negara-bangsa moden yang liberal dan berpaksikan sistem dari Barat.

V. KESIMPULAN

Secara keseluruhan, hasil dapatan penyelidikan mendapati bahawa Tanah Melayu mempunyai konsep asas pembinaan negara-bangsanya sendiri yang mempunyai sedikit perbezaan jika dibandingkan dengan konsep asas pembinaan negara-bangsa moden dari Barat. Konsep asas negara-bangsa tradisional di Tanah Melayu adalah berteraskan sistem pemerintahan beraja yang kuat, kuasa dan kewibawaan seorang sultan diakui dan dihormati oleh masyarakat. Struktur sosial yang tersusun, amalan undang-undang dan adat dan yang paling penting peranan yang dimainkan oleh agama Islam telah membentuk identiti dan kestabilan negara-bangsa tradisional di Tanah Melayu sebelum kedatangan pihak penjajah. Makalah ini diharapkan dapat memberi gambaran terhadap asas pembinaan negara-bangsa tradisional di Tanah Melayu yang bebas dari pengaruh sistem negara-bangsa dari Barat.

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VIII. BIODATA

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**MALAY TRANSLATION FOR THE ARCHAIC WORDS IN FIRST HALF OF CHAPTER
OF FOODS, *BAḤR AL-MĀDHĪ* BY AL-MARBAWI**

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ABSTRACT - al-Marbawi has been awarded as the first Maal Hijrah National Laureate for his contribution in teaching and authoring books in Islamic studies. Among his books is in the field of hadith, *Baḥr al-Mādhī*. Notwithstanding, there are doubts raised about his expertise in hadith. Therefore, this study decides to evaluate his translation for archaic words of hadith in *Baḥr al-Mādhī*, precisely in the first half of the Chapter of Foods. For the purpose, this study employs a qualitative methodology through document analysis. Ultimately, this study finds a total of 18 Arabic archaic words/phrases in the chosen scope. Upon evaluating his Malay translation for these words, this study finds that 12 out of the total are translated correctly, whereas the remaining 6 are inexact. However, among the correct translations, there are 2 words which are incomprehensible for average contemporary Malays. In terms of inexact translations, this study opines that al-Marbawi attempted to simplify in conveying the meanings. This study recommends more exploration on books of Malay heritage which preserve many values.

KEYWORDS: archaic, hadith, Malay translation, *Baḥr al-Mādhī*, al-Marbawi.

I. INTRODUCTION: *Baḥr al-Mādhī* is a commentary book written in Malay on a compilation of hadiths named *Sunan al-Tirmidhiy*. Parallely, the hadiths are arranged in both books according to topics of 48. A full title for the book as named by Muhammad Idris Abdul Rauf al-Marbawi (2002) is *Baḥr al-Mādhī li Sharḥ Mukhtaṣar Ṣaḥīḥ al-Tirmidhiy*. There are a number of researches achieved on Muhammad Idris 'Abd al-Ra'uf al-Marbawi regarding the prominence of his scholarship, being among them are by Ahamad Asmadi Sakat and Latifah Abdul Majid (2010) and Faisal Ahmad Shah (2013). *Baḥr al-Mādhī* as well gains attention from the aspects of method of commentary applied by al-Marbawi as delivered by Faisal Ahmad Shah (2007), and method of translation in the Chapter of Prayers by Abdul Mu'iz Ahmad and Taj Rijal Muhammad Romli (2020). Apart from the prior researches, this study focuses on his Malay translation for particularly archaic words/phrases in the Chapter of Foods. Archaic words of hadith (*gharīb al-ḥadīth*) is a knowledge regarding unfamiliar vocabularies which are obsolete, unknown, rarely used or no longer points to certain meaning (al-Suyūṭiy 1972:2/185).

II. METHODOLOGY

Research Questions:

1. How is the level of accuracy for the Malay translation for archaic words of hadiths in the first half Chapter of Foods of *Baḥr al-Mādhī* by al-Marbawi?

This study aims to evaluate the Malay translation precisely archaic words/phrases in the first half of the Chapter of Foods in *Baḥr al-Mādhī* (FHCFBM) by al-Marbawi. Therefore, other words in the remaining half of the chapter, text of other chapters in the book, and as well other text of other books are not meant for the evaluation. This study opts for FHCFBM because it contains a sufficient number of archaic words/phrases. However, the current interpretation and discourse upon some of its hadiths reflects the misunderstanding about the meaning of archaic words/phrases. In facts, *Baḥr al-Mādhī* is chosen by many mosques in Malaysia as a subject of study within their classes held for publics. To ascertain the level of accuracy of the translation for archaic words/phrases of FHCFBM, this study

employs a qualitative approach, as it collects data through literature review. The first half of the Chapter of Foods (*Kitāb al-Aṭ'imah*) in both *Sunan al-Tirmidhiy* and *Baḥr al-Mādhī* as main sources will be supported by other related references in terms of explanation for the archaic words. The related references are classical Arabic books which can contribute to clarify the meaning of archaic words of hadith. The books are of many genres namely; dictionaries of archaic words of hadith, commentaries on hadith, conventional dictionaries and other sciences, as genuine Arabic books in pharmacology and biology can provide further details about plants and animals which are sources of foods for human. Additionally, this study refers to contemporary references that support the data from classical sources. Then, the data will be interpreted through document analysis to learn the meanings of each archaic words, and subsequently evaluate the translation provided by al-Marbawi.

III. RESULT

Table 1: The archaic words/phrases in FHCFBM, translation provided by al-Marbawi (TPM), meaning in contemporary standard Malay, level of accuracy, correction and English translation.

No.	archaic words/phrases	translation by al-Marbawi (TPM)	meaning in contemporary Malay (=, same as TPM)	Level of accuracy	English translation
1	خُوَان	meja		inexact	short-legged table
	<p>Correction: meja rendah It is a copper table with 1 cubit length legs (al-‘Ayniy, 2018), while “meja” is not exact to portray it as specifically short-legged table.</p>				
2	سُكْرُجَة	mangkuk hidangan		inexact	condiment bowl
	<p>Correction: mangkuk lauk “mangkuk hidangan” is generally serving bowl and not exact to define the word as bowl made particularly to serve condiment especially pickles (Ibn al-Athīr al-Jazariy, 1979)</p>				
3	مُرَقَّق	tepung halus	=	correct	flour
4	السُّفْر	sufrah (tikar hidangan)		inexact	travellers’ food packs
	<p>Correction: sufrah (kantung bekalan makanan musafir) al-Sufar (sing. al-sufrah) are traveller’s food packs predominantly made of hides (Ibn Hajar al-‘Asqalāniy, 1390H).</p>				
5	أَنْفَجْنَا	telah kami kejut		inexact	we chased
	<p>Correction: kami mengejar “telah kami kejut” means we shock (the rabbit), might bear the action of chasing. However, to directly translate “kami mengejar” is more exact (al-Mubārakfūriy, t.t.).</p>				
6	الْحُمْرِ الْأَهْلِيَّةِ / الْجَمَارِ الْإِنْسِيَّ	keldai negeri	keldai domestik	correct	domestic donkey
7	فَارْحَضُوهَا	maka basuh akan dia	maka kamu bersihkannya	correct	then you wash it
8	نَسَلْتِ الصَّحْفَةَ	sental dengan jari akan pinggan		inexact	Finished the food on <i>al-ṣahḥfah</i> tray
	<p>Correction: melicinkan talam <i>al-ṣahḥfah</i></p>				

	The phrase bears the act of finishing food on <i>al-ṣahfah</i> tray (made to feed 5 persons) (al-Mubārakfūriy, t.t.). While the translation of TPM indicates the act of merely rubbing on it.				
9	القَصْعَةُ	capah		inexact	<i>al-qaṣ'ah</i> tray
	Correction: talam <i>al-qaṣ'ah</i> “Capah” is a tray for 4 persons, whereas <i>al-qaṣ'ah</i> is for 10.				
10	أَوْكُوا السِّقَاءَ	ikat oleh kamu gereba	tutuplah kantung air dengan penutupnya	correct	close the water bag with its cap
11	أَكْفُوا الْإِنَاءَ أَوْ خَمِّرُوا الْإِنَاءَ	balikkan oleh kamu bekas air atau tutupkan bekas air	telangkupkan atau tutup bejana	correct	put the empty vessel downward or cover the filled one
12	أَنْ يُؤْرَنَ بَيْنَ التَّمْرَيْنِ	dihimpunkan antara dua tamar	memakan dua biji kurma sekali gus	correct	to eat two date fruits at once
13	فَلَمْ يَسْتَمِّهَا	maka tiada terhabisnya	lalu tidak berdaya meneruskannya	correct	then he could continue it
14	أَقْطَعْ دَابِرَهُ	habiskan akhir-akhirnya	hapuskannya	correct	destroy it
15	تَنْزْرُهُ حُوتٍ	hembus ikan	hembusan ikan paus	correct	particles of whales's blow
16	الْجَلَالَةِ	daging binatang makan kotor	haiwan yang memakan najis	correct	animal which eat feces
17	الْمَجْتَمَةِ	binatang yang ditahankan	binatang sasaran yang menjadi bangkai	correct	targeted prey left unslaughtered
18	حُبَارَى	hubara	burung bustard	correct	MacQueen's bustard

IV. DISCUSSION

This study manages to find 18 archaic words/phrases of hadith in FHCFBM. As the book is authored for Malay readers, al-Marbawi translated the text of hadith. Precisely, this study focuses on archaic word/phrases which are not easy to be translated. This study categories status for translation into correct, inexact and wrong. The translation is considered correct as it fit the meaning, inexact as it is not fully correct, and incorrect as it is wrong.

Among correct translation is for the word “مُرَقَّقٌ”, as al-Marbawi translates it into Malay as “tepung halus” means flour (Ibn Hajar al-‘Asqalāniy, 1390H). There are many correct translations which are relatively in old Malay, for instance the one for the phrase “الْحُمُرُ الْأَهْلِيَّةُ/الْحِمَارُ الْإِنْسِي”. He translate it as “keldai negeri”, which sounds unfamiliar to contemporary Malays who recognize the animal as “keldai domestic” means domestic donkey.

In case that there is a translation found inexact, this study will further trace the detail in the commentary section provided by al-Marbawi for each hadith. Frequently, al-Marbawi translates words/phrases as succinct as possible in the translation for texts of hadith. As apparently certain words/phrases are not fully defined in the translation, the author provides further details which

characterize them with their distinct quality. Upon ascertaining the complete idea of al-Marbawi about each word/phrase, the translation is deemed correct though it's full meaning is not represented in the translation of hadith. This action appears in his translation to the word (الْمَجْتَمَةِ), as al-Marbawi (2002) translates it as “binatang yang ditahankan” which means merely “the shot animal”. Furthermore, in the commentary section he describes that the word meant to the shot prey which is left unslaughtered.

On the other hand, some words/phrases are neither fully defined in the translation for text of hadith nor are further described in commentary section. In this case, the translation is considered inexact. For instance, the word “خُوَانٌ” which al-Marbawi translate it as “meja” means table. It is actually a table, unless it was made with 1 cubit length legs which indicates that “خُوَانٌ” is a short-legged table (al-‘Ayniy, 2018). Among the correct translations is an archaic word kept in original Arabic name for it is a kind of native birds of Arabia which has no name in Malay. Overall, no translation is considered wrong.

V. CONCLUSIONS

Predominantly, the archaic words of FHCFBM translated by al-Marbawi are correct which indicates his mastering in the spoken Arabic of the community of prophet Muhammad (p.b.u.h.). Regarding the inexact translations, this study opines that al-Marbawi had attempted to simplify in conveying the meanings to his Malay publics. As for correct translations, some of them are in relatively old Malay. Therefore, religious teachers who handle classes on *Bahr al-Mādhī* in places of worship should be in good command of the old tongue. This study recommends further studies on books of Malay heritage which reflects the upholding of values and wisdoms.

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RUSYDIYAH CLUB AND ITS IMPACT ON THE RISE OF NATIONALISM IN RIAU-LINGGA

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ABSTRACT

This article explore the rise of nationalism in response to Dutch colonialism in Riau-Lingga. By the late 1890s, the ruling elite of the Riau-Lingga Sultanate increasingly recognized the imperative of achieving a homeland free from Dutch control. In response, the Rusydiyah Club was established to uphold the religion, culture and intellectual life of the Muslim community in Riau-Lingga, which had been undermined during colonial rule. As the early 20th century approached, the Rusydiyah Club grew into a pivotal political force opposing Dutch dominance and bolstering the sultan's power and sovereignty. The apex of this nationalist movement occurred when Sultan Abdul Rahman II, backed by members of the Rusydiyah Club, refused to sign a treaty that would diminish his authority. Therefore, this paper assesses the effectiveness of the Rusydiyah Club and its members in resisting Dutch colonial expansion in Riau-Lingga. Through qualitative historical methods, including archival document analysis and review of secondary sources, the study concludes that the establishment of the Rusydiyah Club and the determined actions of its members significantly intensified the nationalist sentiment against Dutch colonialism in Riau-Lingga.

KEYWORDS: Nationalism; Colonialism; Rusydiyah Club; Riau-Lingga; Dutch.

I. INTRODUCTION

The Riau-Lingga Sultanate, which established from 1824 to 1911, emerged from the dissolution of the Johor-Riau Sultanate amidst intense power struggles between the Dutch and British colonial powers. The culmination of this geopolitical rivalry was marked by the Anglo-Dutch Treaty of 1824, an agreement that meticulously delineated spheres of influence and territorial boundaries, consolidating Dutch control over the Riau-Lingga. Despite an initial reaffirmation of the Sultanate's status under Dutch suzerainty through a treaty agreement in 1830, subsequent treaties in 1857 and 1905 further entrenched Dutch hegemony, significantly curtailing the Sultan's autonomy and leaving profound impacts on local economics, religion and culture. The Dutch administration's disregard for indigenous interests and relentless imposition of colonial rule fostered a desire among the Riau-Lingga populace to establish an independent homeland, thereby intensifying nationalist sentiments. Central to this emergent nationalist movement was the Rusydiyah Club, an organization that gathered intellectuals and religious leaders committed to preserving and promoting the religion, culture and intellectual life of the Muslim community. The Rusydiyah Club utilized various mediums such as printed books, pamphlets, newspapers and magazines to disseminate critiques and ideologies opposing Dutch colonialism.

The literature on the Riau-Lingga Sultanate and the rise of nationalism in the region has been diverse, yet the role of the Rusydiyah Club remains inadequate examined. Early works by scholars such as Barbara Andaya (1977) and Jan Van Der Putten (1997) provide foundational insights into the socio-political dynamics of the Riau-Lingga Sultanate under Dutch colonial rule. These studies

highlight the erosion of local authority and the resultant socio-cultural impacts. However, they often focus more on broader historical narratives. More recent studies, including those by Aswandi Syahri (2006) and Keng We Koh (2014), offer a more detailed understanding of regional nationalism in Southeast Asia, emphasizing the interconnectedness of various nationalist movements across the Malay Archipelago. These works underscore the importance of intellectual and cultural organizations in fostering nationalist sentiments but do not delve deeply into the specific activities and impacts of the Rusydiyah Club. Therefore, this study aims to fill this gap by providing a comprehensive analysis of the Rusydiyah Club's role in the rise of nationalism in Riau-Lingga. Unlike previous research that primarily provides an overview of anti-colonial sentiments, this work focuses on the activities of the Rusydiyah Club, examining how it mobilized intellectual and religious leaders to challenge Dutch colonialism.

II. METHODOLOGY

This study investigates the significant contributions of the Rusydiyah Club to the rise of nationalism in Riau-Lingga during Dutch colonialism. The central research question is, how did the Rusydiyah Club and its members catalyze nationalist sentiments in Riau-Lingga? This question is crucial for understanding the interplay between intellectual movements and anti-colonial nationalism, which has implications for historical scholarship and contemporary discussions on colonial legacies and indigenous resistance. The research framework is anchored in qualitative methods based on the framework of historical research, encompassing four key components: heuristic, criticism, interpretation, and historiography.

Library research methods were employed to systematically gather information from both primary and secondary sources. For primary sources, the research concentrated on significant archival repositories such as the Arkib Negara Malaysia in Kuala Lumpur and The National Archives in London. These institutions house vital documents, including colonial records, treaties, correspondences and other pertinent historical records. For example, Dutch archival documents such as Memories van Overgave (MvO) are used in this research. Regarding secondary sources, extensive research was conducted at the University of Malaya Library and several libraries at Universiti Kebangsaan Malaysia, including Perpustakaan Tun Seri Lanang (PTSL) and Perpustakaan Alam dan Tamadun Melayu (PATMA). These secondary sources include scholarly books, journal articles, theses, and dissertations that offer some interpretations and analyses of the historical context and the role of the Rusydiyah Club in the nationalist movement.

III. RESULT

In the early 20th century, Dutch colonialism in the Riau-Lingga Sultanate intensified, especially during Sultan Abdul Rahman II's reign. A pivotal moment was the signing of the "*Contract met Lingga, Riouw en Onderhoorigheden dd. 18 Mei 1905*" which translates to "Treaty with Lingga, Riau and Their Dependencies dated May 18, 1905". The treaty was signed between Sultan Abdul Rahman II and Dutch Resident, W.A. de Kanter, which underscored the growing Dutch control over the sultanate. The Rusydiyah Club, composed of royal family members, emerged as a significant resistance force against Dutch colonialism. The Dutch Resident referred to this left-wing faction as "*Verzetsparty*", highlighting its resistance and opposition to Dutch colonial control over Riau-Lingga. Initially, resistance efforts were particularly focused on disseminating printed materials. The Rusydiyah Club began using Matba'at al-Riyawwiyah as a printing center in Riau-Lingga before establishing another printing center in Singapore, Al-Imam Printing Co. Ltd. in 1906.

Al-Imam Printing's early publications mainly addressed religious issues, influenced by the Islamic modernism movement from the Middle East and Central Asia, which sought to blend Islamic principles with modern values like democracy, civil rights, and progress. Beyond religious topics, Al-Imam Printing addressed social and political issues, advocating free expression. This openness allowed for government criticism without restriction. Key Rusydiyah Club members, such as Raja Ali Kelana, Raja Khalid Hitam, and Sheikh Syed al-Hadi, used Al-Imam Printing for their works. These activities drew the attention of Dutch advisor Christiaan Snouck Hurgronje, who noted their efforts. Al-Imam Printing, based in Singapore, was free from Dutch censorship, enabling the publication of satire and criticism of Dutch colonialism. Hurgronje derided this resistance as a means for the Rusydiyah Club to air grievances and aspirations.

Symbolic resistance also played a crucial role, with non-violent boycotts such as not hoisting the Dutch flag on government buildings or ships. Notably, in 1902, the failure to raise the Dutch flag on a Riau-Lingga government ship and another incident on January 1, 1903, when the Dutch flag was not hoisted during the Resident's visit to the royal palace, underscored Sultan Abdul Rahman II's sovereignty. These acts were reported to the Dutch Governor-General in Batavia, resulting in an apology from the Sultan. The Dutch East Indies took these symbolic resistances seriously condemning these actions. Hurgronje recommended eradicating passive resistance movements promptly. On May 7, 1904, he suggested to the Council that the Riau-Lingga Sultanate and the Rusydiyah Club be suppressed forcefully due to their symbolic resistance and close ties. Tensions continued to peak when Sultan Abdul Rahman II, likely influenced by the Rusydiyah Club, refused to sign a new contract with Dutch Resident G.F. de Bruin Kops in 1910. His sons, Tengku Omar and Tengku Osman, also resisted Dutch colonialism actively. Consequently, the Dutch East Indies government deposed him.

IV. DISCUSSION

The deposition of Sultan Abdul Rahman II marks a critical juncture in the history of the Riau-Lingga Sultanate, signifying not just the downfall of the sultanate but also highlighting the broader struggle against Dutch colonialism. This event underscores the role of the Rusydiyah Club in resisting colonial dominance and promoting nationalism in the region. On February 8th, 1911, the Dutch colonial forces executed a forceful intervention. Dutch soldiers encircled the Sultan's palace, and Dutch officer N.H. Veenstra declared Sultan Abdul Rahman II deposed by the Dutch East Indies government. On February 9th 1911, declaration was made at the Rusydiyah Club Headquarters, emphasizing both the authority of the Dutch and the significant influence of the Rusydiyah Club in the governance of the Sultanate. This act of deposition is a clear manifestation of the Dutch colonial strategy to suppress any local governance structures that threatened their control. Veenstra's denunciation of the crown prince and Rusydiyah Club members as adversaries to the Dutch administration further illustrates the perceived threat posed by these local elites. The Sultan and Dutch resident, Bruyn Kops finally met face to face on February 10th 1911. This meeting marked the final step in the Dutch consolidation of power over the Riau-Lingga Sultanate. The encounter symbolized the end of the Sultan's reign and the beginning of direct Dutch rule.

Following his deposition, Sultan Abdul Rahman II, along with a substantial portion of the royal family, sought refuge in Singapore under British protection. However, the British reluctance to intervene in reinstating the Sultan highlighted the limitations of external support in the face of colonial power dynamics. Despite this, the leadership within the Rusydiyah Club continued their

struggle, undertaking diplomatic missions to countries such as Turkey and Japan, which had historical ties with the Riau-Lingga Sultanate. These missions, although unsuccessful, underscored the persistent efforts to regain sovereignty and resist colonial rule. The financial difficulties faced by Al-Imam Printing, heavily reliant on the patronage of the Riau-Lingga royal family, further complicated the resistance efforts. In response, Rusydiyah Club members established Mathba'ah Al-Ahmadiyah in Singapore in 1917. This printing company, which evolved from a trading cooperative, played a crucial role in the economic and cultural resistance against Dutch colonialism. By translating Arabic books into Malay using Jawi script, Mathba'ah Al-Ahmadiyah provided a platform for the expression and dissemination of nationalist ideas free from Dutch censorship.

V. CONCLUSIONS

The effectiveness of the Rusydiyah Club and its members in resisting Dutch colonial expansion in Riau-Lingga is a testament to the resilient spirit of the local elite and their determination to preserve their sovereignty. Established in response to the increasing dominance of Dutch colonialism, the Rusydiyah Club sought to uphold the religion, culture, and intellectual life of the Muslim community in Riau-Lingga, which had been severely undermined under colonial rule. By the late 1890s, the ruling elite recognized the imperative of achieving a homeland free from Dutch control, leading to the formation of the Rusydiyah Club. The club's effectiveness can be measured by its pivotal role in several key events, including the refusal of Sultan Abdul Rahman II, backed by the club, to sign a treaty that would have significantly diminished his authority. This act of defiance against Dutch imposition marked a significant peak in the nationalist movement within the Sultanate. The club's leadership was instrumental in mobilizing support and orchestrating resistance, although the eventual deposition of Sultan Abdul Rahman II on February 11, 1911, marked a severe setback. Despite this, the club's persistence in launching diplomatic missions to Japan and Turkey, although ultimately unsuccessful, highlighted their relentless efforts to seek international support and challenge Dutch hegemony.

Furthermore, the establishment of Mathba'ah Al-Ahmadiyah in 1917 in Singapore by members of the Rusydiyah Club marked a critical phase in the rise of nationalism. This printing company provided a vital platform for intellectual and cultural resistance, allowing the publication of works free from Dutch censorship. The publications fostered a growing national consciousness among the people of Riau-Lingga and Singapore, contributing to the broader anti-colonial sentiment. In conclusion, the Rusydiyah Club's determined actions significantly intensified nationalist sentiment against Dutch colonialism in Riau-Lingga. While facing numerous challenges, the club's members effectively utilized cultural, intellectual, and economic strategies to resist Dutch expansion, ultimately laying the groundwork for continued resistance and the preservation of their cultural identity. Through their efforts, the Rusydiyah Club not only opposed colonial rule but also ignited a sense of nationalism that would inspire future generations.

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DAYANG DAYANG HADJI PIANDAO & PROJEK PEMBAHAGIAN HARTA PUSAKA SULTAN JAMALUL KIRAM II

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ABSTRAK

Kajian ini membincangkan tentang projek pembahagian harta pusaka milik Sultan Jamalul Kiram II yang telah diketuai dan dikemukakan oleh Dayang-Dayang Haji Piandao (DDHP) iaitu anak angkat dan anak saudara kepada Sultan Sulu yang terakhir tersebut sebelum institusi Kesultanan Sulu dimansuhkan oleh kerajaan Filipina pada tahun 1936. Sebelum tuntutan bayaran tahunan dibuat oleh waris-waris Sultan Sulu di Mahkamah Tinggi Borneo Utara, DDHP telah memfailkan tuntutan harta pusaka Sultan Jamalul Kiram II di Mahkamah Filipina. Penulisan ini bertujuan untuk menganalisis "*project of partition*" yang dikemukakan oleh Dayang-Dayang Haji Piandao di Mahkamah Filipina berdasarkan surat wasiat Sultan Jamalul Kiram II dan pertikaian yang timbul melibatkan waris-waris Kesultanan Sulu yang lain. Analisis dalam kajian ini menggunakan kaedah kualitatif dengan penelitian terhadap sumber-sumber primer seperti rekod kolonial British iaitu *Colonial Office Records* serta rekod-rekod Filipina dan Amerika Syarikat. Dapatan kajian ini menunjukkan bahawa tiada pertikaian antara waris-waris Sultan dengan Syarikat Berpiagam Borneo Utara (SBBU) mengenai bayaran tahunan. Semua pihak bersetuju bahawa bayaran "*cession monies*" itu perlu diteruskan termasuklah Ombra Amilbangsa yang mendakwa dirinya sebagai Sultan Sulu. Pertikaian hanya melibatkan ramai individu yang mengaku sebagai waris Sultan termasuklah antara Raja Muda Muwallil Wasit, Sultan Jainal Abidin dengan Dayang-Dayang Haji Piandao.

KATA KUNCI: *Project of partition*; bayaran tahunan; wasiat Sultan Sulu; perebutan takhta; perjanjian 1878

PENGENALAN

Kematian Sultan Jamalul Kiram II pada 7 Jun 1936 telah menimbulkan pertikaian dalam kalangan waris-warisnya dan kerabat diraja Kesultanan Sulu tentang individu yang layak untuk mewarisi harta pusakanya serta menjadi pengganti kepada Sultan Sulu tersebut. Pertikaian pada awalnya melibatkan Dayang-Dayang Hadji Piandao (DDHP) dan Raja Muda Muwallil Wasit untuk merebut takhta Sultan Sulu. Dayang Dayang Hadji Piandao mendakwa suaminya Datu Ombra Amilbangsa sebagai Sultan Sulu yang baru, manakala Raja Muwallil Wasit II mempertahankan kedudukannya sebagai adik Sultan Jamalul Kiram II sekali gus individu yang paling layak ditabalkan sebagai sultan yang baru kerana mempunyai susur galur keturunan diraja. Beliau bagaimanapun telah meninggal dunia sebelum sempat ditabalkan sebagai sultan secara rasmi dalam upacara pertabalan.

Kemudiannya, berlaku pertikaian antara Dayang Dayang Hadji Piandao dengan Datu Mohammad Esmail Kiram II yang merupakan anak sulung kepada Sultan Muwalli Wasit II. Datu Esmail Kiram II juga menuntut haknya sebagai waris yang paling layak menjadi Sultan Sulu yang baharu. Buat seketika, Dayang Dayang Hadji Piandao telah berjaya mempengaruhi Datu Esmail Kiram untuk tidak menjadi sultan yang baharu, sebaliknya menjadi raja muda kepada Ombra Amilbangsa. Pertikaian tidak berakhir setakat itu kerana terdapat waris Sultan Sulu yang lain daripada keluarga diraja yang berbeza iaitu iaitu daripada keturunan Sultan Shakirullah. Datu Jainal Abirin telah mendakwa dirinya sebagai Sultan Sulu yang baharu dengan melantik Datu Buyungan, suami kepada Putli Tarhata Kiram sebagai Raja Muda.

Pertikaian antara waris-waris Sultan Sulu ini tidak hanya melibatkan takhta Sultan Sulu, tetapi juga berkaitan harta pusaka milik Sultan Jamalul Kiram II termasuklah pencen daripada kerajaan Filipina dan hartanya yang berada di Filipina, di luar Filipina termasuklah di Borneo Utara. Sultan

Jamalul Kiram II telah meninggalkan wasiat kepada waris-warisnya berhubung pembahagian harta yang dimilikinya. Wasiat yang didakwa oleh Dayang Dayang Hadji Piandao tersebut telah dibicarakan di Mahkamah Filipina. Terdapat dakwaan yang menyatakan bahawa Mahkamah Borneo Utara menolak wasiat Sultan Jamalul Kiram II dalam penentuan bayaran tahunan kepada waris-warisan Sultan Sulu. Justeru, penulisan ini juga bertujuan untuk membahaskan perkara tersebut secara khusus.

Tiada kajian terdahulu yang khusus mengenai "*project of partition*" Dayang Dayang Hadji Piandao. Kebanyakannya hanya mengulas tentang penentuan bayaran tahunan sebanyak \$5,300 kepada waris-warisan Sultan Sulu yang layak dalam penghakiman Macaskie pada tahun 1939. Nik Anuar Nik Mahmud misalnya dalam Tuntutan Filipina ke atas Borneo Utara juga tidak menyentuh tentang projek pembahagian tersebut namun hanya membahaskan tentang keputusan penghakiman Macaskie dalam bab tiga. Kajian-kajian lain hanya membahaskan kronologi bayaran tahunan sehingga selepas kematian Sultan Sulu yang terakhir pada 7 Jun 1936.

METODOLOGI

Kajian sejarah ini menggunakan kaedah kualitatif untuk menganalisis sumber primer dan sekunder, termasuk fail rasmi dan dokumen yang berkaitan dengan konflik tuntutan Filipina dan waris Sultan Sulu terhadap Sabah. Berkaitan dengan sumber data, penyelidikan ini mengambil dari pelbagai bahan, meliputi sumber primer dan sekunder daripada rekod Britain, Amerika, Filipina, dan Persekutuan Tanah Melayu (kemudian Malaysia). Secara khusus, rujukan meluas dibuat kepada rekod-rekod British, seperti *Colonial Office (CO)*, *Foreign Office (FO)*, *Foreign and Commonwealth Office (FCO)*, dan *Dominion Office (DO)*. Sumber primer lain yang dirujuk termasuk laporan, dokumen perjanjian, surat-menyurat, keratan akhbar, warta, perlembagaan, rang undang-undang Senat Filipina, dan banyak lagi.

Sumber primer diperoleh melalui penyelidikan arkib di pelbagai lokasi termasuk Malaysia, Filipina, Singapura, dan Arkib Negara di London, United Kingdom. Untuk mengukuhkan dapatan penyelidikan, sumber sekunder seperti artikel jurnal, buku, kertas kerja persidangan, tesis, karya ilmiah, dan bahan berwibawa digunakan. Kajian ini melibatkan perbandingan dan interpretasi yang teliti terhadap sumber-sumber primer dan sekunder tersebut.

DAPATAN KAJIAN

Dapatan kajian ini menunjukkan bahawa, di awal kematian Sultan Jamalul Kiram II, tiada pertikaian antara waris-warisan Sultan dengan Syarikat Berpiagam Borneo Utara (SBBU) mengenai bayaran tahunan. Pertikaian hanya melibatkan ramai individu yang mengaku sebagai waris Sultan termasuklah pertikaian antara Raja Muda Muwallil Wasit dengan Dayang-Dayang Haji Piandao. Semua pihak bersetuju bahawa bayaran "*cession monies*" itu perlu diteruskan sekali gus mengekalkan pemilikan pihak syarikat ke atas wilayah yang diserahkan oleh Sultan Jamalul 'Alam pada tahun 1878 dan 1903. Dayang-Dayang Hadji Piandao dan kerabatnya menggunakan wasiat Sultan Jamalul Kiram II bertarikh 18 November 1919 bagi menuntut hak mereka di Mahkamah Filipina. Antara petikan wasiat tersebut menyebutkan:

"One half of my estate goes to Piandao Kiram and the other half to be divided equally between Tarhata Kiram and Sakinurin Kiram. Only my Sandakan estate will be divided into four, one part I give to Datu Raja Muda my younger brother."



Wasiat Sultan Jamalul Kiram II tersebut telah dibicarakan di Mahkamah Filipina pada 20 Mac 1937 ketika negara Komanwel Filipina masih berada di bawah penjajahan Amerika Syarikat. Perbicaraan mengenai wasiat tersebut dijalankan di *Court of First Instance of Sulu 9th Judicial District* di bawah kes khas (*special case*) bernombor 113. Berkenaan harta Sultan Jamalul Kiram di Borneo Utara, *"There is a estate in Sandakan, British North Borneo, chartered to the British North Company for the sum of \$5,300.00 annually as cession money"*. Perkataan *"cession money"* dinyatakan dengan jelas dalam Mahkamah Filipina tersebut. Pada 2 April 1937, Mahkamah Filipina (*Court of First Instance of Sulu*) telah meluluskan surat pentadbir kepada DDHP berkaitan tuntutannya ke atas harta pusaka milik Sultan Jamalul Kiram II.

Direkodkan bahawa pentadbir kepada harta Sultan Jamalul Kiram selain DDHP ialah Putli Tarhata Kiram, Putli Sakinurin Kiram dan Datu Raja Muda. Waris-waris yang lain iaitu Mora Napsa (janda Datu Raja Muda), Datu Esmail Kiram, Datu Punjungan Kiram, Sitti Mariam Kiram, Sitti Rada Kiram dan Putli Jahara Kiram turut memberikan persetujuan terhadap *"project of partition"* tersebut. Pengakuan tersebut telah diperakui oleh peguam kepada pentadbir harta iaitu C. De Leon di Jolo, Sulu.

PERBINCANGAN

Sebelum bayaran tahunan ditentukan agihannya kepada waris-waris Sultan Sulu yang sah dan layak dalam penghakiman C. F. C. Macaskie, waris-waris Sultan Sulu tersebut lebih awal lagi telah memulakan proses yang digelar sebagai *"project of partition"* bagi menuntut hak mereka atas

bahagian harta-harta milik Sultan Jamalul Kiram II. Mereka memulakan projek tersebut di mahkamah Filipina sebelum ia akhirnya dibicarakan di Mahkamah Tinggi Borneo Utara.

Dayang Dayang Haji Piandao telah dilantik menjadi pentadbir estet dan ladang milik Sultan Jamalul Kiram II selepas beliau meninggal dunia. Beliau sebelum itu telah mempertikai kedudukan Raja Muda Muwallil Wasit sebagai pengganti Sultan Jamalul Kiram II. Selain menuntut harta pusaka Sultan Jamalul Kiram II, DDHP juga memfailkan bon pinjaman/pelaburan bagi harta yang diwarisi.

Kewujudan wasiat Sultan Jamalul Kiram II pada tahun 1918 yang ditulis dalam bahasa Moro telah menimbulkan pertikaian antara waris-waris Sultan Sulu terutamanya selepas kematian Sultan Jamalul Kiram II dan pemansuhan institusi Kesultanan Sulu oleh Kerajaan Komanwel Filipina pada tahun 1936. Waris-waris Sultan Sulu bukan daripada keluarga sultan yang terakhir atau Kiram, tidak berpuas hati mengenai bayaran yang dibuat hanya kepada waris-waris Sultan Jamalul Kiram II tersebut. Menurut mereka, bayaran tahunan tersebut bukan milik peribadi Sultan Jamalul Kiram II dan waris-warisnya, tetapi milik Kesultanan Sulu dan milik pengganti sultan yang telah meninggal itu. Mereka enggan menerima kenyataan bahawa Kesultanan Sulu yang telah diasaskan sejak tahun 1450 telah dimansuhkan.

Antara pertikaian yang timbul termasuklah melibatkan Raja Muwalil Wasit, saudara kandung kepada Sultan Jamalul Kiram II. Beliau telah mengangkat dirinya sebagai Sultan Sulu yang baharu namun telah meninggal dunia pada 21 November 1936, sebelum beliau sempat ditabalkan sebagai sultan secara rasmi. Selain itu, individu lain yang turut merebut takhta Sultan Sulu ialah Esmail Kiram I. Pertikaian tidak berakhir setakat itu kerana terdapat waris Sultan Sulu yang lain daripada keluarga diraja yang berbeza iaitu iaitu daripada keturunan Sultan Shakirullah, Datu Jainal Abirin (Sultan Jainal Abidin II) telah mendakwa dirinya sebagai Sultan Sulu yang baharu dengan melantik Datu Buyungan, suami kepada Putli Tarhata Kiram sebagai Raja Muda. Sebelum dikenali sebagai Sultan Jainal Abidin II, beliau lebih dikenali sebagai Datu Tambuyong. Beliau akhirnya melepaskan takhtanya pada tahun 1950 di Patikul.

Dalam surat yang ditulis oleh Gulamul Rasul, ahli perwakilan (*assemblyman*) dari Sulu, Jolo pada 2 Ogos 1939, beliau mencadangkan supaya Kerajaan Borneo Utara menanggungkan dahulu bayaran tahunan kepada waris-waris Sultan Jamalul Kiram II seperti yang dikemukakan oleh DDHP dalam projek pembahagiannya sehingga selesai proses penentuan pengganti sultan yang baru. Secara khususnya, beliau berharap agar Datu Tambuyong akan menjadi Sultan Sulu yang baru setelah suami DDHP, Datu Ombra Amilbangsa tamat tempoh pelantikannya sebagai Gabenor Jolo.

Pihak Syarikat tidak menolak wasiat Sultan Jamalul Kiram II, sebaliknya meminta pandangan kerajaan Filipina tentang kebenaran wasiat tersebut bagi menyambung bayaran tahunan. Dakwaan yang menyatakan Mahkamah Borneo Utara menolak wasiat adalah tidak benar kerana kandungan wasiat tersebut turut digunakan dalam perbicaraan dan penentuan waris sebenar dan layak menerima bayaran tahunan tersebut. Hanya bahagian yang menyentuh tentang harta Sultan Jamalul Kiram II di luar Borneo dan Filipina khususnya di Sulu itu yang tidak disentuh oleh Mahkamah Borneo Utara kerana tiada keperluan untuk perkara tersebut dibicarakan di Mahkamah Borneo Utara. Pihak syarikat kemudiannya mendapat maklum balas daripada kerajaan Filipina yang memaklumkan bahawa mereka membuat keputusan untuk tidak lagi mengiktiraf Kesultanan Sulu.

"In a letter dated the 28th July 1936 His Britannic Majesty's Consul General at Manila informed His Excellency that the Philippine Government had decided not to recognize the continued existence of the Sultanate."

Pihak syarikat bagaimanapun meminta supaya DDHP dan penuntut yang lain untuk membawa kes tuntutan mereka ke Mahkamah Tinggi Borneo Utara untuk dibicarakan. Mereka perlu membuktikan dakwaan mereka dengan membawa bahan bukti yang kukuh bagi mengesahkan tuntutan tersebut. Perkara tersebut telah diminta oleh C. D. Martyn (*Resident East Coast*) untuk disampaikan kepada Dayang-Dayang Hadji Piandao. Kesemua nama yang dinyatakan di dalam wasiat tersebut juga turut diperakui dalam penghakiman Macaskie pada tahun 1939 layak menerima bahagian daripada bayaran tahunan pihak syarikat.

KESIMPULAN

Projek pembahagian harta Sultan Jamalul Kiram II yang dikemukakan oleh Dayang Dayang Hadji Piandao tidak hanya melibatkan bayaran tahunan sebanyak \$5,300 daripada pihak Syarikat Berpiagam Borneo Utara. Hal ini kerana, kebanyakan harta Sultan Jamalul Kiram II terdapat di Filipina, Sulu dan di luar negara. Oleh yang demikian, tidak timbul isu Mahkamah Borneo Utara menolak wasiat Sultan Jamalul Kiram II kerana hanya kandungan wasiat yang berkaitan bayaran tahunan sahaja yang relevan. Tambahan pula, waris-waris Sultan Sulu yang layak menerima bayaran tahunan perlu dibuktikan di dalam mahkamah kerana bayaran tersebut hanya melibatkan waris Sultan Jamalul Kiram II, bukannya pengganti beliau yakni Sultan Sulu yang baru. Meskipun kerajaan Filipina telah memansuhkan institusi Kesultanan Sulu, namun bayaran tahunan tersebut tetap dibuat kepada waris-waris Sultan Jamalul Kiram II yang layak dan masih hidup. Pertikaian yang timbul selepas kematian Sultan Jamalul Kiram II ialah antara Dayang Dayang Hadji Piandao dengan kerabatnya yang lain ialah bagi merebut takhta Sultan Sulu.

PENGHARGAAN

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BIODATA

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EXAMINING LEXICAL ITEMS ON THE CONCEPT OF حُبُّ HUBB (LOVE) IN FAMILIAL CONTEXT IN THE QUR'AN

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ABSTRACT

The Qur'an has abundant of messages on LOVE that it has become a subject of various studies. However, the concept itself is not really understood by many since most studies focus on the word حُبّ *hubb* (love) and its synonyms, rather than the concept as a whole. Therefore, this paper presents how lexical items related to the concept of حُبّ *HUBB* (LOVE) in the Qur'an that elaborates on family can be identified. Data for this research were obtained from the Qur'anic verses containing family words such as الأب *al-ab* (father), الولد *al-walad* (son), and الزوجة *al-zawjah* (wife) using The Qur'anic Arabic Corpus website (<https://corpus.quran.com>). The identified verses were then filtered using Izutsu's (1966) strategies in identifying the contextual meanings of the keyword. Exegesis (*tafsirs*) such as Ibn Kathir's (2000), Ibn 'Ashur's (2009) and Al-Zuhaili's (2013) were also used to identify and categorise the lexical items used in the Qur'an to elaborate the concept of حُبّ *HUBB* (LOVE) in familial context. In addition, the thematic divisions provided by Al-Zuhaili's (2013) exegesis *Tafsir al-Munir* was referred to narrow down the verses related to family. The results will help future researchers and readers understand what the Qur'an teaches about familial love.

KEYWORDS: Qur'an; حُبّ *HUBB* (LOVE); Family; Izutsu; Thematic analysis

I. INTRODUCTION

Concept is a linguo-philosophical unit that groups every manifestation and meaning of the studied word (Abdikalyk et al., 2016). It is abstract and can only be measured through its manifestation (Salehuddin, 2018). LOVE is a complex concept because it has many manifestations. Pinich (2023), for example, states, the concept of ROMANTIC LOVE, as a form of LOVE, that can also be linked to the concepts of AFFECTION, INTIMACY, and INTEREST. And the concept of INTIMACY, for example, is also associated with RESPECT, KINDNESS and FRIENDSHIP.

There are many Qur'anic studies on concepts that have been done. Among the semantic approaches used are looking at important keywords including the synonyms, antonyms and related words, its morphological derivations, and the context (Abd al-Karim, 2015/2017; Ali, 2019; El-Masri, 2021; Izutsu, 1964). Some studies were assisted with semantic word field (Abbas, 2019; Jabari & Lamoushi, 2021; Nada, 2021) and componential analysis (Abdul-Raof, 2018, Haydar, 1995).

For the concept of LOVE in the Qur'an, there are several studies that have been made. Al-Jar Allah (1998) compiled and categorised the types of حُبّ *hubb* (love) and its antonym بغض *baghd* (hate). The categories of حُبّ *hubb* include God's love which is what is loved and disliked by Allah SWT, and also human love such as *fitrah* (innate) love, and love that is considered virtuous from a humanistic perspective. Nur Indah Kusuma (2021) used Nida's (1975) componential analysis in determining the meanings of حُبّ *hubb*, شَغَف *shaghaf*, and مَوَدَّة *mawaddah*. Aida Nahar (2017) studied the concept of حُبّ *HUBB* using Izutsu's approach in semantic analysis (1964), while noting the related terms such as رَحْمَةٌ *rahmah*, وُدّ *wudd*, سَكِينَةٌ *sakinah*, and رَغْبَةٌ *raghbah*. However, these studies only focused on the terms studied, without going into other forms of manifestations such as phrases and metaphors related to it. Hence this paper aims to examine the other forms of manifestations (henceforth called lexical items) related to the concept of حُبّ *HUBB* (LOVE) in the Qur'an specifically in the familial context.

II. METHODOLOGY

Research Question: What are the lexical items (manifestations) that describe the concept of حُب HUBB (LOVE) in the familial context?

This research utilised qualitative design. Two methods in identifying verses were used in this study, namely Izutsu’s (1966) strategies in identifying the contextual meanings of the keyword, and thematic analysis (Ryan & Bernard, 2003).

For the purposes of this research, Izutsu’s strategies have been modified to help the researcher in identifying whether the family key terms within a verse contain a lexical item that describes how they are to be treated. Thematic analysis is deployed because according to Ryan and Bernard, text analysis has several tasks, the first one being discovering themes and subthemes. For this research, Al-Zuhaili’s (2013) *tafsir, Tafsir Al-Munir* will be used since he has divided all of the surahs into various thematic divisions based on its verses.

The following is the steps employed in conducting this research:

III. RESULT

Using Izutsu’s strategies to identify the verses:

Family key terms	Verse	Lexical item	Type
نساء wife	2:187 أَجَلٌ لَّكُمْ لَيْلَةٌ الصَّيِّمِ الرَّقْتُ إِلَى نِسَائِكُمْ هُنَّ لِبَاسٌ لَّكُمْ وَأَنْتُمْ لِبَاسٌ لَّهُنَّ ...	هُنَّ لِبَاسٌ لَّكُمْ وَأَنْتُمْ لِبَاسٌ لَّهُنَّ Your spouses are a garment for you as you are for them	According to Ibn °Ashur and Al-Zuhaili, this is استِعَارَةٌ <i>isti°arah</i> (metaphor)

Using thematic analysis to identify the verses:

Subtheme	Verse	Lexical item (s)	Type
The main points of the Muslim social system; monotheism as the basis of faith, and <u>strong ties within the Muslim family</u> are the pillars of society	17: 24 وَأَخْفِضْ لَهُمَا جَنَاحَ الذَّلِّ مِنَ الرَّحْمَةِ وَقُلْ أَرْحَمُهُمَا رَبِّيَ إِنِّي صَغِيرٌ	وَأَخْفِضْ لَهُمَا جَنَاحَ الذَّلِّ مِنَ الرَّحْمَةِ And be humble with them out of mercy	According to Al- Zuhaili, this is استِعَارَةٌ <i>isti°arah</i> (metaphor)

IV. DISCUSSION

This study reveals there are verses explaining the concept of حُب HUBB (LOVE) in the familial context. The data highlights that the key term used in describing love in familial context is not explicit, instead it used term لِبَاسٌ *libas* which literally means clothing but is used here as a metaphor, a

manifestation of the virtuous relationship between husband and wife. This is because the term حُبّ *hubb* (love) is usually used to describe God's love (Aida Nahar, 2017). Same goes to the term جَنَاح *janaha* which means wing, but it is also used as a metaphor for to describe humility towards parents, akin to the lowering of a bird's wings whenever it encounters a stronger bird (Ibn 'Ashur, n.d.)

V. CONCLUSIONS

As seen from this study, not all verses that contain the concept حُبّ HUBB (LOVE) uses the term حُبّ *hubb* explicitly, due to the richness of the Arabic language, specifically the Qur'anic language. While this research is focused on the familial aspect of the concept of حُبّ HUBB (LOVE), this paper is limited to the relationship between husband and wife, and the relationship towards parents.

VI. ACKNOWLEDGEMENT

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VIII. BIODATA

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HARMONIZING TRADITION AND MODERNITY: THE EVOLUTION AND CULTURAL SIGNIFICANCE OF DIKIR BARAT IN SINGAPORE

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ABSTRACT

This paper explores the evolution and cultural significance of Dikir Barat in Singapore, tracing its journey from a traditional Malay choral performance to a celebrated symbol of cultural identity. Using qualitative analysis, the study draws on extensive literature reviews, over five hours of interviews, and three hours of transcribed video recordings of performances and discussions with practitioners. The findings reveal that Dikir Barat serves as a form of cultural capital within the Malay community in Singapore, encompassing embodied, objectified, and institutionalized dimensions.

Dikir Barat is shown to provide a sense of identity and belonging, acting as an educational tool that transmits cultural values and historical narratives. The research highlights the adaptability of Dikir Barat, reflecting evolving societal concerns through modern themes while preserving traditional roots. Institutions like *Gabungan Dikir Barat Singapura* and Nanyang Junior College play crucial roles in sustaining the art form by providing structured learning and formal recognition. The paper concludes that Dikir Barat, through its dynamic development and institutional support, remains a vibrant and significant cultural asset, fostering unity and cultural appreciation within Singapore's multicultural landscape.

KEYWORDS: Dikir Barat; Cultural Capital; Malay Heritage; Singapore

I. INTRODUCTION

Dikir Barat, an enchanting traditional Malay choral performance, stands as a vibrant testament to Southeast Asia's rich cultural tapestry. Originating from the Pattani region (Raja Halid, 2011), this art form has traversed boundaries to embed itself in the cultural ethos of regions like Kelantan and significantly, Singapore. Its rhythmic melodies and communal spirit are not just a source of entertainment but a vessel for cultural heritage. Largely popular in the northern states of Peninsular Malaysia and Singapore, Dikir Barat involves solo lines sung by a lead singer (Tok Juara) that is responded to by a chorus of ten to fifteen singers (awok-awok) accompanied by an ensemble of musicians consisting of a pair of rebana frame drums, maracas or tambourine, a canang, and gong (Matusky & Tan, 2017).

This paper delves into the evolution of Dikir Barat, tracing its journey from a localized traditional practice to a celebrated symbol of cultural identity in modern Singapore. It aims to unravel the layers of history, performance, and meaning that comprise this captivating art form, offering a window into its enduring relevance. In exploring Dikir Barat, the paper will navigate through various facets: its historical roots and developments, the intricate elements of its performance style, and its adaptation to contemporary contexts. This exploration encompasses an analysis of its cultural significance, both as a traditional art form and as a modern representation of Malay heritage in Singapore.

By examining the rich tapestry of Dikir Barat's history, its distinct performance elements, and its modern-day adaptations, this paper seeks to demonstrate how Dikir Barat bridges past and present. It highlights the art form as a dynamic embodiment of Malay cultural identity, adapting yet preserving its essence amidst Singapore's multicultural landscape (Brennan, 2001).

II. METHODOLOGY

The methodology for this research was grounded in qualitative analysis, drawing upon a diverse array of primary sources to gain a comprehensive understanding of Dikir Barat within the Singaporean context. The research question guiding this study is: How has Dikir Barat evolved from a localized traditional practice to a celebrated symbol of cultural identity in modern Singapore, and what is its cultural significance today?

The research framework was designed to explore the historical roots, performance elements, and contemporary adaptations of Dikir Barat. The relevance of this research question lies in its potential to contribute both to the theoretical understanding of cultural performance as a form of cultural capital and to practical efforts in cultural preservation and education.

In addition to an extensive review of the available literature on the subject, over five hours of interviews and videos featuring Dikir Barat performances and discussions with practitioners in Singapore were meticulously watched. Approximately three hours of the video recordings were transcribed verbatim. This transcription process allowed for an in-depth examination of the language, expressions, and sentiments of the Dikir Barat community, thereby capturing the essence of the art form as experienced and described by its practitioners. An interview with Md Khir Md Zain, a pioneer of Dikir Barat in Singapore, was also conducted to triangulate the data. This immersive approach provided nuanced insights into the evolution of Dikir Barat in Singapore.

The qualitative content analysis of the three hours of transcribed interviews was meticulously conducted using NVivo. This advanced analysis facilitated an organized and detailed examination of the transcripts, allowing for a methodical sifting through the data. By employing NVivo's robust coding capabilities, the content was categorized into a hierarchical structure of themes and sub-themes reflecting the multifaceted perspectives of the interviewees. Six main nodes representing overarching themes were identified, further broken down into 15 sub-nodes with 30 descriptors, providing a granular view of the responses. This rigorous coding process enabled the distillation of a vast array of qualitative data into comprehensible and interpretable segments. As a result, the emergent themes accurately encapsulated the collective viewpoints and experiences related to Dikir Barat as expressed by the participants.

The relevance of the research question to both theory and practice is highlighted by the need to understand how traditional cultural practices adapt and maintain their significance in modern, multicultural societies. The chosen qualitative methods are appropriate for this problem as they allow for an in-depth exploration of personal and communal experiences, capturing the intricate details of how Dikir Barat functions as a form of cultural capital within the Malay community in Singapore.

III. RESULTS

The analysis revealed that Dikir Barat is not merely a cultural performance but a significant form of cultural capital within Singapore's Malay community. Participants described how the art form is intricately woven into their social fabric, providing a sense of identity and belonging. The intuitive understanding of Dikir Barat's rhythm and the emotional connection to the lyrics speak to its deeply personal and communal nature. These aspects are developed and refined over time, suggesting a generational transmission of knowledge and values that shape individual and collective cultural competence.

Dikir Barat also manifests as objectified cultural capital, evidenced by tangible items like recordings, musical instruments, and literature. These items hold more than monetary value; they symbolize the cultural richness of the Malay community, serving as physical embodiments of a living, breathing culture. The production of the album 'Dikir Nusantara' in 1991, the first Dikir Barat album in Singapore, is a testament to this, marking a historical moment of cultural preservation and dissemination (Rif Film, 2022).

Furthermore, Dikir Barat has gained institutionalized cultural capital, reflected in its recognition by formal institutions and its incorporation into educational frameworks. The art form is celebrated at national and international festivals, and there is a push for more formal recognition and support through grants and funding. This institutionalization is crucial for the continued evolution and preservation of Dikir Barat, ensuring that it remains a vibrant and integral part of the Malay cultural heritage in Singapore and beyond (Bourdieu & Passeron, 1990).

IV. DISCUSSION

The findings highlight several key dimensions through which Dikir Barat contributes to the social and cultural wealth of the Malay community in Singapore. Firstly, as an embodied cultural capital, Dikir Barat provides a profound sense of identity and belonging, fostering social cohesion and continuity. The physical manifestations of the art, such as recordings and instruments, serve as objectified cultural capital, symbolizing cultural legacy and dedication to heritage preservation.

The institutionalization of Dikir Barat as cultural capital is evidenced by its inclusion in educational curricula and its celebration at festivals. This formal recognition legitimizes its role in the national narrative, elevating its status as a significant cultural asset. However, challenges remain in transmitting this cultural capital more broadly, necessitating increased support and engagement to ensure its sustainability and relevance for future generations.

The adaptability of Dikir Barat underscores its resilience and relevance in contemporary society. Themes in competitions have evolved from addressing community challenges in the 1980s to environmental issues in the 1990s and youth-related topics in recent years. This evolution is vital for keeping the art form alive and engaging for newer generations, highlighting its dynamic nature and cultural significance (Shawal Yusoff, 2023).

In essence, Dikir Barat stands as a pivotal element of cultural capital for the Malay community in Singapore, symbolizing cultural resilience and adaptability. It bridges generations, celebrating and preserving the rich and diverse heritage of Malay culture in a contemporary world (Brennan, 2001).

V. CONCLUSIONS

In conclusion, the research affirms that Dikir Barat is an indispensable cultural capital within Singapore's Malay community. This art form embodies a rich repository of collective memory, social norms, and cultural expressions, contributing significantly to the community's identity and social cohesion. The meticulous analysis underscores Dikir Barat's multifaceted role—as embodied, objectified, and institutionalized cultural capital—each aspect contributing uniquely to its enduring legacy.

Despite the challenges of a rapidly modernizing society, Dikir Barat has demonstrated remarkable resilience, continuing to resonate with younger generations who actively participate in its perpetuation and evolution. This ongoing engagement attests to Dikir Barat's adaptability and deep-rooted significance within the fabric of Malay culture in Singapore. Looking ahead, there is optimism for the future of Dikir Barat, as it remains a cherished cultural asset, fostering unity, pride, and a deeper appreciation of Malay heritage in the global cultural landscape (Genbano, 2021).

VI. ACKNOWLEDGEMENT

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VIII. BIODATA

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PENJARA KOLONIAL : ANALISIS TERHADAP ASPEK TADBIR URUS DAN KAWALAN DI PENJARA NEGERI-NEGERI SELAT, 1790-1826.

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ABSTRAK : Kajian ini melihat analisis aspek tadbir urus dan kawalan Penjara Negeri-Negeri Selat, pada penghujung abad ke-18 antara tahun 1790 sehingga tahun 1826. Pembentukan Negeri-negeri Selat (NNS) pada tahun 1826 seiring dengan kemajuan ekonomi memberi kesan kepada suasana sosial dan institusi tempatan kolonial British. Dalam perkembangan ekonomi itu, antara institusi tempatan yang berkembang adalah penjara. Penubuhan penjara menjadi salah satu agenda terpenting kerajaan British memandangkan banduan merupakan sumber tenaga kerja utama ke arah pembangunan ekonomi. Justeru, kemasukan banduan dari luar ke NNS berlaku secara berperingkat tanpa henti dan memberikan kesan kepada perkembangannya. Objektif kajian ini untuk menganalisis aspek tadbir urus dan kawalan Penjara Negeri-Negeri Selat, 1790-1826. Perbincangan ini dihalakan kepada melihat pengurusan kolonial British dalam aspek tadbir urus dan kawalan penjara di Negeri-Negeri Selat. Kajian menggunakan kaedah analisis kualitatif berdasarkan penelitian disiplin sejarah dan analisis kandungan. Hasil kajian mendapati pada penghujung abad ke-18, kehadiran pengaruh kolonial British menyebabkan berlaku perkembangan institusi penjara kolonial yang dilaksanakan melalui tadbir urus dan kawalan penjara mengikut acuan barat. Pelaksanaan ini menjadi permulaan kepada perubahan tadbir urus sistem kepenjaraan kolonial British dan terus memperkukuh sehingga hari ini dalam sistem penjara moden di Malaysia.

KATA KUNCI : Penjara, Kawalan, Tadbir Urus, British, Negeri Selat

I.PENGENALAN

Kajian ini membincangkan analisis terhadap tadbir urus dan kawalan Penjara Negeri-Negeri Selat. Perbincangan kajian ini memfokuskan analisis terhadap dua aspek penting iaitu pertama tadbir urus dan kedua aspek kawalan di Penjara Negeri-Negeri Selat pada penghujung abad ke-18. Fokus dihalakan kepada melihat perkembangannya sehingga tahun 1826. Perbincangan dimulakan dengan melihat permulaan pengaruh perundangan dan pentadbiran penjara sehingga menjadi pengenalan sistem penjara British, diikuti kemasukan banduan selepas penubuhan penjara di Negeri-negeri Selat. Secara umumnya, Negeri-Negeri Selat mula dibentuk pada tahun 1826 apabila pihak British menggabungkan ketiga-tiga negeri untuk mengendalikan pentadbiran kolonial British secara seragam. NNS merangkumi negeri-negeri yang terletak di kedudukan strategik khususnya berada berdekatan selat-selat laut yang sistematik seperti Pulau Pinang, Melaka dan Singapura. Proses pembangunan penjara di Negeri-negeri Selat sejak mula ditubuhkan pada hujung abad ke-18 sehingga tahun 1826. Tempoh ini amat signifikan kerana merupakan fasa permulaan salah satu institusi terpenting dalam pentadbiran British sejak mula kemasukan pengaruh kuasa penjajah ini. Kewujudan penjara untuk menempatkan sumber buruh menyebabkan institusi ini mendapat perhatian kerajaan British dalam matlamatnya menubuhkan sistem penjara moden. Secara umumnya, pembangunan setiap penjara di NNS dilaksanakan menggunakan tenaga banduan sendiri. Keadaan ini menyebabkan penubuhan institusi penjara di setiap negeri di Negeri-negeri Selat berbeza dengan negeri lain dari konteks tempoh penubuhan dan arus perkembangannya. Usaha membangunkan penjara ini semestinya melibatkan beberapa komponen dalam pengurusan iaitu aspek tadbir urus dan kawalan di Penjara Negeri-Negeri Selat demi mengendalikan institusi ini dengan lebih mudah dan sistematik.

II. METODOLOGI

Kajian ini menggunakan kaedah kualitatif untuk mengumpul maklumat dan data yang sahih. Ia menggunakan kaedah kualitatif penyelidikan perpustakaan, serta sumber utama dari Arkib Negara Malaysia Kuala Lumpur, termasuk Fail Pejabat Kolonial British, Penjara Negeri-Negeri Selat. Laporan-laporan tahunan rasmi kolonial dirujuk termasuk Buku Biru Pejabat Perangkaan, Prosiding Majlis Perundangan Negeri-Negeri Selat, dan Peraturan dan Peraturan Penjara Negeri-Negeri Selat untuk merapatkan jurang penyelidikan. Usaha pengumpulan maklumat ini menghasilkan semakan menyeluruh.

III. ANALISIS DAN PERBINCANGAN

Aspek Tadbir Urus Penjara Negeri-Negeri Selat

Pengurusan mempunyai hubung kait yang erat dengan pentadbiran dan ia mencakupi tiga elemen utama iaitu pengurus, organisasi yang diurus dan tatacara atau garis panduan pengurusan. Ketiga-tiga elemen ini bergantung antara satu sama lain dan mempunyai hubungkait yang seimbang. Sebagai pelaksana pula, pengurus bertindak membimbing dan pada masa yang sama bergerak seiring bersama subordinat untuk melaksanakan visi, misi dan objektif yang telah ditetapkan oleh organisasi. Oleh itu, perbincangan akan melihat aspek tadbir urus dalam struktur pengurusan penjara ini. Tadbir urus penjara yang utama adalah struktur pentadbiran. Dalam konteks pentadbiran, sejak awal penubuhan penjara iaitu sebelum tahun 1826 hierarki penguasa tertinggi meletakkan Jurutera Kolonial (Colonial Engineer) sebagai kedudukan paling atas. Ini menjadikan Jurutera Kolonial memperolehi kuasa menyeluruh dalam pengurusan sistem penjara British.

Dalam masa sama Jurutera juga menggalas jawatan Superintendan Banduan. Jurutera Kolonial kebiasaannya perlu berpengalaman dalam bidang kejuruteraan khususnya aspek-aspek pembinaan dan pembangunan. Ini kerana kebanyakan pengurusan melibatkan aspek-aspek pembuatan jalan, pembinaan bangunan, sistem perparitan, dan pengawalan banjir dan dalam masa sama menguruskan buruhnya iaitu banduan. Oleh itu, Jurutera memegang tanggungjawab menaikkan binaan penjara dalam masa yang sama menguruskan banduan-banduannya. Tujuan kerajaan British di India memberi dua bidang tugas kepada ketua penjara adalah bagi menjimatkan perbelanjaan kerajaan melalui pelarasan bidang kuasa (Macnair, 1889). Hal ini menjadikan pihak Jurutera memiliki kuasa penuh untuk menguruskan banduan-banduan untuk melancarkan projek dan kerja-kerja mereka.

Di Penjara Pulau Pinang, Superintendan Francis Light dilantik sejak tahun 1790 untuk menguruskan urusan tadbir urus banduan, dalam masa sama Light memegang jawatan Superintendan Perdagangan (Macnair, 1889). Superintendan Light dibantu orang bawahannya terdiri daripada kakitangan banduan yang berkelayakan dan terpilih seperti Duffadar, Sirdar dan Tindal. Duffadar merupakan Ketua banduan selaku Senior Petty Officer. Sirdar juga merupakan ketua banduan tetapi dalam ketua kalangan bangsa Sikh. Tindal pula kebiasaannya merupakan tentera selaku pembantu kepada ketua banduan. Bidang kuasa Superintendan Banduan merangkumi semua staf penjara kategori petty officer. Ini termasuk kakitangan penjara di Rumah Pemulihan (Houses Of Correction), Penjara Tempatan (Local Jails) iaitu di dalam kawasan penjara, mahupun di Command yang juga disebut

sebagai penempatan sementara banduan di luar kawasan penjara yang dibina seperti bangsal, pondok, dan dormitori (Macnair, 1889).

Di Penjara Singapura, Jurutera yang dilantik adalah Leftenan Chester, selaku Superintendan Penjara. Beliau mempunyai latar belakang tentera yang mana merupakan seorang Native Infantry Bengal. Chester bertindak sebagai penyelia penjara dan diberi tanggungjawab menguruskan banduan dengan dibantu oleh Overseer Eropah untuk mengawal banduan. Overseer pula dibantu oleh wadar-wadar penjara. Sebagaimana Pulau Pinang, staf penjara Singapura juga diambil dalam kalangan banduan dan diberikan jawatan wadar banduan. Mereka menggalas tugas untuk mengawal dan menjaga banduan dengan gaji \$3.00, selepas ditolak nilai catuan dan pakaian termasuk selimut, mereka menerima 50 sen sebulan. Sebagaimana Overseer, wadar banduan juga bertanggungjawab mematuhi arahan Superintendan Chester. Superintendan Chester juga dibantu oleh kakitangan banduan yang berkelayakan seperti Duffadar, Sirdar dan Tindal dalam kategori petty officer di dalam mahupun di luar penjara. Menurut Laporan Residen British Mr Bonham, pada tahun 1825, kebanyakan banduan boleh bekerja dengan baik tetapi perlu diletakkan di bawah kawalan peon bagi setiap penjara.

Pada tahun 1826, Penjara Singapura diberi tambahan peon-peon, wadar-wadar banduan, serta lima orang wadar banduan dari Madras dan Bengal India untuk membantu menyelia kerja-kerja banduan wadar. Ini kerana Peon sedia ada tidak mencukupi dan telah menggalas pelbagai tugas pejabat seperti kerani, pembantu pejabat, kerani-kerani kerajaan, tugas kuli dan perhambaan atau sebarang perkhidmatan kerajaan yang ditetapkan British. Pengambilan banduan sebagai wadar merupakan percubaan pertama bagi mengatasi masalah kekurangan kakitangan pengawal penjara (Mansor, 2024). Selepas Penjara Singapura dan Penjara Melaka mula beroperasi, kedua-dua penjara menjalankan sistem sama di penjara Pulau Pinang. Namun masing-masing diterajui ketua penjara sama ada Superintendan, Jurutera kolonial atau Pembantu Jurutera kolonial. Di Penjara Melaka, hanya mempunyai lokap (jails) yang diketuai Sheriff serta Timbalan Sherrif, dan Penjara Melaka menerima status Her Majesty Jails.

Selain itu, sebelum NNS ditubuhkan pada tahun 1826, penjara tidak mempunyai kawalan undang-undang mahupun peraturan yang tetap dan sistematik. Tetapi setiap penjara di ketiga-tiga negeri mempunyai kerjasama erat dengan jabatan Polis. Pegawai penjara dan pegawai polis sama-sama berkhidmat di jabatan penjara, dan sebahagian besar kakitangan polis berkhidmat dalam penjara NNS. Kebanyakan pegawai adalah pegawai Inggeris, kecuali beberapa wadar tempatan yang merupakan bekas tentera.

Meskipun kawalan penjara dikawal oleh pihak polis dan penjara, namun kekurangan kakitangan merupakan isu utama dihadapi pengurusan penjara British. Faktor ketiadaan penyelarasan tadbir urus menyebabkan semua penjara ditadbir secara berdikari dan bersendirinya mengikut acuan masing-masing. Pertindihan tugas, kekurangan kakitangan, penggunaan banduan sebagai wadar, ketiadaan sistem undang-undang menjadi sebab-sebab kelemahan tadbir urus penjara. Pertindihan tugas antara Jurutera Kolonial dan Superintendan yang hanya menumpukan kepada pembangunan fizikal penjara tambah menjejaskan keberkesanan tadbir urus yang sistematik dan lancar.

Aspek Kawalan Penjara Negeri-Negeri Selat

Tadbir urus yang kedua adalah struktur kawalan penjara Negeri-Negeri Selat. Sebelum tahun 1826, penjara berpaksikan undang-undang penjara yang ada di India. Selepas NNS disatukan, pihak British

melaksanakan undang-undang Penang Rules bersama dengan undang-undang Bencolen Rules di bawah Ordinan Penjara 1807 (Macnair, 1889). Penjara tradisional secara serta merta digantikan sistem penjara moden berasaskan Sistem Penjara di British secara berperingkat di seluruh Negeri-Negeri Selat (Mansor, 2023). Ordinan Penjara 1807 dilaksanakan sejak pengenalan Piagam Keadilan Pertama 1807. Bermula tahun 1826, apabila NNS disatukan di bawah satu unit pentadbiran, Piagam Keadilan Kedua 1826 diperkenalkan. Tindakan ini bertujuan untuk membolehkan menguatkuasakan undang-undang di Pulau Pinang secara rasmi. Pelaksanaan ini merupakan langkah utama untuk memperkukuh dan menambah-baik sistem kawalan penjara memandangkan Pulau Pinang sebelum ini tidak mempunyai sebuah sistem perundangan yang rasmi terutama dalam mengatasi masalah-masalah jenayah. Peraturan ini menjadi asas undang-undang yang mula dilaksanakan di seluruh Penjara Pulau Pinang (Enh & Mansor, 2017). Pejabat Tanah Jajahan British di India mengarahkan semua peraturan diaplikasikan mengikut pengurusan penjara yang ditetapkan.

Walaupun demikian, kelonggaran pelaksanaan kawalan tetap berlaku. Hakikatnya sejak awal penubuhan penjara lagi sehingga tahun 1826, tiada sebarang penyeragaman dan pelarasan kuasa menyebabkan penjara telah ditadbir secara bebas. Oleh itu, aspek kawalan penjara melalui pengenalan undang-undang perlu dilaksanakan untuk memperkemas tadbir urus penjara kolonial. Dalam masa sama, usaha perluasan kuasa telah menyebabkan perkembangan institusi penjara secara dinamik. Pada tahun 1800, status pentadbiran kerajaan dari bertaraf Superintendency dinaikkan kepada Residency, ini sekali gus membolehkan kerajaan British melantik Sir George Leith menjadi Leftenan Gabenor Pulau Pinang yang pertama dalam masa beliau juga dilantik jawatan yang sama di Bengal India (Braddell, 1982).

Bagi memperkukuh kawalan Kerajaan kolonial British, penubuhan Mahkamah British di Pulau Pinang dilaksanakan pada Mei 1808. Pelaksanaan ini membolehkan sistem Keadilan Inggeris berkembang secara berperingkat bagi membolehkan kawalan dan kuat kuasa Kerajaan terhadap tadbir urus penjara dan pentadbiran keadilan jenayah lebih lancar. Meskipun begitu undang-undang dan adat tradisional masyarakat tempatan masih terpakai dan bagi orang Eropah mereka boleh dibicarakan di mahkamah yang sama dengan masyarakat tempatan (Hooker, 1969). Ini menjadi titik mula pelaksanaan sistem pentadbiran keadilan British di Pulau Pinang dan peruntukan ini menyamakan undang-undang Inggeris dengan undang-undang tempatan. Hal ini kerana penduduk tempatan yang terdiri daripada pelbagai kaum dibenarkan mematuhi undang-undang sendiri, dan Francis Light hanya mempunyai kuasa untuk mengekalkan keamanan negeri. Pemakaian undang-undang yang dikuatkuasakan dilihat bersifat sejagat.

Leith juga membuat draf peraturan keadilan di Pulau Pinang ke Bengal meliputi pelantikan hakim dan majistret serta mahkamah (Public Record Office, 1800-1873). Pada tahun 1801, kerajaan British di Bengal telah melantik Sir Dickens sebagai hakim dan majistret di Pulau Pinang. Ini bertujuan mempertingkatkan kecekapan pentadbiran dan kawalan Pulau Pinang. Pihak British memberi kuasa kepada SHTI untuk menjalankan tadbir urus mahkamah keadilan untuk mengawal dan mengurangi masalah dan kekacauan di Pulau Pinang. Mahkamah memperuntukkan bahawa seluruh Pulau Pinang tertakluk kepada bidang kuasa mahkamah keadilan Prince of Wales Island. Dalam hal ini secara tidak langsung orang Eropah tidak terkecuali dari penguatkuasaan undang-undang kerana ia meliputi seluruh Pulau Pinang dan daerah-daerah lain yang disatukan dengannya.

Di bawah Piagam Keadilan Pertama ini turut memperuntukkan anggota-anggota dalam mahkamah terdiri daripada Gabenor Pulau Pinang, bersama tiga orang Penasihat dan seorang Hakim yang

dikenali sebagai Recorder. Recorder pertama adalah Sir Edmund Stanley. Selepas pengenalan Piagam Keadilan 1807 yang menjadi satu-satunya panduan untuk mewujudkan pentadbiran dan kawalan yang lebih lancar, seterusnya beberapa piagam lain diperkenalkan (Annual Report, 1871). Penguatkuasaan kawalan dan pengurusan penjara yang bermula di Penjara Pulau Pinang seterusnya disebar-luaskan ke Penjara Singapura dan Penjara Melaka berdasarkan peraturan Penang Rules.

Di Melaka pula, ketika British mengambil alih Melaka pada tahun 1795, Kapten Farquhar yang merupakan Gabenor Tentera pada masa itu membenarkan Majlis Keadilan Melaka menjalankan fungsinya sebagai Majistret di samping meneruskan tugas-tugas kepolisan 'Burgher Guard' yang telah terbentuk pada zaman itu. Piagam Keadilan Pulau Pinang menjadi rujukan penjara di Melaka. Ketua Pasukan Polis pertama dilantik iaitu Sir James Carnegy sebagai Sheriff manakala timbalannya ialah Andrew Bone (Turnbull, 1970). Sehingga tahun 1827, Melaka menubuhkan pasukan polisnya dan bergabung membentuk pasukan polis Negeri-negeri Selat. Langkah menubuhkan pasukan polis menjadi usaha British untuk mengawal masyarakat di NNS dalam masa mengawal penjara.

Di Singapura, Stamford Raffles juga menjalankan tadbir urus kawalan penjara menurut Penang Rules. Antara Majistret yang dilantik dan bertanggungjawab menghukum banduan seperti Messrs. A. L. Johnstone, D. A. Maxwell, D. F. Napier, A. F. Morgan, John Purvis, Alexander Guthrie, E. Mackenzie, W. Montgomery, Charles Scott, John Morgan, C. R. Read, dan Andrew Hay. Terdapat juga seorang Residen Konsular dilantik bagi memutuskan kes sama ada melibatkan kes jenayah atau kes sivil. Terdapat juga beberapa jawatan kehakiman lain iaitu lima orang Juri yang terdiri daripada orang Eropah, bersama tiga pemimpin tempatan.

Sistem kawalan penjara melalui sistem perundangan berada pada peringkat awal. Sistem perundangan yang masih di peringkat awal tidak berupaya mewujudkan sistem pengurusan yang sistematik kerana dipengaruhi kawalan yang longgar akibat kekurangan kakitangan. Hal ini menyebabkan meskipun undang-undang penjara diwujudkan sebagai asas peraturan, namun kekangan seperti kekurangan staf menjadi masalah. Menurut Macnair pula, kelemahan lain seperti gaji staf penjara yang rendah, pekerjaan yang berisiko tinggi, dan tanggungjawab yang berat dan sukar menjadi faktor utama pengambilan wadar diambil dalam kalangan banduan itu sendiri. Hal ini semestinya menyumbang kepada kelancaran kawalan yang lebih ketat (Macnair, 1889)

IV. KESIMPULAN

Berdasarkan perbincangan didapati sebelum pembentukan NNS institusi penjara sudah mengalami perkembangan pesat, di mana Pulau Pinang, Singapura dan Melaka telah dijadikan sebagai *Penal Settlement* iaitu Penempatan Hukuman. Tambahan pula, ketiga-tiga negeri amat memerlukan sumber tenaga buruh menjadikan institusi penjara dibina secara pesat sejak penghujung abad ke-18. Perkembangan penjara moden terus berkembang secara tidak langsung menghentikan sistem penjara tradisional khususnya apabila pendudukan SHTI membawa masuk lambakan banduan. Penstrukturan semula aspek tadbir urus penjara di bawah kendalian kerajaan British dilihat lebih ketara pada tahun 1800. Pihak British telah meningkatkan fungsi tadbir urus institusi ini dengan mengikut kesesuaian sistem Inggeris sekali gus menjadi permulaan kawalan sosial melalui penjara.

V. PENGHARGAAN

Penyelidikan ini tidak mendapat geran khusus dari mana-mana agensi pembiayaan di sektor awam atau komersial

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VII. BIODATA

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HAINANESE MUSLIMS (ORANG KWANTUNG)IN MALAYA'S HISTORICAL CHANGES(1870-1960)

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ABSTRACT Western scholars have shown great interest in the study of " Chinese Muslims " , and China also has a lot of literature, but there is a lack of research on Hainanese Muslims who migrated to Malaya in modern times . This study aims to use the perspective of overseas Chinese history research, combined with the interdisciplinary qualitative research method of historical anthropology, through longitudinal narrative (1870-1960) and regional horizontal observation, using first-hand archives and oral history methods, to verify the migration history of Hainanese Muslims and the research path in Malaya, emphasizing the connection between their migration locations, life experiences and historical backgrounds, in order to show a real and flesh-and-blood historical context of overseas Chinese Muslims, and at the same time present the three-dimensional of overseas Chinese at different levels.

KEY WORDS: Hainanese Muslims; Guandong people ; Malaya; multiculturalism; Overseas Chinese

I. INTRODUCTION The Hui people are an ethnic group in China characterized by their belief in Islam. Yanglan Town, Sanya City, Hainan Province is the smallest Hui Muslim settlement in China. During the period of social change in China in the 19th century, some Chinese Muslims immigrated to Malaya, including Hainan Hui Muslims who had a different culture from the Muslims in the Central Plains. Hainan Muslims in Malaya are called "Orang kwangtung" by Malays, not only because most Hainan Muslims speak the Hui dialect similar to Malay, but also to distinguish non-Muslim Cantonese. With the changes of the times, some of them left Malaya and returned to Hainan, China, while most of them stayed in Malaya, and the total number even exceeded Sanya. They gradually integrated into the local society, presenting a unique migration history and cultural integration path. The historical research on this ethnic group in Malaya mostly remains in scattered statements, and the relevant records are mostly records of Haji Hassan (Ha Shuzhang), the first to land in Malaya. This study uses the 1870s-1960s as the time frame to restore the true historical picture of this unique group that spanned China and Malaysia during the British colonial and Japanese occupation periods. By combing through the histories of several specific families, it relatively completely explains the fate of Hainan Muslims in Malaya and their historical and cultural changes.

II. METHODOLOGY There are very few existing research materials on Hainan Hui Muslims, mainly based on the statements of the elderly and field surveys. Japanese scholars such as Jun Kobata, Kaneki Fuzu and German Stubel are more concerned with the historical origins of early Hainan Muslims, and their corresponding works have sporadic records of Hainan Muslims in Malaya. A relatively complete record is the thesis of Dr. Punkfen, a doctoral student in anthropology at the University of California, USA. She is a Malaysian Chinese whose ancestral home is Hainan. She has searched for relatives for several Hainan Muslims in Malaysia. The article has certain reference value. However, she deliberately emphasized her identity as a non-Muslim observer and did not have enough understanding of the Muslim lifestyle. Chinese scholar Wang Xianjun's monograph "History and Culture of the Hainan Hui" and Dr. Zhang

Liang's doctoral thesis "Nanhai Hui Village: Spatial Concepts and Social Customs of the Sanya Hui" have special discussions on Hainan Hui Muslims in Southeast Asia "ORANG KWANTUNG", presenting the perspective of the Chinese, but lacking sufficient annotations on what Malaya said. Malaysian Chinese writer Liu Yousuf's "Malay Descendants in China" and Jiang Yue and Dong Xiaojun's "Hainan Islamic Culture" also recorded this matter. However, there is no systematic research at present, and most of the research is based on legends. The lack of research on these issues not only lacks the investigation of overseas Chinese history, but is also an omission in the study of modern local history in Malaya. Due to the lack of previous research, this study was completed through archival research, oral history, field investigation, etc. By visiting the residences of the four families of Xia, Jiang, Liu, and Ma who lived in Penang, Pulau Kelapa, Garden Alor, Taiping, etc., interviewing the elders of the family to state the historical sources, and cross-interviewing neighbors, local residents, relevant institutions, scholars, etc., we strive to objectively and truthfully portray their fate. Further correct the errors in the previous legendary versions, present the connection between the cultures within Malaya and the living conditions of Chinese Muslims under the British colonial period and the Japanese colonial period from different perspectives.

- III. RESULTS** As the starting point of the Maritime Silk Road and an important port for Sino-foreign transportation and trade, Sanya became one of the earliest regions where Islam was introduced to China. Hui Muslims played an important role in Sino-Western foreign exchanges. Although the number of Hainan Hui Muslims is small, their particularity cannot be ignored. Hainan Muslims in Malaya can be regarded as a Chinese group with an Islamic cultural background, but they have never been well recorded and have not formed a community to maintain internal activities. As Liu Zilin said: "The records of the Malays themselves often ignore the Chinese attributes of these "Guangdong" Chinese Muslims, and regard them as Malays

through their common language genealogy and religious beliefs." Their descendants who can inherit the Islamic cultural system in Southeast Asia have basically integrated into the Malay cultural circle. Whether from the ethnic conflicts highlighted in the process of Malayan state construction or within the framework of the Chinese nation community, the cross-ethnic and cross-cultural practices and research of the descendants of the Hainan Hui will provide samples of cultural integration and ethnic unity. Therefore, it is particularly important to explore the historical changes of Hainan Muslims who landed in Malaya in the late Qing Dynasty from 1870 to 1960.

- IV. DISCUSSION** Since the independence of Malaya, the various ethnic groups have lived in harmony. Whether religious and cultural differences can be respected and understood is a decisive factor. It is normal for a multicultural and ethnic country to have various cultural differences and even ethnic conflicts. The important thing is how to recognize and deal with differences to avoid further prejudice and misunderstanding. The exploration of the history, localization paths and internal motivations of the Hui Muslims in Hainan, China, who have multiple identities and multiple identities, in Malaya has reference and reference significance for the study of ethnic minorities and diversity in China and Malaysia. It not only helps the Hui Muslims in China and the multi-ethnic groups in Malaya to better understand their cultural identities, but also helps to enhance the understanding of the interactive relationship between races in Asia, especially Malaysia, and to gain a deeper understanding of the living conditions

of Hui Muslims in Malaysia, providing academic value for cross-cultural communication and understanding and promoting multicultural integration.

- V. CONCLUSIONS** Islam, Han culture, the origin of Champa Muslims, and Hainan Island's unique geographical environment, politics, and economic status all played a key role in the historical changes of Hainan Hui Muslims in Malaya. These aspects are intertwined, interact with each other, and have a significant impact. Islam, as the most important distinguishing mark, has strengthened the boundary between Hainan Muslims and non-Muslim ethnic groups; the fusion of Han culture and Hui Muslim culture initially presented the difference between Hainan Hui Muslims and other Muslim ethnic groups; the state power, ancestral culture, revolution, economic conditions, etc. have strengthened coordination and integration. This study attempts to jump out of the perspective of Hui Muslims alone or only from the perspective of non-Muslims to explore the changes of Hainan Hui Muslims in Malaya. Instead, it uses a macro-analysis method and a changing historical perspective to comprehensively examine the objective history and environment of Hainan Hui Muslims and the entire process of formation, development, and evolution in the process of localization.

VI. ACKNOWLEDGEMENT

No.

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VIII. BIODATA

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**CABARAN SEJARAH GUNAAN DALAM
ASPEK PEMULIHARAAN WARISAN
DI LEMBAH BUJANG, KEDAH
MELALUI AKTIVITI ARKEOPELANCONGAN**

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ABSTRAK

Kajian ini secara umumnya melihat kepada perkembangan sejarah gunaan di Malaysia. Aktiviti sejarah gunaan seperti arkeologi secara tidak langsung telah berlaku seawal 1826 apabila aktiviti carigali dan pengumpulan kerang-kerangan diterokai oleh kelompok kolonialis Inggeris. Arkeologi membantu para sejarawan untuk membina fakta-fakta pembinaan masyarakat dan negara. Sejarah seperti bidang-bidang lain juga merupakan satu bidang yang dinamik. Bidang sejarah berkembang menjadi disiplin ilmu yang menceritakan tentang manusia dan masyarakat berada dalam landasan ilmunya yang tersendiri. Kemunculan bidang sains yang menguasai disiplin sains sosial dan kemanusiaan telah memberikan impak yang besar terhadap bidang sejarah. Abad ke 20 sekali lagi telah menyaksikan transformasi dalam bidang sejarah apabila pengetahuan sejarah tidak lagi semata-mata berkembang di dalam lingkungan akademik sahaja, tetapi juga dalam lingkungan yang lebih luas seperti lingkungan masyarakat umum. Maka oleh itu, Lembah Bujang merupakan gambaran sejarah gunaan dalam ertikata arkeopelancongan dalam bentuk yang lebih luas. Kertas kerja ini akan membincangkan tentang perkembangan disiplin sejarah yang membawa kepada kemunculan sejarah gunaan dengan fokus perbincangan akan menumpukan juga cabaran dan juga permasalahan yang wujud dalam arkeopelancongan di Lembah Bujang, Kedah. Kajian dilakukan dengan kaedah kepustakaan dan kualitatif dengan merujuk kepada sejarah gunaan untuk kekal relevan sama seperti disiplin-disiplin ilmu yang lain dalam arus perdana sistem pendidikan negara.

Kata kunci: Arkeologi, sejarah gunaan, transformasi , arkeopelancongan, Lembah Bujang.

I. PENGENALAN

Kajian ini membincangkan perkara berkenaan bidang sejarah gunaan dengan tumpuan kepada elemen arkeologi dan arkeopelancongan. Kehadiran alaf baru memberikan dimensi baru kepada arena konservasi di Malaysia. Negara ini kini mempunyai banyak monumen dan bangunan-bangunan yang diiktiraf sebagai warisan sejarah negara. Ini selaras dengan peruntukan dalam Akta Warisan Kebangsaan 2005 (AWK) yang diwartakan pada 31 Disember 2005 dan dikuatkuasa pada 1 Mac 2006. Sebelum ini hanya terdapat Akta Benda Purba, 1976 (Akta 168) yang digunapakai bagi perlindungan dan pemeliharaan warisan Negara berkaitan barang purba, monumen, dan tinggalan kebudayaan. Akta Treasure Trove Act, 1957 (Act 542) pula adalah berkaitan jumpaan harta karun tetapi pelaksanaannya terletak di bawah bidang kuasa Kerajaan Negeri.

Pembangunan ke atas dapatan-dapatan dan bahan-bahan bersejarah seperti artifak dan tapak warisan adalah merupakan aset penting dalam perkembangan industri pelancongan di negara ini. Negara - negara seperti Mesir dan Britain telah lama membuktikan bagaimana pembangunan semua sumber warisan kebudayaan terutamanya bangunan bersejarah dan tapak warisan kebudayaan telah memberi pulangan lumayan kepada industri pelancongan. Di Britain kota-kota dan istana-istana lamanya telah dijaga dan dipulihara, sementara di Mesir pula piramid-piramid dan Sphinx telah dibina semula bukan sahaja sebagai mengekalkan warisan sejarah bangsa mereka tetapi juga sebagai alat tarikan pelancongan.

Kertas kerja ini akan membincangkan tentang kajian berkaitan perkembangan disiplin sejarah yang membawa kepada kemunculan sejarah gunaan yang merupakan pendekatan baru di Malaysia dan bagaimana ianya menjadi masa depan kepada dinamisme bidang arkeologi di negara ini. Transformasi disiplin sejarah ini dilihat sebagai serampang dua mata iaitu memaksimumkan peranan fundamentalnya dalam pembangunan negara-bangsa terutamanya dari aspek sosio-ekonomi

masyarakat. Fokus perbincangan akan menumpukan juga cabaran dan juga permasalahan yang wujud dalam arkeopelancongan di Lembah Bujang.

II. METODOLOGI

Kajian ini menggunakan kaedah kualitatif untuk mengumpul maklumat dan data yang sahih. Ia menggunakan kaedah kualitatif penyelidikan kepustakaan seperti buku dan suratkhbar. Tidak ketinggalan sumber dari internet dan juga Jabatan berkaitan seperti Jabatan Statistik, Jabatan Warisan Negara juga Jabatan Muzium Malaysia. Usaha pengumpulan maklumat ini menghasilkan semakan menyeluruh.

III. ANALISIS DAN PERBINCANGAN

Perkembangan Ilmu Sejarah

Secara umumnya Sejarah merangkumi segala bentuk peristiwa akibat dari perlakuan manusia yang pernah berlaku pada masa lampau. Melalui sejarah seseorang itu akan dapat mengetahui dan memahami berbagai peristiwa termasuk pertumbuhan, perkembangan dan pembangunan malah kemerosotan sesebuah negara, bangsa dan masyarakat, dalam segala bentuk kehidupan seperti politik, ekonomi dan sosial. Sejarah dalam bahasa Inggerisnya *history* dikatakan berasal dari perkataan Yunani purba *historia* iaitu penyelidikan. E.H. Carr misalnya, mendefinisikan sejarah sebagai terdiri daripada sekumpulan fakta-fakta yang telah dikumpulkan oleh sejarawan melalui dokumen-dokumen, suratan-suratan dan sebagainya. Jelas kepada kita bahawa fakta sejarah yang dicatat oleh sejarawan itu adalah benar dan tepat hasil dari penyelidikan yang bersistematik dan empiris sifatnya serta diperolehi dari sumber yang sah seperti dokumen, manuskrip, artifak dan lain-lain lagi. Malah kaedah penyelidikan ini boleh diperkukuhkan lagi dengan bantuan penemuan sains. Perkembangan ini telah mendorong J.B. Burry (1861-1927) seorang ahli sejarah membuat kesimpulan bahawa sejarah itu satu sains tidak lebih dan tidak kurang. Jelas unsur penyelidikan telah menjadikan sejarah sebagai ilmu apabila ia ditemui atau dibongkar melalui proses yang betul dan bersistematik.

Arkeologi dan Sejarah Gunaan

Secara umumnya aktiviti carigali arkeologi dan pembangunan tapak warisan seperti Lembah Bujang telah bermula awal sejak sebelum kemerdekaan, tetapi pada tahun-tahun 1970an kerja-kerja ekskavasi arkeologi telah mula diambil perhatian oleh kerajaan dengan lebih serius dan menemukan pelbagai bahan bersejarah yang berkait rapat dengan sejarah negara. Usaha ini kemudian dikembangkan kepada aktiviti pemuliharaan yang semakin hari berkembang, lebih-lebih lagi dengan pengenalan Akta Benda Purba 1976. Pada era 1980an dan 1990an aktiviti pemuliharaan ini berkembang pesat dan kemudiannya telah menarik minat pihak swasta juga. Perkembangan ini sedikit sebanyak dipengaruhi oleh perkembangan industri pelancongan dan contoh-contoh kejayaan yang boleh didapati dari negara lain yang berjaya dalam mengembangkan aspek warisan budaya dalam konteks pelancongan.

Adakah Sejarah Gunaan merupakan sejarah baharu? Sejarah Gunaan bukanlah sejarah baru atau penemuan baru tetapi Sejarah Gunaan adalah “new approach” atau cara baru dalam melihat sejarah. Apakah matlamat approach baru ini? approach baru ini bermatlamat menyesuaikan sifat sejarah

sebagai sesuatu yang berbentuk dinamik dan yang paling penting satu usaha melestarikan ilmu sejarah sesuai dengan perkembangan dunia semasa. Ianya merupakan usaha memulihara dan konservasi sejarah dan warisan bagi memastikan kesinambungan dan penerusan legasi ilmu sejarah menerusi bidang-bidang ilmu lain yang berhubung rapat dan bersesuaian dengan perkembangan ilmu dan juga dunia yang semakin pesat dengan teknologi.

Pelancongan Warisan di Malaysia

Pelancongan warisan merupakan satu bentuk pelancongan untuk melihat segala khazanah warisan yang telah diwarisi daripada generasi terdahulu seperti sejarah, kebudayaan, kesenian, alam semulajadi, artifak dan lain-lain. Menurut Laporan Pencapaian 2019 Kementerian Pelancongan, Seni dan Budaya (MOTAC), seramai 20.1 juta pelancong antarabangsa berkunjung ke Malaysia sepanjang Januari hingga September 2019 yang menjana pendapatan sebanyak RM66.1 bilion. Daripada statistik ini, sektor kebudayaan menyumbang sebanyak RM585.4 juta, merangkumi hasil kluster seni budaya kraf dan seni visual (RM547.9 juta), seni persembahan (RM28.7 juta), warisan budaya (RM4.1 juta) dan lain-lain sebanyak RM4.7 juta. Sementara itu, jumlah kehadiran pelancong ke Tapak Warisan Dunia Pertubuhan Pendidikan, Kebudayaan dan Saintifik Pertubuhan Bangsa-Bangsa Bersatu (UNESCO) serta acara dan premis kebudayaan bagi tahun tersebut adalah 29.3 juta. Daripada jumlah itu, kunjungan pelancong ke Tapak Warisan Dunia UNESCO adalah seramai 19.8 juta, acara kebudayaan (1.6 juta) dan premis kebudayaan (7.9 juta). Ini memberi gambaran bahawa pelancongan warisan adalah salah satu jenis pelancongan yang memberi kesan positif kepada ekonomi negara. Kebanyakan pelancong lebih memilih negeri lain yang mempunyai warisan yang dikenali umum berbanding negeri Kedah. Hal ini demikian kerana warisan yang terdapat di negeri ini kurang diketengahkan ke peringkat antarabangsa.

Cabaran Arkeo Pelancongan di Lembah Bujang

1) Kefahaman tentang arkeopelancongan

Antara cabaran terbesar dalam usaha memajukan arkeopelancongan di Lembah Bujang ialah bagaimana masyarakat dapat memahami erti pelancongan ditempat seperti Lembah Bujang. yang memiliki banyak artifak dan tapak warisan yang berkaitan rapat dengan agama Budha dan Hindu. Ini sudah tentu menjadi suatu dilemma buat banyak pihak yang berhasrat memajukan Lembah Bujang. Lebih-lebih lagi setelah wujudnya fatwa berhubung perkara berkenaan melarang pembangunan semula artifak seperti stupa yang wujud disekitar Lembah Bujang. Pemahaman tentang aspek pelancongan dan kepentingan artifak dan juga tapak warisan sebagai sebahagian daripada warisan budaya bangsa yang penting dalam sejarah negara dan bermatlamat pembangunan. Elemen-elemen tersebut hanyalah sebagai cara menarik kehadiran pelancong dan bukannya bermatlamat untuk meraikan kepercayaan yang bertentangan dengan ajaran Islam.

2) Peranan Institusi dan Organisasi

Selain daripada itu, tidak dapat dinafikan tentang cabaran dalam mewujudkan kerjasama antara institusi-institusi berkaitan arkeopelancongan dan juga Lembah Bujang dan bagaimana ianya amat diperlukan. Ini sama ada agensi di peringkat persekutuan ataupun agensi di peringkat negeri juga agensi -agensi swasta. Penyelarasan kerja dan kefahaman kepada peranan masing-masing akan menjadikan aspek pembangunan lebih terurus dan terlaksana lebih baik. Sebagai contoh

pembangunan infrastruktur di sekitar Lembah Bujang yang memerlukan peranan agensi persekutuan dan negeri untuk memperelokkan lagi jalan-jalan bagi memudahkan kedatangan pelancong. tidak ketinggalan peranan kerajaan tempatan bekerjasama dengan agensi persekutuan seperti Kementerian Pelancongan, Jabatan Muzium Malaysia dan Jabatan Warisan Negara untuk mempromosi dan menyelaras segala kemudahan yang ada di Lembah Bujang seperti aspek perhotelan, kemudahan awam, tapak perniagaan dan tempat rehat.

3) Kewangan

Satu lagi cabaran utama dalam usaha pembangunan arkeopelancongan di Lembah Bujang ialah aspek kewangan. Pendanaan untuk pembangunan di Lembah Bujang sememangnya memerlukan jumlah kewangan yang besar. Ini sudah tentu sukar buat pendana utama seperti kerajaan persekutuan untuk memastikan pendanaan berterusan tanpa prospek pulangan kepada pelaburan yang telah atau akan dilakukan, biarpun atas nama warisan budaya bangsa. Aspek ini juga satu bebanan besar untuk kerajaan negeri seperti Kedah yang mempunyai sumber terhad. Justeru itu, satu perancangan bersama agensi kerajaan dan pihak swasta perlu dibangunkan yang mana hasilnya merupakan situasi menang-menang kepada semua pihak yang terlibat. Ada kemungkinan usaha yang dibuat di Kellies's Castle boleh di laksanakan di Lembah Bujang.

4) Peranan masyarakat setempat

Satu lagi cabaran besar dalam usaha membangunkan arkeopelancongan di Lembah Bujang ialah bagaimana merakyatkan arkeopelancongan. Disamping penglibatan agensi, jabatan dan organisasi bukan kerajaan dalam usaha memajukan arkeopelancongan di Lembah Bujang, tidak dapat dinafikan aspek paling utama yang perlu ialah penglibatan penduduk setempat. Aspek warisan tidak dapat lari dari hakikat ianya terbina oleh kewujudan masyarakat sekeliling. Warisan akan hidup apabila ianya dihidupkan oleh masyarakat sekeliling. Justeru itu merakyatkan tapak warisan dan artifak boleh menjadi elemen penting dalam memajukan arkeopelancongan di Lembah Bujang. Penduduk setempat adalah duta, konservator, ahli arkeologi, pelabur dan ahli perniagaan secara tidak langsung kepada Lembah Bujang. Mereka perlu di berikan kefahaman tentang kepentingan mereka dalam usaha memajukan Lembah Bujang. Mereka perlukan sokongan dan juga diraikan agar perasaan kepunyaan dalam jiwaraga mereka akan menjadi pencetus kepada minat dan rasa penghargaan di atas apa yang mereka milik.

IV. KESIMPULAN

Hasil daripada perbincangan di atas dapatlah dirumuskan bahawa kewujudan artifak-artifak dan tapak warisan adalah amat penting bagi negara ini dalam usaha kita membina negara bangsa yang dikongsi bersama oleh masyarakat pelbagai kaum dan etnik. Ia secara umumnya mempunyai kepentingan yang tersendiri dalam membantu memahatkan kejayaan pembinaan negara bangsa yang telah lama diusahakan di negara ini. Ia penting dalam aspek penilaian sejarah dan dalam aspek penonjolan terhadap kemajuan tamadun. Antara peranan yang telah kita kenal pasti ialah keupayaan aktiviti ini untuk mengekalkan identiti bangsa dan seterusnya menjana semangat nasionalisme dikalangan rakyat pelbagai kaum dan etnik di negara ini juga tidak ketinggalan dalam menyumbangkan pendapatan ekonomi yang boleh membantu kestabilan ekonomi negara seperti arkeopelancongan. Lembah Bujang merupakan gambaran sejarah gunaan dalam ertikata arkeopelancongan dalam bentuk yang lebih luas. Ianya adalah perkembangan disiplin sejarah yang membawa kepada kemunculan sejarah

gunaan yang merupakan pendekatan baru di Malaysia dan bagaimana ianya menjadi masa depan kepada dinamisme bidang arkeologi di negara ini. Transformasi disiplin sejarah ini dilihat sebagai serampang dua mata iaitu memaksimumkan peranan fundamentalnya dalam pembangunan negara-bangsa terutamanya dari aspek sosio-ekonomi masyarakat. Berdasarkan kenyataan di atas tidak dapat kita nafikan betapa sejarah itu samada ianya data, perkakasan, persekitaran ataupun bangunan adalah amat penting dalam proses kehidupan manusia selama ini. Maka kepentingan untuk membangunkan semula elemen-elemen tersebut terutamanya bangunan-bangunan yang sedia wujud dan masih kekal ataupun yang diperolehi melalui proses carigali adalah jelas, untuk membantu manusia mengenali sejarah dan identiti masing-masing agar dapat menimbulkan kecintaan kepada negara sekaligus membantu pembangunan negara secara keseluruhan.

V. PENGHARGAAN

Penyelidikan ini tidak mendapat geran khusus dari mana-mana agensi pembiayaan di sektor awam atau komersial

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VII. BIODATA

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FACTORS CONTRIBUTING TO CONTRACT MARRIAGE IN INDONESIA: A STUDY IN BOGOR REGENCY, WEST JAVA

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ABSTRACT

The phenomenon of contract marriage exists in few of Indonesian's regions, especially in industrial or tourist destination areas. The marriage is for a certain period of time and a woman and a man involved in it agreed on certain conditionals of rights, duties and the amount of financial rewards given to the bride. This form of marriage is not recognised in Indonesian Law Number 1 of 1974 and even is considered violating the concept of a marriage stipulated by the Law. This research analyses factors contribute to contract marriage and community view's regarding the practice.

This qualitative study utilized indepth interviews, observation and desk-review techniques for data collection. Women and men who practiced contract marriage, community leaders and local officials were the informants of the study.

This study found parties engaged in contract marriage process: groom, bride, marriage broker, religious chief (*penghulu*), witnesss and marriage guardian. The broker provided the penghulu, marriage guardian and witnesses and all of them received financial rewards for their involvement. All grooms were tourists from Middle East countries. the brides were from poor families who originated from Cianjur Regency and surrounding areas and they faced some risks in this kind of marriage. The community perceived marriage contract as asocially acceptable alternative to avoid adultery eventhough in fact this practice is in fact is a form of covert adultery. This practice is utilized by particular parties as a business to gain economic benefits.

Key words: contract marriage; covert adultery; gender inequality; tourism effects

ADDRESSING THE VOCATIONAL EDUCATION MISMATCH IN INDONESIA A STAKEHOLDER ANALYSIS FOR BUILDING EFFECTIVE COLLABORATION

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ABSTRACT

The mismatch between vocational education and industry needs in Indonesia has become a pressing issue, leading to a skills gap and hindering the country's economic growth. This study aims to investigate the underlying causes of this mismatch and propose strategies for fostering effective collaboration among stakeholders to bridge the gap. A stakeholder analysis approach is employed to identify key actors, including government, educational institutions, industries, and students, and to assess their interests, power, and relationships. Data is collected through interviews and surveys with the identified stakeholders. Thematic analysis is used to identify the main themes, challenges, and proposed solutions. The findings reveal that the mismatch is primarily driven by outdated curricula, insufficient collaboration between educational institutions and industries, and a lack of market-driven training programs. Based on these findings, recommendations are made to update curricula, enhance partnerships between educational institutions and industries, and develop training programs that are more closely aligned with labor market needs. This study contributes to the understanding of the vocational education mismatch in Indonesia and provides a framework for building effective collaboration among stakeholders to address this issue.

KEYWORDS: vocational education; skills gap; stakeholder analysis; Indonesia; industry collaboration

I. INTRODUCTION

Indonesia's vocational education mismatch hinders economic growth. Students learn industry-specific skills in vocational education. In Indonesia, there is growing criticism that vocational education institutes do not deliver job market-relevant skills. Vocational high school graduates have a greater unemployment rate than ordinary high school graduates, according to the BPS. BPS estimated that 8.49% of vocational high school graduates were unemployed in 2020, emphasising a major issue with vocational education and industry expectations.

Literature cites outmoded curricula and insufficient industrial involvement in educational planning as causes. Ali et al. (2020) found that Indonesia's vocational education system typically

falls behind industry's rapid technical advances and changing skill needs. Lack of coordination between educational institutions and companies worsens the skills gap among graduates. Setiyawami et al. (2021) also list government policies, link-and-match concerns, human resource factors, and the rapid development of sectors that outstrip educational adaptation as internal and external vocational education challenges. Their analysis found that all stakeholders must work together to overcome these difficulties.

Wicaksono et al. (2023) explore education-occupation mismatch salary penalties and the necessity for job-suitability training. Their research shows that graduates without vocational training positions earn less and have fewer career growth prospects. The purpose of connecting vocational curriculum with industry needs is to help graduates find meaningful and well-paying jobs. Practical, hands-on exposure in the curriculum is also recommended by vocational education studies to better prepare students for the workforce.

In addition to academic insights, the Indonesian Ministry of Education and Culture recognises the necessity to restructure vocational education. SMK Revitalisation aims to improve vocational training quality and relevance. This program updates curricula, improves facilities, and strengthens school-industry connections. Despite these efforts, vocational education still struggles to meet economic demands. This study investigates the causes of the vocational education mismatch and proposes ways for government, educational institutions, industries, and students to collaborate to close this gap and create a more skilled and employable workforce in Indonesia.

II. METHODOLOGY

The mismatch between vocational education and industry needs in Indonesia is examined in this qualitative study. Government officials, educators, industry leaders, and internship providers are consulted. Quantitative methods may not fully capture the complex and context-specific aspects causing the vocational education mismatch, but qualitative methods do.

Question: "What are the underlying causes of the mismatch between vocational education and industry needs in Indonesia, and what strategies can foster effective collaboration among stakeholders to bridge this gap?"

Research Framework: Stakeholder theory states that educational efforts succeed when all key stakeholders participate. The framework identifies key players, understands their interests and impacts, and analyses their interactions to improve vocational education-industry alignment.

Information was collected through semi-structured interviews with four stakeholders: one academic, one government official, and two industry representatives. These interviews sought to understand vocational education's obstacles and prospects. In addition, 38 companies that provide

internships for vocational students were surveyed about vocational education, differences from academic education, the Indonesian National Work Competency Standards (SKKNI), BNSP certification, and internship regulations. Surveys assessed intern performance and curriculum fit with industry needs. Specific questions were asked to measure industry knowledge of vocational education, including the contrasts between vocational and academic education and the perceived usefulness of vocational education in satisfying business needs. They assessed company awareness and grasp of SKKNI and BNSP certification. The polls also examined internship laws and their effects on vocational training programs, as well as vocational school interns' strengths and weaknesses. Finally, the surveys investigated ways to better link vocational education curricula with industry needs.

III. RESULT

The study identified numerous variables that cause Indonesia's vocational education-industry mismatch. Semi-structured interviews and surveys highlighted these main themes:

1) Outdated Curriculum:

Many industry organisations and academic stakeholders said vocational education courses don't reflect contemporary technology and industrial practices. This imbalance leaves graduates unprepared for modern jobs.

2) Lack of Industry Cooperation:

Educational institutions and industries collaborate poorly. Industry stakeholders wanted more direct engagement in curriculum creation and training to guarantee vocational education meets real-world needs.

3) Missing Market-Driven Training:

Training programs don't meet labour market needs. Internship providers remarked that interns often had a good foundation but lacked in-demand skills.

4) SKKNI/BNSP Certification:

Indonesian National Work Competency Standards (SKKNI) and National Professional Certification Board (BNSP) certification awareness and understanding vary among internship providers. Although some companies were knowledgeable of these standards and certifications, others were not.

5) Internship Rules and Performance:

Companies cited internship regulation implementation issues. These regulations were generally understood, but many interns were unprepared for practical responsibilities.

FAKTOR	DESKRIPSI
1. Kurikulum	Kurikulum yang tidak relevan dengan kebutuhan industri.
2. Metode Pembelajaran	Metode pembelajaran yang tidak efektif.
3. Kualitas Dosen	Kualitas dosen yang rendah.
4. Fasilitas	Fasilitas yang tidak memadai.
5. Keterlibatan Industri	Keterlibatan industri yang rendah.
6. Pembiayaan	Pembiayaan yang tidak mencukupi.
7. Regulasi	Regulasi yang tidak mendukung.
8. Budaya	Budaya yang tidak mendukung.

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8. Budaya	Budaya yang tidak mendukung.

IV. DISCUSSION

This study found numerous key factors causing Indonesia's vocational education-industry mismatch. The identification of outdated curriculum supports Ali et al. (2020), which emphasises updating educational content to stay up with technological advances and industry practices. In some developing nations, fast industrial development typically outpaces educational institutions' ability to adjust their programmes (Setiyawami et al., 2021).

Another important finding is the lack of engagement between educational institutions and companies, supporting Wicaksono et al. (2023)'s call for better partnerships to close the skills gap. Lack of teamwork produces graduates with theoretical knowledge but no job-ready skills. Many vocational education texts emphasise the importance of industry involvement in curriculum

creation since practical training and real-world applications prepare students for the workforce (Indana, 2022).

The study found a shortage of market-driven training programs, with many companies saying interns lacked in-demand skills. According to Subkhan (2023), the "link-and-match" paradigm fails to meet students' educational needs. Instead, industry involvement should be sought when designing and implementing training programs.

Companies' awareness and grasp of the Indonesian National Work Competency Standards (SKKNI) and National Professional Certification Board (BNSP) certification show room for growth. Standardisation and certification are essential for vocational graduates to fulfil industry requirements and compete for jobs. This shows that educational institutions and employers need more information about these standards and certifications.

Companies' input on internship requirements and performance highlights the difficulties of applying them. These policies aim to assure effective training and fair treatment of interns, but their shortcomings show a need for stronger oversight and support for interns and companies. According to global vocational training research, effective implementation requires continuing assistance and adjustment (Panditatwa & Hidayat, 2024).

Critique of Method and Results

This study sheds light on Indonesia's vocational education mismatch, although it has drawbacks. Interviews and surveys may not capture the complete diversity of perspectives across geographies and industries, despite their substantial sample size for qualitative analysis. To improve generalisability, future study could increase sample size and stakeholder diversity.

Survey and interview data are self-reported, which may add bias. Due to reputational hazards, respondents may have given socially desirable replies or not fully reported issues. These findings could be supplemented by observational research or document analysis to better understand the concerns.

V. CONCLUSIONS

Generalisations and Principles

The report highlights numerous fundamental assumptions and generalisations about Indonesia's vocational education-industry mismatch. Outdated curricula, poor industry engagement, and lack of market-driven training programs are major contributors to the skills gap. Data suggests upgrading vocational education courses to match technological advances and industry practices is essential. Increased industry-education cooperation can also bridge the gap between theoretical knowledge and job-ready abilities.

Exceptions, Issues, and Limits

The study is insightful but has some drawbacks. Interviews and surveys may not capture Indonesia's diverse opinions across regions and industries, despite their substantial sample size for qualitative analysis. Self-reported statistics may be biased because respondents may have given

socially desirable replies or not fully disclosed issues owing to reputational implications. To improve generalisability, future study should include additional stakeholders and a larger sample size. These findings could be supplemented by observational research or document analysis to better understand the concerns.

Implications theoretically and practically

This work advances stakeholder theory in vocational education. It emphasises stakeholder participation and collaboration to link educational outputs with industry demands. Policymakers, educators, and industry leaders can apply the findings. Implementing the proposals can boost vocational graduates' employment and Indonesia's economy. Addressing gaps allows stakeholders to collaborate on a more effective vocational education system that fulfils labour market demands.

Conclusions and Advice

The report concludes that Indonesia's vocational education system needs major improvements. Proposed recommendations:

- 1) Update vocational education programs to reflect industry standards and technology. Graduates will be better prepared for modern employment.
- 2) Improve Industry Partnerships: Establish frequent communication channels, collaborative training programs, and industry involvement in curriculum creation to strengthen educational institution-industry collaboration. This will connect theory with practice.
- 3) Market-Driven Training Programs: Create and implement labour market-specific training programs. This will ensure graduates have employer-requested skills.
- 4) Increase SKKNI and BNSP Certification Awareness: Educate educational institutions and employers about the Indonesian National Work Competency Standards (SKKNI) and National Professional Certification Board (BNSP) certification. This will standardise and certify vocational graduates' skills, making them more marketable.
- 5) Improve Internship Regulations: Provide stronger oversight and help for interns and firms to overcome implementation issues. This would ensure that internships match vocational training curriculum and prepare interns for practical work.

By following these suggestions, stakeholders can bridge the gap between vocational education and industry needs, improving vocational graduates' employability and Indonesia's economy.

VI. ACKNOWLEDGEMENT

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VIII. BIODATA

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IMPACT OF THE INTER-BASIN WATER TRANSFER BETWEEN JOHOR AND SINGAPORE ON JOHOR'S WATER SUPPLY SYSTEM, 1927 TO 1941

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ABSTRACT

The inter-basin water transfer between Johor and Singapore from 1927 to 1941 had a profound influence on Johor's water supply system. This study seeks to evaluate the effects of this transfer and offer a modern perspective on its broader implications. While there is a wealth of research on inter-basin transfers and their influence on the water systems of both Singapore and Johor, there remains a gap in studies focusing specifically on Johor's water system during this particular period. By exploring the historical context and socio-economic factors that influenced the inter-basin transfer, this research aims to provide a distinctive contribution to the existing literature. The findings will deepen our understanding of the impacts of such transfers and offer critical insights for water resource management in the region. Furthermore, this study contributes to a more comprehensive view of the effect of these transfers on present-day water scarcity challenges and offers practical guidance for sustainable global water resource management.

KEYWORDS: Inter basin water transfer, Malaysia, Singapore, Johor, British Malaya

IX. INTRODUCTION

The inter-basin water transfer between Johor and Singapore refers to the arrangement and infrastructure established to channel water from the Johor River to Singapore. This agreement stemmed from historical, economic, diplomatic, and legal factors that benefited both regions. Johor agreed to supply water due to historical agreements and economic benefits, while Singapore, with its limited water resources, relied on the transfer to meet its growing needs. This inter-basin transfer, set against the backdrop of colonialism, is a unique and rare arrangement, making it a fascinating case of water resource management (Chuah et al., 2018).

One notable comparison to this arrangement is the Indus Waters Treaty between India and Pakistan, which also involves inter-basin water transfers for irrigation and hydroelectric power (Alam et al., 2002). The transfer between Johor and Singapore, however, stands out due to the historical context of pre-independence Malaya and the separation of Singapore as a city-state. The agreement was essential for Singapore's development, providing a stable water supply as the city's population and industrial activities expanded (Otaki et al., 2007).

The inter-basin water transfer is also symbolic of the colonial power dynamics that existed at the time. The British, who controlled both Johor and Singapore, prioritized the economic interests of Singapore by ensuring a steady water supply, often at the expense of Johor's water autonomy. The construction of dams and pipelines to support this transfer was part of the British effort to secure their economic control over the region. This unequal relationship highlights the broader issues of resource exploitation in colonial settings, where the needs of the colonizers often outweighed the welfare of the local population (Abdullah et al., 2023).

In addition to the physical water transfer, Singapore also shared its expertise in water conservation and infrastructure development with Johor. Singapore had invested heavily in building reservoirs, treatment plants, and pipelines, and by sharing its experiences, it aimed to help Johor improve its water infrastructure and security. These collaborations strengthened water resilience for both regions, addressing water scarcity and improving the overall quality of water management (Kaplan, 2016).

The inter-basin water transfer between Johor and Singapore occurred during a period of British colonial dominance, where natural resource management was key to maintaining colonial control. The British recognised the strategic importance of securing a reliable water supply for Singapore, diverting water from Johor to meet the growing needs of the colony. This case exemplifies how colonial powers manipulated natural resources to serve their own interests, often disregarding the needs of the colonized territories. It underscores the power imbalances inherent in colonial relationships, where the demands of the colonial power were prioritized over local concerns (Tvedt, 2011).

This study on the Johor-Singapore inter-basin water transfer from 1927 to 1941 is important because, while extensive research has been conducted on Singapore's water system, there is a gap in understanding the specific impacts on Johor's water system during this period. Understanding these dynamics can offer valuable insights into contemporary water resource management and the lingering effects of colonial-era water policies.

X. METHODOLOGY

This study, grounded in historical research, utilized qualitative methods to achieve its goals. The research process involved several key approaches, including critique, analysis, heuristics, and historiography. To thoroughly investigate sources related to water supply infrastructure in Johor from 1927 to 1941, the researchers conducted extensive library research, drawing from both primary and secondary sources. Visits were made to major repositories such as the National Archives of Malaysia, the National Archives of Singapore, the National University of Singapore, the National Library of Malaysia, and libraries of Malaysian public universities (IPTA) to gather relevant materials. The study primarily relied on official documents, including British administrative records, secretary files, and journal books.

The research began with a heuristic approach, where data from newspapers, official documents, and other relevant materials were gathered and reviewed. Following this, a source critique was conducted to compare and verify the information against additional resources, such as books, journals, and academic publications. This critical step was essential in identifying and correcting any inaccuracies related to the research topic. After the critique, an analytical process was employed to draw inferences from the collected primary and secondary sources. This analysis was crucial in synthesizing the gathered information, shaping the study's findings. The final phase involved historical writing, also known as historiography, which compiled and presented

the results of the research (Mohd Noor 2006, 1-53).

XI. RESULT.

4.1 Inequality of the Water Agreement between Singapore and Johor in 1927

The Water Agreement of 1927 between Singapore and Johor serves as a critical example of the imbalanced relationship between these two regions. While the agreement was established to address the water supply needs of both, it is clear that Singapore disproportionately benefitted from the arrangement. Johor, despite being the water source, ceded significant control and benefits to Singapore. The British colonial administration, which mediated the agreement, reinforced these inequalities, prioritising Singapore's rapid urban and economic expansion over Johor's long-term resource interests. This dynamic resulted in Singapore gaining the upper hand in terms of water access and control, while Johor's benefits were minimal.

Johor's willingness to allow Singapore to develop the Gunung Pulai reservoir is a prime example of the unequal terms. Despite Johor's agreement to share its resources, the water distribution was highly skewed in favor of Singapore, which received most of the water at a low cost. Johor's compensation, including rental fees for the land and payments for water, was marginal compared to Singapore's overall gains. Furthermore, Singapore was permitted to construct water infrastructure on Johor's land without bearing much of the financial burden, deepening the inequity of the arrangement (CO 273/313; Abdullah & Mohd Noor 2020, 89-113).

4.2 Increasing Demand for Water Supply in Johor During 1927-1941

Between 1927 and 1941, Johor faced growing water demands due to urbanisation and industrialisation. Despite being a key water supplier to Singapore, Johor struggled with its own water supply, particularly in Johor Bahru. The city's population and industrial activities expanded rapidly, causing a significant increase in water consumption, which soon exceeded the capacity outlined in the 1927 agreement. By 1932, the city's daily water consumption had risen to 800,000 gallons, with frequent shortages during dry seasons.

To mitigate the growing demand, Johor embarked on the Tebrau scheme, aimed at developing new water infrastructure. However, the state continued to rely heavily on water from Singapore, highlighting the limitations of Johor's water system. Despite local initiatives, Johor's reliance on Singapore's water resources persisted, further emphasising the imbalance established by the 1927 agreement (SSJ 299/40; MBJ 282/41).

XII. DISCUSSION

5.1 Analysis of the Imbalance in the 1927 Water Agreement

The 1927 Water Agreement exemplifies the colonial power dynamics that favoured Singapore at the expense of Johor. The British colonial administration, which governed both regions, ensured that Singapore's water needs were prioritised, given its strategic economic and political importance. Johor, despite being the source of the water, had little influence in the negotiations, resulting in an agreement that placed it in a subordinate position. The inequitable terms not only reflected economic disparities but also highlighted the political imbalance between the two regions.

This agreement also showcases the broader theme of resource exploitation in colonial settings. Singapore's rapid growth and increasing water demands were met by exploiting Johor's water resources, with little regard for Johor's long-term water security. The unequal distribution of water and costs, with Johor bearing a disproportionate burden, illustrates the way colonial powers managed natural resources to benefit the more powerful region (CO 273/313; Abdullah & Mohd Noor 2020, 89-113).

5.2 Johor's Water Supply Challenges

The rising water demand in Johor during the late 1920s to early 1940s highlights the state's struggle to manage its water resources under the constraints of the 1927 agreement. As Johor's population and industries grew, the limited water supply allocated to the state became increasingly insufficient. The Tebrau scheme was introduced to address this issue, but Johor remained heavily dependent on water imported from Singapore. This reliance reinforced the structural imbalance created by the 1927 agreement, with Johor continuing to face water shortages despite its role as a key water supplier to Singapore.

The case of Johor's water supply during this period underscores the challenges of transboundary water governance, where political and economic factors often lead to unequal distribution of resources. The difficulties Johor faced in securing adequate water resources for its own population, while continuing to supply water to Singapore, are emblematic of the broader issues of resource management in colonial and post-colonial contexts (SSJ 299/40; MBJ 282/41). This historical example offers valuable lessons for contemporary water governance, particularly in regions where water resources are shared across political boundaries. Equitable agreements, sustainable management, and a balanced approach to resource distribution are critical to ensuring that all parties benefit fairly from shared natural resources.

XIII. CONCLUSIONS

The research on the inter-basin water transfer between Johor and Singapore from 1927 to 1941 reveals several important findings and broader implications. First, the 1927 Water Agreement is a key issue, showcasing significant inequalities that favored Singapore. The disparities in negotiating power between the two regions highlight the need for more balanced and equitable agreements in managing shared resources. This unequal arrangement calls attention to the necessity for future agreements that fairly distribute benefits and responsibilities between the involved parties.

Second, the rising demand for water in Johor during this period exposed the urgent need for sustainable water management strategies. Rapid population growth, urbanization, and industrialization placed significant strain on Johor's water resources, underscoring the importance of implementing long-term solutions that can address both current and future water needs. Without such measures, Johor faced increasing risks of shortages and further imbalances in its water supply system. Third, the outcomes from the implementation of water supply projects in Johor highlighted the complexity of managing water resources in a region undergoing rapid development. These challenges included not only ecological disruptions but also socio-economic impacts, which collectively emphasize the need for integrated water management approaches that take into account environmental, social, and economic factors.

The study also offers valuable lessons for policymakers and stakeholders. By analyzing the successes, failures, and unintended consequences of historical water agreements and transfers, decision-makers can devise more informed and effective strategies for addressing contemporary water governance challenges. This research underscores the importance of equitable resource distribution, sustainable management practices, and cross-border cooperation between Malaysia and Singapore in ensuring water security. In conclusion, this study calls for proactive measures to ensure more resilient and mutually beneficial water governance. Policymakers should prioritize addressing the inequities in past agreements, implementing sustainable management strategies, and fostering greater cooperation between the two nations. Continued research and collaboration will be essential to navigate the complexities of water governance and to safeguard the well-being of future generations. Additionally, ongoing dialogue between Malaysia and Singapore will be critical in developing a robust and cooperative framework for addressing shared water issues and securing a sustainable future for both nations.

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A PRELIMINARY REVIEW OF THE RECONSTRUCTION OF MALAYAN CULTURE IN THE DISCOURSE OF ‘*FAJAR ASIA*’ AND ‘*SEMANGAT ASIA*’

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ABSTRACT

‘Greater East Asia’ and ‘Co-Prosperity Sphere of Greater East Asia’ were two slogans promoted by Japan during its occupation of Malaya. This paper examines the manifestation of these two slogans in the discourse on the reconstruction of Malay culture in the magazine *Fajar Asia* and *Semangat Asia*. The magazine’s writers attempted to influence their readers to abandon European culture, which had tainted the Asian identity and eroded the original local culture. The historical research methodology was used in this study. The heuristic process was conducted at the National Archives of Malaysia, which holds copies of *Fajar Asia* and *Semangat Asia*. Initial findings of the study indicate that the reconstruction of Malay culture occurred according to the Japanese model, and at the same time, both magazines attempted to influence their readers with the cultural values of Japanese society towards the local community, particularly the Malays.

KEYWORDS: Cultural diversity; Malai Baru; Baju kurung; Kimono; Heitai gokko

XVII. INTRODUCTION

Jerry Diller (2011) defines cultural diversity as the array of differences among groups of people with definable and unique cultural backgrounds. In Malaya, cultural diversity has existed since early times with the interaction between Malays or indigenous people and communities from foreign countries through trading activities. For instance, the relationship between Melaka and China during the Ming dynasty created Malay-Chinese cultural diversity. Then, after the fall of Melaka to the Portuguese in 1511, cultural diversity was further established, leading to the existence of Portuguese settlements that persist to this day. Additionally, during British colonial rule in Malaya, cultural diversity rapidly increased with the encouragement of Indian laborers and Chinese capitalists to develop the colonial economy.

Following this, this paper attempts to link the influence of Malay-Japanese cultural diversity in the process of reconstructing Malayan culture. This is because, during its occupation in Malaya, Japan tried to revive the local culture, which was previously said to be tainted by Western culture. Through the development of local culture, Japan believed that socio-economic development and progress could be achieved. However, initial research shows that this process occurred according to the Japanese cultural model. The Malay-Japanese cultural diversity had already been occurring before World War II. As early as the 1930s, Malay women were said to be fascinated with the cultural values of Japanese women in managing their households. In addition, the import of textiles and bicycles from Japan also influenced rural Malays to feel confident in Japan's ability to enhance economic prosperity (Abu Talib, 1995).

However, the history of Japanese occupation in Malaya is often studied from a political perspective, particularly the policies and impacts of the Japanese military occupation (Kratoska, 2018 & 2015). However, writings by Akashi Yoji (2008) suggest a different perspective by examining Japanese's role in establishing the '*Nanyo Kyokai*' (South Seas Society). This organization played an important role in establishing economic and cultural relations between Japan and Nanyo. A significant development occurred in Malaya when the Nanyo Kyokai Office was opened in Singapore in 1916. The activities of '*Nanyo Kyokai*' demonstrated the existence of cultural diversity when the association tried to understand local cultural aspects to facilitate the importation of Japanese products into the Malayan market. Therefore, this paper extends that perspective by viewing Japan as a coordinator or pioneer in the revival of original cultures in Asia. To this end, an initial study was conducted by examining magazines published in Malaya during the Japanese occupation, such as *Fajar Asia* and *Semangat Asia*. Analyzing these popular sources of writing illustrates the process of reconstructing Malayan culture through practical presentations of cultural diversity (Schrag, 2021).

XVIII. METHODOLOGY

This study uses qualitative research methods by collecting primary sources as evidence in the historiography process. The magazines '*Fajar Asia*' and '*Semangat Asia*' were collected from National Archives of Malaysia and were analyzed for the reconstruction of Malayan cultural discourse. The examination of these magazines can demonstrate the Japanese perspective in rebuilding Asian culture through its occupation in Asia, particularly in Malaya.

XIX. DISCUSSION

The manifestation of the slogans 'Greater East Asia' and 'Co-Prosperity Sphere of Greater East Asia' aimed to foster cooperation among Asian nations and restore their original local identities. Western colonization, such as the British in Malaya and the Dutch in Indonesia, resulted in the erosion of local cultural values. For instance, the Malay language in Malaya was no longer a priority among the upper class when English became predominant during the British colonial period. *Fajar Asia* continued to advocate for the reconstruction of Asian culture as an important step in advancing Asian nations that had been left behind during Western colonization (*Fajar Asia*, 2603).

Fajar Asia (2603) also encouraged the Malay community to revive traditional local attire, such as the '*baju kurung*'. The term '*baju kurung*' refers to the traditional attire introduced by Sultan Abu Bakar when he resided in Telok Belanga, Johor, in 1862. This term is also used to distinguish it from other traditional Malay garments such as '*baju pesak sebelah*', '*baju katong*', and '*baju cekak musang*'. Moreover, Japan recognized local traditional clothing by expressing its interest in Malay customs. Emphasizing the importance of wearing the '*baju kurung*' in Malaya was seen as a method of cultural appreciation, as well as a way to distinguish between locals and foreigners in Malaya.

In addition to promoting local cultural attire, *Fajar Asia* was also used as a medium to promote Japanese cultural clothing. The 'kimono' was highlighted because it was considered to have gained popularity among the community, both in Malaya and Indonesia. The kimono was

said to have advantages due to its cross-continental cultural features. For example, the ‘kayasa’ cut was said to have influences from ancient Indian and European clothing. Additionally, the kimono cut also had similarities with the sack form clothing originating from Greek civilization (*Fajar Asia*, 2604).

The reconstruction of Malayan culture was also implemented by Japan through the ‘Malai Baru’ propaganda. This propaganda sought to convince Malays of the Japanese administration's success in restoring infrastructure, job opportunities, and local culture after the British colonial withdrawal. Based on these reasons, Japan urged Malays to continue supporting their occupation so that the ‘*Semangat Asia*’ goal could be realized. Therefore, the game ‘*heitai gokko*’ began to be promoted among children in Malaya. This game, known as war play, involved children wearing Japanese military uniforms. Its purpose was to instill the ‘*Semangat Asia*’ that believed in the strength of the Japanese military to protect Malaya from European colonial powers. To encourage children's interest in playing ‘*heitai gokko*’ in public places, the Japanese military administration played war music or songs in areas where ‘*heitai gokko*’ activities commonly took place (*Semangat Asia*, 2603).

XX. CONCLUSIONS

The process of reconstructing Malay culture in Malaya involved an appreciation for traditional original culture. The magazines 'Fajar Asia' and 'Semangat Asia' attempted to influence their readers to elevate traditional culture as a mechanism for development and progress. Therefore, the slogans ‘Greater East Asia’ and ‘Co-Prosperity Sphere of Greater East Asia’ were used to demonstrate the strength of cultural diversity in Asia. However, this reconstruction process followed the Japanese cultural model, whether through the promotion of traditional clothing, games, and activities by ‘*Nanyo Kyokai*’.

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An overview of the Sense of Community in the Sundanese Arts Environmental Student Activity Unit (Lises) at Padjadjaran University

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ABSTRACT

This research explores the sense of community in the Sundanese Arts Environmental Student Activity Unit (Lises) at Padjadjaran University, with a focus on the cultural dimensions that shape this dynamic. Through observations, group interviews, and individual interviews, this research highlights how Lises members build a strong sense of belonging through the use of Sundanese culture in everyday life, especially in communication and artistic activities. Members, both in dance and music, build close relationships through shared interests and regular activities. Despite facing challenges such as inconsistent member absences and previous leadership issues, Lises remains a vibrant organization and actively participates in national and international events. This research emphasizes the importance of cultural integration, where members from diverse backgrounds learn and implement Sundanese traditions, increasing their emotional attachment and overall satisfaction. The research concludes with recommendations for increasing leadership transparency and member engagement, ensuring the continued vitality of Lises as a cultural and arts center.

KEYWORDS: Sense of Community, Sundanese Art Environment, Sundanese Culture, Cultural Integration, Organizational Influence.

I. INTRODUCTION

A community is a place or group of people in a social system. Community as a group of people can be differentiated based on the traditions and cultural values contained as well as the interaction of various social systems (Fama, 2016). This research was conducted because we saw that there were many communities that still had a low sense of community. Sense of community, or a sense of togetherness, is an important concept in understanding social dynamics in a community. According to McMillan and Chavis (1986), a sense of community consists of four main elements: membership, influence, integration and fulfillment of needs, and shared emotional connection. Sense of community or a sense of togetherness is an important factor to support the continued development of a community. According to McMillan and Chavis (1986), if a community has a low sense of community, it has a big impact on the community, such as decreased involvement of its members, low psychological well-being, lack of social support which is important for overcoming personal challenges or crises, decreased collaboration and work. the same, the level of conflict is higher. Meanwhile, if a community has a high sense of community then the impact will also be good for that community. By understanding the impact of a high or low sense of community, we can be more effective in managing and strengthening communities to achieve common goals and improve the welfare of its members. In the university context, this community is often formed in the form of a Student Activity Unit (UKM) which organizes students based on certain

interests and talents. Lises is one of the UKM which is known as one of the most productive UKM with many activities both nationally or internationally. Lises often participates in various international events, introducing Sundanese culture to the global area. This study aims to explore the sense of community in Lises Padjadjaran University. The Sundanese Arts Environment Community at Padjadjaran University or known as Lises Unpad, is one of the Student Activity Units at Padjadjaran University. Lises Unpad was founded on February 20 1982. In order to support the idealism of Ki Sunda, Lises members continue to strive to maintain the nation's noble values. Lises are fostered and developed by students and have their own value and place in the nation's history, because "saha deui so-and-so will promote the culture of tea iwal ti urang sorangan" (who else will preserve the nation's culture besides ourselves). With many joint activities, Lises has the potential for a high sense of community among its members.

II. METHODOLOGY

The research used qualitative method, the data were obtained obtained using observation, interviews and group interviews. The observation method used is participatory observation at the Lises Unpad secretariat which is the location for routine training meetings every week. In between routine training meetings, members will rest for 15–20 minutes, which researchers use as an opportunity to conduct group interviews with Lises Unpad members who attend the training. To obtain more comprehensive data, researchers interviewed 6 Lises Unpad members who were members of the classes of 2022 and 2023, who had the status of members and administrators, as well as from the musical and traditional dance sections. Interviews are conducted online or offline, according to the agreement of the interviewer and interviewee. The observation and interview’s guideline used the sense of community framework (McMillan and Chavis, 1986) and were analyzed used thematic coding based on the framework.

III. RESULT

Based on the results of observations obtained

Dimensions	Observation Results
<i>Membership</i>	<p>Lises Unpad members display prominent personalities, namely the use of Sundanese culture in their daily lives, one of which is language. From this unique communication style, Lises Unpad members build close relationships with other members.</p> <p>Lises members are identified with their individual interests in the field of Sundanese arts, be it dance, music, or both. Each member can choose the field they want to pursue in Lises, which will later influence the members' routines and activities according to their field,</p>

	whether dance or musical arts.
<i>Influence</i>	Even though the culture displayed tends to be relaxed, members who are considered to have more authority are those who have positions as administrators, and/or members who are upper class students. In the same class, the member who influences is the PIC of the class. During training, members who have influence are those who have more advanced skills than their fellow members.
<i>Integration and Fulfillment of Needs</i>	Based on the observations that have been made, not all Lises members attended the routine training so the researchers did not find any conclusions from the observations.
<i>Emotional Connection</i>	Lises members were seen joking around and exchanging stories between practices. During practice, several members gave words of encouragement to each other, and even guided members who seemed to have difficulty following the practice. The emotional attachment of members is very dependent on their involvement in the routine Lises Unpad agenda.

Based on the results of the group interview

Dimensions	Group Interview Results
<i>Membership</i>	<ul style="list-style-type: none"> - Members assess Lises Unpad as an organization that is not strict and tends to be relaxed - The inauguration of members was marked by an inauguration in the form of an art performance project at a friendly evening - Not all members come from the Sundanese tribe, but Lises membership allows them to learn and implement Sundanese culture. - Regeneration of organizational management is managed so that Lises activities continue to run smoothly
<i>Influence</i>	Lises members are given space to practice on their own, and will be evaluated by senior members who assist the coach.

<i>Integration and Fulfillment of Needs</i>	<ul style="list-style-type: none"> - Lises is actively involved in activities and is invited to national and international seminars - Lises actively participates in both national and international competitions - Most of the members already had an arts and culture background before Lises. - Several members were interested in joining Lises Unpad because they wanted to learn new things, especially about Sundanese culture.
<i>Emotional Connection</i>	For new members, emotional attachments are formed when preparing cultural performance projects at friendly evenings.

Based on the results of the interview

Dimensions	Interview Results
<i>Membership</i>	<ol style="list-style-type: none"> 1. Lises' culture is comfortable and relaxed 2. Shared interests and skills of members 3. Barriers to organizational development 4. Preservation of Sundanese culture 5. Member contributions achieve Lises' goals 6. The values that Lises members hold and implement
<i>Influence</i>	<ol style="list-style-type: none"> 1. The previous management was less transparent. 2. The management's current efforts are moving the organization back forward
<i>Integration and Fulfillment of Needs</i>	<ol style="list-style-type: none"> 1. Desire to continue your interest or study art 2. Level of satisfaction and fulfillment of member goals 3. Hope for Lises' future
<i>Emotional Connection</i>	<ol style="list-style-type: none"> 1. Interact with similar interests and hobbies 2. A good and positive friendship environment 3. Emotional attachment between members 4. The pleasure and pride of being Lises' part

IV. DISCUSSION

Based on the research results, the sense of community in the Sundanese Arts Environmental Student Activity Unit (Lises) at Padjadjaran University reflects four main dimensions: membership, influence, integration and fulfillment of needs, and emotional connection. Lises

members demonstrate a strong sense of belonging through the use of Sundanese culture in daily life and a choice of interests in dance or music. Membership camaraderie is built through routine activities and positive interactions. Influence in the community is primarily held by administrators and senior members, with evaluations and training guided by those with more experience. However, there are several challenges such as the absence of members from routine training and transparency issues in the previous leadership. Lises successfully meets the needs of its members through participation in national and international activities, as well as providing space to learn and develop interest in arts and culture. Strong emotional bonds are formed through shared experiences in preparation for cultural events, creating a positive and supportive environment. This study is consistent with McMillan and Chavis' theory, but there is still room for further research to increase member participation and engagement.

V. CONCLUSIONS

The results of this research show that the sense of community in Lises Padjadjaran University includes four main dimensions: membership, influence, integration and fulfillment of needs, and emotional connection. Lises members demonstrate a strong sense of belonging through their use of Sundanese culture and choice of interest in dance. Positive interactions and regular activities strengthen emotional attachment and social support among members.

However, there are several limitations in this research including the absence of members in routine training which hinders a comprehensive assessment of meeting members' needs. Additionally, a lack of transparency in previous leadership indicated problems in the influence and management of the organization. Observation methods may also lack depth in capturing members' emotional and social dynamics. Theoretically, this research supports the sense of community model by McMillan and Chavis, showing the relevance of the four dimensions in the context of university arts communities. Practically, these results emphasize the importance of transparent leadership and member participation mechanisms to increase the sense of community. Developing more inclusive programs and strategies to increase members' attendance at routine activities can strengthen communities. A strong sense of community in Lises Padjadjaran University makes a positive contribution to member involvement, psychological well-being, and achievement of organizational goals. To increase the sense of community, it is recommended to strengthen transparency in leadership, develop more inclusive programs, and create mechanisms that allow all members to actively participate in decision making. Further research could focus on the reasons behind members' absenteeism and ways to increase their involvement in routine activities.

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EXPLORING THE IMPACT OF CULTURAL BACKGROUNDS ON LEARNING ENVIRONMENT AND STUDENT MOTIVATION IN INDONESIA AND THE NETHERLANDS

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ABSTRACT

This study investigates the impact of cultural differences on learning environments and student motivation in Indonesia and the Netherlands. Effective learning necessitates a conducive environment, which supports comprehension and mastery of material (Saputri et al., 2023; Hekmah et al., 2019; Suarta, 2015). The learning process is complex, influenced by aspirations, environmental factors, and teacher efforts (Saputri et al., 2023; Ibragimov et al., 2023). A well-structured learning environment positively affects student attitudes, motivation, and performance (Flowerdew & Miller, 1995; Loh & Dr. Teo, 2017). This qualitative study aims to understand how cultural differences influence these environments and motivation, enhancing educational practices by aligning them with cultural contexts. The research involved interviews and questionnaires with nine psychology students from Maastricht University and Padjadjaran University. Data was collected through two rounds of interviews and online questionnaires spaced 2-3 weeks apart, focusing on course experiences, teaching methods, and motivations. Both Dutch and Indonesian students favored discussion-based learning. Maastricht students valued extensive reading and discussions, breaks during tutorials, and active participation for self-evaluation. Padjadjaran students preferred interactive methods such as group presentations and practical research. Aligning educational practices with cultural contexts can enhance student motivation and success, suggesting future research should explore the connection between academic achievement and culturally responsive education.

KEYWORDS: Learning environment; motivation; learning success; cultural background.

I. INTRODUCTION

Schools function as interconnected and supportive environments where teaching and learning activities are conducted to enhance students' potential development (Saputri et al., 2023). The ability of students to comprehend and master the material indicates a successful learning process (Saputri et al., 2023). Learning success involves achieving completeness in learning and attaining accomplishments during the educational process (Saputri et al., 2023). Additionally, the student learning environment plays a significant role in reinforcing the teaching and learning process (Hekmah et al., 2019; Suarta, 2015).

Learning is a multifaceted process that involves not only acquiring knowledge but also remembering, producing, applying, interpreting, and connecting knowledge with reality, leading to personal transformation (Saputri et al., 2023). Saputri et al. (2023) identify two main factors

affecting student motivation: aspirations, environmental conditions, dynamic learning elements, and the conditions and class management efforts of teachers. The learning environment, which includes physical and social contexts, teacher-student interactions, and classroom culture, is crucial in this process (Ibragimov et al., 2023).

A well-designed learning environment can significantly impact students' attitudes, motivation, and achievement (Ibragimov et al., 2023). This environment includes academic, physical, and psychological aspects that together support effective learning (Ibragimov et al., 2023). Creating positive and stimulating learning environments, through the collaboration of educators, researchers, and stakeholders, is essential for effective education. Such environments influence students' attitudes toward subjects, participation levels, and overall academic achievements.

Motivation and a conducive learning environment are vital for successful learning. An environment that is comfortable and supportive helps students focus and achieve better results (Flowerdew & Miller, 1995). Teaching methods that encourage personalized development and critical thinking are influenced by cultural contexts. Understanding the impact of cultural differences, as explored by Wursten & Jacobs (2013), is key to achieving quality education (Loh & Dr. Teo, 2017).

This research was conducted to understand how cultural differences impact the learning environment and student motivation in Asian and European countries, particularly Indonesia and the Netherlands. The study aimed to gain a detailed understanding of student motivation by examining how cultural backgrounds shape these dynamics. Additionally, the research explored the learning environments in both countries, considering how these environments are influenced by cultural contexts. The research question guiding this study is: How do cultural backgrounds influence the learning environment and student motivation in Indonesia and the Netherlands?

II. METHODOLOGY

This study employs a qualitative approach to understand learning motivation and cultural backgrounds in Indonesia and the Netherlands. The research methods include interviews and questionnaires conducted with nine psychology students from Maastricht University and Padjadjaran University, all of whom have taken the life span development course.

Data collection was conducted twice, using both interviews and questionnaires. The initial interview focused on introductions and course selection, exploring interesting aspects, areas for improvement, and experiences with Problem-Based Learning (PBL) and course objectives. A week later, the second interview delved into the syllabus and teaching methods, gathering detailed insights on teaching strategies, syllabus content, and students' comprehension of specific topics.

Additionally, two online questionnaires were administered 2–3 weeks apart. These questionnaires aimed to identify student characteristics and motivations, covering study methods, note-taking habits, learning difficulties, motivation, and the application of course theories in daily life. This comprehensive approach allowed for an in-depth exploration of how cultural

backgrounds influence learning environments and student motivation in both Indonesia and the Netherlands.

III. RESULT

From the data obtained through interviews and questionnaires, it is clear that the learning environment at Maastricht University is designed to foster active student engagement and effective learning. The use of pre-discussion and post-discussion breaks of 5–10 minutes, along with a 5-minute break after each hour of tutorials, is considered effective by most students. These breaks help maintain focus and productivity during study sessions. Responses to open-ended interview questions reveal that Maastricht students believe learning is more efficient and effective when it involves discussions and exchanging ideas with peers and tutors. This preference for discussions is a key reason why many students choose Maastricht University, which employs the Problem-Based Learning (PBL) method. Students at Maastricht are actively involved in discussions, viewing their contributions as crucial to both group and individual learning success. Explaining concepts to others not only signifies their mastery of the material but also helps them identify gaps in their understanding, facilitating continuous self-evaluation. The learning methods at Maastricht also include extensive reading from assigned materials, lectures, YouTube videos, articles, documents, summaries, and note-taking, providing a comprehensive approach to learning.

In Indonesia, students also show a strong preference for discussion-based learning during assignments. They find that discussions help them acquire new information, confirm or correct their understanding of the material, and gain diverse perspectives from their peers. However, some Indonesian students prefer to be actively involved in smaller group discussions rather than larger ones, finding them more conducive to meaningful participation. Their study methods also include reading books, watching educational videos, reading articles and books recommended by lecturers, and engaging in thorough note-taking and review sessions.

The affinity for discussion-based learning in both Maastricht and Indonesian contexts aligns with the findings of Rahman et al. (2011), who state that discussion involves examining a problem and investigating all options to reach a mutual understanding. Teaching through discussion can effectively help students apply abstract ideas and think critically about their learning. It represents a form of teamwork, grounded in the principle that the collective knowledge, ideas, and feelings of multiple individuals are more valuable than those of a single person.

Furthermore, based on the analysis of responses exploring student motivation, it is evident that a well-developed learning environment significantly enhances students' engagement and enthusiasm for learning. Both Maastricht and Indonesian students reported that such environments enable them to better understand themselves and others, making the material more relatable and enjoyable. The Life-span development course, in particular, provides valuable insights into various stages of human development, helping students understand physical, social, and emotional growth from conception to death. The course's engaging and interactive class presentations boost students' motivation by offering insights into developmental crises and

providing encouragement and strategies to face personal challenges. These positive learning experiences contribute to students' overall personal and academic growth, highlighting the importance of culturally responsive teaching methods and supportive environments in higher education.

IV. DISCUSSION

The discussion section of this study explores how cultural backgrounds shape learning motivation and environments in Indonesia and the Netherlands. The study reveals that while Indonesian and Dutch students share a common preference for interactive and participatory learning methods, the cultural values and educational practices in their respective countries shape their motivations and learning experiences uniquely.

In Indonesia, the collective cultural values emphasize group harmony and cooperation. These values are reflected in classroom settings that foster group activities and collaborative learning. Indonesian students thrive in environments where they can engage in discussions and group presentations, which align with their cultural inclination towards communal learning. The collective approach to learning not only enhances their understanding of the material but also fosters a strong sense of belonging and mutual support.

Not much different from Indonesia who both use discussion as one of the ways of learning. Moreover, Dutch students are encouraged to think independently and engage in self-directed learning. This cultural norm of fostering autonomy is evident in their preference for problem-based learning (PBL) methods at institutions like Maastricht University. Dutch students benefit from learning environments that provide autonomy and opportunities for personal achievement, allowing them to develop critical thinking skills and self-reliance.

To understand these cultural influences on student motivation, this study integrates Maslow's Hierarchy of Needs and Self-Determination Theory (SDT) (Manninen et al., 2022). In the Indonesian context, meeting basic needs and fostering a sense of belonging within the group are crucial for motivation. The cultural emphasis on social connections aligns with Maslow's theory, highlighting the importance of fulfilling physiological and safety needs before achieving higher levels of self-actualization. On the other hand, in the Netherlands, providing students with autonomy, competence, and relatedness is paramount. SDT explains how these needs are fulfilled in the Dutch educational system, where students are given the freedom to explore and develop their interests.

Vygotsky's Sociocultural Theory further elucidates the role of social interactions and environmental factors in the learning process. Vygotsky's theory emphasizes the importance of social interactions and cultural tools in learning, highlighting how Indonesian students benefit from collaborative learning practices (Gage & Berliner, 1991).

The findings from this study underscore the significance of creating interactive and participatory learning environments. Both Maastricht University and Universitas Padjadjaran have successfully implemented these environments, catering to the cultural characteristics of their students. These institutions recognize that discussion and active participation in learning

activities provide students with the opportunity to express their opinions openly and deepen their understanding of the material.

The implications of these findings are profound for educational practices in culturally diverse settings. Educators and policymakers can draw on these insights to develop teaching strategies that are responsive to the cultural backgrounds of their students. By fostering positive and stimulating learning environments, educators can enhance student motivation and academic achievement.

V. CONCLUSIONS

In line with the theory that a well-designed learning environment and high student motivation are integral to achieving learning success, both Maastricht University and Universitas Padjadjaran have effectively implemented strategies that cater to these principles. The research findings indicate that students from both universities thrive in environments that promote discussion, communication, and active participation. These interactive methods provide students with the opportunity to express their opinions openly and engage deeply with the material, leading to a better understanding and mastery of the content.

The preference for discussions and interactive learning activities highlights the importance of creating spaces where students can actively participate and collaborate with peers and instructors. This approach not only enhances their learning experience but also fosters a supportive and motivating environment that encourages continuous engagement and self-evaluation.

Future research could build on these findings by exploring how academic achievement is related to increased motivation and the development of a conducive learning environment. Longitudinal studies could provide valuable insights into the long-term impact of these factors on learning success. Additionally, investigating other cultural contexts and educational systems could further enrich our understanding of the interplay between culture, learning environments, and student motivation.

In conclusion, this study highlights the importance of culturally informed educational practices in enhancing learning motivation and success. Understanding and integrating cultural values into teaching methods and learning environments can significantly impact students' academic experiences and outcomes, fostering a more inclusive and effective educational system.

VI. ACKNOWLEDGEMENT

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VIII. BIODATA

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GENDER AND PARENTAL EDUCATIONAL BACKGROUND INFLUENCES ON LANGUAGE DEVELOPMENT ACROSS THE LIFESPAN IN INDONESIA

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ABSTRACT

Language development can be studied through five systems of language: phonology, morphology, syntax, semantics, and pragmatics. Information about language development is important for optimizing development in certain age groups, preventing the decline in early language function, and taking various preventive actions. This specific study is rarely found in Indonesia. This study was conducted to provide an overview of language development from various age groups, genders, and parental educational backgrounds. This research assessed language skills of 114 respondents, selected using a purposive sampling method, aged 1 to 90 years, using researcher-developed evaluation indicators and scoring their answers to represent their language abilities. Data collection was conducted through interviews, and the data were analyzed using SPSS. Each respondent's answers were scored on a scale of 1 to 7 based on these indicators. The results revealed that (1) language skills increased from infancy, peaked in early adulthood, and decreased in late adulthood, (2) in adolescence, language development in females is better overall than males, (3) parental educational background affected language skills in certain age groups, especially preschool age. These results are important for monitoring and optimizing language development at preschool and school age, also helping to understand late adult difficulties in expressing language.

KEYWORDS: educational level; gender; language; language development; life span

I. INTRODUCTION

Language serves as a fundamental communication tool for daily interactions and plays a crucial role in social integration and participation (Arnianti, 2019). It is closely linked to cognitive competencies such as mathematics and academic performance (Ramadania et al., 2018; Kastner et al., 2001). Language development varies with age and language-specific characteristics (Santrock, 2020).

Human language development can be analyzed through five systems: phonology (sound structure), morphology (word formation), syntax (grammar and sentence structure), semantics (meaning of words and sentences), and pragmatics (contextual use of language) (Santrock, 2020). Infants experience rapid language development: they start with reflexive vocalizations like crying (Kurniati, 2017), progress to cooing and babbling between 2 to 6 months, and begin using gestures for communication by 8 to 12 months (Arnianti, 2019). True speech typically begins around 18 months, with early syntax

development, such as two-word sentences, emerging between 18 to 24 months (Kurniati, 2017). During preschool years, children develop various language components: by age 3, they can pronounce all vowel sounds and most consonants (Menn & Stoel-Gammon, 2009). They start using different word forms and grasping word order rules (Arnianti, 2019). Semantically, they can answer "who," "what," "when," and "where" questions but may struggle with "how" and "why" (Siregar, 2016). By ages 4-5, they adjust their speech style to fit different contexts (Arnianti, 2019).

During the school-age years, children develop reading and writing skills, with vocabulary expanding from approximately 14,000 words at age 6 to about 40,000 words by age 11. They begin using complex grammar and developing metalinguistic awareness, including knowledge of language elements like prepositions and phonemes (Altman et al., 2018; Schiff et al., 2017).

Adolescents use dialects, vocabulary, and phonemes effectively, grasp metaphors, and improve their writing skills (Sinaga et al., 2021; Kurniati, 2017). Vocabulary continues to grow in early adulthood (20-40 years) (Schaie, 2012) and is generally maintained or enhanced during middle adulthood (40-60 years) (Burke & Shafto, 2004). In late adulthood (60+ years), language skills can either be maintained or decline, with older adults often experiencing reduced volume, articulation, and fluency (Arnianti, 2019).

Information on the characteristics of language development across the lifespan for each language is crucial to help optimize development in certain age groups or to identify and prevent early language function decline in others. Unfortunately, research on Indonesian language development across the lifespan is scarce. However, significant individuals in a child's life can monitor phonological, morphological, syntactic, semantic, and pragmatic acquisition to take preventive actions if abnormalities are found.

This research aims to overview language development across various age groups in Indonesia, addressing the scarcity of studies on Indonesian compared to those from Western Europe or North America. Unique characteristics of Indonesian include its reliance on affixes, lack of specific time, plural, or gender words, absence of tone variations, and consistent pronunciation with its written form (Yudhistira et al., 2022).

Indonesian phonology has fewer consonants and vowels than American and European languages, which affects how Indonesian speakers process language sounds. Additionally, Indonesian morphology features common affixation, making its system relatively rich and complex compared to the affixation patterns in Western languages (Aronoff, 1994).

Indonesian syntax is relatively flexible with looser sentence formation rules, unlike the more structured and rigid syntax of American and European languages. This flexibility grants Indonesian speakers greater freedom in constructing sentences (Sneddon, 1996).

Geeraerts (2006) highlights that the meanings of Indonesian words and phrases are shaped by cultural and local values, differing from conventions in

American and European languages. Understanding these culturally and socially influenced meanings is essential for effective language learning.

Language development is affected by both intrinsic and extrinsic factors. Gender is a significant intrinsic factor, with males generally showing slower language development compared to females. This difference is linked to brain structure and maturation, with females typically benefiting from faster development of the left hemisphere, which is crucial for language functions (Adani & Capanec, 2019; Maulina, 2018). Although males may have lower language skills and attention levels at age 5 (Moss & Washbrook, 2016), they tend to develop language comprehension more quickly between 18 and 36 months (Zambrana et al., 2012).

Education also impacts language development. Reilly et al. (2010) found that maternal education correlates with language skills in 4-year-olds. Parental education is an element of family socioeconomic status, influencing children's language competence (Hoff, 2006). Among adults, individuals without formal education perform worse on language tasks than those with lower education, indicating that each year of education impacts cognitive-linguistic performance (Pereira & Ortiz, 2022).

In conclusion, language development increases from infancy to early adulthood and declines in late adulthood (Santrock, 2020). However, specific research on Indonesian language development is limited. Although some studies in Indonesia explore the relationship between gender and social status with language development, these findings do not cover the entire age range or focus on specific age stages.

This study aims to provide detailed insights into Indonesian language development from infancy to late adulthood. It will analyze the role of gender in language development and empirically test the impact of educational level across different age groups. Researchers will describe language abilities for each age group and test two hypotheses: (H1) gender differences in language scores across age groups, and (H2) the influence of parental and individual education on language development.

II. METHODOLOGY

Participants

This study sampled individuals aged 1 to 90 years using a purposive sampling method. Respondents were personally known to the author, ensuring diverse representation within the specified age range. The sample included 47% males, distributed as follows: 20 individuals aged 1-2 years (50% males), 20 aged 3-5 years (50% males), 19 aged 10-12 years (53% males), 20 aged 15-16 years (45% males), 20 aged 20-40 years (50% males), and 15 aged 70-90 years (33% males).

Measurement

Respondents were asked three questions: "What is a house?", "What is learning?", and "What is good?".

Procedure

Before the study commenced, informed consent was read to the respondents, and they were asked to sign a Consent Form. Respondents under 17 years old required parental permission to participate in this study.

The data obtained were primary data, collected directly from original sources and reflecting actual conditions (Pramiyati et al., 2017). Data collection was conducted using interview techniques and was collected from March 2022 to May 2022. Respondents were asked three questions: "What is a house?", "What is learning?", and "What is good?". Their responses were recorded in audiovisual format and transcribed. Additionally, respondent variables such as gender, parents' highest education level (for respondents under 17), respondents' highest education level (for those 17 and older), and the language used daily were collected through an online form.

Data analysis involved scoring each language component of the respondents' answers on a scale of 1 to 7. Scoring was performed by at least two people for each language component: phonology, morphology, syntax, semantics, and pragmatics.

The scoring process referred to assessment indicators developed by the researchers (see Table 1). Each participant proposed indicators for each score, which were then discussed in groups of 2 to 13 people. All differences in opinion were resolved during these discussions.

Table 1. Assessment Indicators for the Five Components of Language

Scale	Phonology	Morphology	Syntax	Semantics	Pragmatics
1	Does not speak	Does not speak	Does not speak	Does not speak	Does not speak
2	Unclear (babbling)	Have not yet	Not using grammar	Lacks	The responses to
	developed ability to articulate words or phrases		the yet understanding the meanings of the		of all three questions still do
				words mentioned	not correspond with their respective contexts
3	The babbling is limited	Can produce a range of	Grammar disordered	is Initiating and understanding	1 out of 3 questions of is answered with
	progressively becoming understandable listeners	more words or phrases to (1-2 words or phrases)	inaccurate the meanings of the	mentioned with guidance	contextual words relevance, though not fully accurate
4	Can articulate a few words, unclear and difficult to understand	Can produce a variety of usage is very basic words (>2 words or phrases)	Basic more accurate	grammar mentioned without guidance	Initiating the meanings of the contextual words relevance, though not fully accurate

5	Can articulate several clearly	Can produce a variety of words or phrases and be words	The sentences are simple well-structured, but the inter-sentence of the words,	Can understand nearly all meanings of the words, but contextual	All questions are answered with
	increasingly understood listeners	accurately by context (>2 words or phrases)	in context is not yet still struggles with relevance, but the (still a few words or language chosen)	diverges from situational congruence	
6	Almost all words are well-articulated, with only occasional	Can produce a variety of complex words, but occasional	The sentences are well-structured, the inter-sentence context is perfectly	Understands word proficiently can use	All questions are answered with contextual relevance and using
	pronunciations that are typically understood	inaccuracies are typically	connected appropriately	language matches situation	that the
7	All words are spoken with perfect articulation	Can accurately produce a wide range of complex word forms	The sentences are well-structured, the inter-sentence context is perfectly connected appropriately,	Understands word proficiently can use	All questions are answered with contextual relevance with
	following grammar including figurative	contextual	rules meanings	expansions and appropriately chosen language	

III. RESULT

Table 2 indicates the scores for all language elements increase from infancy to early adulthood but decline in late adulthood. The most rapid increase occurs in the phonological component from infancy to preschool age. The most significant decline is observed in the morphological component from early to late adulthood. Compared to the infant group, the preschool group has higher phonology, morphology, syntax, semantics, and pragmatics. In comparison with the preschool group, the school-aged group shows higher morphology and semantics. Score increases are also evident across all language components between school age and adolescence, with the highest increase in the syntactic component. Between adolescence and early adulthood, scores continue to rise across all language elements, although the increase is not as pronounced as in previous stages. A score decline is observed between early and late adulthood, for morphology and syntax.

Table 2. Mean (M) and Standard Deviation (SD) of Five Language Components for Each Age Group

Age Group (Years)	Language Components									
	Phonology		Morphology		Syntax		Semantics		Pragmatics	
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>
1-2 <i>n</i> = 20	2.00	1.12	1.70	0.66	1.65	0.59	1.85	0.88	1.65	0.59
3-5 <i>n</i> = 20	5.25	1.21	3.95	0.94	3.10	1.12	3.60	0.94	3.85	1.31
10-12 <i>n</i> = 19	6.93	0.27	6.21	0.97	4.86	0.95	6.00	0.39	5.57	0.94
15-16 <i>n</i> = 20	7.00	0.00	6.35	1.09	6.40	0.82	6.30	0.47	6.55	0.51
20-40 <i>n</i> = 20	7.00	0.00	6.90	0.45	6.85	0.36	6.55	0.51	6.65	0.59
70-90 <i>n</i> = 15	5.93	1.10	4.13	1.41	4.20	1.37	5.27	1.16	5.40	1.24

Figure 1. Development of Five Language Components Across Age Ranges

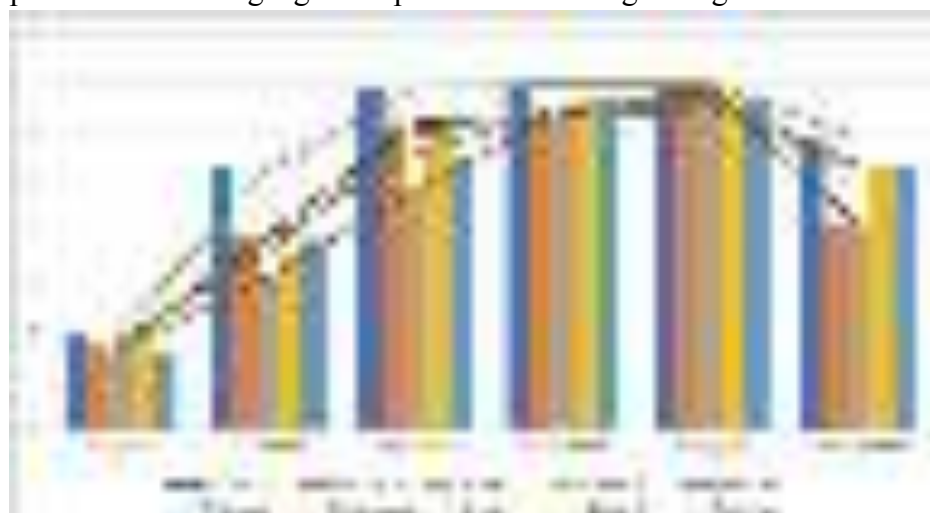


Figure 2 shows the comparison of language scores between male and female respondents. To address hypotheses 1 and 2, due to the small sample size, data were combined for age ranges 1 to 5 years (infants and preschoolers), 10 to 16 years (school-age children and adolescents), and 20 to 90 years (early and late adulthood). Statistical analysis using the Mann-Whitney test revealed that females aged 10 to 16

years had better morphological abilities than males in the same age group, with a mean rank for females of 23.30 and for males of 16.53, [U(19,20) = 124.00, z = -2.23, p < .05] (see Table 3). A similar trend was observed in the semantic language component, with a mean rank for females of 22.70 and for males of 17.16, [U(19,20) = 124.00, z = -2.16, p < .05] (see Table 3). However, no significant differences were found in the language components for children (ages 1-5) and adults (ages 20-90).

Figure 2. Comparison of Language Development Across Genders

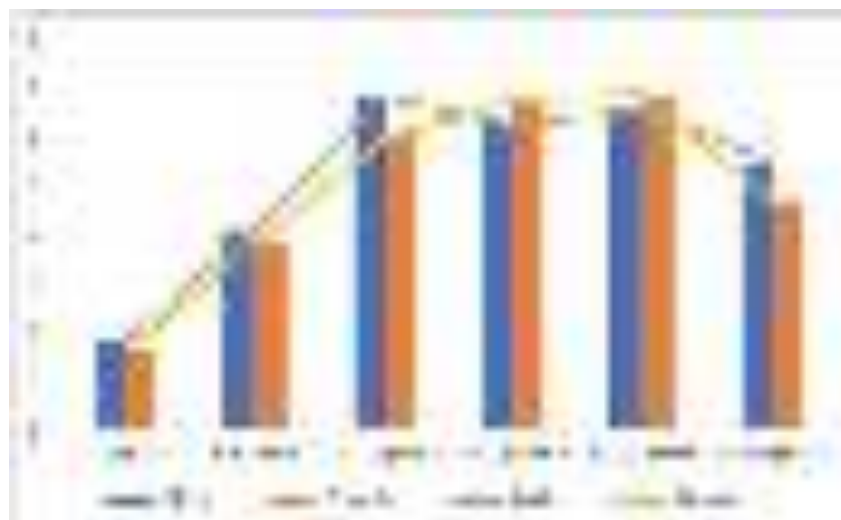


Table 3. Results of Mann-Whitney Test for Each Language Component Based on Gender

Age Group (Years)	Phonology		Morphology		Syntax		Semantics		Pragmatics	
	<i>p</i>	<i>U</i>	<i>p</i>	<i>U</i>	<i>p</i>	<i>U</i>	<i>p</i>	<i>U</i>	<i>p</i>	<i>U</i>
1-5	.69	185.50	.39	168.00	.09	142.50	.40	170.00	.63	183.00
10-16	.52	179.50	.02	124.00	.15	142.00	.03	136.00	.11	138.50
20-90	.64	139.00	.34	124.50	.34	124.00	.95	148.50	.81	143.50

Figure 3 shows The Kruskal-Wallis analysis for testing hypothesis 2 indicates that educational background influences language ability in individuals aged 1-5 years and 20-90 years. However, in the 10-16 year age range, educational background has less effect.

Figure 3. Comparison of Language Development Across Educational Levels

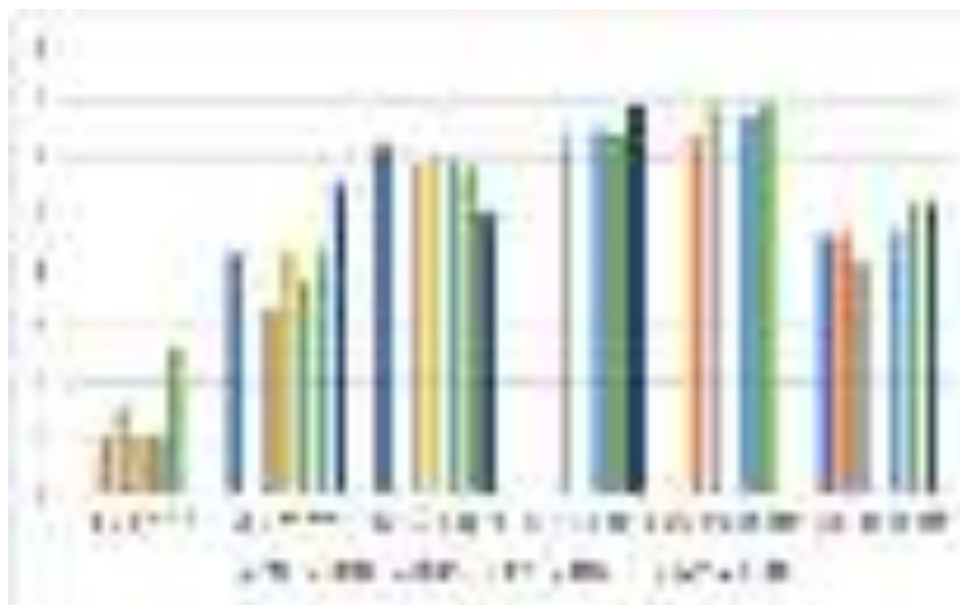


Table 4 presents the results of the Kruskal-Wallis test conducted to examine differences in language abilities across various educational backgrounds. The Kruskal-Wallis test results indicate several significant differences. Notably, for children aged 1 to 5 years, there are significant differences in the phonological component, $H(8) = 15.74, p < .05$, and the syntactic component, $H(8) = 16.13, p < .05$. Additionally, significant differences were observed in adults aged 20 to 90 years in the phonological component, $H(6) = 18.60, p < .05$, and the morphological component, $H(6) = 13.54, p < .05$. No significant differences were found for adolescents aged 10 to 16 years.

Table 4. Results of Kruskal-Wallis Test for Each Language Component Based on Education Level

Age Group (Years)	Phonology		Morphology		Syntax		Semantics		Pragmatic	
	<i>p</i>	<i>H</i>	<i>p</i>	<i>H</i>	<i>p</i>	<i>H</i>	<i>p</i>	<i>H</i>	<i>p</i>	<i>H</i>
1–5	.04	15.74	.12	12.59	.04	16.13	.05	15.38	.07	14.45
10–16	.50	4.34	.94	1.22	.73	2.80	.83	2.08	.94	1.20
20–90	.01	18.60	.03	13.54	.07	11.61	.10	10.49	.28	7.38

IV. DISCUSSION

The study reveals that Indonesian language development progresses from early childhood, peaks in early adulthood (ages 20–40), and declines in late

adulthood, aligning with patterns observed in North America and Europe (Santrock, 2020). It finds that females generally outperform males in language skills, and educational level significantly affects language proficiency across age groups.

During preschool (ages 3–5), improvements are seen in all language components, with phonology showing the most progress (Arianti, 2019; Siregar, 2016). In school-aged children (ages 10–12), significant advancements are noted in semantics and morphology, supporting complex grammar and contextual communication (Santrock, 2020). This development is attributed to brain plasticity and neural activity, including the "vocabulary spurt" phenomenon (Luk et al., 2020; Samuelson & McMurray, 2016).

Adolescents (ages 15–16) demonstrate notable enhancement in syntax, preparing them for peak language proficiency in adulthood. This emphasizes the need for targeted language development programs in secondary schools (Santrock, 2020). In late adulthood, language proficiency declines, with morphology and syntax most affected, while phonology remains relatively stable (Santrock, 2020; Clark-Cotton et al., 2007).

Gender differences show that females excel in language components compared to males, which aligns with broader findings on gender and language (Breda & Napp, 2019; OECD, 2019). Parental education significantly impacts language development in children, with higher education levels correlating with better language skills (Hoff, 2003; Rowe et al., 2015).

Overall, the study highlights the need for language enhancement programs and suggests that formal education can support language development, especially for children from lower-educated families (Geoffroy et al., 2010; Umek et al., 2012).

V. CONCLUSIONS

The study reveals that language abilities in Indonesia significantly improve across age ranges, peaking in early adulthood and declining in late adulthood. Preschool children (ages 3–5) exhibit clear articulation and basic word comprehension. By school age (ages 10–12), children can use complex vocabulary effectively. Adolescents (ages 15–16) can construct and link sentences independently, expanding contextual understanding. Language competence reaches its peak in early adulthood but declines in late adulthood, likely due to educational and physical factors.

Gender differences show that females aged 10–16 have better language skills compared to males. Additionally, both parental educational background for children (ages 1–5) and individual educational background for adults (ages 20–90) significantly influence language abilities. This underscores the importance of educational background in language development across different life stages.

The study emphasizes the importance of language development for social interaction and communication. It highlights the need to consider factors such as age and educational background when analyzing language development. However, the study's findings are based on a small sample size, and broader generalizations should

be made cautiously. Further research with larger samples is recommended to confirm these results and explore additional influencing factors.

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VIII. BIODATA

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INTERACTIVE BOOK WITH AUGMENTED REALITY TO PROMOTE VOCABULARY LEARNING FOR DEAF CHILDREN AGED 3-5 YEARS

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ABSTRACT - Deaf children learn visually and kinesthetically due to their limited ability to hear sounds. Because the parents or caretaker of the children might not know how to teach the children sign language, the children might learn less and use their daily sign language which might not be effective when learning the official sign language. The aim of this research is to make a prototype to promote deaf children's vocabulary by exposing them to the basic words using augmented reality to demonstrate the sign language that they can use in daily life.

This research is done by searching for the words that would be chosen to be inside the book. The book prototype is made using printed paper. Inside the printed paper, there is a QR code that can be scanned to show a video of how to perform the sign language of the word. The QR code itself is scanned using an application made using Unity. The Augmented Reality application works by finding the image that fits with the database.

The output of the research is an interactive book that can be interacted with and a QR code to show the video of the correct sign language for the verbs words as the prototype, the verbs such as "drink", "eat", and "take a bath". Sign language using American Sign Language.

KEYWORDS: Deaf; Interactive Book; Augmented Reality; Vocabulary Learning

INTRODUCTION:

Deaf is a condition in which the person experiences something that causes the person to lose their hearing and has a difficulty processing verbal information and this condition would have an impact on their academic performance (Heward, 2018). According to the APA dictionary, deafness is defined as "the partial or complete absence or loss of the sense of hearing." Deafness is caused by a huge variety of reasons. This condition may be acquired from accidents or hereditary. There are also different kinds of deafness, with the major one being conduction deafness, the condition where the vibration fails to reach into the nerve endings of the inner ear, and sensorineural deafness, the condition where the signal from the nerve endings fail to reach the brain or is not interpreted properly by the brain.

Children with deafness have limited vocabulary compared to their peers with normal hearing (American Speech-Language-Hearing Association [ASHA], 2015c, as cited in Heward, 2018). So this research aims to anticipate this problem by making an interactive book with augmented reality features that can be accessed using an application.

METHODOLOGY The research is done by selecting which words would be useful to be learnt by children aged 3-5 years old. The reason behind 3-5 years old being the focus of the research is because up

to age 5, children are still developing their language usage foundation (Deaf Children Australia, n.d.). The sign language that is chosen is American Sign Language. The words chosen in the prototype are verbs such as “drink”, “eat”, and “take a bath”. The words chosen are verbs because those are the most useful and easily learnt by children in their daily lives.

After selecting the words, the interactive book is made by illustrating the sign language and the picture associated with the words. After illustrating, the pictures are printed and glued into a cardboard and the hand illustration is pinned into the cardboard so it can be moved around to further illustrate the movement of the hand.

Aside from the illustration, an augmented reality application is also developed to demonstrate the movement of the sign language of the word, so the child can imitate the sign language better using video. The application is developed in unity, though because of the size of the application, it will be developed in a better application engine.

RESULT: The product of the research is a prototype where the hand illustration can be moved to illustrate the movement of the hand when doing the sign language. For better quality of visual, illustration can be developed by using augmented reality. With the help of technology, the book is able to play video from a picture by using an augmented reality application to project a video into the device screen.

The augmented reality video will show when the QR code in the bottom-left corner of the page is scanned. The verbs are on the left side of the page and the hand signs are on the right side of the page. The video from augmented reality will be needed to show how to correctly do sign language. The hands can be moved because the picture is pinned into the book using a thumbtack.



Picture 1. This is an example of one of the verbs in the book. Verb “drink” sign language. On the left is a picture of the verb, on the right is a picture of sign language.



Picture 2. This is an example of one of the verbs in the book. Verb “eat” sign language. On the left is a picture of the verb, on the right is a picture of sign language.



Picture 3. This is an example of one of the verbs in the book. Verb “take a bath” sign language. On the left is a picture of the verb, on the right is a picture of sign language. The hand on the picture on the right page can be moved to illustrate the way the hands move when doing sign language.

DISCUSSION:

The development of this book has progressed to the product phase, and in that phase many insights are found. The verbs are chosen to be used in this book because those are the verbs that are used daily and most frequently by children aged 3-5 years to convey their needs. That is why the introduction of the verbs became important. The thick material used makes the book durable and can be carried anywhere as stated by Murat Bartan (2018) where a children’s book should be made from tough and thick materials. The hands that can be moved can also encourage children to learn while playing, and thus promote the learning process, because playing engages people more and thus accelerating the process of learning through games (Corbeil, 1999). The usage of colorful image in books are also engaging for children, as discussed in Strasser & Seplocha, 2007.

CONCLUSION: By using this book, theoretically deaf children can learn more vocabulary and would be more effective if used by children aged 3-5 years. Further research need to be done to find empirical evidence of the book being effective for deaf children to learn sign language. Theoretically it is proven that using augmented reality can help ease the process of learning by showing a video of how to do sign language. Overall, this research is potential and could be improved by finding empirical evidence of the book being effective and how effective is the book to help deaf children learn sign language, and it could be improved further by making an interactive book with larger variety of words included

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BIBLIOMETRIC ANALYSIS WITH VOSVIEWER: A STUDY OF INCLUSIVE EDUCATION “Three Decades of Inclusion Education: A Bibliometric Analysis of Research Trends (1992-2014)”

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ABSTRACT

This study aims to explore research trends in Inclusion education in the last 32 years. A literature review through bibliometric analysis is used to explore research trends. The results of the bibliometric analysis identify core research or authors, as well as their relationships, by covering all related publications or specific fields. Publications related to Inclusion Education from 1992 - 2024 were taken from international journals indexed by Google Scholar. Inclusion Education trends use the VosViewer program. The study results show that the trend of Inclusion Education research in education spanning the last 32 years is teacher, study, attitude, and educational need.

KEYWORDS : Human Capital Development, Smart Indonesia Program, Poverty, Inclusive education

I. INTRODUCTION

Constitution base article 31 paragraph 1 and paragraph 2, states that each citizens have the right get teaching as well as government organize and organize One system teaching national . Idea education inclusion is change the education system with remove obstacles , increase accessibility , and improve chance Study for every student nor student(Safaatul Barkah et al., 2023; Widianingsih et al., 2024) as mandated in Constitution education national number 20 of 2003 in article 5 paragraph 1(Farhan Alfikri, Nyanyu Khodijah, 2022)

Data from the Ministry of Education and Culture in Indonesia has carry out school inclusive since 2003. Until day This there are 36,000 units education organize education inclusive . During This before exists school inclusion education in Indonesia is divided into two , namely For children regular attend school regular and for children with disability can attend school outside normal .

Study related Inclusion Education or education inclusion which is up to now Still Keep going studied , so required studies literature For know trend study education inclusion to make things easier researcher furthermore in determine theme study . Study This aim For identify trends , gaps and opportunities study education inclusion with Vosviewer . Therefore That expected results study This can become ref for other researchers in determine theme research , especially related with study inclusive education .

II. METHODOLOGY

This research uses bibliometric analysis. Bibliometric analysis is a type of research approach to understand global research trends in a particular field based on the output of academic publications or databases google scholar. Therefore, this type of approach differentiates between two types of

academic research (i.e. review papers and bibliometric analysis) that primarily address the final results of a particular topic.(Alsharif & Baharun, 2020)

In study This data collection using keywords search linked inclusive education on Publish or Perish, the database used is journal internationally indexed in Google Scholar, there are 980 publication data used in analysis , vulnerable time publications used is 32 years old final namely 1992-2024. Next the data is analyzed use VOSviewer For obtain visual mapping of data is useful know trend study inclusive education.

III. LITERATURE REVIEW

Analysis quote journal with amount publication highest on publication international indexed by Google Scholar is shown in table 1.

Table 1. List of Most Cited Publications

No	Article	Writer	Year	Journal	Citation
1	Research in the field of inclusive education: time for a rethink?	Kyriaki Messiou	2017	Taylor & Francis	455
2	Inclusive education: a critical perspective	G Lindsay	2003	Wiley Online Library	770
3	Inclusive education in higher education: challenges and opportunities	A Morina	2019	taylorfrancis.com	638
4	Supporting inclusive education	J Corbett	2002	taylorfrancis.com	446
5	Inclusive education: are there limits?	J Evans, I Lunt	2002	taylorfrancis.com	480
6	Excluding the included: A reconsideration of inclusive education	Roger Slee	2001	taylorfrancis.com	530
7	What counts as evidence of inclusive education?	Lani Florian	2001	taylorfrancis.com	634
8	Inclusive education	Felicity Armstrong	2007	taylorfrancis.com	108
9	Inclusive education in the 21st century	LJ Graham	2020	taylorfrancis.com	147
10	Inclusive Education	S Stubbs	2008	Academia.edu	630

Table 1. Shows information related publication lots of inclusive education quoted .

Based on this data most publications quoted is article with title Inclusive education: a critical perspective that discusses about development practice inclusion and inclusion ; needs model education special and disability ; and values about matter the (Lindsay, 2003)with 770 quotes , followed article with title Inclusive education in higher education: challenges and opportunities (Moriña, 2017) with 638 citations and (S Stubbs, 2018) 630 citations . Distribution publication Inclusive Education from the Google Scholar database based on year publication presented in figure 1. In figure 1 shows that amount publication regarding inclusive education experience increased in 2010-2012 and in 2024 experienced decline.

IV. DISCUSSION

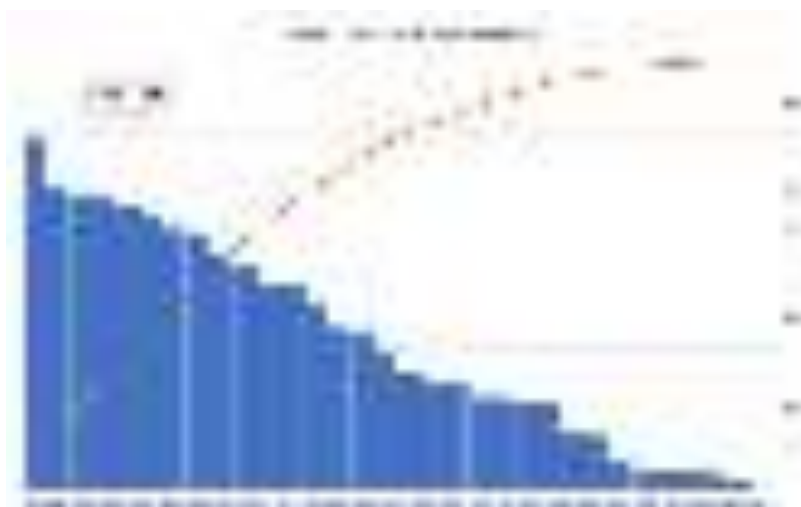


Figure 1. Distribution Publications by Years

Structure network analysis quote from publication subject shown in figure 2. Analysis structure network use minimum number of publications threshold from One writer that is as many as 25. A total of 980 publications were analyzed there were 91 authors who complied Minimum threshold 3. Structure network classify Name many writers accept quote collected in the same cluster . Author's name in the middle show that publication from writer the often quoted from various field as well as own more detailed connection with cluster other . By whole cluster color purple , brown , green and red appearance circle more big as well as more stand out from the other.



Figure 2. Co-citation (Author) Network

Analysis structure network done For see connection between keywords visualization connection between words can seen in the picture 3 . Size big and small circle on the visualization of each keyword show more subjects often studied , meanwhile color circle on keywords the show that subject those are the most popular (Talan, 2021)



Figure 3 Keywords Network Based on Co-occurrence

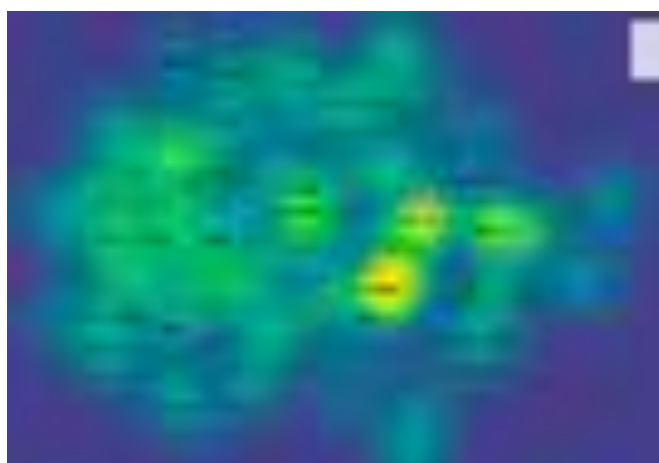


Figure 4. Density Visualization

Can seen from Figure 3 that The most keywords used is teacher, study, attitude, educational need. that word is concept that has been studied together with other word groups and have identified as the most frequent keywords used. Based on keyword analysis Figures 3 and 4 are known that trend study inclusion education in education is teacher, study, attitude, educational need. Cluster details of key structure network can seen in Table 2.

Tabel 2. Cluster Keyword

KLUSTER	KEYWORD
KLUSTER 1	Access, article, Australia, barrier, case, china, education policy, exclusion, form, higher education, inclusive education policy, inclusive education system, inclusive society, india, learner, learning, model, opportunity, oder, part, participation, place, progress, provision, quality, quality education, reality, right, south Africa, teaching, world.
KLUSTER 2	Book, difference, educational need, extent, field, participant, problem, process, question, relation, theory, time, value.

KLUSTER 3	Chapter, effect, evidence, impact, literature, review, sen, special need education, systematic review, teacher attitude, term, work
KLUSTER 4	Attitude, belief, concern, ghana, inclusive classroom, knowledge, self efficacy, study, teacher, teacher attitude.
KLUSTER 5	Inclusive education practice, positive attitude, special education teacher, strategy, success
KLUSTER 6	Case study, challenge, Finland, Indonesia, special need.

V. CONCLUSION

Study This is assessment against the Google Scholar indexed database For know trend study inclusive education uses analysis descriptive and bibliometric. Vosviewer used in help analyze data and visualize required information. Analysis results the show happen fluctuation number publication inclusive education in education from 1992- 2024 however happen decline amount publication in a number of year last, so interest to study increasingly inclusive education decrease. Most publications quoted is article Inclusive education: a critical perspective. Study This serve description development publication Inclusive education in education, besides That analysis used is prone to time 32 years final that is 1992-2024 . Analysis of results structure network show that trend study inclusive education in education in prone to time 32 years final that is teacher, study, attitude, educational need

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MAKNA IMPLISIT DAN EKSPLISIT DALAM TERJEMAHAN AL-QUR'AN

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ABSTRAK

Proses penterjemahan lazimnya memerlukan penguasaan dalam kedua-dua bahasa iaitu bahasa sumber dan bahasa sasaran. Tanpa penguasaan yang baik akan berlaku kekaburan dan kekhilafan dalam hasil terjemahan. Kajian ini memberi fokus berkaitan makna implisit dan eksplisit terjemahan al-Qur'an. Objektif kajian ini adalah i) Mengenal pasti perkataan yang mengandungi makna implisit dan eksplisit, ii) Menganalisis makna implisit dan eksplisit dalam kata kerja, dan iii) Menghuraikan makna implisit dan eksplisit tersebut. Terdapat perkataan yang diterjemah dengan pelbagai makna dalam al-Qur'an mengikut kesesuaian dalam sesuatu ayat. Justeru, perubahan makna implisit dan eksplisit yang berlaku pada sesuatu kata dalam terjemahan al-Qur'an tidak dapat dielakkan, bahkan ia membantu proses pemindahan maklumat. Kajian ini merupakan kajian kualitatif yang melibatkan reka bentuk kajian kes dan analisis tekstual berlandaskan pendekatan pengeksplisitan (*explicitation*) yang dikemukakan oleh Klaudy dan Károly (2005) dan Pym (2005). Dapatan kajian bukan sahaja menunjukkan bahawa pengeksplisitan dan pengimplisitan didorong oleh faktor budaya secara umumnya, malah juga dipengaruhi dengan ketara oleh faktor agama, ciri retorik bahasa Arab (*Balāghah*), leksiko-tatabahasa, pragmatik, pilihan komunikasi dan nilai kesantunan bahasa sasaran serta strategi komunikasi dialog itu sendiri. Semua faktor ini perlu diberikan penekanan khusus oleh penterjemah dalam menghadapi kesukaran penterjemahan bentuk makna implisit dan eksplisit. Hasil kajian ini telah memperlihatkan bahawa terdapat perkataan dalam kelas kata kerja yang mengalami perubahan makna yang ketara dalam penterjemahan al-Qur'an. Hal ini berlaku adalah disebabkan oleh kewajaran dan kesesuaian konteks dalam sesuatu ayat.

KEYWORDS: Teks sumber, Teks sasaran, Al-Qur'an, Implisit, Eksplisit

XXIV. PENDAHULUAN

Terjemahan Al-Qur'an adalah satu bidang kajian yang kompleks dan mencabar kerana melibatkan penafsiran makna yang terkandung dalam teks suci ini. Kajian literatur dalam bidang ini memberikan penekanan kepada aspek makna implisit dan eksplisit dalam terjemahan Al-Qur'an. Dalam kajian ini, para sarjana berusaha untuk memahami bagaimana makna tersurat dan tersirat diterjemahkan serta implikasi yang timbul daripada pelbagai pendekatan terjemahan.

Kajian oleh Syed Nurulakla (2015) memberikan perspektif tambahan dengan meneliti analisis makna implisit dan eksplisit dalam penterjemahan buku '*Rihlah Ibn Battutah*' ke bahasa Melayu. Meskipun kajian ini bukan khusus mengenai Al-Qur'an, metodologi dan pendekatan yang digunakan oleh Syed Nurulakla memberikan panduan berharga dalam memahami aspek-aspek terjemahan makna implisit dan eksplisit. Beliau meneliti bagaimana makna yang tersirat dalam teks asal boleh dieksplisitkan dalam proses penterjemahan dan sebaliknya, bagaimana makna

eksplisit dalam teks asal mungkin diterjemahkan dengan nuansa implisit untuk mengekalkan keindahan dan keselarasan bahasa.

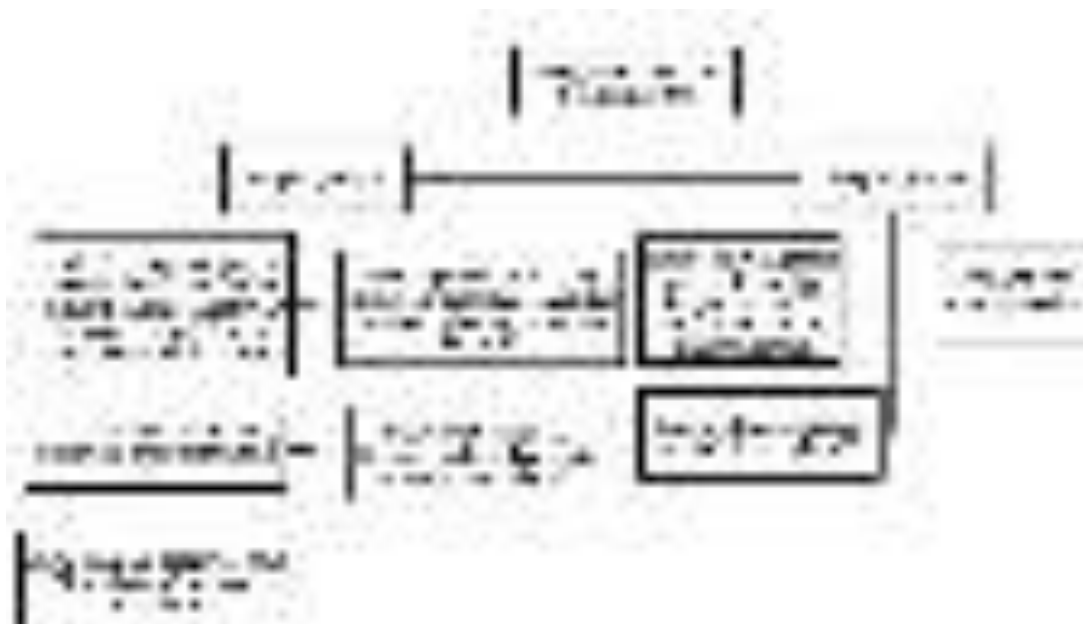
Kajian ini menekankan kepentingan kefahaman mendalam tentang konteks budaya dan sejarah teks asal, serta keperluan untuk menjaga kesetiaan kepada maksud asal sambil memastikan terjemahan itu dapat difahami dengan jelas oleh pembaca sasaran. Dengan menggunakan pendekatan ini, Syed Nurulakla menunjukkan bagaimana keseimbangan antara makna implisit dan eksplisit boleh dicapai dalam terjemahan, ianya amat relevan dalam usaha menterjemah teks suci seperti Al-Qur'an.

Kajian oleh Zaharom (2015) memberikan penerangan berkaitan perintah langsung dan tidak langsung dalam Al-Qur'an. Ini secara tidak langsung meneliti terjemahan sesuatu perintah yang disampaikan dalam Al-Qur'an, sama ada secara eksplisit atau implisit. Penelitian ini penting untuk memahami konteks bahasa Al-Qur'an dan bagaimana perintah-perintah ini diterjemahkan ke dalam bahasa lain tanpa menghilangkan makna asal. Kajian ini memperluas pemahaman tentang bagaimana perintah tersebut boleh diterjemahkan dengan tepat, dengan mengambil kira makna tersirat yang mungkin tidak mudah difahami tanpa konteks yang betul.

XXV. METODOLOGI

Kajian ini merupakan kajian kualitatif yang melibatkan reka bentuk kajian kes dan analisis tekstual. Ia berlandaskan pendekatan pengeksplisitan (*explicitation*) yang dikemukakan oleh Klaudy dan Károly (2005) serta Pym (2005).

Berikut merupakan kerangka teori yang diadaptasi daripada Klaudy dan Károly (2005) serta Pym (2005).



Rajah 2.1: Strategi Pengeksplisitan oleh Klaudy dan Károly (2005)

Dalam Rajah 2.1, Klaudy dan Károly (2005) merumuskan bahawa pengeksplisitan berlaku apabila:

- i. Satu unit bahasa sumber (SL) yang mempunyai makna yang lebih umum digantikan dengan satu unit bahasa sasaran (TL) yang maknanya lebih khusus;
- ii. Makna perkataan bahasa sumber (SL) yang kompleks dibahagi-bahagikan kepada beberapa perkataan dalam bahasa sasaran(TL);
- iii. Elemen baharu yang bermakna hadir dalam teks bahasa sasaran(TL);
- iv. Satu ayat dalam bahasa sumber (SL) dibahagikan kepada dua atau beberapa ayat dalam bahasa sasaran(TL); atau,
- v. Satu frasa bahasa sumber (SL) diperluas atau ditingkatkan menjadi klausa dalam bahasa sasaran (TL) dan sebagainya.

Pengimplisitan pula berlaku apabila:

- i. Satu unit bahasa sumber (SL) yang mempunyai makna yang lebih khusus digantikan oleh satu unit bahasa sasaran (TL) yang maknanya lebih umum. Penterjemah memadatkan makna beberapa perkataan. Oleh itu, unit bahasa sumber (SL) yang terdiri daripada dua patah perkataan atau lebih digantikan oleh unit bahasa sasaran (TL) yang terdiri daripada satu patah perkataan;
- ii. Elemen leksikal yang bermakna dalam teks bahasa sumber (SL) digugurkan; dua atau lebih ayat dalam bahasa sumber (SL) digabungkan menjadi satu ayat dalam bahasa sasaran(TL);
- iii. Klausa bahasa sumber (SL) diringkaskan menjadi frasa dalam bahasa sasaran (TL) dan sebagainya.

XXVI. DAPATAN KAJIAN

Dapatan kajian menunjukkan bahawa pengeksplisitan dan pengimplisitan berdasarkan kata kerja secara keseluruhan memberikan suatu konteks terjemahan semantik seperti beberapa contoh berikut:

أَمْسَكَ				
Bil.	Kalimah	Teks Al-Qur'an	Teks Terjemahan	Kod Surah
1	پ	پ پ	Maka bolehlah kamu pegang mereka (rujuk)	S002 A231
2		پ ن ن	maka kurunglah mereka (perempuan itu) dalam rumah	S004 A015
3	پ	پ پ ن	Dan janganlah kamu rujuk mereka untuk memberi mudarat,	S002 A231
4	چ	چ چ چ	Jangan ceraikan isterimu	S033 A037

Jadual ini menunjukkan penerapan makna implisit dan eksplisit dalam terjemahan Al-Qur'an. Ayat dari surah al-Baqarah ayat ke-231 menyatakan secara eksplisit bahawa rujuk isteri dibenarkan jika dilakukan secara baik (بِعَرُوفٍ), dengan makna implisit menekankan keikhlasan dan keadilan dalam tindakan tersebut. Ayat dari Surah al-Ma'idah ayat ke-15 mengarahkan pengurangan wanita tertentu dalam rumah mereka (فِي الْبُيُوتِ), yang secara implisit menunjukkan tanggungjawab dalam menjaga kehormatan dan keselamatan wanita tersebut. Ayat juga dari surah al-Baqarah ayat ke-231 melarang rujuk isteri dengan niat memberi mudarat (ضِرَارًا), dengan makna implisit menekankan perlunya niat baik dan menghindari tindakan zalim terhadap pasangan. Akhir sekali, ayat dari surah al-Ahzab ayat ke-37 memberi arahan untuk tidak menceraikan isteri (أَمْسِكْ عَلَيْكَ زَوْجَكَ), yang secara implisit menghargai dan mengekalkan ikatan perkahwinan kecuali dalam keadaan yang memerlukan. Dalam kesemua ayat ini, makna eksplisit memberikan arahan yang jelas, sementara makna implisit menekankan nilai-nilai moral dan etika yang lebih mendalam dalam hubungan suami isteri.

ضرب				
Bil .	Kalimah	Teks Al-Qur'an	Teks Terjemahan	Kod Surah
1	چ / و	فَعُلْنَا	maka Kami berfirman: "Pukullah batu itu dengan tongkatmu",	S002 A060
2		و و و	Dan berikanlah kepada mereka satu perumpamaan:	S018 A032
3		ي ي ي	Kemukakanlah kepada mereka perumpamaan:	S018 A045
4		أ ب ب	Ceritakanlah kepada mereka satu keadaan yang ajaib	S036 A013
5	فَأَضْرِبُوا/وَأَضْرِبُوا	سَأَلْتَنِي فِي قُلُوبِ الَّذِينَ كَفَرُوا الرَّعْبَ فَأَضْرِبُوا فَوْقَ الْأَعْنَاقِ وَأَضْرِبُوا مِنْهُمْ كُلَّ بَنَانٍ	Aku kelak akan mengisi hati orang yang kafir dengan rasa gerun, maka, penggallah leher mereka dan tetaklah setiap anggota mereka."	S008 A012

Jadual ini juga menggambarkan penerapan makna implisit dan eksplisit dalam terjemahan Al-Qur'an, khususnya mengenai kata "ضَرَبَ" yang diterjemahkan dalam pelbagai konteks. Ayat pertama dari Surah al-Baqarah ayat ke-60 menyatakan secara eksplisit bahawa Allah berfirman kepada nabi Musa untuk "pukullah batu itu dengan tongkatmu," yang makna implisitnya merujuk kepada kepercayaan dan ketaatan Musa kepada perintah Allah, serta keajaiban yang terhasil dari

tindakan tersebut. Manakala Ayat kedua dari Surah al-Kahfi ayat ke-32 menterjemahkan "ضَرَبَ" sebagai "berikanlah," merujuk kepada memberikan perumpamaan, dengan makna implisitnya adalah penyampaian pengajaran melalui kisah.

Ayat ketiga juga dari Surah al-Kahfi ayat ke-45 menggunakan "ضَرَبَ" sebagai "kemukakanlah," yang juga merujuk kepada memberikan perumpamaan, dengan implisitnya menyampaikan pengajaran moral. Ayat keempat dari Surah Yasin ayat ke-13 menterjemahkan "ضَرَبَ" sebagai "ceritakanlah," merujuk kepada penyampaian kisah yang mengandungi pengajaran yang ajaib, dengan makna implisit menyampaikan hikmah dan pengajaran melalui kisah tersebut. Ayat kelima dari Surah Taha ayat ke-77, Allah mengarahkan nabi Musa untuk "pukullah air laut dengan tongkatmu," yang eksplisitnya merujuk kepada tindakan fizikal yang menghasilkan mukjizat, dengan implisitnya menunjukkan kekuasaan Allah dan ketaatan Nabi Musa.

Ayat keenam dari Surah Sad ayat ke-44 menterjemahkan "ضَرَبَ" sebagai "ambillah dengan tanganmu seikat jerami maka pukullah isterimu dengannya," yang eksplisitnya merujuk kepada tindakan fizikal ringan yang mengandungi hikmah khusus, dengan implisitnya menekankan pendekatan lembut dan simbolik dalam memberikan pengajaran. Ayat ketujuh dari Surah al-Anfal ayat ke-12 menggunakan "ضَرَبَ" dalam konteks peperangan, "penggallah leher mereka dan tetaklah setiap anggota mereka," yang eksplisitnya merujuk kepada tindakan dalam medan perang, dengan implisitnya menunjukkan ketegasan dalam menghadapi musuh yang mengancam keamanan dan keadilan.

XXVII. PERBINCANGAN

Terjemahan Al-Quran merupakan satu usaha yang penting untuk menyampaikan ajaran-ajaran Islam kepada pelbagai bangsa dan bahasa. Namun, terjemahan Al-Quran juga merupakan satu cabaran besar kerana ia melibatkan penyampaian makna yang terkandung dalam teks asal Arab kepada bahasa sasaran. Dalam konteks ini, penting untuk memahami perbezaan antara makna implisit dan eksplisit dalam terjemahan Al-Quran.

Makna Eksplisit

Makna eksplisit merujuk kepada makna yang jelas dan nyata dalam teks asal. Ia adalah makna yang boleh difahami secara langsung dari kata-kata yang digunakan tanpa memerlukan penafsiran lanjut. Dalam terjemahan Al-Quran, makna eksplisit ini adalah yang paling mudah untuk diterjemahkan kerana ia melibatkan penyampaian makna secara langsung dari satu bahasa ke bahasa lain.

Makna Implisit

Makna implisit merujuk kepada makna yang tersirat dalam teks asal, yang memerlukan penafsiran atau pemahaman yang lebih mendalam untuk difahami. Makna ini sering kali terhasil dari konteks, latar belakang budaya, dan pengetahuan tentang syariat Islam. Terjemahan makna implisit memerlukan pemahaman yang mendalam tentang kedua-dua bahasa asal dan bahasa sasaran, serta konteks di mana ayat tersebut diturunkan.

XXVIII. KESIMPULAN

Hasil kajian ini telah memperlihatkan bahawa terdapat perkataan dalam kelas kata kerja yang mengalami perubahan makna yang ketara dalam penterjemahan al-Qur'an. Hal ini berlaku disebabkan oleh kewajaran dan kesesuaian konteks dalam sesuatu ayat. Semua faktor ini perlu

diberikan penekanan khusus oleh penterjemah dalam menghadapi kesukaran penterjemahan bentuk makna implisit dan eksplisit. Hasil kajian ini telah memperlihatkan bahawa terdapat perkataan dalam kelas kata kerja yang mengalami perubahan makna yang ketara dalam penterjemahan al-Qur'an. Hal ini berlaku adalah disebabkan oleh kewajaran dan kesesuaian konteks dalam sesuatu ayat.

XXIX. PENGHARGAAN

Artikel ini ialah hasil daripada kajian yang diadaptasi daripada Tesis Doktor Falsafah di bawah tajuk, '*Perintah Langsung Dan Tak Langsung Dalam Al-Qur'an: Satu Analisis Terjemahan*' karya Dr. Zaharom Ridzwan pada tahun 2015. Penghargaan juga diberikan kepada Prof. Madya Dr. Mohammad Fadzeli Jaafar atas pandangan tentang pemahaman linguistik bahasa Melayu dari aspek terjemahan al-Qur'an.

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3. **Cabaran keamanan serantau : Extremisme, jenayah rentas sempadan/**
Regional security challenges: Extremism, transnational crime

**ASEAN DEFENCE INDUSTRY: COMPARING MALAYSIA AND INDONESIAN
POWERHOUSES**

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ABSTRACT

This comparative study examines the defense industries of Malaysia and Indonesia, focusing on their developmental trajectories, challenges, and strategic objectives. Both countries have pursued indigenous arms production to enhance self-reliance, but they have adopted distinct approaches shaped by their unique political, economic, and technological contexts. The objective of this research is to analyze the effectiveness of each country's strategies in developing a robust defense industrial base, with an emphasis on policy frameworks, foreign partnerships, and domestic capabilities. The methodology involves a comprehensive review of policy documents, defense white papers, and industry reports, supplemented by interviews with industry experts and policymakers. Findings indicate that Malaysia's defense industry, characterized by privatization and a fragmented structure, has made modest progress in areas such as Maintenance, Repair, and Overhaul (MRO) and light armored vehicle production. However, it remains heavily dependent on foreign technology. Conversely, Indonesia's state-led model, dominated by five key state-owned enterprises, shows stronger performance in shipbuilding and aerospace sectors, albeit with significant foreign input. The establishment of Defence Industry Indonesia (Defend ID) in 2022 represents a strategic move towards greater self-reliance. The study concludes that while both countries face substantial challenges, Indonesia's integrated approach and recent institutional reforms may offer a more sustainable path to achieving a self-sufficient defense industry.

KEYWORDS: ASEAN; defence industry; Indonesia; Malaysia; autarky

I.INTRODUCTION

The quest for self-reliance in defense capabilities has been a strategic priority for many nations, particularly in Southeast Asia, where geopolitical dynamics and security concerns necessitate robust and independent defense industries. Malaysia and Indonesia, two prominent countries in the region, have pursued indigenous arms production with varying degrees of success and different strategic approaches. This comparative study aims to dissect the developmental paths, policy frameworks, and industrial structures that define the defense industries of Malaysia and Indonesia, providing insights into their respective achievements and ongoing challenges. Malaysia's defense industry is characterized by a privatized and fragmented structure, resulting from the economic reforms of the 1990s that privatized state-owned enterprises. This industry,

while benefiting from foreign technology transfers, has struggled to achieve substantial self-reliance, particularly in high-technology sectors. The Malaysian government's strategy has focused on developing local Maintenance, Repair, and Overhaul (MRO) capabilities and niche-based production, as evidenced by the 2020 Defence White Paper and the forthcoming national defense and security industry policy.

In contrast, Indonesia's defense industry has been predominantly state-led, with five major state-owned enterprises playing central roles. Since the establishment of the Defence Industry Policy Committee in 2010 and the implementation of a defense offset policy in 2012, Indonesia has aimed to stimulate domestic production through technology transfers and local partnerships. The recent formation of Defence Industry Indonesia (Defend ID) in 2022 marks a significant institutional reform aimed at consolidating these enterprises to enhance self-reliance and efficiency. This study employs a comprehensive methodology, including the analysis of policy documents, industry reports, and expert interviews, to evaluate the effectiveness of the defense industrial strategies of both countries. By comparing the developmental trajectories of Malaysia and Indonesia, this research seeks to illuminate the strengths and weaknesses inherent in their approaches and to offer policy recommendations that could guide future advancements in their defense industries.

Understanding the comparative dynamics of Malaysia and Indonesia's defense industries is crucial not only for policymakers and industry stakeholders within these countries but also for international partners and observers interested in the strategic landscape of Southeast Asia. Through this comparative analysis, the study contributes to the broader discourse on defense industrialization, self-reliance, and regional security.

II. METHODOLOGY

This study aims to compare and analyze the defense industries of Malaysia and Indonesia, focusing on their strategies for achieving self-reliance in defense capabilities. The central research question addresses the effectiveness of Malaysia's privatized and niche-focused approach versus Indonesia's state-led and integrated model in fostering indigenous arms production. This comparative analysis seeks to elucidate the factors influencing the development, performance, and sustainability of defense industries in these two Southeast Asian nations. The research adopts a qualitative comparative analysis approach, leveraging a systematic review of primary and secondary sources. Key documents include defense white papers, industry reports, policy frameworks, and academic literature related to defense industrialization in Malaysia and Indonesia. These sources provide foundational insights into the policy orientations, industrial structures, technological dependencies, and strategic objectives of each country's defense sector.

Primary data collection involves structured interviews with key stakeholders, including government officials, defense industry executives, and academic experts familiar with Malaysia's and Indonesia's defense policies and industrial landscapes. These interviews offer nuanced perspectives on the implementation challenges, successes, and future prospects of defense industrial strategies. Secondary data analysis focuses on comparative metrics such as defense expenditure trends, arms import dependency ratios, domestic production capabilities, and technological collaborations with foreign partners. Statistical data from international defense trade databases and industry-specific reports complement qualitative insights to provide a comprehensive assessment.

This research is significant theoretically as it contributes to the literature on defense industrialization and strategic autonomy in developing countries. By examining Malaysia and Indonesia as case studies, the study enriches understanding of how different institutional frameworks and policy approaches influence the evolution of defense industries. Practically,

findings from this study can inform policy decisions aimed at enhancing national security through strengthened defense capabilities and reduced dependency on foreign arms.

The chosen qualitative comparative analysis method is appropriate for addressing the research question, as it allows for in-depth exploration and comparison of complex phenomena within specific socio-political and economic contexts. The triangulation of data sources—documentary analysis, interviews, and statistical data—enhances the reliability and validity of findings, ensuring a robust analysis of Malaysia and Indonesia's defense industrial strategies and outcomes. This methodological approach enables a comprehensive evaluation of both similarities and divergences in policy effectiveness and industry performance, offering insights relevant to both academic research and practical policy formulation in defense industrialization.

III. RESULT

Table 1 Malaysia’s domestic, licensed and imported arms as a proportion of total procurement of major conventional arms, 2016–2020

	Procurement of major arms, 2016–20, volume (TIV millions)	Procurement of major arms, 2016–20, share of total volume (%)
Imports	691	100
Licensed	192	27.8
Domestic	-	-
Total	691	100

Table 2 Malaysia’s largest arms-producing and military services companies, 2020

All sales figures are in millions of current (2020) US dollars.

Rank	Name	Arms sales, 2020	Total sales, 2020	Arms sales %	Main products	Ownership
1	DRB-HICOM Defence Technologies (DefTech)	219	3131	7	Armoured and other military vehicles	Publicly listed company
2	Boustead Heavy Industries Corp.	34	35	99	Ships, MRO	Publicly listed company
3	Destini Berhad	20	45	45	Components for aircraft and land	Publicly listed company

					systems, ammunition, MRO	
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Table 3 Indonesia’s domestic, licensed and imported arms as a proportion of total procurement of major conventional arms, 2016–2020

	Procurement of major arms, 2016–20, volume (TIV millions)	Procurement of major arms, 2016–20, share of total volume (%)
Imports	2368	90.2
Licensed	851	32.4
Domestic	258	9.8
Total	2625	100

Table 4 Indonesia’s largest arms-producing and military services companies, 2020

All sales figures are in millions of current (2020) US dollars.

Rank	Name	Arms sales, 2020	Total sales, 2020	Arms sales %	Main products	Ownership
1	PT Pindad	157	240	65	Armoured vehicles, ammunition	State-owned
2	PT Dirgantara Indonesia	105	159	66	Aircraft, MRO	State-owned
3	PT PAL	72	125	58	Ships, MRO	State-owned
4	PT Len Industri	47	288	16	Military electronics and communications	State-owned
5	PT Dahana	18	112	16	Explosives, propellants	State-owned

IV. DISCUSSION

Malaysia

The Malaysian government first articulated an arms industrial policy in 1982 with the introduction of the National Defence Production Policy (NDPP). The pursuit of self-reliance for Malaysia's

armed forces gained momentum in the late 1990s and was subsequently detailed in the 2004 Defence Industry Blueprint. While the government did not aspire to full self-reliance, it focused on developing local Maintenance, Repair, and Overhaul (MRO) capabilities. The 2020 Defence White Paper reiterated this pragmatic approach, advocating for the growth of the local arms industry through 'niche-based self-reliance programmes'. Furthermore, the government is set to unveil a new national defence and security industry policy by the end of 2022, aiming to 'reduce dependence on assets and equipment from abroad'.

Between 2016 and 2020, Malaysia was the world's 40th largest importer of major arms, with 28% of these imports involving some degree of local production, albeit typically limited to basic assembly of imported kits. Notably, no major arms were produced domestically. However, recent developments indicate Malaysia's capability to design and manufacture certain types of major arms at the lower end of the technology spectrum, such as light armored vehicles and small ships. Several Malaysian firms have successfully developed light armored vehicles, utilizing imported light vehicle chassis. In 2021, Malaysia reportedly ordered 148 of these vehicles.

Malaysian arms industry

Malaysia's domestic arms industry, though modest in scale, heavily relies on foreign technology transfers. Its capabilities are primarily focused on shipbuilding in partnership with international firms, Maintenance, Repair, and Overhaul (MRO), and small arms production. Unlike the predominantly state-led arms industries in most Southeast Asian countries, Malaysia's defense sector is decentralized, comprising over 40 private companies that cater to both military and commercial clients, a structure that emerged from the privatization of state-owned enterprises in the 1990s.

More than 20 private companies affiliated with the Malaysia Defence Industry Council provide MRO services for the Malaysian Air Force and Navy. Domestic production capacity is gradually expanding through licensed production and strategic partnerships with foreign firms. Notable examples include DRB-HICOM Defence Technologies (DefTech), which leads in the production of armored fighting vehicles, and Boustead Heavy Industries Corporation, specializing in littoral combat ships, reflecting their respective dominance in land systems and naval shipbuilding (see Table 9.2). Additionally, Composites Technology Research Malaysia, now part of DefTech, produces UAVs. However, this limited progress is often hindered by significant delays due to funding difficulties, corruption scandals, and constrained industrial capacities.

Indonesia

Indonesia's pursuit of a domestic arms industry, initiated in the 1990s, has gained significant momentum in recent years. In 2010, the establishment of the Defence Industry Policy Committee marked a pivotal step in coordinating the development of this sector. This was further bolstered by the introduction of a defence offset policy in 2012, aimed at stimulating technology transfers to enhance the domestic arms industry. Although 2029 was initially set as the target year for achieving full self-sufficiency, this goal remains elusive.

The omnibus Law on Job Creation of 2020 updated the 2012 regulations, with a new emphasis on increasing private sector involvement in arms production. Under the 2020–24 Defence Industrial Development Plan, the Indonesian government expects its armed forces to prioritize domestic acquisitions over imports, reflecting a strategic shift towards bolstering the national defense industry.

Indonesia remains significantly dependent on foreign arms suppliers, ranking as the world's 17th largest importer of major arms between 2016 and 2020, with imports constituting 90% of its arms

acquisitions. Production under license represented 36% of these imports, equating to 32% of total procurement.

Local involvement in imported arms varies considerably. For instance, of the three Type-209 submarines ordered from South Korea, only the third is partially produced in Indonesia. Similarly, local input in the production of AS-332 helicopters from France is limited to the assembly of imported kits. In contrast, the LPD-122m landing ships from South Korea are predominantly produced locally, with Indonesia holding export rights for the design and having sold several internationally. The C-212 transport aircraft, initially licensed from Spain, are also produced locally, with Indonesia retaining export rights.

Despite these efforts, domestic production accounts for merely 10% of total procurement. A significant portion of this is the CN-235 transport aircraft, developed in collaboration with Spain. Indigenous production is confined to smaller ships, light armored vehicles, and light UAVs, all of which are technologically basic and rely heavily on imported components such as engines, sensors, and armaments. Plans to develop more advanced major arms, including combat aircraft and light tanks, are progressing slowly and primarily in partnership with foreign suppliers, where Indonesia plays a junior role.

Indonesian Arms Industry

Indonesia's arms industrial base is primarily dominated by five specialized state-owned enterprises, with small private sector firms serving as subcontractors. These state-owned producers are modest in size and exhibit limited self-reliance, largely due to their dependence on foreign technologies.

Indonesia's shipbuilding sector stands as its strongest within the arms industry. PT PAL, the leading state-owned company, develops patrol vessels and missile boats, albeit with foreign input for systems and components, and produces submarines under license from Daewoo Shipbuilding & Marine Engineering (DSME) of South Korea. This sector also boasts significant private sector involvement, with companies like PT Palindo and PT Lundin competing alongside PT PAL for government contracts.

In contrast, other sectors exhibit narrower domestic capacities and an even greater dependence on foreign input. PT Pindad, Indonesia's largest arms company specializing in land systems, produces armored vehicles and ammunition but relies on foreign support for more complex systems. PT Dirgantara Indonesia (PTDI), an aerospace firm, has co-developed transport aircraft with the European company Airbus and is developing UAV capabilities in collaboration with PT Len Industri, a military electronics manufacturer. However, the bulk of PTDI's arms revenue stems from the licensed production of foreign-designed aircraft and MRO activities.

To consolidate strengths and enhance self-reliance, a state-owned arms industry holding company, Defence Industry Indonesia (Defend ID), was established in April 2022, merging the top five companies. The impact of this merger on industry structure and capabilities remains to be seen in the coming years.

V. CONCLUSIONS

Principles and Generalizations

The comparative analysis of Malaysia and Indonesia's defense industries reveals distinct strategic approaches and outcomes in their quests for self-reliance. Malaysia's privatized and niche-focused

defense industry, although fragmented, has made incremental strides in developing local capabilities, particularly in Maintenance, Repair, and Overhaul (MRO) and light armored vehicles. However, its heavy reliance on foreign technology remains a persistent challenge. In contrast, Indonesia's state-led model, supported by major state-owned enterprises and strategic partnerships, has demonstrated stronger progress in sectors such as shipbuilding and aerospace. The establishment of Defence Industry Indonesia (Defend ID) in 2022 underscores Indonesia's commitment to consolidating and enhancing its defense industrial base.

Exceptions, Problems, and Limitations

Both countries face significant challenges and limitations. Malaysia struggles with funding constraints, corruption issues, and technological gaps, hindering its efforts to achieve substantial self-sufficiency. Indonesia, while making strides, confronts bureaucratic inefficiencies and the need for continuous technology transfer and capacity building to sustain its defense production capabilities.

Theoretical and Practical Implications

The study contributes theoretically by highlighting the influence of institutional frameworks and policy orientations on defense industrialization outcomes in developing countries. Practical implications include recommendations for enhancing policy coherence, fostering public-private partnerships, and leveraging international collaborations to reduce technological dependencies and bolster indigenous capabilities.

Conclusions and Recommendations

In conclusion, while both Malaysia and Indonesia have made commendable efforts to bolster their defense industries, Indonesia's integrated state-led approach appears more conducive to achieving sustainable self-reliance. Recommendations include enhancing transparency and governance in Malaysia's defense procurement processes, fostering innovation hubs, and diversifying technological partnerships. For Indonesia, continuous institutional reforms and investments in research and development will be crucial in overcoming remaining challenges and sustaining growth in its defense sector.

Future research should delve deeper into specific policy interventions, technological advancements, and regional security implications to further refine strategies for enhancing defense industrial capabilities in Southeast Asia.

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VIII. **BIODATA**

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DINAMIKA MALAYSIA DALAM MENANGANI ISU TUNTUTAN BERTINDIH DI LAUT CHINA SELATAN

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ABSTRAK

Kajian ini bertujuan untuk menganalisis tuntutan wilayah bertindih dan strategi penyelesaian konflik di Laut China Selatan, dengan fokus khusus pada peranan Malaysia serta penglibatannya dalam diplomasi bersama negara-negara ASEAN dan China. Kajian ini bertujuan untuk mencadangkan pendekatan komprehensif bagi Malaysia untuk meningkatkan keupayaan maritim dan memastikan kestabilan serta keselamatan serantau. Kajian ini menggunakan pendekatan kualitatif dengan analisis dokumen dan kajian kes interaksi diplomatik serta perjanjian yang telah dilakukan. Ia meneliti strategi diplomatik Malaysia, dasar pertahanan yang digariskan dalam Kertas Putih Pertahanan, serta usaha kolaboratifnya dalam kalangan negara ASEAN untuk mengurus konflik serantau dan meningkatkan keselamatan maritim. Penemuan menunjukkan bahawa Malaysia menyokong penyelesaian konflik melalui diplomasi dan rundingan, seperti yang ditunjukkan melalui sokongan berterusan terhadap Kod Tata Kelakuan (DOC- Declaration on the Conduct of Parties in the South China Sea) dan perundingan Kod Tatalaku (COC- Code of Conduct). Malaysia menekankan kepentingan kerjasama serantau, meningkatkan keupayaan pertahanan maritim, dan mengekalkan hubungan dua hala yang kukuh dengan China walaupun terdapat pertikaian wilayah. Kajian ini juga menekankan kedudukan strategik Malaysia dan keperluan untuk strategi holistik bagi mengurus ketegangan geopolitik serta melindungi kepentingan negara.

KATA KUNCI: Laut China Selatan; Malaysia; ASEAN; keselamatan maritim; diplomasi

PENDAHULUAN

Laut China Selatan merupakan kawasan yang strategik dan kaya dengan sumber alam, menjadikannya titik tumpuan bagi negara-negara yang terlibat. Pertikaian mengenai kedaulatan wilayah ini telah berlangsung sejak sekian lama, dengan pelbagai negara seperti China, Vietnam, Filipina, Malaysia, Brunei, dan Taiwan mengemukakan tuntutan masing-masing (BCC New, 2023). Isu ini menjadi semakin rumit dengan kehadiran kuasa besar seperti Amerika Syarikat yang mempunyai kepentingan strategik di kawasan ini dengan menjalankan operasi kebebasan navigasi (FONOP-Freedom of Navigation Operations) untuk mencabar tuntutan China.

Penelitian literatur menunjukkan bahawa pertikaian ini bukan hanya melibatkan aspek kedaulatan tetapi juga kepentingan ekonomi dan keselamatan. Laut China Selatan mengandungi rizab minyak dan gas yang signifikan, yang mana ini menambah kepentingan ekonominya kepada negara-negara pantai (Astro Awani, 2024). Simoes (2022) menyatakan bahawa peranan

ASEAN dalam menyelesaikan pertikaian ini adalah penting, namun keberkesannya sering kali dipersoalkan kerana kepelbagaian kepentingan negara-negara anggota. Kajian terdahulu telah menunjukkan bahawa negara-negara yang terlibat sering mengambil pendekatan unilateral dalam menangani isu ini, yang mana ini menambah ketegangan di kawasan tersebut (Boon Dar, 2023). Sementara itu, Clare (2021) dan Simoes (2022) menegaskan bahawa ASEAN perlu memainkan peranan yang lebih proaktif dalam menguruskan pertikaian ini melalui dialog dan kerjasama serantau. Dalam konteks ini, Malaysia telah menyatakan pendirian tegasnya untuk tidak terlibat dalam konflik bersenjata, sebaliknya memilih pendekatan diplomasi dan rundingan bagi mempertahankan kedaulatannya di Laut China Selatan (Ilah Hafiz Aziz, 2023). Menerusi kenyataan bersama yang dikeluarkan sempena lawatan kerja Perdana Menteri China, Li Qiang ke Malaysia selama tiga hari, yang bermula pada 18 Jun 2024 yang lalu. Kedua-dua negara menegaskan rundingan perlu dilakukan mengikut prinsip undang-undang antarabangsa yang diiktiraf secara umum termasuk Konvensyen Pertubuhan Bangsa-Bangsa Bersatu 1982 mengenai Undang-undang Laut (Hasimi Muhamad, 2024).

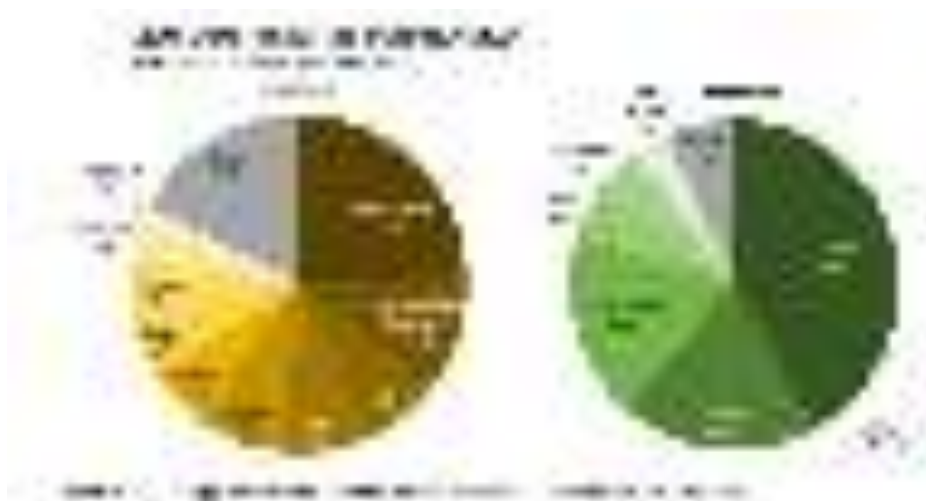
Berbeza dengan kajian-kajian terdahulu yang lebih menumpukan kepada aspek politik dan keselamatan, kajian ini akan memberikan tumpuan kepada pendekatan diplomasi yang diambil oleh Malaysia dalam menangani isu Laut China Selatan. Kajian ini akan menganalisis strategi diplomasi yang digunakan oleh Malaysia dan bagaimana ia berbeza dari pendekatan negara-negara lain di rantau ini. Dengan meneliti strategi diplomasi ini, kajian ini bertujuan untuk memahami keberkesanan pendekatan Malaysia dalam menyelesaikan pertikaian di Laut China Selatan. Dalam konteks ini, kajian ini akan menyumbang kepada pemahaman yang lebih mendalam tentang peranan diplomasi dalam menyelesaikan pertikaian wilayah dan bagaimana pendekatan diplomasi boleh dijadikan model bagi negara-negara lain yang menghadapi isu serupa. Melalui analisis rinci, kajian ini diharapkan dapat memberikan saranan yang berguna bagi pembuat dasar dan akademik dalam menangani isu-isu serantau yang kompleks seperti Laut China Selatan.

METODOLOGI

Kajian ini menggunakan pendekatan kualitatif dengan analisis dokumen dan kajian kes. Analisis dokumen merangkumi perjanjian antarabangsa, dasar pertahanan Malaysia, dan kenyataan rasmi daripada Kementerian Luar Negeri. Kajian kes melibatkan tinjauan terhadap interaksi diplomatik dan perjanjian antara Malaysia, negara-negara ASEAN, dan China. Penulis turut menganalisis Kertas Putih Pertahanan Malaysia yang memperincikan strategi dan keutamaan pertahanan negara. Persoalan utama yang akan dikupas adalah bagaimana Malaysia dapat memperkukuhkan keupayaan maritim dan mengekalkan kestabilan serantau melalui diplomasi dan kerjasama serantau. Rangka kerja penyelidikan ini relevan dalam teori dan amalan kerana ia menawarkan pandangan mengenai pendekatan holistik dalam menangani konflik wilayah yang kompleks. Metodologi yang dipilih adalah sesuai kerana ia membolehkan penilaian menyeluruh terhadap strategi diplomasi dan pertahanan yang digunakan oleh Malaysia.

KEPUTUSAN

Hasil kajian menunjukkan bahawa Malaysia komited dalam menyelesaikan konflik melalui diplomasi dan rundingan. Ini dibuktikan dengan sokongan Malaysia terhadap DOC dan usaha berterusan dalam merundingkan COC bersama ASEAN dan China. Rajah berikut menunjukkan nilai eksport minyak melalui Laut China Selatan oleh negara-negara terlibat yang secara langsung menunjukkan kepentingan laluan maritime tersebut.



PERBINCANGAN

Kajian ini menegaskan bahawa Malaysia mengutamakan pendekatan diplomatik dalam menyelesaikan konflik di Laut China Selatan. Sokongan terhadap Deklarasi mengenai DOC dan usaha berterusan dalam merundingkan Kod Tatalaku (COC - Code of Conduct) menunjukkan komitmen Malaysia untuk bekerjasama dengan negara-negara ASEAN dan China dalam memastikan kestabilan dan keselamatan serantau. Ini adalah sejajar dengan saranan dan kajian Zhe, Chandran & Zhao (2023) yang menunjukkan bahawa pendekatan kerjasama serantau adalah penting untuk mengurangkan ketegangan dan meningkatkan kepercayaan antara negara-negara yang terlibat.

Namun, berbanding dengan negara-negara lain seperti Vietnam dan Filipina yang cenderung mengambil pendekatan lebih konfrontasi dan tindakan unilateralisme terhadap China. Malaysia dilihat memilih pendekatan yang lebih berhati-hati dan berhemah. Ini dapat dilihat dalam usaha Malaysia untuk mengekalkan hubungan dua hala yang baik dengan China, walaupun terdapat pertikaian wilayah. Menurut Saravanamuttu, J (2021), pendekatan diplomatik ini membolehkan Malaysia untuk terus mendapat manfaat ekonomi daripada hubungan perdagangan dengan China, sambil mengelakkan eskalasi ketegangan yang boleh membawa kepada konflik bersenjata.

Walaupun pendekatan diplomasi Malaysia telah menunjukkan beberapa kejayaan, terdapat beberapa kritikan terhadap keberkesanan strategi ini. Pertama, terdapat kelemahan dalam keterbukaan data dan maklumat mengenai rundingan yang dilakukan, yang mana ini menyukarkan penilaian yang menyeluruh terhadap keberkesanan diplomasi Malaysia. Keterbatasan ini boleh menyebabkan analisis yang tidak menyeluruh dan kurang objektif. Keterbatasan data juga membatasi kemampuan untuk menilai impak jangka panjang strategi diplomasi ini terhadap kestabilan serantau.

Kedua, pendekatan diplomasi yang berhemah ini mungkin tidak cukup kuat untuk menghadapi tindakan agresif dari pihak lain yang mempunyai kepentingan besar di Laut China Selatan. Misalnya, tindakan China yang terus membina dan mengukuhkan kehadirannya di kawasan-kawasan yang dipertikaikan menunjukkan bahawa diplomasi sahaja mungkin tidak cukup untuk menghalang tindakan unilateralisme. Menurut kajian Zoller (2019), tindakan China dalam mengeksploitasi sumber alam di kawasan yang dipertikaikan menimbulkan kebimbangan mengenai ketidakstabilan di rantau ini.

Selain itu, strategi Malaysia yang bergantung kepada ASEAN juga menghadapi cabaran tersendiri. ASEAN, sebagai sebuah organisasi serantau, sering kali menghadapi kesukaran dalam

mencapai konsensus disebabkan oleh kepelbagaian kepentingan negara-negara anggotanya. Ini boleh dilihat dalam ketidakseragaman respon ASEAN terhadap tindakan agresif di Laut China Selatan. Ini boleh melemahkan usaha Malaysia untuk menyelesaikan konflik melalui platform serantau. Menurut Serey (2021), keberkesanan ASEAN dalam menguruskan konflik serantau sering kali dipersoalkan kerana kelemahan struktur organisasinya dan kekurangan mekanisme penguatkuasaan. Laos yang menjadi Pengerusi ASEAN tahun 2024, dilihat oleh Thayer sebagai kurang aktif dan tidak proaktif dalam menangani isu-isu Laut China Selatan semasa wawacannya dengan Radio Free Asia (Firn & Chan, 2024).

Dari sudut metodologi, kajian ini juga mempunyai beberapa kelemahan. Analisis dokumen dan kajian kes yang digunakan bergantung kepada sumber-sumber terbuka dan kenyataan rasmi. Ini mungkin tidak mencerminkan sepenuhnya situasi sebenar di lapangan. Selain itu, kajian ini tidak mengambil kira perspektif pihak-pihak lain yang terlibat dalam pertikaian, seperti pandangan dari negara-negara lain yang menuntut kawasan yang sama. Ini boleh menyebabkan analisis yang berat sebelah dan tidak menyeluruh.

Di sebalik kelemahan-kelemahan ini, kajian ini tetap memberikan sumbangan penting kepada pemahaman mengenai strategi diplomasi Malaysia dalam menangani konflik di Laut China Selatan. Kajian ini menyimpulkan akan kepentingan pendekatan diplomasi dan kerjasama serantau dalam memastikan kestabilan dan keselamatan serantau. Kajian ini juga menunjukkan bahawa pendekatan diplomasi yang berhati-hati dan berhemah boleh menjadi strategi yang berkesan dalam menangani konflik wilayah yang kompleks, walaupun terdapat cabaran-cabaran tertentu yang perlu diatasi.

Secara keseluruhannya, kajian ini menyarankan agar Malaysia terus memperkukuhkan kerjasama serantau melalui ASEAN dan meneruskan usaha diplomasi untuk menyelesaikan konflik wilayah di Laut China Selatan. Walaupun terdapat kelemahan dalam pendekatan dan metodologi yang digunakan, kajian ini tetap memberikan pandangan yang bernilai bagi pembuat dasar dan ahli akademik dalam menangani isu-isu serantau yang kompleks seperti Laut China Selatan.

KESIMPULAN

Pertikaian dan tuntutan di Laut China Selatan adalah isu kompleks yang melibatkan negara-negara ASEAN serta pihak-pihak lain yang mempunyai kepentingan dalam kawasan tersebut. Kepentingan ini termasuk negara-negara ASEAN seperti Malaysia, Vietnam, Filipina, dan Brunei, bersama dengan China, Taiwan, dan Amerika Syarikat. Laut China Selatan bukan sahaja menjadi subjek perbincangan antara negara-negara yang terlibat dalam persengketaan tuntutan wilayah, tetapi juga merupakan kawasan penting dalam keselamatan maritim dan perdagangan dunia. Perdebatan ini memberi impak besar terhadap ASEAN, sebuah pertubuhan serantau yang mengutamakan prinsip dialog, kerjasama, dan konsensus. Kehadiran China dan pembabitan Amerika Syarikat yang semakin meningkat dalam wilayah Laut China Selatan, termasuk pembinaan pulau-pulau buatan, tuntutan wilayah yang meluas, dan kegiatan penguasaan laut, telah mencetuskan kebimbangan dalam kalangan negara ASEAN. Ini memberikan tekanan kepada ASEAN untuk memahami impak keseluruhan perbalahan ini dan kaitannya dengan tujuan serantau ASEAN dalam mewujudkan keamanan dan kestabilan. Malaysia, sebagai negara yang terlibat dalam isu tuntutan bertindih, berkeupayaan memainkan peranan penting dalam usaha menyelesaikan ketegangan di Laut China Selatan. Walaupun Malaysia faham bahawa ASEAN sendiri tidak mempunyai mekanisme untuk menyelesaikan pertikaian wilayah, pertemuan dan perbincangan dalam pertubuhan ini boleh menjadi platform bagi negara-negara terlibat untuk berdialog dan mencari penyelesaian secara aman. Apatah lagi Malaysia akan menjadi pengerusi ASEAN menjelang tahun 2025. Keutamaan Malaysia adalah untuk mengekalkan kestabilan

serantau dan mencapai kesepakatan dalam kalangan negara-negara anggota yang terlibat dalam isu tuntutan bertindih ini.

PENGHARGAAN

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PENGUKUHAN INTEGRITI DALAM PENGURUSAN PEROLEHAN KERAJAAN MELALUI PELAN ANTIRASUAH NASIONAL (NACP) 2019-2023

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ABSTRAK

Kerajaan Malaysia meletakkan keutamaan kepada tadbir urus baik dan telah mewujudkan plan komprehensif yang mengintegrasikan usaha meningkatkan kecekapan tadbir urus, integriti dan pencegahan rasuah melalui Pelan Antirasuah Nasional 2019-2023. Salah satu strategi yang diketengahkan ialah meningkatkan kecekapan dan ketelusan dalam perolehan awam. Kajian ini bertujuan untuk menganalisis tiga inisiatif yang berkaitan dengan integriti dalam perolehan awam iaitu mewujudkan dasar perolehan komprehensif mengenai pendedahan konflik kepentingan; memperkukuh Integrity Pact agar selaras dengan piawaian yang berkuatkuasa; dan mengatasi masalah kebocoran maklumat dalam proses perolehan. Penyelidikan ini mengambil pendekatan kualitatif melalui analisis ke atas Laporan Kemajuan NACP serta temu bual mendalam dengan 25 orang individu yang terlibat secara langsung dengan pengurusan perolehan. Sehingga penghujung tahun 2023, ketiga-tiga inisiatif berkenaan telah selesai di peringkat output tetapi penilaian lanjut masih perlu dilakukan bagi menilai impak dan keberhasilannya. Terdapat beberapa isu dalam pelaksanaan strategi ini antaranya penyelarasan antara agensi, penyertaan aktif antara semua pihak, kecukupan sumber dan peruntukan serta kepimpinan organisasi. Berdasarkan penemuan yang dinyatakan, adalah disarankan agar pemegang taruh mengambil bahagian secara aktif dalam memantau dan menilai prestasi setiap inisiatif terlibat dan menggabung jalin peranan semua pihak berkepentingan agar sama-sama menjayakan inisiatif ini dengan menterjemahkannya melalui tindakan yang berkesan dan tersusun di semua peringkat.

Kata Kunci : integriti; *Integrity Pact*; Pelan Antirasuah Nasional; perolehan kerajaan; tadbir urus.

ABSTRACT

The Malaysian government prioritizes good governance and created a comprehensive plan that consolidates efforts on governance, integrity and anti-corruption through National Anti-Corruption Plan (NACP) 2019-2023. One of the focus is to increase the efficiency and transparency in public procurement. This study analyze three initiatives towards integrity in public procurement which are creating comprehensive procurement policy on disclosure of conflicts of interest; strengthening the Integrity Pact; and introducing a more transparent mechanism in preventing information leakages in procurement process. This research leverages on qualitative approach via document review on the NACP Progress Report as well as in-depth interviews with 26 individuals who are directly involved in public procurement management. By 2023, the three initiatives should have been completed at the output stage but further evaluation is yet to be done on the outcome and impact. Among the issues during the process are inter-agency coordination, active participation between all parties, resource and budget sufficiency as well as organizational leadership. It is

recommended that stakeholders take a serious participation in monitoring and evaluating the performance of the initiatives and gather all relevant parties to be united by translating it through effective and structured action at all levels.

Keywords : Governance, integrity, Integrity Pact, National Anti-Corruption Plan, public procurement.

PENGENALAN

Malaysia sebagai sebuah negara pembangunan telah menyaksikan peranan aktif pemerintah dalam ekonomi (Sity Daud 2004:36) dan ini mendorong perbelanjaan yang tinggi dalam perolehan awam bagi memacu pertumbuhan (Kim 1999; Siti Zurina et al. 2019:25-26). Perolehan kerajaan sebagaimana takrifan The Organisation for Economic and Development (OECD), merujuk kepada sebarang bentuk bagi kerajaan atau pihak yang mewakili kerajaan untuk mendapatkan barangan, perkhidmatan atau pelaksanaan kerja. Pengurusan perolehan awam perlu diselia dengan berkesan agar tidak dieksploitasi bagi kepentingan peribadi oleh mereka yang tidak bertanggungjawab (Beth 2007:9). Ini selaras dengan kedudukannya sebagai aktiviti kerajaan yang paling terdedah kepada rasuah (OECD 2007:3-9) lantaran jumlah besar yang diperuntukkan kepadanya oleh kerajaan seluruh dunia. Jadual 1 menunjukkan peratusan perbelanjaan penggunaan oleh seluruh kerajaan di dunia berbanding nilai Keluaran Dalam Negara Kasar (KDNK) bagi tempoh 10 tahun terkini iaitu di antara tahun 2013 sehingga tahun 2021.

Jadual 1: Peratusan Perbelanjaan Penggunaan Kerajaan Dunia Daripada Nilai KDNK Antara Tahun 2013-2021

Bil	Tahun	Peratusan
1	2013	17.0
2	2014	16.9
3	2015	16.7
4	2016	16.7
5	2017	16.5
6	2018	16.5
6	2019	16.6
7	2020	17.8
10	2021	17.1

Sumber: Disesuaikan dari data Bank Dunia
<https://data.worldbank.org/indicator/NE.CON.GOV.T.ZS>

Berdasarkan data Bank Dunia ini, secara purata, kerajaan dunia berbelanja sebanyak 15.18% daripada keseluruhan nilai KDNK. Malaysia adalah antara negara yang turut membuat perbelanjaan yang besar berbanding nilai KDNK dan ini ditunjukkan melalui Jadual 2.

Jadual 2: Peratusan Perbelanjaan Kerajaan Malaysia Daripada Nilai KDNK Antara Tahun 2013-2021

Bil	Tahun	Peratusan
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1	2013	13.7
2	2014	13.3
3	2015	13.1
4	2016	12.6
5	2017	12.2
6	2018	12.0
6	2019	11.7
7	2020	13.1
10	2021	12.7

Sumber: Disesuaikan dari data Bank Dunia

<https://data.worldbank.org/indicator/NE.CON.GOV.TZS?locations=MY>

Berdasarkan data di Jadual 2, Malaysia telah membelanjakan secara purata sebanyak 11.44% dari keseluruhan nilai KDNK bagi perbelanjaan penggunaan, Menurut Jones (2018:4), Malaysia telah membelanjakan peratusan yang besar dari keseluruhan perbelanjaan negara bagi perbelanjaan perolehan iaitu kira-kira 31%. Menurut laporan khas Bank Dunia pada 2020, kira-kira 10%-30% dari perbelanjaan itu mengalami ketirisan akibat pelbagai bentuk penyelewengan dan juga kecuaiian pengurusan (World Bank 2020:4).

Suruhanjaya Pencegahan Rasuah Malaysia (SPRM) telah menjalankan kajian komprehensif melalui analisis ke atas 20,000 senarai aduan berkaitan rasuah bagi tempoh enam tahun bermula dari tahun 2013 sehinggalah tahun 2018. Hasil analisis adalah seperti pada Jadual

3.

Jadual 3: Punca Rasuah di Malaysia

Bil	Punca	Peratusan
1	Kelemahan Pentadbiran	36.43
2	Konflik Kepentingan	33.12
3	Kelemahan Kawalan Dalaman & Ketidapatuhan	18.97
4	Kurang Ketelusan	6.45
5	Kurang Sokongan & Kesedaran Tentang Rasuah	3.35
6	Karenah Birokrasi	1.21
6	Kurang Pengesanan Awal Rasuah	0.24
7	Kurang Usaha Mencegah Rasuah	0.12
10	Kelemahan Penguatkuasaan Undang Undang	0.12

Sumber: Disesuaikan dari Pelan Antirasuah Nasional 2019-2023 m/s 34

Jadual 3 menunjukkan 10 punca rasuah di Malaysia dan tiga punca utama iaitu kelemahan pentadbiran; konflik kepentingan; dan kelemahan kawalan dalaman adalah elemen di dalam tadbir urus kerajaan. Analisis berkenaan dilanjutkan dengan mengesan sektor yang paling terdedah dengan rasuah seperti di Jadual 4.

Jadual 4: Sektor Yang Cenderung Kepada Rasuah di Malaysia

Bil	Sektor	Peratusan
1	Perolehan	42.8
2	Penguatkuasaan	23.9
3	Pentadbiran	13.4
4	Pelesenan & Permit	8.6
5	Pembiayaan & Hasil	8.1
6	Perniagaan & Industri	1.2
6	Hal Ehwal Undang Undang & Kehakiman	0.9
7	Perkhidmatan	0.5
10	Pelaburan	0.4
11	Pertahanan & Keselamatan	0.1

Sumber: Disesuaikan dari Pelan Antirasuah Nasional 2019-2023 m/s 9

Jadual 4 menunjukkan bahawa pengurusan perolehan adalah sektor yang paling terdedah dengan rasuah iaitu mewakili 42.8%. Oleh yang demikian, mengukuhkan integriti dalam perolehan awam adalah sangat kritikal.

Bagi mengintegrasikan langkah pengukuhan integriti, tadbir urus dan antirasuah, Kerajaan Malaysia telah mewujudkan Pelan Antirasuah Nasional (NACP) 2019-2023. Melalui NACP, perolehan kerajaan telah diberi perhatian khusus melalui strategi ketiga iaitu mempertingkatkan keberkesanan dan ketelusan perolehan awam. Kajian ini bertujuan untuk menganalisis strategi berkenaan dengan tumpuan kepada tiga inisiatif yang berhubung dengan integriti dalam perolehan awam iaitu menangani isu konflik kepentingan; memperkukuh *Integrity Pact* dalam perolehan; dan mengatasi isu kebocoran maklumat perolehan.

Sorotan Literatur

Kajian mengenai integriti dalam pengurusan perolehan banyak berkisar kepada aspek ketelusan. Perbandingan tahap ketelusan dalam sistem perolehan Malaysia dengan tatacara global menjadi fokus kajian antaranya oleh McCrudden & Gross (2006) melalui perbandingan dengan perundangan World Trade Organisation (WTO); Stolfi & Murniati (2014) yang membuat perbandingan dengan amalan di Kesatuan Eropah (EU) dan Xavier & Xavier (2016) yang membuat perbandingan dengan The UNCITRAL Model Law of Procurement 2011. Kajian secara perbandingan ini merumuskan bahawa masih terdapat ruang bagi elemen ketelusan ditingkatkan kerana peranan individu yang masih mendominasi keseluruhan proses dalam perolehan. Ketelusan dalam pengurusan perolehan turut disentuh dalam Laporan Jawatankuasa Kira Kira Wang Negara (PAC) dan Laporan Ketua Audit Negara (LKAN) serta menjadi fokus Jawatankuasa Siasatan Tadbir Urus, Perolehan dan Kewangan Kerajaan (JKSTUPKK) yang menerbitkan hasil kajian selepas turun ke lapangan di pelbagai agensi kerajaan.

Isu perundangan dan penguatkuasaan juga menjadi fokus dalam kajian terdahulu terutamanya Akta SPRM 2009 khususnya dari sudut kebebasan SPRM selaku agensi penguatkuasa. Ini disentuh antaranya oleh Beh (2011) dan Wan Murshida & Mazlena (2019). Inisiatif dalam bentuk perundangan mampu menjadikan pengurusan perolehan lebih teratur dan ia mesti disokong oleh sistem elektronik bagi mengurangkan peluang manipulasi oleh individu sebagaimana dapatan Marlina & Jamaliah (2015). Najih & Wiryani (2020) menyifatkan pengukuhan perundangan akan memberi lebih impak kepada

aspek penguatkuasaan dalam membanteras rasuah. Kebebasan agensi penguatkuasaan turut berperanan penting sebagaimana dapatan Yeung (2000). Ketidakecekapan dalam pengurusan perolehan menjadi isu perundangan apabila wujud elemen kecuaiian sebagaimana yang dilaporkan dalam Laporan Ketua Audit Negara saban tahun. Siti Mariam & Suhaiza (2022) melihat ia sebagai isu penting yang perlu diberi perhatian oleh pengurus perolehan.

Kecekapan pengurusan dan kepimpinan menjadi peringkat akhir dalam rantai tindakan. Sistem yang telus dan perundangan yang tegas tidak akan mampu berfungsi dengan baik tanpa pengurusan dan kepimpinan yang melaksanakannya dengan berkesan. Dalam hal ini, Tuan Zainun et al. (2013) menyarankan pihak pengurusan berbelanja lebih dalam aspek pencegahan terhadap penyelewengan melalui latihan dan penyelenggaraan sistem. Peranan pengurusan juga disentuh Ishak Ismail et.al (2016) yang menyeru kepimpinan organisasi kerajaan untuk memanfaatkan keberadaan pegawai integriti dan memberi kebebasan kepada mereka menjalankan tanggungjawab. Aida Maria et.al. (2018) melihat peranan pegawai di peringkat penilaian dan pengesahan dalam carta alir pengurusan perolehan perlu diperkemaskan kerana menjadi punca berlakunya fraud. Pendekatan yang digunakan oleh kepimpinan menjadi dapatan penting kajian Ridzuan Kushairi (2019) di mana secara perbandingan dengan beberapa negara Asia lain, pendekatan Malaysia dalam menangani isu tadbir urus perolehan kerajaan masih perlu diperbaiki. Kemampuan pengurus perolehan untuk membuat keputusan yang tepat dan berintegriti bergantung kepada ilmu, pengalaman dan faktor sampingan lain mengikut keutamaan kerajaan dan ini menjadi hasil penting dari kajian Kan & Khalid (2021) dan Lerusse (2021). Siddiquee & Zafarullah (2022) pula menekankan iltizam dan kemahuan politik yang tinggi oleh kepimpinan adalah faktor utama dalam memastikan keberkesanan dasar perolehan.

Berdasarkan sorotan ini, didapati bahawa terdapat jurang dalam membincangkan tadbir urus baik dalam pengurusan perolehan melalui NACP 2019-2023 yang tempoh pelaksanaannya berakhir pada tahun 2023. Justeru, kajian ini bakal mengisi jurang yang wujud ini melalui analisis khusus kepada tiga inisiatif memperkukuh integriti dalam perolehan awam yang digariskan di dalam NACP 2019-2023.

METODOLOGI KAJIAN

Kajian ini dijalankan secara kualitatif melalui analisis dokumen dan temu bual secara mendalam. Analisis dibuat terhadap kesemua dokumen mengenai NACP dengan tumpuan kepada Strategi Ketiga NACP. Temu bual dilaksanakan bersama 25 orang informan yang terlibat secara langsung dengan pelaksanaan NACP melibatkan pegawai dari agensi pusat dan juga pegawai yang melaksanakan pengurusan perolehan di lapangan.

Informan dari agensi pusat melibatkan Kementerian Kewangan, Suruhanjaya Pencegahan Rasuah Malaysia (SPRM), Jabatan Audit Negara (JAN) dan Pusat Governans, Integriti dan Anti-Rasuah Nasional (GIACC). Informan dari kalangan pegawai yang melaksanakan perolehan pula melibatkan pegawai di tiga buah kementerian, tiga Pejabat Kewangan Negeri, dua Pihak Berkuasa Tempatan (PBT) dan juga tiga buah badan berkanun. Maklumat turut diperolehi melalui temu bual bersama pemimpin pertubuhan bukan kerajaan (NGO) yang terlibat dalam agenda antirasuah. Temubual dijalankan secara berhadapan dan mengambil masa di antara 45 minit hingga dua jam 30 minit bagi setiap informan. Setiap sesi temu bual telah dirakam dengan persetujuan daripada informan. Ringkasan mengenai informan adalah seperti Jadual 5.

Jadual 5: Maklumat Informan Kajian

Bil	Agensi/Organisasi	Bil.Informan
1	Kementerian Kewangan	4
2	Suruhanjaya Pencegahan Rasuah Malaysia	2
3	Jabatan Audit Negara	1
4	Pusat Governans, Integriti dan Anti-Rasuah Nasional	1
5	Pegawai Perolehan Kementerian Persekutuan	4
6	Pegawai Perolehan Pejabat Setiausaha Kerajaan Negeri	5
6	Pegawai Perolehan Pihak Berkuasa Tempatan	2
7	Pegawai Perolehan Badan Berkanun	5
10	Pemimpin NGO Antirasuah	1
JUMLAH		25

DAPATAN KAJIAN DAN PERBINCANGAN

Tiga inisiatif yang berkait secara langsung dengan pengukuhan integriti menjadi fokus kajian iaitu:

- i. Inisiatif 3.1.1 bagi menangani isu konflik kepentingan semasa proses perolehan berjalan;
- ii. Inisiatif 3.1.2 mengenai usaha memperkukuh *Integrity Pact* supaya lebih selaras dengan keperluan yang digariskan di peringkat global dan menjadi alat yang lebih berkesan menangani rasuah; dan
- iii. Inisiatif 3.2.1 iaitu langkah mengatasi isu kebocoran maklumat dalam proses perolehan.

Pencapaian bagi tiga inisiatif yang menjadi fokus kajian adalah seperti Jadual 6.

Jadual 6: Pencapaian NACP 2019-2023 Bagi Tiga Inisiatif Terpilih

No.	Inisiatif	Status Pelaksanaan
3.1.1	Mewujudkan dasar bagi mewajibkan pengisytiharan konflik kepentingan dalam proses perolehan.	<p>Penambahbaikan Pekeliling MOF:</p> <p>i) Mewajibkan ahli Lembaga Perolehan mengisytiharkan kepentingan serta menarik diri dari perbincangan. Ia perlu diminitkan. (Pekeliling Perbendaharaan 2.1 Perenggan 10 (vii)(a)(9) pindaan 1 Ogos 2022)</p> <p>ii) Memasukkan perakuan untuk tidak terlibat dengan rasuah di dalam Surat Setuju Terima dan Surat Akuan Pembida Berjaya. (Pekeliling Perbendaharaan 4.2- pindaan 30 Ogos 2021)</p> <p>iii) Memastikan Pengerusi bagi Lembaga Perolehan bukan lantikan politik dan pengisytiharan kepentingan bagi Lembaga Perolehan Badan Berkanun. (Pekeliling Perbendaharaan 7.5 Perenggan 3.1(c) (ii) & (iii) & Perenggan 3.9 (b))</p>
3.1.2	Memperkemas pelaksanaan <i>Integrity Pact</i> agar lebih	Menambahbaik <i>Integrity Pact</i> seperti berikut :

menepati piawaian yang berkuat kuasa di peringkat global	<ul style="list-style-type: none"> i. Memasukkan klausa mengenai tipuan bida dalam dokumen kontrak i. Keperluan bagi semua agensi mengemukakan laporan pelaksanaan Integrity Pact kepada MOF i. Menambah klausa tindakan kepada syarikat apabila ada individu dari syarikat berkenaan terlibat dengan rasuah semasa proses perolehan berlaku. (Pekeliling Perbendaharaan PK1.6- Integriti Dalam Perolehan Kerajaan 1 Jun 2022)
3.2.1 Melaksanakan langkah mencegah maklumat dalam perolehan	<p>Langkah penambahbaikan yang dibuat adalah :</p> <ul style="list-style-type: none"> i- Mesyuarat Lembaga Perolehan secara atas talian tertakluk kepada syarat Pengerusi dan ahli mesyuarat mestilah berada di pejabat masing-masing sahaja dan penggunaan telefon bimbit adalah dilarang melainkankan dengan kebenaran Pengerusi (Garis Panduan Mesyuarat Pihak Berkuasa Melulus Berkaitan Perolehan Kerajaan secara atas talian pada 15 Jun 2021.) ii- Pelaksanaan projek rintis paparan Anggaran Harga Jabatan (AHJ) hasil kerjasama MOF, JKR dan KPM

Sumber: Disesuaikan dari Laporan Pencapaian NACP 2019-2023 Bagi Tahun 2020 & 2021 m/s 35-44.

Bagi inisiatif pertama iaitu Inisiatif 3.1.1 berkenaan pengisytiharan konflik kepentingan, tindakan yang telah diambil lebih bersifat penambahbaikan peraturan kewangan, namun dari sudut pelaksanaan terutamanya individu lantikan politik di dalam badan berkanun, didapati ia kembali menjadi amalan biasa. Peraturan yang digariskan hanya melarang individu lantikan politik ini dari menjadi Pengerusi atau Pengerusi Ganti dalam Lembaga Perolehan di dalam badan berkanun. Perlu ada garis panduan jelas dalam lantikan politik ini dan berteraskan kepada merit dan kelayakan. Peranan mereka di dalam Lembaga Perolehan juga memerlukan pemantauan agar tidak mempengaruhi keputusan Pengerusi atau Pengerusi Ganti dengan kepentingan tertentu yang tidak selaras dengan penilaian harga dan teknikal.

Bagi inisiatif memperkukuh *Integrity Pact* dalam perolehan kerajaan, penambahbaikan dengan tumpuan mengekang isu kartel perolehan melalui amalan tipuan bida dan pakatan di kalangan petender telah dibuat. Selain itu, tindakan perundangan akan turut diambil terhadap syarikat yang diwakili oleh individu yang terlibat dengan rasuah semasa proses perolehan berlangsung selaras dengan Seksyen 17A Akta SPRM 2009 (Pindaan 2018) yang memperuntukkan kesalahan rasuah oleh organisasi komersial yang mula berkuat kuasa pada 1 Jun 2020. Melalui peruntukan tersebut, hukuman di bawah kesalahan rasuah akan turut melibatkan syarikat yang diwakili oleh individu yang terlibat dengan jenayah berkenaan. Walau bagaimanapun, satu ciri khas *Integrity Pact* iaitu penglibatan masyarakat awam selaku pihak ketiga dalam proses perolehan sebagai pemantau belum dilaksanakan. Ketua Pesuruhjaya SPRM melalui kenyataan akhbar pada Oktober 2022 menyatakan bahawa negara tidak terikat untuk melaksanakannya dan ia bukan jaminan kepada ketelusan. Hal ini juga tidak diikat secara perundangan lalu menjadikannya pelaksanaan adalah bersifat pilihan semata-mata.

Bagi inisiatif ketiga iaitu mengelakkan kebocoran maklumat perolehan, Pekeliling Perbendaharaan PK 2.2- Kaedah Pelaksanaan Perolehan/ Projek Kerajaan telah menggariskan tatacara pelaksanaan Mesyuarat Lembaga Tender agar maklumat mesyuarat tidak disebar. Selain itu, tumpuan diberi kepada penjagaan maklumat sensitif perolehan terutamanya Anggaran Harga Jabatan (AHJ) yang sering menjadi punca berlakunya rasuah.

Isu Dan Cabaran

Beberapa isu telah dikenal pasti dalam melaksanakan tiga inisiatif yang terlibat.

Mengelakkan konflik kepentingan

Berdasarkan temu bual, selain faktor wujudnya lantikan politik, isu konflik kepentingan juga terjadi apabila seseorang pegawai berkhidmat terlalu lama di sesebuah bahagian terutamanya bagi PBT dan badan berkanun di mana lantikan pegawai adalah secara *closed service*. Pegawai yang berkhidmat begitu lama di jabatan yang sama membuka ruang untuk berlaku penyelewengan apabila mengetahui semua selok belok pengurusan perolehan. Peranan Unit Audit Dalam dan Unit Integriti pula tidak dimanfaatkan sebaiknya untuk mengekang isu konflik kepentingan apabila tidak mendapat lampu hijau dari pihak pengurusan tertinggi organisasi. Berdasarkan penemuan ini, didapati bahawa isu konflik kepentingan dalam pengurusan perolehan memerlukan tindakan proaktif sesebuah agensi melalui komitmen kepimpinan dalam melihat konflik kepentingan sebagai isu yang serius.

Penambahbaikan *Integrity Pact*

Integrity Pact baharu yang berkuatkuasa mulai Jun 2022 dilihat mempunyai beberapa isu dari sudut pelaksanaan terutamanya apabila melibatkan banyak pihak yang perlu menandatangani pengisytiharan dan ini membebankan agensi kecil dengan pegawai yang terhad. Selain itu, isu utama *Integrity Pact* di Malaysia adalah ia tidak mengambil sepenuhnya model yang diperkenalkan oleh Transparency International (TI). Dua elemen yang tidak dimasukkan adalah penglibatan masyarakat sivil sebagai pemantau dan mewujudkan pusat timbang tara apabila berlaku sebarang pertikaian dan tiada alasan kukuh mengapa kerajaan tidak mengaplikasikan perkara ini.

Mengatasi kebocoran maklumat perolehan

Dalam inisiatif mengatasi kebocoran maklumat perolehan, isu yang berlaku adalah status maklumat perolehan sebagai dokumen sulit tidak dihayati oleh pengurusan tertinggi organisasi menyebabkan ia mudah tersebar. Selain itu, isu kebocoran maklumat juga dikesan berlaku kerana pendigitalan sistem perolehan yang tidak menyeluruh dengan masih wujud peranan manusia untuk menjalankannya secara manual. Sistem e-Perolehan hanya digunakan oleh agensi kerajaan di peringkat persekutuan sahaja. Kerajaan negeri, pihak berkuasa tempatan dan badan berkanun tidak disyaratkan menggunakan sistem berkenaan. Ketiga-tiga entiti tersebut diberikan budi bicara untuk melaksanakan pengurusan perolehan mengikut kaedah mereka sendiri. Melalui pemerhatian dan temu bual dengan pegawai dari tiga buah pejabat kewangan negeri, dua pihak berkuasa tempatan dan tiga badan berkanun, kesemuanya tidak menggunakan sistem e-Perolehan dalam pengurusan perolehan dan menjalankannya secara manual kecuali dua pejabat kewangan negeri yang mempunyai sistem perolehan berkomputer sendiri. Ini membuka ruang kepada kebocoran maklumat untuk berlaku.

KESIMPULAN

NACP 2019-2023 telah mengorak langkah bagi pemantapan integriti secara bersasar apabila meletakkan perolehan awam sebagai salah satu bidang keutamaan. Walau bagaimanapun, secara keseluruhannya, pencapaian inisiatif ini lebih menjurus kepada penambahbaikan ke atas peraturan yang telah sedia ada. Aspek ketegasan dari segi perundangan tidak begitu ditekankan. Isu utama dalam usaha mengatasi konflik kepentingan adalah masih wujudnya lantikan politik di dalam GLC yang membuka ruang kepada elemen nepotisme dan kronisme. *Integrity Pact* pula belum benar-benar menjadi alat mengekang rasuah dalam perolehan apabila tiadanya peranan pihak ketiga sebagai pemantau dan badan timbang tara yang merupakan kriteria global *Integrity Pact* itu sendiri. Isu kebocoran maklumat perolehan pula masih sukar diatasi lantaran tiada perundangan ketat bagi menghalang ia berlaku di samping sikap sambil lewa pihak pengurusan organisasi. Kelemahan dalam pelaksanaan ketiga-tiga strategi di dalam NACP ini sedikit sebanyak disumbangkan oleh perubahan lanskap politik Malaysia yang begitu ketara sejak dari pelancaran NACP pada tahun 2019 sehingga ke tahun 2023. Ini telah memberi kesan dalam pelaksanaan pelan ini di mana perhatian yang diberikan kepada keberkesanan pelaksanaan NACP semakin menurun seiring dengan berubahnya keutamaan yang digariskan oleh setiap pentadbiran. Bermula 2024, kerajaan Malaysia telah melancarkan Strategi Pembanterasannya Rasuah Nasional (NACS) 2024-2028 sebagai kesinambungan kepada NACP yang berakhir pada 2023. Kajian akan datang boleh melihat sejauh mana NACS ini berkesinambungan dengan NACP khususnya dalam menangani rasuah dalam perolehan awam.

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FROM ASYMMETRIC TO HYBRID: UNVEILING THE DIGITAL EVOLUTION OF WARFARE IN THE DISRUPTION ERA

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ABSTRACT

Security agencies across the world are facing significant challenges. Asymmetric warfare and cybersecurity are becoming a focus across many sectors. Hybrid warfare entails an interplay of fusion of conventional and unconventional power. However, most of the literature describes this study's empirical phenomena but does not provide a theoretical-based argumentation. This study aims to explore the academic transformation of the research field of asymmetric warfare to hybrid warfare on the Scopus repository database. The result showed the disruption era, -and the COVID-19 pandemic accelerated the digital transformation of hybrid warfare. More resources other than the Scopus data repository are recommended for further research.

KEYWORDS: asymmetric warfare; hybrid warfare; VUCA; bibliometrics analysis; digital evolution

I. INTRODUCTION

Today's military operations have become complex, multifaceted, and unpredictable. Several countries have begun to focus on the potential military benefits of wearable computing devices (Sharma et al., 2020). Indonesia continues to effectively strengthen information traffic in cyberspace. According to the Indonesian Internet Service Providers Association (APJII) survey, internet users in Indonesia recorded that internet penetration in Indonesia had reached 78.19 percent in 2023, or 215,626,156 people out of a total population of 275,773,901 people, placing Indonesia in 1st place and 8th in the world in terms of active internet users (Indonesian Internet Service Providers Association, 2023). This figure does not reflect its security because Indonesia is in a weak position in cyber security. The emergence of cases of espionage, intelligence, hacking, and so on shows more or less Indonesia's dominance in controlling the flow of information traffic when faced with cyberwar. This has become part of Indonesia's poor record in terms of cyber security (Arianto & Anggraini, 2019). In addition, an Akamai Technologies report shows that cybercrime in Indonesia has doubled in the last few years. This figure places Indonesia in first place among

countries that have the potential to be targeted by hackers, replacing China(Akamai Technologies, 2016).

VUCA is an acronym for Volatile, Uncertain, Complex and Ambiguous four elements that have become hallmarks of today's business environment (Christopher, 2023). VUCA world means the world we live in now, where change is very fast, unpredictable, influenced by many factors that are difficult to control, and truth and reality are very subjective. The development of technology and information is one of the biggest influences on this change, moreover during Covid-19 pandemic(Miftah et al., 2024; Nanda et al., 2023; Widianingsih et al., 2023). This VUCA is the result of cultural transformation due to the fusion of functional aspects of the virtual and physical worlds (Malhotra, 2023). Organizational resilience is a key capability for modern companies to survive and thrive in a VUCA environment (Yu et al., 2022). Information and Communication Technology (ICT) projects are investments in software development, data migration, and infrastructure development carried out by organizations to achieve value or benefits for the organization. ICT projects can be developed using traditional approaches but must be rigid and systematic so that they do not support the current dynamics of change such as volatility, uncertainty, complexity, and ambiguity (VUCA) (Fransisca et al., 2023).

The exponential growth of information and communication technology in this era of globalization has brought major changes to the new world order (Ryacudu et al., 2021). his also shifts the paradigm of warfare to a new one. Traditional threats (physical) have developed into multidimensional threats (physical and non-physical) (Ryacudu et al., 2021). With a complex situation and dynamic and rapid world development, the Indonesian people must always prepare themselves in various ways to face various wars. Not only the threat of conventional war, but also modern war in the form of military, non-military, and hybrid threats originating from abroad and within the country. In Indonesia, the development of ICT projects is carried out using various approaches, one of which is agile. An agile approach is taken to avoid the risk of project failure due to volatility, tension, complexity, and ambiguity (VUCA) (Mohagheghi & Jorgensen, 2017). Based on this explanation, this research aims to explore the academic transformation of the research field of asymmetric warfare into hybrid warfare in the Scopus repository database.

II. METHODOLOGY

The method used in this research is bibliometrics analysis by developing literature studies and previous research (van Eck & Waltman, 2010). The data source for this research comes from the Scopus database. The literature obtained was then analyzed by authors, countries, institutions, journals, and keywords. Apart from that, it also uses VosViewer software to analyze data.

III. RESULT

From the search results for the 2010-2023 interval, 323 documents from 512 authors were found. Broadly speaking, 1440 keywords were found regarding this topic. Apart from that, there are a total of 947 quotes from all articles on this topic or around 2.93 quotes per document, this shows that this topic is still quite important with documents on this topic often being quoted. Of the total documents, it can be found that 205 documents are in the form of articles, 52 documents are in the form of chapter books, and some others are in the form of conference papers, reviews, books, notes and editorials as shown in Table 1.

Table 1 Document List

No	Description	Result
1	Timespan	2010-2023
2	Total Documents	323
3	Reference	13662

No	Description	Result
4	Total Citations	947
5	Average citations per doc	2.93
6	Author	512
Document Type		
7	Article	205
8	Book	14
9	Book chapter	52
10	Conference paper	25
11	Editorial	5
12	Note	6
13	Review	16

a. Annual Scientific Production

From 2010 to 2023, publications on this topic continued to increase. This can be seen in Figure 1, although from 2010 to 2015 the number of documents was no more than 4. There was even a document vacancy in 2013 and 2014, but from 2016 until now it has continued to increase. At its peak, in 2022, there will be 67 documents on this topic, the most than in previous years. In 2023, documents on this topic will reach 44, and it is predicted that this will continue to increase until the end of the year.

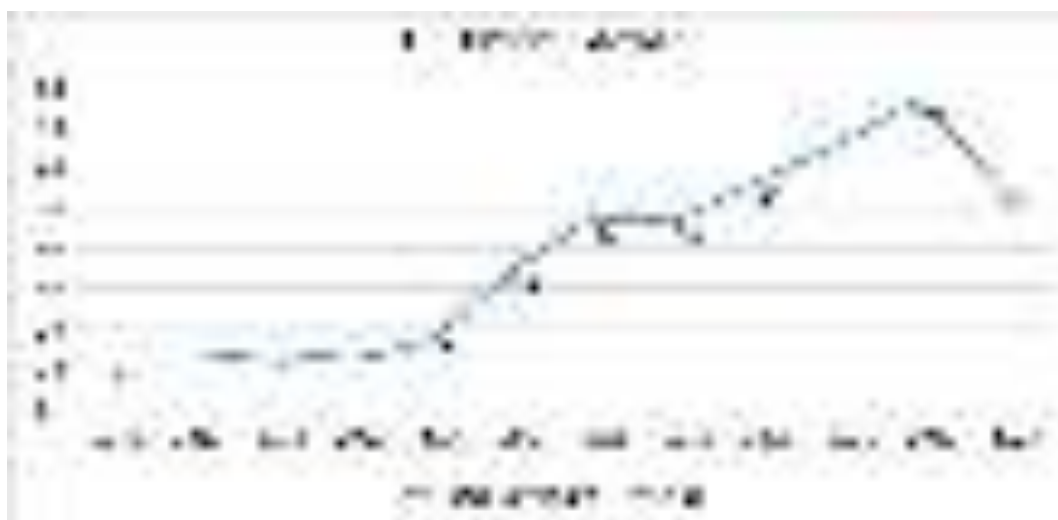


Figure 1 Document Growth

b. Main Author

Table 2 lists the authors in order of their level of contribution to this topic. There are four authors who have the most documents on this topic, namely Burkle F.M, Granholm F, Huhtinen A. M, and Tin D, who each have five documents on this topic. However, Daniel J and Eberle J are the main authors if the ranking is based on the ratio of citations to documents on this topic, namely 46 citations from 4 documents or around 11.5 citations per document.

Table 2 Document's Main Author

Rank	Name	TD ¹	F ² (%)	TC ³	TC/TD
1	Burkle F.M.	5	1.5480	13	2.6

Rank	Name	TD ¹	F ² (%)	TC ³	TC/TD
2	Granholm F.	5	1.5480	7	1.4
3	Huhtinen A.-M.	5	1.5480	4	0.8
4	Tin D.	5	1.5480	7	1.4
5	Ciottone G.R.	4	1.2384	7	1.75
6	Daniel J.	4	1.2384	46	11.5
7	Eberle J.	4	1.2384	46	11.5
8	Johnson R.	4	1.2384	34	8.5
9	Kitzen M.	4	1.2384	5	1.25
10	Bachmann S.D.	3	0.9288	7	2.3333

TD: Total Document, F: Frequency: TD/323x100, TC: Total Citation

c. Main Countries

The United States is the country with the most publications on this topic during the 2010-2023 period with a total of 79 documents, followed by Ukraine with a total of 62 documents, and in third place is the United Kingdom with a total of 41 documents.

d. Main Institution

The top 10 affiliates on this topic account for a total of 14.65% of all documents on this topic as seen in the following table.

Table 3 Main Institution

Rank	Affiliation	TD	F (%)	TC	TC/TD
1	Department of Emergency Medicine, Beth Israel Deaconess Medical Center and Faculty, Harvard Medical School, Boston, MA, United States	4	1.2384	7	1.75
2	Harvard Humanitarian Initiative, Th Chan School of Public Health, Harvard University, Boston, MA, United States	4	1.2384	21	5.25
3	Institute of International Relations Prague, Czech Republic	4	1.2384	22	5.5
4	Taras Shevchenko National University of Kyv, Ukraine	4	1.2384	5	1.25
5	Conflict Prevention and Early Warning Centre, Bucharest, Romania	3	0.9288	5	1.67
6	Department of Abdominal Surgery, Military Medical Clinical Center, Sothern Region of Ministry of Defense of Ukraine, Odessa, Ukraine	3	0.9288	12	4
7	Department of International Relations and European Integration, SNSPA, Bucharest, Romania	3	0.9288	5	1.67
8	Department Of Surgery, Institute Of Clinical Sciences, Sahlgrenska Academy, Gothenburg University, Gothenburg, Sweden	3	0.9288	11	3.67
9	Department of War Studies, King’s College London, London, United Kingdom	3	0.9288	23	7.67
10	Escuela Superior de Guerra “General Rafael Reyes Prieto”, D.C., Bogotá, Colombia	3	0.9288	4	1.33

Rank	Affiliation	TD	F (%)	TC	TC/TD
TD: Total Document, F: Frequency: TD/323x100, TC: Total Citation					

e. Main Journals

Based on the source, Hybrid Warfare: Fighting Complex Opponents from the Ancient World to the Present and Small Wars and Insurgencies are the journals that published the most papers, with a total of 9 documents, followed by the Journal of Slavic Military Studies with a total of 8 documents.

Table 4 Main Journals

Rank	Source	No. Of Publication	Publisher	Quartiles
1	Hybrid Warfare: Fighting Complex Opponents from the Ancient World to the Present	9	Cambridge University Press	Q4
2	Small Wars and Insurgencies	9	Taylor & Francis	Q3
3	Journal of Slavic Military Studies	8	Taylor & Francis	Q2
4	Defense and Security Analysis	6	Taylor & Francis	Q3
5	European Conference on Information Warfare and Security, ECCWS	6	Curran Associates Inc.	Q4
6	Connections	5	Partnership for Peace Consortium of Defense Academies and Security Studies Institutes	Q3
7	Contributions to International Relations	5	Springer Nature	Q2
8	RUSI Journal	5	Taylor & Francis	Q3
9	Terrorism and Political Violence	5	Taylor & Francis	Q1
10	Building Cyber Resilience against Hybrid Threats	4	IOS Press	Q1

f. Main Documents and Keywords

Based on citation statistics obtained from the Scopus database, the following table displays the documents that have had the greatest impact on this topic.

Table 5 Main Documents and Keywords

Rank	Title	Source title	Cited by
1	Russian hybrid warfare and extended deterrence in eastern Europe (Lanoszka, 2016)	International Affairs	97
2	Countering hybrid warfare as ontological security management: the emerging practices of the EU and NATO (Mälksoo, 2018)	European Security	38
3	Hybrid interference as a wedge strategy: A theory of external interference in liberal democracy (Wigell, 2019)	International Affairs	29
4	Hybrid War and Its Countermeasures: A Critique of the Literature (Johnson, 2018)	Small Wars and Insurgencies	29
5	Contemporary Russian revisionism: understanding the Kremlin’s hybrid warfare and the strategic and tactical deployment of disinformation (Richey, 2018)	Asia Europe Journal	26
6	Towards a typology of non-state actors in ‘hybrid warfare’: proxy, auxiliary, surrogate and affiliated forces (Rauta, 2020)	Cambridge Review of International Affairs	20
7	Life in the “gray zone”: Observations for contemporary strategists (Wirtz, 2017)	Defense and Security Analysis	20
8	“Putin, You Suck”: Affective Sticking Points in the Czech Narrative on “Russian Hybrid Warfare” (Eberle & Daniel, 2019)	Political Psychology	19
9	Political warfare in the digital age: cyber subversion, information operations and ‘deep fakes’ (Paterson & Hanley, 2020)	Australian Journal of International Affairs	18
10	The landscape of disinformation on health crisis communication during the COVID-19 pandemic in Ukraine: hybrid warfare tactics, fake media news and review of evidence (Patel et al., 2020)	Journal of Science Communication	18

Furthermore, 323 documents were subjected to content analysis using the VOSviewer "all keywords" analysis unit and the "full counting" method to conduct a co-occurrence study. Of the 1440 keywords, VOSviewer detected 106 that met the threshold when we limited the keyword occurrence frequency to 3 times. Figure 2 is the result of our analysis.

The top five keywords were Hybrid Warfare (153), Russia (46), Ukraine (36), War (25) and Nato (20). Apart from that, seven items were found in this research. These keywords are grouped into 7 clusters in Figure 2. Each cluster has a different number of keywords and is represented by a different color.

The first cluster (red, 23 terms) concentrates on cyberattacks, disaster planning, and emergency medicine. The second cluster (green, 20 terms) concentrates on hybrid warfare, political security, and geopolitics. The third cluster (blue, 18 terms) concentrates on hybrid war, cyber security, and computer crime. The fourth cluster (yellow, 18 terms) concentrates on disinformation, hybrid threats, and information warfare. The fifth cluster (purple, 13 items) concentrates on security, insurgency, and irregular warfare. The sixth cluster (light blue, 12 items) concentrates on the gray

zone, international security, and military intervention. The seventh cluster (orange, 2 items) focuses on the information war.

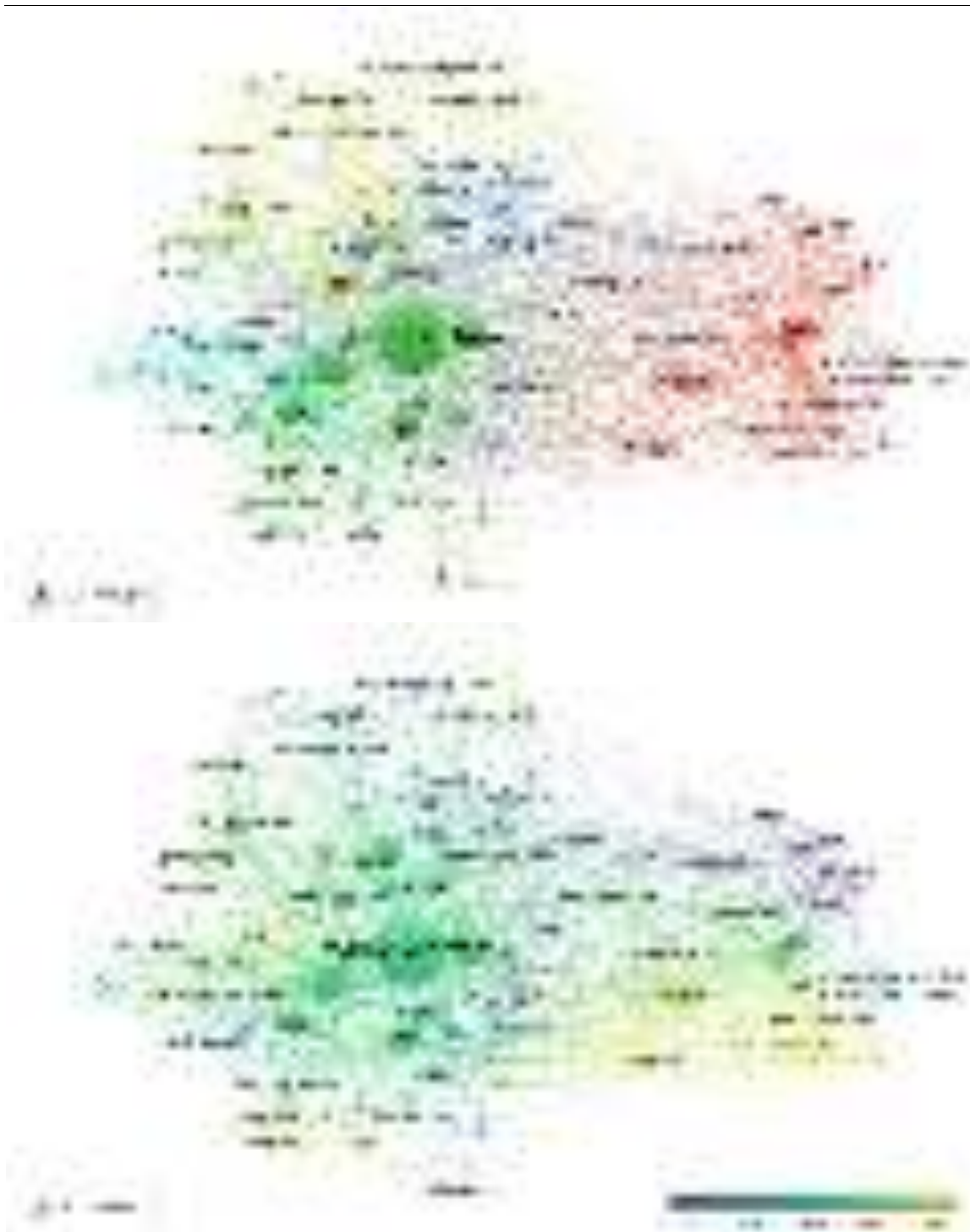


Figure 2 VosViewer Visualization

IV. DISCUSSION

Globally, there has been a large increase in this topic over the last few years, indicating that this topic is increasingly interesting to research. The keywords Hybrid Warfare (153), Russia (46),

Ukraine (36), and War (25) are the most frequently used keywords. In recent years, his research has focused on the keywords "geopolitics", "disaster planning", and "terrorism". Thus, future discussions will likely focus on developing new strategies and tactics to counter the threat of asymmetric warfare.

V. CONCLUSIONS

For research on this topic, data from Scopus is used to analyze publishing patterns, journal performance, content analysis, and the incorporation of country and source bibliographies. The aim of this study is to report on the current state of publications in these fields. The results of this research confirm the answers to challenges and responses from the transition period from Asymmetric Warfare to Hybrid Warfare after the Covid-19 pandemic and the VUCA era. Based on this topic, Burkle F.M, Huhtinen A.M, and Tin D (n=5) as well as Hybrid Warfare: Fighting Complex Opponents from the Ancient World to the Present and Small Wars and Insurgencies (n=9) are the most significant authors and sources.

VI. ACKNOWLEDGEMENT

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VIII. BIODATA

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4. **Kesihatan mental dan kesejahteraan sejagat/ *Mental health and well being***

FROM WORKPLACE BULLYING TO EMOTIONAL EXHAUSTION: THE MEDIATING ROLE OF PERCEIVED ORGANIZATIONAL SUPPORT AMONG CHINESE FRONTLINE EMPLOYEES

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ABSTRACT

Research has shown that workplace bullying is linked to various health-related outcomes. However, the mechanisms explaining the connection between workplace bullying and emotional exhaustion have been less explored. This study applies the conservation of resources theory (COR) to extend existing research by examining the role of perceived organizational support as a mediator between bullying and emotional exhaustion. This study uses purposive sampling, collecting data from 782 frontline employees in Jiangxi province, China, resulting in 753 valid responses. Regression analysis and bootstrapping were employed to test hypotheses.

The findings revealed that 15.14% of frontline employees in China's service sector are victims of workplace bullying, experiencing negative acts daily or weekly. Additionally, perceived organizational support was found to mediate the relationship between workplace bullying and emotional exhaustion.

KEYWORDS: Workplace bullying; Perceived organizational support; Emotional exhaustion; Frontline employees; Mediator

INTRODUCTION

Workplace bullying involves persistent exposure to hostile behaviors like harassing, offending, and socially excluding within professional environments (Einarsen et al., 2020). It has become a significant global public health concern (Ng & Chan, 2021). While numerous studies have examined its adverse effects on mental health, particularly emotional exhaustion (Anasori et al., 2020), there remains a notable gap in understanding how workplace bullying contributes to emotional exhaustion within the Chinese service industry (Said & Tanova, 2021).

Frontline employees in the service sector may be particularly vulnerable to bullying due to customer-oriented (Lee & Madera, 2019), frequent interactions with customers or clients (Yoo & Arnold, 2016), and high emotional working demands (Lee & Madera, 2019). Drawing upon the Conservation of Resources theory (Hobfoll, 1989), this study proposes that perceived organizational support is a critical mechanism linking workplace bullying and emotional exhaustion. Perceived organizational support, an important psychological resource, refers to the degree to which employees perceive the organization supports and cares about them (Eisenberger et al., 1986). As a work stressor, workplace bullying can erode employees' trust and perceived support from the organization. Low perceived organizational support leaves employees without sufficient resources to manage work stress, resulting in emotional exhaustion.

Ahmad et al. (2017) highlighted the lack of non-Western samples in current workplace bullying research. Cross-cultural studies have revealed substantial differences in the acceptance and tolerance of workplace bullying across various cultures (Jacobson et al., 2014). Chinese culture is characterized by high power distance, collectivism, and respect for authority (Hofstede, 1984), which are likely to influence the occurrence and consequences of workplace bullying. Therefore, investigating frontline employees in the Chinese service industry fills current research gaps and offers a cross-cultural perspective that enhances our understanding of workplace bullying.

Methods

This study applied Hobfoll's Conservation of Resources theory (1989) to examine the impact of workplace bullying on emotional exhaustion among frontline employees in China, focusing on the mediating role of perceived organizational support. Purposive sampling recruited 782 frontline employees from Jiangxi Province's service industry, ensuring participants were at least 18 years old with at least one year of relevant work experience. Data were collected using the www.wjx.cn platform, yielding 753 valid responses after screening, achieving a response rate of 96.29%. Regression analysis and bootstrapping were employed to test hypotheses and clarify the relationships between workplace bullying, perceived organizational support, and emotional exhaustion. The study contributes theoretically and practically by deepening understanding of these dynamics and providing insights for management practices to enhance workplace environments and employee well-being.

Results

Preliminarily analysis

This study examined workplace bullying among frontline employees and its implications within China’s service industry. Findings revealed that 15.01% of frontline employees reported no bullying experiences, 69.85% experienced negative acts occasionally or monthly, and 15.14% encountered bullying weekly or daily (refer to Table 1).

Table 1. Workplace bullying level of frontline employees (N=753) Frequency Category N Percentage
 Never Not Exposed 113 15.01%
 Occasionally/Monthly Mistreated 526 69.85%
 Weekly/Daily Victims 114 15.14%
 Additionally, significant gender differences were noted, with male bullying scores higher than females ($t=2.054, p=0.040$). Similarly, employees holding a bachelor's degree reported higher bullying scores than those with a junior college degree ($F=2.789,$

4

$p=0.040$). No significant variations were observed based on age, marital status, or tenure (refer to Table 2).

Table 2. Participants characteristics (N=753)

Variables N Bullying Mean SD t/F *p* Male (n=368) 32.13 11.61

Gender

Marital status

Age

(years)

2.054 0.040*

Female (n=385) 30.62 8.27

Married (n=312) 30.74 9.19

-1.411 0.159

Unmarried (n=441) 31.79 10.63

18-34 (n=515) 31.54 10.34

35-54 (n=222) 31.14 9.71 0.720 0.487 ≥ 55 (n=16) 28.63 4.06

High school (n=208) 30.66 9.11

Academic

degree

Tenure
(years)

* $p < 0.05$ ** $p < 0.01$

Junior college (n=157) 30.19 8.46 Undergraduate (n=373) 32.36 11.20 Postgraduate (n=15) 28.20
 4.84 $1 \leq x < 3$ (n=381) 31.23 9.29 $3 \leq x < 5$ (n=149) 32.28 10.75 $5 \leq x < 10$ (n=107) 30.17 8.54 \geq
 10 (n=116) 31.69 12.60
 2.789 0.040* (3) > (2)

0.972 0.405

Hypothesis tests

The study proposed and tested four hypotheses. Hypothesis 1 posited a negative relationship between workplace bullying and perceived organizational support, which was confirmed with a significant correlation ($r = -0.343, p < 0.01$). Hypothesis 2 suggested a negative association between perceived organizational support and emotional exhaustion, which was supported ($r = -0.333, p < 0.01$). Hypothesis 3 proposed a positive association between workplace bullying and emotional exhaustion, which was confirmed ($r = 0.475, p < 0.01$) (refer to Table 3).

5

Table 3. Cronbach alpha and correlations between variables

Variables Cronbach alpha 1. WB 2. POS 3. EEX 1. WPB 0.947 1
 2. POS 0.923 -0.343** 1

3. EEX 0.924 0.475** -0.333** 1 WPB=Workplace bullying; EEX=Emotional exhaustion; POS=Perceived organizational support. * $p < 0.05$ ** $p < 0.01$.

Furthermore, regression analyses (refer to Table 4) demonstrated that workplace bullying significantly diminishes perceived organizational support ($\beta = -0.506, P < 0.001$), which in turn negatively impacts emotional exhaustion ($\beta = -0.325, P < 0.001$). Directly, workplace bullying predicted higher levels of emotional exhaustion ($\beta = 1.307, P < 0.001$). Moreover, Hypothesis 4 suggested that perceived organizational support mediates the relationship between workplace bullying and emotional exhaustion. Results indicated a significant indirect effect ($\beta = 0.164, t = 9.151, P < 0.001$), underscoring the partial mediating role of perceived organizational support. Importantly, this mediation effect persisted even after controlling for age and education. Table 4. Direct and indirect effect summary.

95% CI

Effect
 Boot SE z/t p
 Boot LLCI Boot ULCI

WPB→POS→EEX Indirect effect 0.164 0.025 0.098 0.018 9.151 0.000 WPB→POS Direct path -
 0.506 -0.606 -0.406 0.051 -9.872 0.000 POS→EEX Direct path -0.325 -0.446 -0.204 0.062 -5.262
 0.000 WPB→EEX Direct effect 1.143 0.962 1.323 0.092 12.409 0.000 WPB→EEX Total effect
 1.307 1.134 1.480 0.088 14.828 0.000

Discussion

This study extends previous research by offering insights into how workplace bullying impacts emotional exhaustion among frontline employees in the Chinese service industry. Findings show that 15.14% of frontline employees are identified as victims of

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bullying, underscoring the vulnerability of occupations with high emotional demands to bullying.

Gender differences in workplace bullying vary based on country, industry, and measurement methods (Salin, 2021). Our study indicates that men are more susceptible to bullying compared to women, aligning with the findings of Kumari et al. (2023). We posit that this discrepancy may arise from males often being assigned to high-risk roles or facing intensified competition for promotion and salary, which could foster bullying. Additionally, employees with a bachelor's degree were more likely to experience bullying than those with a junior college degree, possibly due to their greater autonomy or their roles in challenging organization norms and advocating for changes that may not be well-received by peers or administrators (Keashly & Neuman, 2010).

Our results demonstrate that workplace bullying reduces employees perceived organizational support, leading to emotional exhaustion. Perceived organizational support serves as a mediator in the relationship between workplace bullying and emotional exhaustion. These findings align with the Conservation of Resources theory (COR), suggesting that workplace bullying depletes employees' psychological resources, diminishes their trust in the organization, and undermines perceived support, fostering emotional exhaustion.

Despite its contributions, this study has limitations. Primarily, using a non-probability sample from Jiangxi Province's service sector may constrain the generalizability of our conclusions. Future research should broaden the sample scope to enhance the findings' applicability. Moreover, reliance on a cross-sectional design impedes establishing causal links between variables. Future investigations could employ longitudinal or experience sampling methodologies to elucidate the dynamic interplay and causal pathways among workplace bullying, organizational support, and emotional outcomes. Lastly, while we focused on perceived organizational support as a mediator, future studies could explore other mediators, such as psychological capital and moderators like emotional to comprehensively grasp the emotional impacts of workplace bullying.

Conclusions

This study contributes to the literature on workplace bullying among frontline employees in the Chinese service industry, shedding light on potential victimization within this group. Employees on the frontlines of the Chinese service sector face elevated risks of bullying, which can erode their perceived organizational support and lead to emotional exhaustion. Consequently, managers in this sector must prioritize the prevention of workplace bullying. They should proactively cultivate a fair and supportive workplace environment to bolster employees perceived organizational support and alleviate adverse emotional outcomes.

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**MEMAHAMI *SUBJECTIVE WELL-BEING* PADA MAHASISWA DI KOTA BANDUNG:
PENGARUH REGULASI *SELF-EFFICACY***

**(UNDERSTANDING *SUBJECTIVE WELL-BEING* AMONG UNIVERSITY STUDENTS
IN BANDUNG: THE INFLUENCE OF REGULATE *SELF-EFFICACY*)**

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ABSTRACT – Mahasiswa seringkali menghadapi masalah yang mengakibatkan ketidaksejahteraan kondisi psikologis. Penelitian ini bertujuan untuk membuktikan adanya pengaruh regulasi *self-efficacy* terhadap *subjective well-being* pada mahasiswa di Kota Bandung. Sampel penelitian yang digunakan sebanyak 351 mahasiswa di Kota Bandung yang diambil dengan teknik *convenience sampling*. Metode analisis data yang digunakan adalah regresi linier sederhana. Hasil analisis data menunjukkan bahwa regulasi *self-efficacy* secara signifikan mempengaruhi *subjective well-being*. Regulasi *self-efficacy* memberikan pengaruh positif yang signifikan sebesar 30% terhadap *subjective well-being*. Sehingga, semakin tinggi regulasi *self-efficacy* pada mahasiswa, akan semakin tinggi pula *subjective well-being*.

KEYWORDS: Mahasiswa; Regulasi *self-efficacy*; *Subjective well-being*

I. INTRODUCTION

Mengutip dari berita milik Hastanto (2019) pada hasil survei terhadap mahasiswa di Kota Bandung, sebanyak 30,5% mengalami depresi, 20% berpikir untuk bunuh diri, 6% sudah melakukan percobaan bunuh diri. Begitupun dilansir melalui berita Liputan6.com oleh Nugraha (2019), sebanyak 24 dari 441 mahasiswa di perguruan tinggi Kota Bandung, mahasiswa pernah melakukan upaya atau berniat melakukan bunuh diri. Data tersebut menunjukkan bahwa mahasiswa menghadapi masalah serius yang mengakibatkan tidak sejahtera (*subjective well-being*) psikologis. Kondisi psikologis yang tidak sejahtera ini mendorong mahasiswa untuk melakukan bunuh diri. Ini didukung oleh pernyataan Lew et al. (2019) bahwa kondisi *subjective well-being* individu dapat menjadi prediktor potensial terjadinya tindakan bunuh diri.

Subjective well-being merupakan evaluasi subjektif individu terhadap kehidupan, termasuk emosi positif, kepuasan hidup, dan evaluasi kognitif pada keseluruhan *well-being* secara subjektif. Rendahnya *subjective well-being* bagi mahasiswa cenderung mengakibatkan dirinya rentan merasakan stres, cemas, dan tidak puas terhadap hidupnya. Hal tersebut berpengaruh terhadap ranah akademis dan kehidupan sosial, begitupun sebaliknya. Mahasiswa dengan *subjective well-being* yang stabil dapat menciptakan emosi positif dan baik pada dirinya yang bermanfaat dalam mengatasi masalah (Nureffa & Khasanah, 2022).

Subjective well-being dipengaruhi oleh beberapa hal seperti *self-efficacy* (Bistolen & Setianingrum, 2020), *self-esteem* (Yanti & Hermaleni, 2020), *self-control* (Agustin & Nirwana, 2021), dukungan sosial (Al Amelia et al., 2022), resiliensi (Hayati et al., 2023), dan lain

sebagainya. Penelitian ini berfokus pada *self-efficacy* yang berpengaruh pada *subjective well-being*. Keyakinan individu atas kemampuannya dalam mengatasi berbagai tantangan, menggapai tujuan, dan mengelola emosi sehingga mampu meningkatkan *subjective well-being* secara keseluruhan disebut sebagai *self-efficacy* (Bistolen & Setianingrum, 2020).

Penelitian ini mengacu pada *social learning theory* Bandura (seperti dikutip dalam Feist et al., 2021) mengenai *triadic reciprocal causation* yang membahas mengenai terbentuknya perilaku individu karena adanya interaksi dinamis antara lingkungan, perilaku, dan faktor pribadi individu. Salah satu konstruksi yang turut membangun faktor pribadi individu adalah *self-efficacy* Bandura (1977) menyebutkan bahwa kemampuan seseorang dalam mengevaluasi tugas yang telah dilakukannya, menggapai tujuan, atau menangani rintangan disebut sebagai *self-efficacy* dan termanifestasi dalam sikap individu yang yakin akan kemampuannya dalam melaksanakan tugas, menggapai tujuan, mengorganisasi dan mengimplementasikan idenya untuk membuktikan kemampuannya. *Self-efficacy* juga turut berpengaruh pada proses psikologis manusia lewat empat proses, yaitu proses kognitif, motivasi, afeksi dan seleksi (Zagoto, 2019).

Proses kognitif berupa penetapan tindakan perilaku yang tepat untuk dapat mencapai suatu tujuan. Hal ini dilanjutkan dengan proses motivasi, yaitu berkenaan dengan pikiran optimis individu dalam mewujudkan tujuan yang telah ditetapkan sebelumnya. Proses afeksi berperan sebagai kontrol diri atas perasaan khawatir yang dapat mengganggu aktivitas berpikir individu. Kemudian, proses seleksi dilakukan individu untuk menentukan perilaku dan lingkungan yang dapat mendukung tercapainya suatu tujuan.

Bandura (1977) menjelaskan terdapat tiga dimensi dari *self-efficacy*, yaitu (1) *magnitude* yang mengacu pada sejauh mana keyakinan seseorang dalam menghadapi tugas dengan tingkat kesulitan yang berbeda, (2) *generality* berkaitan dengan seberapa umum atau spesifik seseorang pada suatu bidang, dan (3) *strength* mengacu pada seberapa kuat seseorang yakin akan kemampuannya. Sementara itu, terdapat empat sumber terbentuknya *self-efficacy*, yaitu; (1) *performance accomplishments* yang merupakan pengalaman pribadi individu, (2) *vicarious experience* berupa pengalaman yang dilihat dari orang lain, (3) *verbal persuasion* berupa umpan balik yang disampaikan orang lain kepada individu, dan (4) *emotional arousal* yang merupakan dorongan individu dalam menghadapi situasi maupun penyelesaian tugas.

Self-efficacy memainkan peranan krusial ketika individu mengevaluasi kehidupannya. Rendahnya *self-efficacy* pada mahasiswa akan berpengaruh pada keraguannya terhadap kemampuannya dalam menyelesaikan masalah, hal tersebut dapat berpengaruh pada kurangnya rasa motivasi diri serta ketidakpuasan ketika menghadapi tugas akademiknya. Sebaliknya, tingginya *self-efficacy* pada diri mahasiswa cenderung akan mendorong mahasiswa tersebut merasa lebih mampu menghadapi rintangan, meraih pencapaian yang memuaskan, dan menghadapi kehidupan dengan sikap yang positif (Bistolen & Setianingrum, 2020). Hal tersebut secara signifikan berpengaruh positif terhadap *subjective well-being* pada mahasiswa (Astuti & TS, 2023).

Berdasarkan pemaparan di atas, maka diperlukan regulasi *self-efficacy* untuk meningkatkan *subjective well-being* pada mahasiswa di Kota Bandung. Upaya mewujudkan *subjective well-being* yang baik diperlukan adanya regulasi *self-efficacy*. Proses ini dilakukan secara aktif dengan mengelola dan menyesuaikan keyakinan atas kemampuan yang dimiliki dalam menggapai tujuan serta menyelesaikan problem yang dihadapinya. Proses ini melibatkan pengaturan emosi dan motivasi untuk membuat individu semakin optimis (Siregar & Putri, 2019: 94). Intensitas individu dalam meregulasi *self-efficacy* berpengaruh pada seberapa besar usaha yang dikeluarkan dan sampai mana dirinya bertahan dalam berhadapan dengan persoalannya. Bilamana individu ragu dalam menghadapi kesulitan yang datang, usaha dalam menghadapinya pun akan mengendur dan bahkan bisa berhenti.

Terdapat temuan penelitian sebelumnya oleh Bistolen dan Setianingrum (2020) bahwa terdapat relasi positif antara *self-efficacy* dengan *subjective well-being* pada mahasiswa beretnis Ikmasti di Salatiga. Penelitian lain oleh Widiana dan Rusli (2020), menemukan bahwa ada relasi

yang berpengaruh secara signifikan antara *self-efficacy* dengan *subjective well-being* yang dialami mahasiswa Psikologi UNP dalam masa pengerjaan skripsi. Dari temuan penelitian terdahulu, belum terdapat kajian yang spesifik terkait konteks dari *self-efficacy* yang diteliti, terutama dalam hal regulasi. Di sini lah, peneliti merasa perlu adanya spesifikasi lebih lanjut terhadap variabel *self-efficacy*. Penelitian ini berfokus pada pengaruh regulasi *self-efficacy* terhadap *subjective well-being* serta dapat memberikan wawasan baru yang lebih komprehensif dan praktis dalam memahami *subjective well-being* mahasiswa di Kota Bandung.

Berbasis pada beberapa hal di atas, maka hipotesis yang dirumuskan dalam penelitian ini yaitu H_a (terdapatnya pengaruh antara regulasi *self-efficacy* terhadap *subjective well-being* terhadap mahasiswa di Kota Bandung).

II. METHODOLOGY

Penelitian ini menggunakan sampel sebanyak 351 mahasiswa di Kota Bandung. Sampel tersebut diambil dengan menggunakan teknik *convenience sampling*. Analisis data yang digunakan adalah analisis regresi linear sederhana sebagai metode statistik yang dipakai dalam memahami relasi antara satu variabel dependen (terikat) dengan satu variabel independen (tak terikat) (Algifari, 2015, seperti dikutip dalam Asari et al., 2023). Variabel yang digunakan adalah *self-efficacy* sebagai variabel dependen dan *subjective well-being* sebagai variabel independen.

III. RESULT

Berdasarkan hasil uji regresi linear pada Tabel 1 terlihat bahwa nilai sig. (p) = 0,000 ($p < 0,05$). Artinya, terdapat pengaruh antara regulasi *self-efficacy* terhadap *subjective well-being*. Koefisien B menunjukkan arah regresi yang positif. Sehingga semakin tinggi regulasi *self-efficacy*, maka akan semakin tinggi pula *subjective well-being*. Pada Tabel 2, menunjukkan besaran pengaruh regulasi *self-efficacy* terhadap *subjective well-being* adalah 30%, sedangkan 70% merupakan sumbangsih dari variabel lain yang tidak diteliti pada penelitian ini.

Tabel 1. Hasil Uji Regresi Sederhana

Coefficients					
Model	B	Std. Error	Beta	t	Sig.
1. Constant	1,046	,261		4,013	,000
Regulate	,659	,049	,548	13,581	,000

a. Dependent Variable: SWB

Tabel 2. Hasil Uji Koefisien Determinasi

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1.	,548 ^a	,301	,299	1,00287

a. Predictors: (Constant), Regulate

IV. DISCUSSION

Tujuan dari penelitian ini adalah untuk melihat pengaruh regulasi *self-efficacy* terhadap *subjective well-being* pada mahasiswa. Hasil penelitian menunjukkan bahwa terdapat pengaruh positif yang signifikan antara regulasi *self-efficacy* terhadap *subjective well-being* pada mahasiswa. Artinya, semakin tinggi regulasi *self-efficacy* pada mahasiswa, akan semakin tinggi pula *subjective well-being*.

Penelitian ini menunjukkan bahwa ketika mahasiswa mampu meregulasi keyakinan atas tindakan dirinya (*self-efficacy*) di berbagai situasi dengan sumber preferensi dari umpan balik orang di lingkungan sekitarnya, maka keyakinan diri akan tetap berada dalam kategori baik. Preferensi umpan balik ini dapat berupa adanya relasi dengan sesama, dukungan sosial, serta ekspektasi positif dari orang lain. Regulasi *self-efficacy* ini berkaitan dengan kondisi internal individu, sementara salah satu faktor yang turut berkontribusi menciptakan *subjective well-being* ialah faktor internal. Hal ini sejalan menurut National Research Council (2013) bahwa terdapat faktor internal dan eksternal dari individu yang pada akhirnya berinteraksi menghasilkan kondisi *subjective well-being*. Maka, ketika faktor internal yang berkaitan dengan regulasi *self-efficacy* ada pada kategori baik, akan baik pula *subjective well-being* individu tersebut.

Berkaitan dengan *subjective well-being* yang telah dijelaskan sebelumnya, *self-efficacy* termasuk ke dalam faktor internal yang memengaruhi keberadaan *subjective well-being* individu karena *self-efficacy* merupakan hasil dari proses kognitif dan emosional yang di dalamnya terdapat aspek regulasi. Dikutip dari National Research Council (2013) bahwa terdapat faktor internal dan eksternal yang memengaruhi penilaian individu terhadap kebahagiaan dan kepuasan hidupnya. Faktor internal melingkupi kondisi kognitif dan emosional individu, seperti harapan, pengalaman sebelumnya, dan keadaan mental saat ini. Sedangkan faktor eksternal meliputi konteks lingkungan, seperti kondisi sosial, ekonomi, dan lingkungan fisik.

Temuan lain juga menunjukkan bahwa sebesar 30% regulasi *self-efficacy* memberikan kontribusi kepada variabel *subjective well-being*. Regulasi *self-efficacy* berkaitan dengan kondisi internal dari individu yang mengacu pada faktor internal *subjective well-being*. Proses regulasi *self-efficacy* terjadi ketika individu mampu mengatur dan mengelola keyakinan diri pada tiga aspek *self-efficacy*, yaitu *magnitude*, *generality*, dan *strength*. Pada aspek *magnitude*, individu mampu meyakinkan diri untuk dapat menghadapi tugas dengan tingkat kesulitan yang ada. Kemudian, individu mampu menentukan kemampuan dirinya sebagai individu yang *general* atau spesifik ketika menyelesaikan tugas tersebut. Terakhir, terletak pada seberapa kuat keyakinan individu atas kemampuannya dalam menyelesaikan masalah. Ketiga aspek tersebut apabila dapat diregulasikan dengan baik, dapat menumbuhkan rasa keyakinan diri yang kuat pada individu.

Regulasi keyakinan diri tersebut tentunya memiliki kaitan yang erat dengan faktor psikologis melalui proses kognitif, motivasi, afeksi, dan seleksi individu ketika menetapkan tujuan serta memilih tindakan yang tepat untuk mencapai tujuan tersebut. Berbagai proses yang

melibatkan internal individu ini mengacu pada faktor internal yang berkontribusi dalam menciptakan keadaan *subjective well-being* individu.

V. CONCLUSIONS

Regulasi *self-efficacy* memberikan pengaruh positif yang signifikan terhadap *subjective well-being*. Prinsip umum yang dihasilkan pada penelitian ini adalah bahwa keyakinan individu terhadap kemampuannya untuk mengatasi masalah dan mencapai tujuan dapat berkontribusi positif terhadap *subjective well-being* mahasiswa. Sebagai langkah lanjutan bagi penelitian ini, perlu dilakukan eksplorasi lebih dalam terkait faktor-faktor internal selain *self-efficacy* dan faktor eksternal yang juga memengaruhi *subjective well-being*.

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Regulation of Emotions With Motivational Interviewing Approach : Evidence from the Detention Center in Indonesia.

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ABSTRACT

Prisoners must have good regulation emotional while serving their sentence in the detention center. A way to have an excellent expressive code is to use religious coping. Motivational Interviewing is a method to regulate emotions by using a religion approach in the form of worship activities and other activities of a spiritual nature. The guidance given to inmates, namely fostering religious awareness. This study uses a qualitative descriptive approach in the form of a case study conducted at the Detention Center. To obtain data, the authors conducted observations, interviews, and documentation. The results of this study are emotional regulation in motivational interview at the Detention Center, which has been going well where the process focuses on personality development, namely Islamic religious development. The method of emotional regulation through obligatory congregational prayers, moving rule through joint dhikr, regular recitations, and emotional regulation through reading and writing the Qur'an. The form of spiritual growth for prisoners at the Detention Center using the habituation method, dialogue or question and answer, assignment method, and direct approach. The material provided consists of faith, sharia, and morals. All prisoners can follow Islamic religious guidance in rotation according to a predetermined schedule. All the advice and guidance the Detention Center carries is part of the spiritual development that helps the inmates return to the path Allah blesses. Islamic religious guidance is given to inmates to provide religious guidance so that they can practice religious teachings and spiritual change in both behavior and attitude and then provide good benefits for the prisoners in the environment and the natural environment. Inmates can control emotions or produce emotional intelligence to have good self-control and produce spiritual intelligence so that prisoners always obey the right path. This research that became a Novelty lies in the success of the motivational interviewing approach of inmates in emotional regulation with religion to improve the inmates' personalities while following spiritual guidance in detention center.

Keyword: Probation and Parole Officers, Advanced Multi-Systemic, Probation and Parole Boards.

INTRODUCTION

The correctional system which is a way of fostering prisoners is expected to become a system that is able to treat prisoners properly, meaning that these lawbreakers must be nurtured and guided so that they become fully human, can be accepted back into community life and of course can be useful for the nation and state. A convict is someone who violates the law and have been proven through the determination of the guilty law and given guidance to the Correctional Institution. There are several effects of imprisonment, namely: loss of liberty which prisoner lost his freedom due to limited space for movement. Loss of autonomy, a situation when prisoners lost their autonomy, in the form of losing the right to self-regulation and must comply with the

regulations that have been set. Another thing is loss of security, which prisoners lost their sense of security, where prisoners live with each other, causing concern and anxiety among individuals. Another pain that affects prisoner is loss of heterosexual relationship when prisoner loses his opportunity to fulfill their biological needs. Prisoner also lose their right to own certain goods while live in prison.

Emotion as a psychological study is related to the mechanism of behavior experienced by a person and involves his spirituality. Everyone must have felt joy, anxiety, sadness, fear, and he has also witnessed other people experiencing situations like that (Barni, 2014). The ability to express emotions can affect the improvement of a person's mental health and physical ability in dealing with traumatic events in his life, and can overcome psychological stress (Hidayati, Mulawarman, & Awalya 2017). Emotions affect individual activities and the ability to control emotions or regulate emotions can minimize a person experiencing negative emotions due to emotional tension. A person must have good emotional regulation skills in order to have positive emotions because positive emotions produce a positive influence on solving problems in life, while negative emotions produce negative influences that hinder a person in solving problems in his life.

Living life in prisons and detention centers is not easy. Prisoners are required to adapt to life in prisons and detention centers which have different cultures. A different culture is defined as the existence of norms, laws, controls, and social sanctions among prisoners. Prisoners' adjustment to life in prisons and detention centers also takes time, not only physical punishment that is limited, prisoners also feel psychological punishment that causes emotional tension, causing stress. The inner conflicts felt by prisoners include feeling sad, sorry, depressed, worried, limited by circumstances, feeling bored and bored, missing their partner and family and various other feelings that interfere with the psychological condition of prisoners.

In this study, the development of religious awareness that will be investigated in order to regulate the emotions of prisoners in religious coping is the development of the Islamic religion, this is because most of the prisoners at Detention Center in Indonesia.

METHODOLOGY

In this study using qualitative research using important procedures including asking questions, collecting detailed data from informants, analyzing data inductively from starting to determine specific themes to general themes, then interpreting the meaning of the data in which all those involved in this form apply a research perspective with an inductive style that focuses on the individual and also solves problems (Cresswell, 2016).

In this study, the method used is a qualitative method approach. The basis for using a qualitative method approach is because the researcher wants to present and describe a real condition and fact that occurs in the field related to the emotional regulation process in religious coping in prisoners in personality development.

RESULT

A. Process of Emotional Regulations by Congregational Prayers

Prayer is an obligation for every Muslim, including prisoners. The implementation of obligatory prayers in congregation at detention center is equipped with guidelines or orders and its implementation is supervised by officers. Congregational prayer can teach discipline, make prisoners ready to self-regulate and form a person who is obedient to Allah SWT. The implementation of congregational prayers is to instill the value of discipline so that inmates are accustomed to completing their worship obligations. Congregational prayer is done using the method of habituation and also the method of practice. With the schedule that has been set and is also mandatory, prisoners become accustomed to praying in congregation so that with the implementation of praying in congregation, it is hoped that prisoners can have good emotional

regulation abilities, and prisoners realize mistakes that have been made and then repent, improve themselves and do not repeat their mistakes.

B. “Dhikr Together” Program

What is important and useful in the application of religious coping through dhikr is that it can cause the prisoners' hearts to become calm, happy, and happy so that prisoners can live life in the detention center without any obstacles. The benefit of this routine recitation is that it makes inmates increasingly master the religion of Islam that they profess so that this knowledge can be useful in increasing faith and also as a guide in living life so that prisoners always return to the right path. This routine recitation is also carried out to provide advice to inmates about life, so that with regular recitations and questions and answers, prisoners can slightly reduce the burden of their lives because they exchange ideas with officers. So that inmates can control their emotions while living life in the detention center.

C. Worship Material

This material is given to inmates with the aim that inmates carry out their worship obligations as Muslims, in this material the speaker provides material on how to carry out mandatory and sunnah worship. Prisoners are invited to perform the mandatory five daily prayers, fasting, reading the Qur'an, dhikr, and other sunnah worship. Prisoners are also ordered to perform sunnah worship. If the inmate has carried out his worship as an obligation, the inmate will have good self-control and emotional control. With prisoners being able to have good emotional regulation, prisoners will become calm individuals in dealing with problems and easier to socialize with their environment.

DISCUSSION

There are four impacts of emotion regulation in religious coping for prisoners in personality development program.

a. Prisoners can recognize emotions

Prisoners can recognize, feel and even name the emotions they experience when they arise. Prisoners can find out the emotions they feel so that inmates are able to find out what are the causes of the emotions they feel. After the inmate knows the causes of the emotions that arise so that the inmates can recognize and also understand what are the possible influences that arise from these emotions on actions or actions that will appear as effects of emotions.

b. Ability to manage emotions

Prisoners know how to tolerate feelings of frustration when it arises, inmates can control feelings of anger better without resorting to violence against others, inmates can control aggressive behavior that can damage themselves and also damage others, prisoners can manage their emotions, especially when acting aggressively that appear so that they do not harm themselves or others, prisoners are able to always think positively about themselves and other people around their environment, prisoners can manage and also cope with feelings of stress better when prisoners are under pressure, prisoners can fill their time with activities which is positive and also fun in order to avoid feelings of loneliness and anxiety.

c. Optimistic Attitude towards Life

Prisoners can be responsible for whatever they do and also always be optimistic in everything, Prisoners can have a firm attitude towards themselves in concentrating on the tasks that are being completed and are not distracted by other things that can reduce the sense of concentration Inmates can choose and control all things in the form of negative stimuli.

d. Ability to increase sympathy

Prisoners can accept other people's opinions even though those opinions are contrary to their views, Prisoners can have a sensitive feeling to something that is being felt by others and are also able to show a caring attitude towards what is felt by others around them, Prisoners are able to be personal in listeners who are good at listening to other people who talk to them, prisoners can have an understanding that as human beings it is important to have relationships with other people, prisoners can solve problems that occur and as much as possible do not create new problems, prisoners can socialize with their roommates, prisoners can have a sense of concern about other people.

CONCLUSION

The regulation of emotions in religious coping for prisoners in personality development has been carried out well, which focuses on fostering religious awareness. The form of religious development for prisoners carried out using the habituation method, dialogue or question and answer, assignment assignment method, and direct approach. The material provided consists of faith, sharia, and morals. All prisoners can follow Islamic religious guidance in rotation according to a predetermined schedule. All the guidance and guidance carried out by the Rutan is part of the religious development that helps the inmates return to the path that is blessed by Allah SWT. Islamic religious guidance itself is given to prisoners with the aim of providing religious guidance so that they can practice religious teachings and want to make a change in both behavior and attitude and then provide good benefits for the prisoners in the environment and the natural environment. In addition, prisoners can control emotions or produce emotional intelligence so that prisoners can have good self-control and produce spiritual intelligence so that prisoners always obey the right path

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Faith-Based Organization Participation Provides Influence on The Management of Emotions Regulation Inmates in Personality Development

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Abstract

There should be a regulation in managing emotion of prisoners while serving their sentence in the correctional institutions, for the purpose of prisoners to form their emotion. This regulation may contain religious code in coping problems in managing prisoners' emotion. Religious coping is a method to regulate emotions by using a participation *faith base organization (fbo)* approach in the form of worship activities and other activities of a spiritual nature. The guidance given to prisoners, namely fostering religious awareness. This study uses a mix methods research design in the form of a case study conducted at the Garut Detention Center and Sumedang Correctional Institutions. To obtain data, the authors conducted observations, interviews, documentation, and surveys. The result of this study is emotional regulation in religious way at the Garut Detention Center and Sumedang Correctional Institutions, which has been gone well where the process focuses on personality development, namely Islamic religious development. The method of emotional regulation through obligatory congregational prayers, through joint dhikr, regular recitations, and emotional regulation through reading and writing the Qur'an. The form of spiritual growth for prisoners at the Garut Detention Center and Sumedang Correctional Institutions using the habituation method, dialogue or question and answer, assignment method, and direct approach. The material method provided consists of faith, sharia, and morals. All prisoners can follow Islamic religious guidance in rotation according to a predetermined schedule. All the advice and guidance

the Garut Detention Center and Sumedang Correctional Institutions is part of the spiritual development that helps the inmates return to the path of Allah blesses. Islamic religious guidance is given to inmates to provide religious guidance so that they can practice religious teachings and spiritual change in both behavior and attitude and then provide good benefits for the prisoners in the society environment. Prisoners can control emotions or produce emotional intelligence to have good self-control and produce spiritual intelligence so that prisoners always obey the right path. This research that became a Novelty lies in the success of the participant *faith base organization(fbo) to management* emotional regulation of inmates in personality development while the inmates following spiritual guidance in of correctional facilitative.

Keywords: Emotion Regulation, Faith Base Organization, Inmates, Personality Dvelopment.

Introduction

The correctional system, which is a way of fostering prisoners, is expected to become a system that can treat prisoners properly, meaning that these lawbreakers must be nurtured and guided so that they become better human, can be accepted back into community life and can be helpful in the nation and state. A convict is proven to have violated the law and had termed through the determination of the guilty by law and given guidance to the Correctional Institution. In carrying out their duties and functions, the Penitentiary and the Detention Center are also experiencing problems. These are some of the significant issues in 2015-2019:

Table1 Problems at Correctional Units in 2015-2019.

Time	Correctional Unit	Trigger Riot
06 November 2015	Banda Aceh Prison	Hundreds of inmates went on a rampage because they were annoyed that they didn't get water for bathing and other necessities.
17 December 2015	Kerobokan Prison	The commotion between two groups of inmates at the prison
March 25, 2016	Malabero Detention Center, Bengkulu	Violations of SOPs caused riots and fires carried out by correctional officers.
23 April 2016	Banceuy Narcotics Prison	Riots due to inmates' suspicions about the discovery of convicts who committed suicide in the cell
07 November 2017	Permisan Prison	Clashes between John Kei's group and terrorism convicts
May 16, 2019	Langkat Prison	The inmates who didn't accept it then rioted after the officers checked and found drugs in the cell.

Source :<https://www.cnnindonesia.com/nasional/20200713125546-12-524001/deretan-problem-di-rutan-lapas-era-yasonna-laoly>, accessed on 02 April 2021

In addition to the problems in the Prison and Detention Center described above, there are also problems at the Garut Detention Center and Sumedang Correctional Institution as a research location. It can be seen in the following table:

Table 2

Number of Correctional Inmates Committed Discipline Violations

Year	Number of Correctional Inmates violated Discipline rule
2017	Five people
2018	23 people
2019	10 people
2020	10 people
2021	2 persons

Source: Head of Security Subsection in Garut Detention Center and Sumedang Correctional Institution on Mei 2024

We can see from the table above that the problems in prisons and detention centers are miserable. The causes of the issues mentioned above come from factors within the individual prisoners and environmental factors around prisoners. Factors from individual prisoners are personality, emotions, and mindset (cognitive) of individual prisoners. In contrast, ecological factors around prisoners are the environment in prison or detention center, inmates, and correctional officers. What needs to be underlined is the internal factors of individual prisoners, which consist of the personality, emotions, and mindset (cognitive) of individual prisoners.

Emotion, as a psychological study, is related to the mechanism of behavior experienced by a person and involves his spirituality. Everyone must have felt joy, anxiety, sadness, and fear, and he has also witnessed other people experiencing similar situations. The ability to express emotions can improve a person's mental health and physical capability to deal with traumatic events in his life and can overcome psychological stress.

Emotion regulation is a person's ability to control emotions. Emotional regulation can also increase a person's ability to face problems, always thinks positively about his future and speed up decision-making.

One of the elements of religion is the emotional reaction of human beings. These reactions are seen in the form of worship activities, which are driven by fear, and worship activities, which are caused by love and a manifestation of how a person lives, which his followers may embrace.

Living life in prisons and detention centers is not an easy thing. Prisoners must adapt to life in prisons and detention centers with different cultures. Based on the data in the Garut detention centre, it can be seen that the number of Moslem prisoners is the majority in the detention center, as shown in the following table:

Table 3

Number of inmates Based on Religion in Garut Detention Centre and Sumedang Correctional Institution

No	Religion Type	Amount
1	Islam	206 people

2	Protestant	1 person
3	Catholic	-
4	Hindu	-
5	Buddha	-
Amount		207 People

Source: Head Treatment Subsection of Garut Detention Center per Mei 2024

Based on the table above, Islam is the majority religion adopted by inmates, so this study will discuss how participation Faith-Based Organization to manage regulation emotional to build personality development inmates, namely FBO participations how can regulate the emotions of prisoners in emotional religion, so the title of this research is " *Faith-Based Organization Participation Provides Influence on The Management of Emotions Regulation Inmates in Personality Development.* "

Methodology

This study uses a qualitative descriptive approach in the form of a case study, where the researcher investigates individual and community accurately and carefully. A case study is a method of investigating or researching events (resumes) related to individuals. Case study research is a model that emphasizes the development of a system that is limited to a few/one case in detail involving various data sources by conducting in-depth data mining. A case study is a research design in multiple fields in which the researcher conducts an in-depth case analysis (usually individual procedures, activities, and events). Cases are limited by activity and time; the researcher collects data using various processes to obtain complete data.

Results and Discussion

Life inside the Detention Center and Correctional Institution is undoubtedly very different from life outside. Prisoners must serve their sentence by all the rules set by the Detention Centre. Based on the results of interviews conducted with inmates, when they first entered and did their verdict at the Garut and Sumedang Correctional Facilitative, the prisoners still experienced depression, fear, sadness, and loss of freedom, so they could not control their emotions.

In this study, the implementation of emotional regulation in religious coping in inmates in personality development is carried out through the Islamic development guidance; because the majority of the religion of prisoners in the Garut Detention Centre and Sumedang Correctional Institution are Moslems.

The process of emotional regulation in religious coping for prisoners is carried out through obligatory congregational prayers, namely the midday and Asr prayers, regular recitations, reading the Qur'an, and dhikr together.

1. Compulsory Prayers in the congregation

Prayer is an obligation for every Muslim, including prisoners. The implementation of obligatory prayers in the congregation by the Garut Detention Center and Sumedang correctional Institution..

2. Regular Study

The routine recitation is an effort given by the Garut Corectional Facilitative to instill knowledge as a means of change and regulating emotions. This knowledge can be helpful to helpful reading faith and guide living life so that prisoners always return to the right path.

3. Al-Qur'an Reading Activities

Al-Qur'an is the holy book of Islam. Al-Qur'an is a guide that was conveyed by the prophet Muhammad SAW.

The activity of reading the Quran is intended for prisoners who can already read the Koran and for prisoners who cannot read the Quran. Inmates who can read the Al-Quran, the inmates, need to follow and continue their abilities.

Discussion and Analysis of the Impact of Emotion Regulation of Religious System to Cope Personality Development of Prisoners

1. Prisoners Can Recognize Emotions

Prisoners can recognize, feel and even name the emotions they experience when they arise.

2. Prisoners Can Manage Emotions

Prisoners can know how to tolerate feelings of frustration.

3. Prisoners Have an Optimistic Attitude

Prisoners can be responsible for whatever they do and also always be optimistic.

4. Prisoners can have sympathy for others

Prisoners can accept other people's opinions even though those opinions are contrary to their views.

Conclusion

Faith-Based Organization Participation Provides Influence on The Management of Emotions Regulation Inmates in Personality Develop in religious coping for prisoners in personality development has been carried out well, focusing on fostering spiritual awareness. The form of spiritual growth for prisoners at the Garut Detention Centre is carried out using the habituation method, dialogue or question and answer, assignment method, and direct approach. In addition, prisoners can control emotions or produce emotional intelligence to have good self-control and produce spiritual intelligence so that prisoners always obey the right path.

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**Mental Wellbeing of Lecturers in Indonesia Towards an Internal Organization
Crisis
Glory Agustiningsih**

Abstract

Mental health is framed as part of a larger set of behaviors that result in a healthy, happy, and meaningful existence (World Health Organization, 2004). Together with physiological health, mental health is considered part of the broader concept of health and *is not limited* to the *absence* of mental illnesses or diseases. There are two essential concepts in mental health, mental wellbeing and mental illness, that are not dependent on each other (de Cates et al., 2015). It means that patients can present with mental illness and have high levels of mental wellbeing. Mental wellbeing is often referred to as subjective wellbeing. Subjective wellbeing is defined as *our perception and evaluation* of our life (Keyes, 2006). Mental wellbeing is how we respond to life's ups and downs and a definition lies deeper meaning and implication for our lives. It includes how a person thinks, handles emotion (emotional wellness), and acts (Peterson, 2022). The concept has two components comprised of subjective wellbeing, that are hedonia and eudaimonia, and together, these two concepts contribute to better understanding of mental wellbeing. As for Ryff (1989; 2013) stated that mental wellbeing comprises six sub domains: believing that your life has meaning, continued self-development and growth, good-quality social connections, believing that you can overcome hurdles, having a positive self-concept and having a sense of purpose. Research on mental wellbeing and mental health typically focuses on the *lack* of mental wellbeing or *negative* mental health, rather than positive mental wellbeing and positive mental health (Fusar-Poli et al., 2020). Most cross-sectional studies show the direction of the relationship between mental wellbeing and a particular circumstance is not clear. As many scholars have realized that mental wellbeing is an important contributor to workplace productivity, success, and job satisfaction (Cleary, Schafer, McLean, & Visentin, 2020; LaMontagne, Keegel, & Vallance, 2007). There are many ways in which factors in the workplace can contribute toward mental wellbeing (Chopra, 2009; LaMontagne et al., 2007; Weber & Jaekel-Reinhard, 2000). For examples include good professional relationships, clear feedback and instructions, positive feedback, and work-life balance. In contrast, factors such as poor or unclear communication, unrealistic deadlines, poor relationships and workplace conflict, and a lack of support can cause negative mental wellbeing. On the other hand, the long-term consequence of negative working conditions is burnout, where the employee feels uninvested in their work; is continuously fatigued and adopts a negative attitude toward themselves, their work product, and their colleagues.

Crisis is inevitable, unavoidable, unforeseen and unplanned event that occurs when an unexpected problem puts the stability of a company or organization at risk. These dilemmas can either originate internally or they can be brought on by external influences. Different types of crises can happen to an organization, all of which require adept management to keep the organization working toward its goals. Understanding crises and how to resolve them can help the organization prepare for any type of situation. Organizational crises can

lead to court cases, reputational damage and loss of loyalty from an organization's stakeholders. One of the most important stakeholders is its employees. During the organization crisis, the employees will experience stress that leads to a drop in morale, negative emotions (anxiety and frustration), job disengagement, job-related uncertainty and fragmented team cohesion which can result in dampened work performance. It could

form negative employee-organization relationships (NEOR) that also affect internal reputation

negatively. This kind of negative relationship will increase the likelihood of employee unresponsive behavior during a crisis. James Ndone (2023) specifically revealed that NEOR

affects: a) internal reputation negatively and increases the likelihood of unresponsive behavior, b) timing does not affect the relationship between NEOR and crisis outcomes, c) rebuilding strategies help in overcoming employees' unwillingness to support the organization during a crisis, and d) negative emotions influence the effect of NEOR on the crisis outcomes. Ruppel, Stranzl and Einwiller (2022) study results show that employees' perceptions of job-related uncertainty are strongly linked to job-related anxiety and frustration; job-related frustration, in turn, strongly influences job disengagement. Overall, employees' perceptions of organizational transparency and organizational support contribute both to preventing the risk of job disengagement; but however, the processes how these effects evolve differ. Foreseeing the huge effects of NEOR, it is crucial thing for the organizations to provide sufficient socioemotional resources to their employees to mitigate these negative outcomes.

Since mental wellbeing is clearly stated as an important contributor to workplace productivity, success, and job satisfaction, therefore it is essential for the organization to maintain and nourish their employee emotional wellbeing in its work environment. First, the organizations need to recognize the employees' mental wellbeing that comes across their mind, especially during the time of crisis, either the positive mental wellbeing or negative

wellbeing. In recognizing employees' mental wellbeing will help which factors contribute to their attitude toward organization during the crisis. Once the factors and their relationships have been identified, a pattern of attitude might become clear and gives perspective to the organization to overcome negative employee-organization relationships (NEOR). Perhaps there are specific factors that are influencing relationships disproportionately. Once these highly influential factors have been identified, the organization and employees can work together to identify the way forward. The organization need to realize that even though the employees may not experience any symptoms of a psychological or physical illness, it does not mean that they are necessarily healthy because mental health is a complex construct that embraces many subdomains (Nortje, 2021).

University is a massive organization, and lecturers are the most important element of human resources there. In terms of duties, lecturers in Indonesia have three roles: teacher, researcher, and mobilizer in the community (Pramono et.al. 2022). The problem at universities in Indonesia is a shift in the focus of lecturers, which becomes unbalanced between conducting teaching, research, and service activities. In recent years, lecturers in

Indonesia have been demanded to increase the number of publications in reputable international journals. This is due to the low number of lecturer publications over several decades compared to other Asian countries (Pramono et.al. 2022). Some issues of paper retractions also aroused in cases of academic misconduct (e.g. data fabrication, image falsification, plagiarism, repeated publication of research findings, etc.). Such behaviors, leading to retractions due to violations of publication ethics or academic integrity, are considered taboo in the academic community (Kah, 2023). The emergence of the

phenomena of “extremely high”
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is not only due to the high pressure from global university rankings, forcing professors and lecturers to desperately produce large quantity of papers, but also stems from the ignorance of some universities’ l e a d e r s r e g a r d i n g t h e i d Tehaerel fosre, Academic Leaders are expected to demonstrate competence in scientific fields and intellectual skills associated with active research and international profiles, reflecting high theoretical appreciation and reputation (Boyer, 1990; Middlehurst, 2004). Politically, lecturers who have structural positions have higher opportunities and wider connections to obtain research funding sources. Therefore, more research can be done under his supervision. In other words, they tend to have more publication material compared to lecturers who do not have structural positions (Pramono et.al. 2022). Negative emotions are negatively related to teaching behavior (Harmsen, Helms-Lorenz, Maulana, & van Veen, 2018). In this study, stress is suspected to be part of negative emotions that can disrupt lecturers’ teaching performance. Teaching stress leads to job avoidance, whereas work overload stress and poor interpersonal relationships lead to job dissatisfaction (Banerjee & Mehta, 2016). Work Motivation is an important factor that influences lecturer performance. Work motivation in question is a mental impulse that arises from inside and outside the lecturer to carry out the task (Narasuci, Setiawan & Noermijati 2018). Despite work environment and situations surrounded lecturers in Indonesia, in order to increase their work satisfaction and motivation, the institution needs to explore the mental wellbeing of its institution, especially in time of crisis. This study will examine the mental wellbeing of lecturers in Indonesia who experience the crisis in the organization. The results of study will contribute to the organization strategies to nourish their employees’ mental wellbeing in work, as well as for employees to recognize the important of mental wellbeing as an important part of work resilience.

Keywords: mental wellbeing, mental health, lecturers, employee-organization relationships, organization crisis

RELIGIOUS PRACTICE AND FLOURISHING AMONG INDONESIA COLLEGE STUDENTS: THE MEDIATION EFFECT OF PARENTAL EMOTIONAL SUPPORT

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ABSTRACT

Previous research has shown that religious practice (prayer) has a positive impact on flourishing. However, there has not been a lot of research conducted in collectivist cultures, especially in Indonesia. It is widely recognized that collectivist culture functions differently from individualist culture, particularly in the ways social support is provided and perceived. Considering that both religious practice and family social support can influence flourishing, this study aims to investigate the mediating role of parental emotional support in the relationship between religious practice and flourishing among Indonesian college students. A purposive sampling method was used to select 431 participants from various universities across Indonesia to complete an online form. The data were analyzed using SPSS and Jamovi, revealing a partial mediation effect. The findings indicate that parental emotional support partly mediates this relationship, suggesting that students who engage in religious practices and receive strong emotional support from their parents experience greater flourishing. This mediation effect underscores the importance of a supportive family environment in enhancing the benefits of religious practice on student well-being. Future research directions are suggested to utilize a more balanced sample size and further explore these dynamics across different cultural and demographic settings.

KEYWORDS: flourishing; religion practice; cultural values; Indonesia;

I. INTRODUCTION

A substantial body of research has been conducted on the topic of flourishing within the field of positive psychology. Flourishing itself is defined as a high level of psychological well-being in multiple dimensions (Xia et al., 2024). According to Diener et al. (2010), flourishing encompasses both psychological and social capital, incorporating various personal resources. These resources include having rewarding relationships, close family and friends, respect from others, self-respect, a sense of competence, a purposeful and meaningful life, and engaging in activities to help others. High levels of flourishing are linked to numerous indicators of adjustment, such as effective learning, high productivity, strong creative abilities, prosocial behavior, good health, and increased life expectancy (de la Fuente et al., 2019). Particularly in emerging adults, where individuals need to transition into adult roles, flourishing can foster adaptive behaviors and hinder maladaptive behaviors. Emerging adults who experience flourishing typically engage in identity exploration, internalize positive values, participate in positive media use, exhibit prosocial behaviors, report healthy relationships with their parents, and are involved in romantic relationships characterized by higher levels of companionship, value, affection, and emotional support (Padilla-Walker & Nelson, 2017).

In support of that, numerous studies have been conducted to investigate the factors that contribute to human flourishing. Starting from socio-demographic, personality traits, situational factors, religious communities, childhood environments, social support, resilience, and more (Schotanus-Dijkstra et al., 2016; VanderWeele, 2017; Gleason & Narvaez, 2014; Yildirim & Green, 2023). However, the factors that contribute to flourishing may vary based on the cultural values. Previous research has documented the difference in individualistic and collectivist cultures. In individualist cultures, personal success and self-esteem are crucial for flourishing, whereas in collectivist cultures, interpersonal attachment and social relationships hold greater importance. In collectivist societies, family values, interpersonal relationships, and harmony hold greater importance compared to individualist societies. In Asian societies, family relationships play a more pivotal role in people's social networks than in Western societies. Consequently, family relations contribute more significantly to flourishing in these cultures (Lu & Gilmour, 2004; Li & Cheng, 2015 in Telef & Furlong, 2017).

Starting from the earliest development stage, love in close relationships, especially with primary caregivers during early life, is one of the most crucial factors associated with flourishing. This study also revealed that adolescents with supportive parents will possess better overall well-being, including feeling more relaxed, contented, valued, and resilient (Xia et al., 2014). Other studies also found that positive parenting, characterized by warmth and strong attachment, is associated positively with flourishing in young adults (Chen et al., 2019). Positive parenting, exemplified by secure attachment, gives children a sense of emotional security and social integration, which can later foster behaviors that enhance resilience, maintain health, and promote various aspects of well-being (Bretherton, 1992 in Chen et al., 2019).

Another factor that is prevalent in collectivist cultures or eastern countries is religious practice. Numerous research has found a link between religious practice and flourishing. Albatnuni (2020) discovered a positive association between increased frequency of prayer and higher levels of subjective well-being. This study explained that engaging in frequent daily prayers cultivates greater optimism, which subsequently enhances well-being. In addition to that, frequency and duration of prayer significantly correlated with social support from religious communities. It is plausible that individuals who engaged in frequent prayer also participated in group worship, thereby experiencing social support through communal prayer activities. Other research has also identified an association between participation in religious services and various aspects of human flourishing. These aspects include happiness and life satisfaction, mental and physical health, a sense of meaning and purpose, character and virtue, and close social relationships (VanderWeele, 2017).

Navigating religious beliefs is a major developmental task during emerging adulthood (Arnett, 2000 in Leonard et al., 2013). In the flux of the transition period, parents remain important attachment figures for emerging adults. Religious affiliation enhances the connection between parental support and young adults' living arrangements and financial assistance, particularly when their religious beliefs align

with those of their mother (Lei & Traylor, 2023). This finding is also supported by Petts (2014) who found that practicing religion with parent(s) increases the positive influence of parental interaction on psychological well-being. Therefore, given that there are differences between individualist and collectivist culture, especially in the aspect of family relationship and religious practice, this study aims to investigate the importance of religious practice and social support in the form of parental emotional support towards flourishing in Indonesian college students.

Figure 1. Mediation model of parental emotional support between the relationship of religious practice and flourishing



II. METHODOLOGY

Participants

A purposive sample of 431 undergraduate students from Indonesia was recruited. The study's sample consisted of undergraduate students who were enrolled in Indonesian universities from semesters 1 through 8.

Measurement

Three separate self-rating scales were administered to assess religious practice, parental emotional support, and flourishing. These scales are as follows:

1. Religious practice

To measure how often the participants do their religion practice, we asked “How often do you practice your religion (e.g. prayer, meditation)” with the following options:

- a. Never
- b. 2-3 times a year
- c. Once a month
- d. Once a week
- e. 2-3 times a week
- f. Every day

2. Parental emotional support

This variable, which will be referred to as SSPE in the following section, will be measured with a scale that consists of 5 statements with a 7-point rating scale

from 1 = not at all to 7 = great. The total score can range from 5 to 35. Its alphareliability was 0.91.

- a. My parents make me feel safe and comfortable
- b. My parents know me and understand me
- c. My parents are kind and loving
- d. My parents listen to all my worries
- e. My parents console me when I'm having a difficult time

3. Flourishing Scale

This scale was developed by Diener et al. (2010) which consist of 8 statements with a 7-point rating scale from 1 = strongly disagree to 7 = strongly agree. The total score can range from 8 to 56 with higher scores suggesting higher flourishing level. Its alpha reliability was 0.88.

- a. I am living a purposeful and meaningful life
- b. I have supportive and beneficial social relationships
- c. I am engaged and interested in my daily activities
- d. I actively contribute to the happiness and well-being of others
- e. I have the competence and capability in activities that are important to me
- f. I am a good person and living a good life
- g. I am optimistic about my future
- h. People respect me

Procedure

Researchers collected data on participants who met the criteria with Google Form which was distributed through online platforms. The criteria for the participants is an active Indonesian college student. The Google Form that was distributed included research information, the researcher's commitment regarding confidentiality of data from participants, and participants' informed consent to participate in this research. The time required to fill out the questionnaire is approximately 10–15minutes. The data collected were analyzed using SPSS and Jamovi.

III. RESULT

After cleaning the data, the final data adds up to 431 data. The participants'demographic data is shown in Table 1.

Table 1. Participants Demographic Descriptive Statistics

Category	Frequency	Percentage (%)
Age		
18	23	5.3
19	68	15.8
20	128	29.7

21	120	27.8
22	63	14.6
23	13	3.0
24	10	2.3
25	3	0.7
26	1	0.2
27	1	0.2
29	1	0.2
Sex		
Female	288	66.8
Male	143	33.2
College Year		
First	85	19.7
Second	124	28.8
Third	150	34.8
Last	72	16.7
Religion		
Islam	351	81.4
Others	76	17.6
None	4	0.9
TOTAL	431	100%

Participants in this study consisted of 33.2% men and 66.8% women aged 18 to 29 years. Based on year of study, 9.7% were first year students, 28.8% second year students, 34.8% third year students, and 16.7% fourth year students. Majority of the participants are Muslim (81.4%) and others are non-Muslim (17.6%) with 0.9% of the participants not identifying with any religion.

Table 2 displays the descriptive statistics for the study measures (religious practice, SSPE, and flourishing). The mean of religious practice was 4.61 (SD = 0.98), which means most of the participants are practicing their religion between 2-3 times a week to every day. Mean SSPE scores fell within the range of quite adequate to adequate (M = 5.21, SD = 1.38) and flourishing scores have a mean of 5.30 (SD = 0.92), meaning the participants have average flourishing level.

Table 2. Descriptive Statistics and Pearson’s Correlation Between Pairs of Variables Descriptive statistics

Variables	M	SD	Pearson’s r correlation coefficients		
			1	2	3
Religious practice	4.61	0.98	-		
SSPE	5.21	1.38	0.287**	-	
Flourishing	5.30	0.92	0.274**	0.538**	-

Note: ** $p < 0.01$

The data distribution on all three variables are normally distributed. Therefore, we used Pearson correlation to examine the relationship between the variables. All variable pairs were significantly correlated ($p < 0.01$), prompting the subsequent mediation analysis. Table 6 and 7 provides an overview of the outcomes of the data analysis performed using Jamovi.

Table 6. Mediation Estimates

Effect	Estimate	SE	Z	p	% Mediation
Indirect	0.134	0.024	5.52	***	52.4
Direct	0.121	0.039	3.11	**	47.6
Total	0.255	0.043	5.92	***	100.0

Note: * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Table 7. Path Estimates

Paths	Estimate	SE	Z	p
RPractice → SSPE	0.404	0.065	6.23	***
SSPE → Flourish	0.331	0.027	11.93	***
RPractice → Flourish (Direct)	0.121	0.039	3.11	**

Note: * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Figure 2. Mediation analysis results



The total effect of the model was found to be significant, $b = 0.255, z = 5.92, p < .001$. It was found that there was a statistically significant direct effect, $b=0.121, z =3.11, p = .002$. A statistically significant indirect effect was also found, $b = 0.134, z = 5.52, p < .001$. The result showed that parental emotional support partly mediates the relationship between religious practice and flourishing among Indonesia college students.

IV. DISCUSSION

The direct effect of religious practice on flourishing was significant, indicating that emerging adults who frequently engage in religious activities (e.g., praying, meditation) tend to exhibit higher levels of flourishing. This finding is consistent with previous research underscoring the importance of religious practice for flourishing (Albatnuni, 2020; VanderWeele, 2017). Beyond the direct effect, religious practice was also positively correlated with parental emotional support. Parental emotional support, in turn, had a significant impact on flourishing. This suggests that emerging adults’ religious practice enhances the emotional support they receive from their parents, which subsequently boosts their flourishing. The partial mediation model indicates that while parental emotional support is a crucial pathway, religious practice also exerts direct effects on flourishing that are independent of parental emotional support. Since in collectivist culture both social and family relationships are pivotal (Telef & Furlong, 2017), this explains the mediating effect of parental emotional support towards flourishing. The primary component underlying this relationship maybe social support, stemming both from religious practice and parental emotional support. Furthermore, it is suggested for future research to utilize a proper scale to measure religious practice.

V. CONCLUSIONS

Overall, this study found that parental emotional support partly mediates the relationship between religious practice and flourishing among Indonesia college students. Results of this study are in line with previous research regarding religious practice, parental emotional support, and flourishing. It was noteworthy, nevertheless, that there were twice as many female participants as male ones. While the gender

difference was not examined in this study, it is advised that future studies use a more balanced sample size. Furthermore, limited research has been conducted on the relationship between religious practice and parental support. It is recommended that future studies explore this relationship in greater depth. This finding is significant for understanding flourishing, particularly within collectivist cultures. Additionally, it can serve as a foundation for developing interventions or psychological services for college students, helping them achieve greater levels of flourishing.

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5. **Penggunaan media baharu dan media sosial sebagai alat diplomasi awam/ *The use of new media and social media as a tool of public diplomacy***

DEMOKRASI DI ERA EMOJI: MEME SEBAGAI MEDIUM KRITIKAN POLITIK KONTEMPORARI MALAYSIA

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ABSTRAK

Meme telah menjadi medium penting dalam komunikasi digital, terutamanya dalam konteks politik. Kajian ini menganalisis perspektif dan reaksi terhadap meme politik yang melibatkan Perdana Menteri Malaysia ke-10, Anwar Ibrahim. Objektif utama adalah untuk mengenal pasti elemen visual dan tekstual yang digunakan dalam meme politik, memahami bagaimana meme mewakili ideologi pemimpin politik, mengkaji impak meme terhadap persepsi netizen, dan menganalisis perbezaan gambaran pelbagai pemimpin politik dalam meme. Kaedah analisis kandungan kualitatif digunakan untuk mengkaji 20 meme dari platform *Reddit (subreddit r/bolehland)* dan *Mgag* dalam tempoh selepas pelantikan, 30 hari selepas pelantikan, dan 100 hari selepas pelantikan Anwar Ibrahim. Hasil kajian menunjukkan bahawa penggunaan templat, imej, dan teks yang berbeza mempengaruhi interpretasi dan penyampaian mesej dalam meme. Meme juga didapati berkesan dalam mewakili ideologi dan pendekatan pemimpin, serta memberi impak terhadap persepsi netizen. Penggunaan humor dan parodi dalam meme membolehkan kritikan politik disampaikan secara tidak langsung. Kajian ini menyumbang kepada pemahaman yang lebih mendalam tentang fungsi meme dalam komunikasi politik di Malaysia, membuka ruang baru untuk penyertaan politik dan perbincangan awam. Walau bagaimanapun, cabaran dalam mentafsir maksud sebenar meme dan potensi penyebaran maklumat yang tidak tepat perlu diberi perhatian dalam konteks pembentukan pendapat awam dalam komunikasi politik dan proses pemeraksanaan demokrasi di Malaysia.

KATA KUNCI: meme politik; Anwar Ibrahim; media sosial; perspektif; reaksi netizen

I. PENGENALAN

Perkembangan pesat teknologi maklumat dan komunikasi telah merevolusi cara manusia berinteraksi dan berkomunikasi. Salah satu fenomena yang muncul dari revolusi digital ini ialah meme internet, yang telah menjadi medium popular untuk menyampaikan mesej dan idea secara ringkas dan berkesan, termasuk dalam konteks politik.

Meme didefinisikan sebagai unit budaya yang disebarkan dari satu individu kepada individu lain, biasanya dalam bentuk imej atau video yang digabungkan dengan teks untuk menyampaikan mesej atau idea tertentu. Dalam arena politik, meme telah menjadi alat untuk mengkritik, menyokong atau mengulas isu-isu semasa dan tokoh-tokoh politik. Keupayaan meme untuk menyampaikan mesej kompleks secara ringkas dan mudah difahami membuatnya menjadi medium yang sangat berkesan untuk komunikasi politik, terutamanya dalam kalangan generasi muda.

Walaupun bagaimanapun, penggunaan meme dalam konteks politik di Malaysia masih belum dikaji secara mendalam. Terdapat jurang pengetahuan berkenaan bagaimana meme politik

digunakan untuk menyampaikan perspektif dan reaksi terhadap pemimpin politik tempatan, khususnya Perdana Menteri Malaysia yang baharu, Anwar Ibrahim. Pemahaman tentang fenomena ini penting kerana ia mencerminkan cara baharu rakyat Malaysia mengekspresikan pandangan politik mereka dalam era digital.

Pernyataan masalah kajian ini ialah kekurangan pemahaman tentang bagaimana meme politik digunakan untuk mengekspresikan pandangan terhadap Anwar Ibrahim sebagai Perdana Menteri, serta impak meme tersebut terhadap persepsi orang ramai. Kajian ini bertujuan untuk mengisi jurang tersebut dengan menganalisis meme politik berkaitan Anwar Ibrahim yang disebar di platform media sosial tempatan.

Objektif utama kajian ini adalah:

1. Mengenal pasti dan menganalisis elemen visual dan tekstual yang digunakan dalam meme politik berkaitan Anwar Ibrahim.
2. Memahami bagaimana meme tersebut mewakili ideologi dan pandangan berbeza terhadap Anwar Ibrahim sebagai pemimpin.
3. Mengkaji impak dan pengaruh meme politik tersebut terhadap persepsi netizen.
4. Menganalisis perbezaan gambaran Anwar Ibrahim berbanding pemimpin politik lain dalam meme, serta faktor yang mempengaruhinya.

Kajian-kajian terdahulu menunjukkan kepentingan media sosial sebagai platform utama penyebaran meme politik (Chagas, 2019; McLoughlin, 2020). Chagas (2019) menekankan keupayaan meme untuk menyederhanakan isu-isu politik kompleks, menjadikannya lebih mudah difahami oleh orang awam. McLoughlin (2020) pula mendapati bahawa meme politik menyumbang kepada peningkatan penglibatan belia dalam isu-isu politik, walaupun pada tahap minimal.

Fang (2020) dalam kajiannya tentang meme "Toad Worship" di China, mendemonstrasikan bagaimana meme boleh digunakan untuk menyampaikan kritikan implisit terhadap pemimpin politik. Kajian ini mengetengahkan potensi meme sebagai alat komunikasi simbolik dalam komuniti yang tertakluk kepada penindasan politik.

Teori Lingkaran Senyap (Noelle-Neumann, 1974) digunakan sebagai kerangka teoretikal utama dalam kajian ini. Teori ini menjelaskan bagaimana individu cenderung untuk menahan diri daripada menyuarakan pendapat yang dianggap tidak popular kerana takut dasingkan secara sosial. Dalam konteks meme politik, teori ini boleh diaplikasikan untuk memahami penyebaran dan penerimaan meme tertentu dalam komuniti dalam talian.

Kajian ini menyumbang kepada bidang komunikasi politik dan kajian media baharu dengan memberikan pemahaman mendalam tentang penggunaan meme sebagai medium kritikan dan ulasan politik di Malaysia. Ia juga menyediakan pandangan berharga tentang bagaimana rakyat Malaysia menggunakan medium kreatif seperti meme untuk menyuarakan pendapat politik mereka dalam era digital.

Dapatan kajian ini dijangka dapat membantu ahli akademik, pengamal media dan pembuat dasar memahami dengan lebih baik dinamik komunikasi politik kontemporari di Malaysia, terutamanya dalam kalangan generasi muda yang aktif di media sosial. Ia juga boleh menyumbang kepada strategi komunikasi politik yang lebih efektif dan inklusif, yang mengambil kira cara baharu rakyat berinteraksi dengan isu-isu politik.

II. METODOLOGI

Metodologi kajian ini menggunakan pendekatan kualitatif dengan kaedah analisis kandungan untuk mengkaji meme politik berkaitan Anwar Ibrahim. Pemilihan kaedah ini adalah berdasarkan kesesuaiannya untuk menganalisis konteks, makna, dan implikasi meme dalam komunikasi politik (Kyngäs, 2019).

Sampel kajian terdiri daripada 20 meme yang diambil dari dua platform: subreddit *r/Bolehland* dan laman web *Mgag*. Pemilihan platform ini adalah berdasarkan populariti dan kesesuaiannya sebagai sumber meme politik di Malaysia. Tempoh masa pengumpulan

data meliputi tiga fasa: sejak pelantikan Anwar Ibrahim sebagai Perdana Menteri, 30 hari selepas pelantikan, dan 100 hari selepas pelantikan

Proses analisis melibatkan beberapa Langkah merangkumi - pengumpulan meme yang relevan dari platform yang dipilih, pengkategorian meme berdasarkan jenis (contohnya, imej makro, imej reaksi). analisis elemen visual dan tekstual dalam setiap meme, pengkajian konteks dan latar belakang meme untuk memahami maksud tersirat, analisis komen dan interaksi pengguna untuk menilai reaksi dan persepsi audiens.

Teori Lingkaran Senyap digunakan sebagai kerangka analisis untuk memahami dinamik penyebaran dan penerimaan meme dalam komuniti dalam talian. Ini membantu dalam menilai sama ada meme tertentu mewakili pendapat majoriti atau minoriti. Limitasi kajian termasuk skop yang terhad kepada dua platform dan fokus pada satu tokoh politik sahaja. Walau bagaimanapun, metodologi ini membolehkan analisis mendalam terhadap sampel yang dipilih.

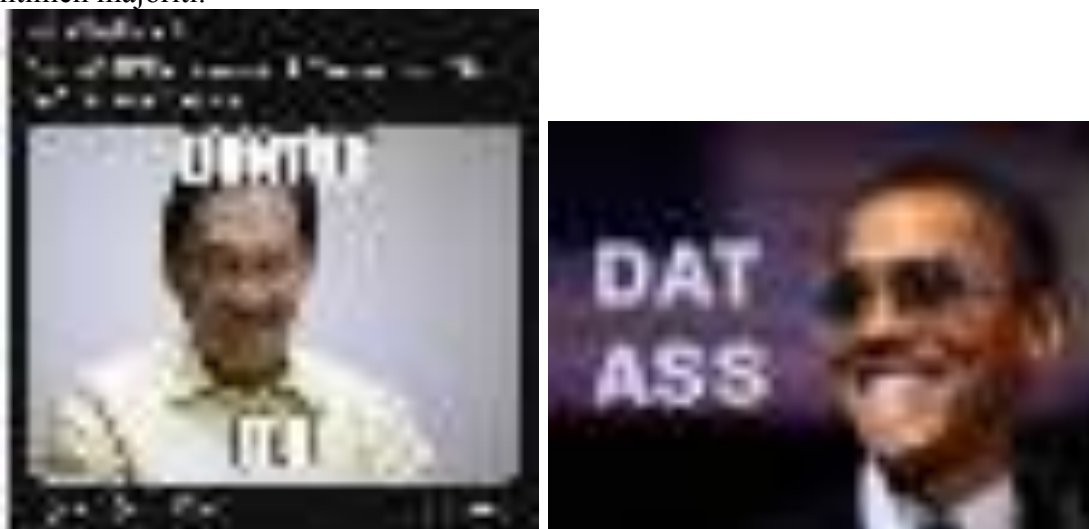
Etika penyelidikan diambil kira dengan memastikan tiada identiti peribadi individu didedahkan dalam analisis komen dan interaksi pengguna. Meme yang mengandungi unsur-unsur sensitif atau berpotensi menyinggung perasaan dikaji dengan berhati-hati dan dilaporkan secara objektif. Kesimpulannya, metodologi yang dipilih membolehkan pengkaji menganalisis meme politik secara komprehensif, merangkumi aspek visual, tekstual, dan kontekstual. Pendekatan ini selaras dengan objektif kajian untuk memahami penggunaan meme sebagai medium komunikasi politik dan kesannya terhadap persepsi awam dalam konteks politik Malaysia kontemporari.

III. DAPATAN KAJIAN

Analisis terhadap 20 meme politik berkaitan Anwar Ibrahim yang dikumpul dari subreddit r/Bolehland dan laman web Mgag mendedahkan beberapa tema dan corak yang signifikan. Dapatan ini dibahagikan kepada tiga kategori utama berdasarkan tempoh masa: selepas pelantikan, 30 hari selepas pelantikan, dan 100 hari selepas pelantikan.

Kategori 1: Selepas Pelantikan

Meme dalam kategori ini kebanyakannya memberi tumpuan kepada reaksi awal terhadap pelantikan Anwar Ibrahim sebagai Perdana Menteri. Analisis menunjukkan penggunaan meluas imej makro dan imej reaksi. Sebagai contoh, meme "*dat ass*" yang diubahsuai (Gambarajah 1) menggambarkan Anwar dengan ekspresi sinis, mencerminkan persepsi bahawa beliau akhirnya mencapai cita-cita politiknya. Meme ini, walau bagaimanapun, menerima respon yang sederhana, mencadangkan ia mungkin tidak menggambarkan sentimen majoriti.



Gambarajah 1: Meme yang diubah suai daripada meme "*dat ass*" yang melibatkan imej Obama (bekas presiden Amerika Syarikat)

Meme yang membandingkan Anwar dengan watak permainan video "*Yakuza*" yang melibatkan watak terkenal di dalam permainan video berkenaan iaitu Goro Majima atau lebih dikenali sebagai "*Mad Dog*" (Gambarajah 2) menerima lebih banyak interaksi positif. Ini menunjukkan penerimaan yang lebih luas terhadap perbandingan kompleks antara perjalanan politik Anwar dengan naratif permainan video tersebut.



Gambarajah 2: Imej Anwar Ibrahim yang diterbitkan menggunakan imej karekter Goro Mojima

Kategori 2: 30 Hari Selepas Pelantikan

Meme dalam tempoh ini menunjukkan pergeseran fokus kepada tindakan dan dasar awal Anwar. Meme "*Malaysia pegawai Kerajaan*" (Gambarajah 3) yang mengkritik biografi Twitter Anwar mencetuskan perbincangan mengenai penggunaan bahasa dan persepsi terhadap kepimpinannya. Meme yang menggambarkan Anwar bermain permainan video strategi (Gambarajah 4) menerima maklum balas positif, mencadangkan penerimaan terhadap idea pemimpin yang terlibat dalam aktiviti rekreasi moden.



Gambarajah 3: Meme yang didapati selepas 30 hari pemerintahan Anwar Ibrahim



Gambarajah 4: Meme Anwar Ibrahim sedang bermain permainan strategi – *Hearts of Iron 4*

Kategori 3: 100 Hari Selepas Pelantikan

Meme dalam tempoh ini menunjukkan penilaian yang lebih mendalam terhadap kepimpinan Anwar. Meme "GPU Rahmah" (Gambarajah 5) yang menghubungkan Anwar dengan inisiatif teknologi menerima interaksi yang tinggi, menunjukkan minat awam terhadap dasar inovatif. Meme yang membandingkan Anwar dengan pemimpin terdahulu, seperti dalam konteks Persatuan Pengakap Malaysia (Gambarajah 6), mencetuskan perbincangan tentang perbezaan gaya kepimpinan.



Gambarajah 5: Meme berkaitan pelabur teknologi – Nvidia dan inisiatif Kerajaan – Program Rahmah



Gambarajah 6: Meme yang melibatkan Anwar Ibrahim dan pemimpin sebelumnya
Analisis Keseluruhan:

Analisis meme politik berkaitan Anwar Ibrahim mendedahkan beberapa trend dan corak yang signifikan. Pertama, terdapat evolusi tematik yang ketara, di mana fokus meme beralih daripada pencapaian peribadi Anwar kepada kritikan atau pujian terhadap dasar dan tindakan beliau sebagai pemimpin. Ini mencerminkan perubahan persepsi awam terhadap Anwar dari seorang figura politik kepada seorang pembuat dasar. Kedua, penggunaan humor dan satira merupakan ciri dominan dalam kebanyakan meme, menunjukkan kecenderungan untuk menggunakan pendekatan tidak langsung dalam menyampaikan kritikan politik. Strategi ini membolehkan penyampaian mesej yang mungkin sensitif atau kontroversi dengan cara yang lebih mudah diterima.

Dari segi interaksi pengguna, meme yang menggabungkan isu semasa dengan rujukan budaya popular cenderung menerima interaksi yang lebih tinggi. Ini menunjukkan keberkesanan pendekatan tersebut dalam menarik perhatian dan penglibatan audiens, terutamanya generasi muda. Selain itu, meme yang membuat perbandingan antara Anwar dengan pemimpin terdahulu atau watak fiksyen sering mendapat maklum balas positif, mencerminkan kecenderungan masyarakat untuk memahami kepimpinan Anwar dalam

konteks yang lebih luas dan relatif. Akhir sekali, meme yang mengaitkan Anwar dengan isu-isu teknologi dan inovasi menerima perhatian yang tinggi, menunjukkan jangkauan awam terhadap kepimpinan moden yang progresif dan berorientasikan masa depan. Trend-trend ini secara kolektif memberikan gambaran mendalam tentang dinamik komunikasi politik kontemporari di Malaysia dan peranan penting meme dalam membentuk dan mencerminkan persepsi awam terhadap kepimpinan politik.

IV. PERBINCANGAN

Kajian ini membincangkan pencapaian empat objektif utama yang ditetapkan, memberikan pandangan mendalam tentang penggunaan dan impak meme politik berkaitan Anwar Ibrahim.

Objektif 1: Mengenal pasti dan menganalisis elemen visual dan tekstual dalam meme politik

Analisis mendapati kepelbagaian dalam penggunaan templat, imej, dan teks mempengaruhi interpretasi meme. Penggunaan templat tertentu seperti imej Anwar menggunakan komputer peribadi sering menghasilkan interpretasi stereotaip, contohnya andaian beliau bermain permainan video. Walau bagaimanapun, penelitian lanjut mendedahkan konteks sebenar yang lebih kompleks. Ini menunjukkan bahawa elemen visual dan tekstual dalam meme bukan sahaja menyampaikan mesej secara langsung, tetapi juga mencetuskan set andaian dan persepsi tertentu dalam kalangan audien.

Objektif 2: Memahami bagaimana meme mewakili ideologi dan pandangan terhadap Anwar Ibrahim

Kajian menunjukkan meme berperanan penting dalam membentuk dan mencerminkan persepsi awam terhadap gaya kepimpinan Anwar. Contohnya, meme berkaitan penggunaan gelaran informal seperti "*Papa*" mendedahkan perbezaan pendekatan Anwar berbanding pemimpin terdahulu dalam berhubung dengan rakyat. Meme juga digunakan untuk mengkritik atau menyokong dasar-dasar Anwar, seperti yang dilihat dalam meme berkaitan inisiatif teknologi.

Objektif 3: Mengkaji impak dan pengaruh meme politik terhadap persepsi netizen

Dapatan menunjukkan meme berperanan sebagai medium berkesan untuk menyampaikan isu politik kompleks dalam bentuk yang mudah difahami. Reaksi dan komen netizen terhadap meme mencerminkan pembentukan dan perubahan persepsi terhadap kepimpinan Anwar. Meme yang menggabungkan isu semasa dengan rujukan budaya popular didapati lebih berkesan dalam menarik perhatian dan mencetuskan perbincangan.

Objektif 4: Menganalisis perbezaan gambaran Anwar Ibrahim berbanding pemimpin lain
Analisis mendapati meme sering digunakan untuk membandingkan Anwar dengan pemimpin terdahulu atau watak fiksiyen, membantu membentuk pemahaman tentang gaya kepimpinan beliau dalam konteks yang lebih luas. Perbandingan ini memberi gambaran tentang jangkauan dan penilaian rakyat terhadap kepimpinan Anwar.

Kajian ini menunjukkan bahawa meme politik berfungsi sebagai alat penting dalam komunikasi politik kontemporari di Malaysia. Ia bukan sahaja mencerminkan persepsi awam, tetapi juga memainkan peranan dalam membentuk wacana politik, terutamanya dalam kalangan generasi muda. Keupayaan meme untuk menyederhanakan isu kompleks dan menggabungkan kritikan dengan humor menjadikannya medium yang berkesan untuk melibatkan orang ramai dalam perbincangan politik. Walau bagaimanapun, kajian ini juga mendedahkan keperluan untuk pendekatan kritikal dalam menginterpretasi meme politik, memandangkan ia boleh menyebarkan stereotaip atau maklumat yang tidak tepat jika tidak difahami dalam konteks yang betul.

V. KESIMPULAN

Kajian ini menghadapi beberapa limitasi. Pertama, kekurangan meme politik berkaitan Malaysia, khususnya Anwar Ibrahim, berbanding dengan pemimpin global lain. Ini

mungkin disebabkan oleh batasan kebebasan bersuara di Malaysia dan kekurangan pendedahan terhadap meme politik. Kedua, kesukaran dalam mentafsir perspektif meme yang luas dan kompleks, kerana konteks meme sering disampaikan secara tersirat dan boleh mempunyai pelbagai interpretasi. Ketiga, keterhadan kajian terdahulu mengenai meme politik di Malaysia menyukarkan perbandingan dan pengesahan dapatan.

Menerusi dapatan kajian, terdapat beberapa langkah untuk penambahbaikan di masa hadapan. Pertama, menggalakkan penggunaan meme sebagai medium ekspresi politik yang lebih meluas di Malaysia, memandangkan keberkesanannya dalam menyampaikan mesej kompleks secara mudah. Kedua, memperluaskan skop kajian meme di peringkat sarjana untuk mendalami aspek-aspek seperti reka bentuk, elemen linguistik, dan konteks budaya meme politik. Ketiga, mengkaji potensi penggunaan meme dalam pendidikan untuk merangsang pemikiran kritis dan kreativiti pelajar. Akhir sekali, menggalakkan lebih banyak penyelidikan tentang meme politik di Malaysia untuk mengisi jurang pengetahuan dalam bidang ini.

Secara rumusan, kajian ini menegaskan kepentingan meme sebagai medium komunikasi politik kontemporari di Malaysia. Ia menunjukkan bagaimana meme berfungsi bukan sahaja sebagai alat penyampaian pendapat, tetapi juga sebagai cerminan sentimen awam terhadap isu-isu politik. Penggunaan analisis kandungan kualitatif dan Teori Lingkaran Senyap telah membantu dalam memahami dinamik penyebaran dan penerimaan meme politik dalam komuniti dalam talian. Kajian ini juga mendedahkan potensi meme sebagai alat untuk melibatkan generasi muda dalam wacana politik. Walau bagaimanapun, ia juga menekankan keperluan untuk pendekatan kritikal dalam menginterpretasi meme politik, memandangkan kompleksiti dan kepelbagaian makna yang boleh disampaikan melalui medium ini. Akhirnya, kajian ini menyumbang kepada pemahaman yang lebih mendalam tentang landskap komunikasi politik di Malaysia dalam era digital, membuka jalan untuk penyelidikan lanjut dalam bidang ini.

VI. PENGHARGAAN

Penerbitan kajian ini dibiaya oleh Dana Suntikan Padanan Kolaborasi FSSK (SK-2024-008).

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VIII. BIODATA

Muhammad Syukri Sani bin Mohd Azman adalah pelajar tahun akhir Ijazah Sarjana Muda Sains Sosial dengan Kepujian (Komunikasi Media) di Universiti Kebangsaan Malaysia. Bidang kajian beliau merangkumi komunikasi politik dan analisis media sosial.

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PELESTARIAN JEJAK WARISAN BANDAR ALOR SETAR: SATU USAHA KOMUNITI MELALUI MEDIA SOSIAL

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ABSTRACT

Bandar Alor Setar, yang kaya dengan warisan sejarah dan budaya, menuntut strategi pelestarian yang inovatif dan inklusif untuk memastikan warisan ini tidak hanya dipelihara tetapi juga disayangi oleh masyarakat setempat dan pelancong. Pemerhatian awal menunjukkan media sosial seperti You Tube, Face Book, Tik Tok, Insta, Vlog dan lain-lain menjadi saluran komuniti awam berpartisipasi mempromosikan warisan sejarah dan budaya. Justeru, kajian ini merupakan satu tinjauan awal untuk menjejaki usaha pelestarian jejak warisan Bandar Alor Setar melalui penglibatan komuniti tempatan yang dikongsikan menerusi media sosial iaitu You Tube. Kajian ini menggunakan kaedah kualitatif bagi menganalisis kandungan media sosial You Tube yang dihasilkan oleh komuniti tempatan untuk mempromosikan, mengiklankan dan mendokumentasikan tapak-tapak bersejarah di Bandar Alor Setar. Melalui kajian ini, didapati platform You Tube menjadi tapak utama ahli komuniti tempatan mahupun orang luar berkongsi sejarah dan warisan yang ada di Bandar Alor Setar. Penghasilan video secara bernaratif atau tidak, berjaya menarik perhatian masyarakat berdasarkan 'view' iaitu jumlah tontonan orang ramai. Hasil kajian menunjukkan bahawa penggunaan media sosial dalam kalangan komuniti tempatan, berpotensi menjadi alat yang berkesan bagi mempromosikan jejak warisan sejarah Bandar Alor Setar. Tambahan sekiranya komuniti awam yang berpartisipasi ini dididik dan diberi tunjuk ajar serta teknik penggunaan video yang berkesan, usaha melestarikan Alor Setar sebagai bandar warisan dapat dilaksanakan dengan lebih baik dan berterusan. Kajian ini memberikan satu sudut pandang bagaimana partisipasi masyarakat melalui media sosial dapat dimanfaatkan sebagai alat untuk melestarikan jejak warisan Bandar Alor Setar.

KEYWORDS: Jejak warisan; Alor Setar; Bandar bersejarah; Media sosial ; You Tube

I.PENDAHULUAN

Sejarah dan budaya warisan bangsa adalah cermin kepada tingginya peradaban dan identiti bangsa. Sejarah dan budaya juga adalah modal dan aset penting untuk membangunkan ekonomi negara khususnya dalam industri pelancongan. Menyedari hakikat bahawa produk sejarah dan budaya warisan berpotensi untuk membentuk citra bangsa dan memperkukuhkan ekonomi negara, wajar kedua-dua aspek ini diuruskan secara sistematik dan efektif bagi membantu perkembangan industri pelancongan negara di peringkat global. Pelancongan berteraskan budaya warisan atau dikenali sebagai 'pelancongan budaya warisan' (Cultural Heritage Tourism) semakin berkembang pesat dan penting (Richards,1996). Industri ini memperlihatkan kebangkitan yang sangat pantas mengatasi

sektor-sektor pelancongan yang lain. Menurut Silberberg (1995:36), pelancongan budaya warisan didefinisikan sebagai “*visits by persons from outside the host community motivated wholly or in part by interest in historical, artistic, scientific or lifestyle/heritage offerings or a community, region, group or institution*”. Dengan kata lain, seni budaya sesuatu bangsa atau tempat menjadi daya penarik sehingga mendorong seseorang itu melakukan perjalanan dan sekali gus ia dapat memperkayakan informasi dan menambah pengetahuan tentang tempat atau negara itu di samping mendapat kepuasan dari kebudayaan berkenaan (Oka A. Yoeti, 1985: 114-7). Malaysia mencatatkan ketibaan 26,100,784 pelancong antarabangsa ke negara ini yang menyumbang kepada pendapatan pelancongan sebanyak RM86.14 bilion sepanjang tahun 2019 (Malaysia Travel, 2019). Menurut Datuk Seri Dr. Rais Yatim, bekas Menteri Penerangan, Komunikasi dan Kebudayaan berhubung dengan pelancongan budaya ini; "Hakikatnya, budaya menjadi aset utama bagi menarik pelancong dan ia terbukti dalam Forecast Tourism: 2020 Vision, the World Tourism Organisation yang meramalkan pelancongan budaya akan menjadi di antara lima tunjang utama segmen pasaran sektor pelancongan," (utusanonline,2013).

Justeru, satu potensi bidang pelancongan di Malaysia ialah pelancongan berasaskan warisan. Bidang ini bukan suatu perkara yang baru tetapi promosi terhadap aspek pelancongan warisan ini masih kurang.

Jejak Warisan (*Heritage Trail*) merupakan salah satu produk pelancongan yang sering diaplikasikan di kawasan bandar warisan. Ia membantu membawa pelancong menyusuri laluan-laluan sejarah supaya pelancong dapat mengalami dan melihat keadaan sebenar nilai warisan yang terdapat di tempat yang dikunjungi. Pelbagai perancangan dilaksanakan oleh kerajaan untuk menaikkan bandar-bandar bersejarah menerusi sektor "*historical dan heritage tourism*".

Alor Setar merupakan bandar yang mempunyai banyak peninggalan warisan bersejarah, dikenali sebagai bandar bersejarah dan mempunyai jejak warisan bersejarah. Di Bandar Alor Setar sahaja terletak beberapa warisan menarik yang masih wujud. Menurut En Ismail Bin Hj Salleh (Setiausaha Kehormat Persatuan Sejarah Cawangan Kedah) Alor Setar merupakan satu bandar yang istimewa dalam erti kata bahawa ia cepat mengalami pembangunan yang pesat walaupun ia merupakan bandar yang kecil. Alor Setar dapat mengekalkan ciri-ciri warisan budaya asing dalam pembangunannya khususnya bangunan-bangunan yang moden binaannya tetapi mempunyai ukiran yang berseni dan bercorak asli. Alor Setar adalah sebuah ibu negeri yang tertua sekali di negara ini. Bandar ini telah menjadi ibu negeri selama lebih kurang 250 tahun, dari zaman ia diasaskan hingga zaman kini, Alor Setar tetap menjadi ibu negeri Kedah (Sejarah Perkembangan Alor Setar dari than 1800an-1983).

Alor Star mempunyai beberapa potensi dijadikan sebagai destinasi pelancongan warisan bersejarah. Pertama, Alor Star merupakan sebuah bandar yang mempunyai banyak peninggalan warisan bersejarah yang mempunyai kaitan dengan pemerintahan Kerajaan Kesultanan Melayu Kedah. Ia terdiri daripada bangunan-bangunan lama yang satu ketika dahulu pernah digunakan untuk tujuan pentadbiran, keagamaan dan adat istiadat Kesultanan Melayu Kedah. Bangunan itu adalah Balai Besar, Balai Nobat, Masjid Zahir, Balai Seni, bekas Mahkamah Tinggi (cadangan Galeria Sultan Abdul Halim Mu'adzam Shah), Bangunan Wan Muhammad Saman, dan Jam Besar.

Kedua, Alor Star masih mempunyai beberapa tinggalan lokasi bersejarah dan petempatan yang mempunyai justifikasi dengan permulaan Alor Star itu sendiri. Lokasi tempat Alor Star mendapat nama masih kekal sehingga ke hari ini iaitu alur yang dimaksudkan masih

terpelihara yang terletak berhampiran Masjid Zahir. Selain itu, terdapat beberapa peninggalan petempatan awal yang terletak di pertemuan Sungai Kedah dan Sungai Anak Bukit (Tanjung Chali). Petempatan ini dikenali sebagai Pekan Melayu dan Pekan Cina yang terdiri daripada bangunan-bangunan kedai yang dibina sebelum Perang Dunia Kedua (1939 - 1945).

Ketiga, semenjak dahulu lagi Alor Star dikenali sebagai sebuah petempatan yang majoritinya didiami oleh masyarakat Melayu. Mereka menjalankan aktiviti perniagaan, kebudayaan di situ. Kegiatan perniagaan masyarakat Melayu semakin rancak selepas Perang Dunia Pertama (1914 - 1918) atas inisiatif YTM Tunku Yaacob, seorang Putera Diraja Kedah bagi menggalakkan orang-orang Melayu menjalankan perniagaan di bandar. Keempat, Alor Star juga merupakan tempat kelahiran salah seorang pemimpin besar Malaysia iaitu Tun Dr. Mahathir Mohamed.

Walaupun industri pelancongan budaya warisan mempunyai nilai estetika yang tinggi serta mempunyai potensi yang besar untuk dikomersialkan bagi menjana pertumbuhan ekonomi negara, namun, masih banyak tinggalan ketara (tangible) dan tidak ketara (intangible) kebudayaan masa lalu yang belum diteroka dan dimanfaatkan. Kekangan pengurusan dan kekurangan *care-taker* untuk memelihara serta memulihara kelestarian khazanah bangsa ini juga menyebabkan sejarah dan warisan budaya tersebut seringkali diabaikan serta dianggap tidak relevan dengan arus pemodenan semasa. Akibatnya banyak budaya warisan yang lapuk dimakan usia, terbiar bahkan diremehkan kewujudannya. Selain itu tanggungjawab pemeliharaan dan pemuliharaan budaya warisan di Malaysia seringkali menjadi agenda badan-badan kerajaan yang tertentu tanpa melibatkan masyarakat.

Justeru bagi menjayakan sesebuah perancangan pembangunan, komuniti adalah elemen penting (Choy, Rashid, Rostam, Mohamed, & Nor, 2012). Komuniti didefinisikan sebagai satu kumpulan kecil orang yang hidup dalam penyelesaian, mengamalkan tahap autonomi dan cara hidup tersendiri, aspirasi dan kehendak kongsi, untuk mengambil bahagian dalam aktiviti harian, bersatu dengan semangat kekitaan dan juga berkait rapat dalam semua aspek kehidupan (Ibrahim, 2007). Pembangunan pelancongan merupakan faktor perubahan bagi sesuatu tempat dan penduduknya bagi membaiki mutu kehidupan manusia (Vu 1963: Ibrahim, 2006). Lantas peranan komuniti amat penting dalam menjayakan sesuatu pembangunan. Para penyelidik (Aref, Gill, & Aref, 2010) menyatakan bahawa komuniti adalah salah satu komponen untuk menjayakan pembangunan pelancongan. Oleh itu penglibatan komuniti ke arah pembangunan pelancongan adalah penting bagi merancang dan membangunkan sesuatu kawasan.

Kajian yang melibatkan komuniti biasanya dilakukan bagi mengenalpasti persepsi sesebuah komuniti terhadap sesuatu subjek yang dikaji. Persepsi komuniti dalam industri pelancongan merujuk sebagai proses di mana tafsiran seseorang melihat dunia di persekitaran mereka dan berfikir tentang orang lain, berdasarkan pemerhatian daripada niat, sikap, emosi, perasaan, idea, kebolehan, tujuan, sifat-sifat alam semula jadi, pemikiran, persepsi, dan kenangan. (Reisinger, 2003; Grobler, 2005; Norhaya Hanum Mohamad & Amran Hamzah, 2013). Tambahan, para penyelidik (Türker & Öztürk, 2013) menyatakan bahawa persepsi dan sikap komuniti merupakan faktor penyumbang kepada pembangunan pelancongan yang berjaya. Aspek yang biasanya dikaji ialah tahap kepuasan dan faktor yang mempengaruhi. Jarang sekali corak penglibatan ditekankan sebagai aspek utama yang penting.

Pada zaman digital ini, media sosial telah menjadi platform utama untuk berinteraksi dan berkongsi informasi di kalangan masyarakat. Pelbagai dapatan melalui media sosial secara

tidak langsung membantu mengumpul segala maklumat. Jika dilihat dalam konteks kajian ini, media sosial secara tidak langsung berperanan sebagai sumber rujukan bagi masyarakat awam yang ingin mengenali sesuatu destinasi pelancongan. Media sosial ditakrifkan dalam Kamus Dewan sebagai pelbagai perantaraan atau saluran komunikasi yang dapat menyampaikan maklumat kepada orang ramai dalam masa yang cepat. Sejarah awal media massa diperkenalkan pada tahun 1978. Papan buletin adalah merupakan aplikasi terawal keluar berfungsi untuk memuat turun maklumat dan komunikasi melalui surat elektronik dalam menyebarkan data kepada masyarakat. Kini, umumnya media sosial pula adalah platform digital yang memungkinkan pengguna untuk berinteraksi, berkongsi kandungan, dan berhubung dengan orang lain secara online. Ada perbagai jenis media sosial, termasuk jejaring sosial seperti Facebook, Twitter, dan LinkedIn, platform berkongsi video seperti YouTube dan TikTok, platform berkongsi foto seperti Instagram dan Snapchat, serta berbagai platform lainnya yang menawarkan fungsi-fungsi yang berbeza (Statista, 2022). Media sosial adalah media online yang membolehkan pengguna untuk berkomunikasi, berinteraksi, dan berkongsi informasi dengan orang lain. Media sosial terdapat dalam berbagai bentuk antaranya blog, jejaring sosial, wiki, forum, akhbar online dan dunia virtual. Media sosial memiliki ciri yang membolehkan setiap orang melibatkan diri, memberi komen serta mencipta isi media tersebut. Media sosial juga adalah sebagai perantaraan atau saluran komunikasi yang dapat menyampaikan maklumat kepada orang ramai dalam masa yang cepat. Segala maklumat dan topik hanya perlu dicari pada hujung jari dan memudahkan setiap orang untuk mendapatkan maklumat dan jawapan.

Sehubungan itu objektif kajian ini adalah mengenal pasti media sosial yang dihasilkan oleh komuniti tempatan untuk mempromosikan, mengiklankan dan mendokumentasikan tapak-tapak bersejarah di Alor Setar dan bagaimana partisipasi masyarakat melalui media sosial dapat dimanfaatkan sebagai alat untuk melestarikan jejak warisan Bandar Alor Setar.

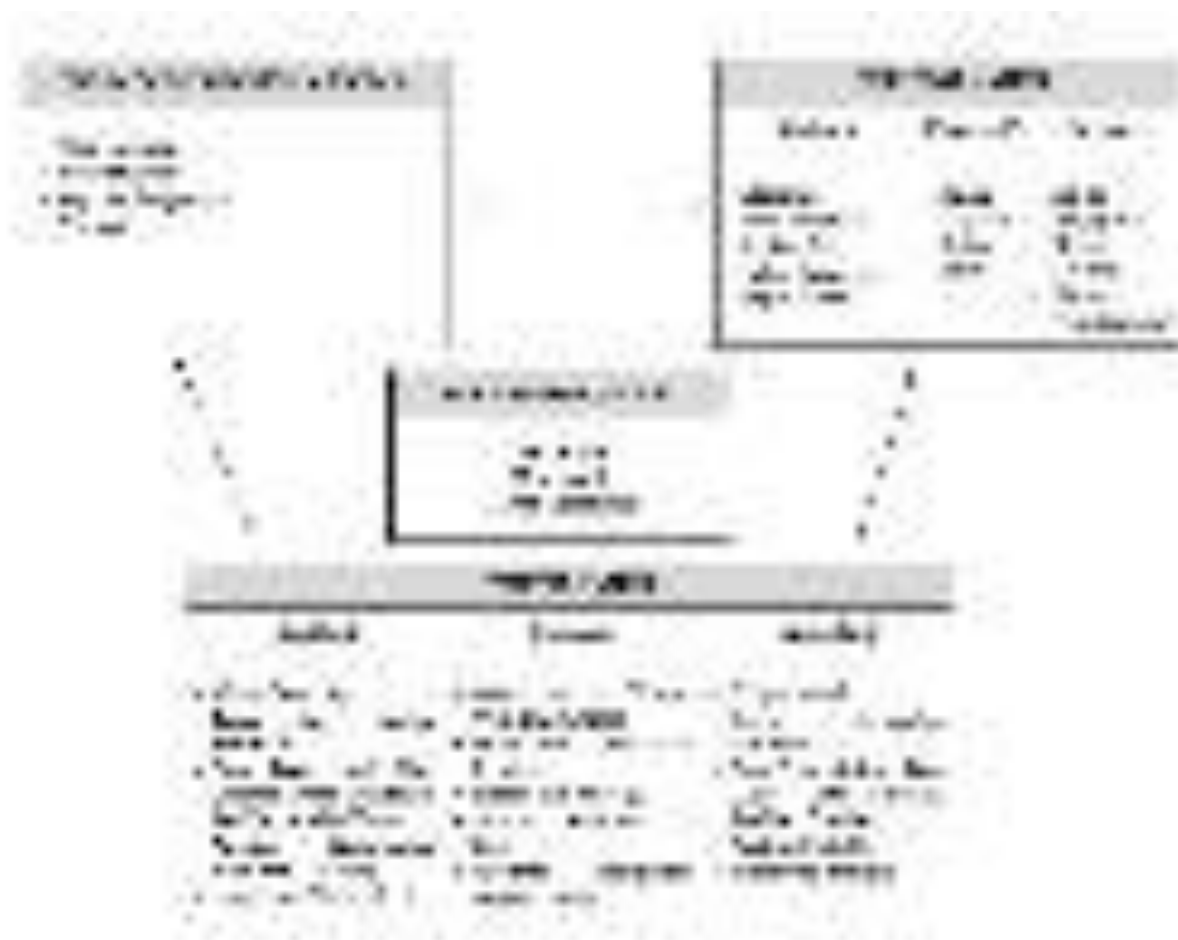
II. METODOLOGI

Penulisan ini akan berfokus kepada metodologi kajian kualitatif. Kajian kualitatif adalah sebagai reka bentuk kajian anjal kerana reka bentuk kajian kualitatif tidak menetapkan secara khusus apa dan bagaimana kajian hendak dijalankan pada awal kajian (Trochim, 2006). Kajian kualitatif adalah kajian berkaitan persoalan atau pernyataan, bukan hipotesis. Kajian kualitatif biasanya mengguna persoalan seperti, bagaimana, apa, dan mengapa. Kajian kualitatif melibatkan penakulan induktif bagi memahami situasi tertentu termasuk sejarah dan pengalaman individu (Trochim, 2006).

Kajian ini mengadaptasi kerangka reka bentuk kajian yang dikemukakan oleh Creswell (2009) kerana didapati menyeluruh dan dapat menunjukkan perkaitan yang jelas antara falsafah, strategi dan teknik kajian. Falsafah di sebalik kajian ini adalah konstruktivis seperti dalam rajah 1. Reka bentuk penyelidik adalah jenis kualitatif. Strategi kajian ini pula adalah kajian kes. Manakala teknik kajian ini pula adalah kombinasi data dokumen, data audio-video dan analisis kandungan dokumen.

Data dokumen merujuk kepada video dalam media sosial yang digunakan dalam kajian ini ialah You Tube. Analisis kandungan ialah satu kaedah penyelidikan yang membuat tumpuan terhadap mesej dengan membuat pengamatan secara sistematik terhadap kategori yang dipilih oleh penyelidik. Daripadanya, penyelidik membuat kesimpulan dan membina pendapat terhadap sesuatu isu (Syed Arabi Idid, 1993).

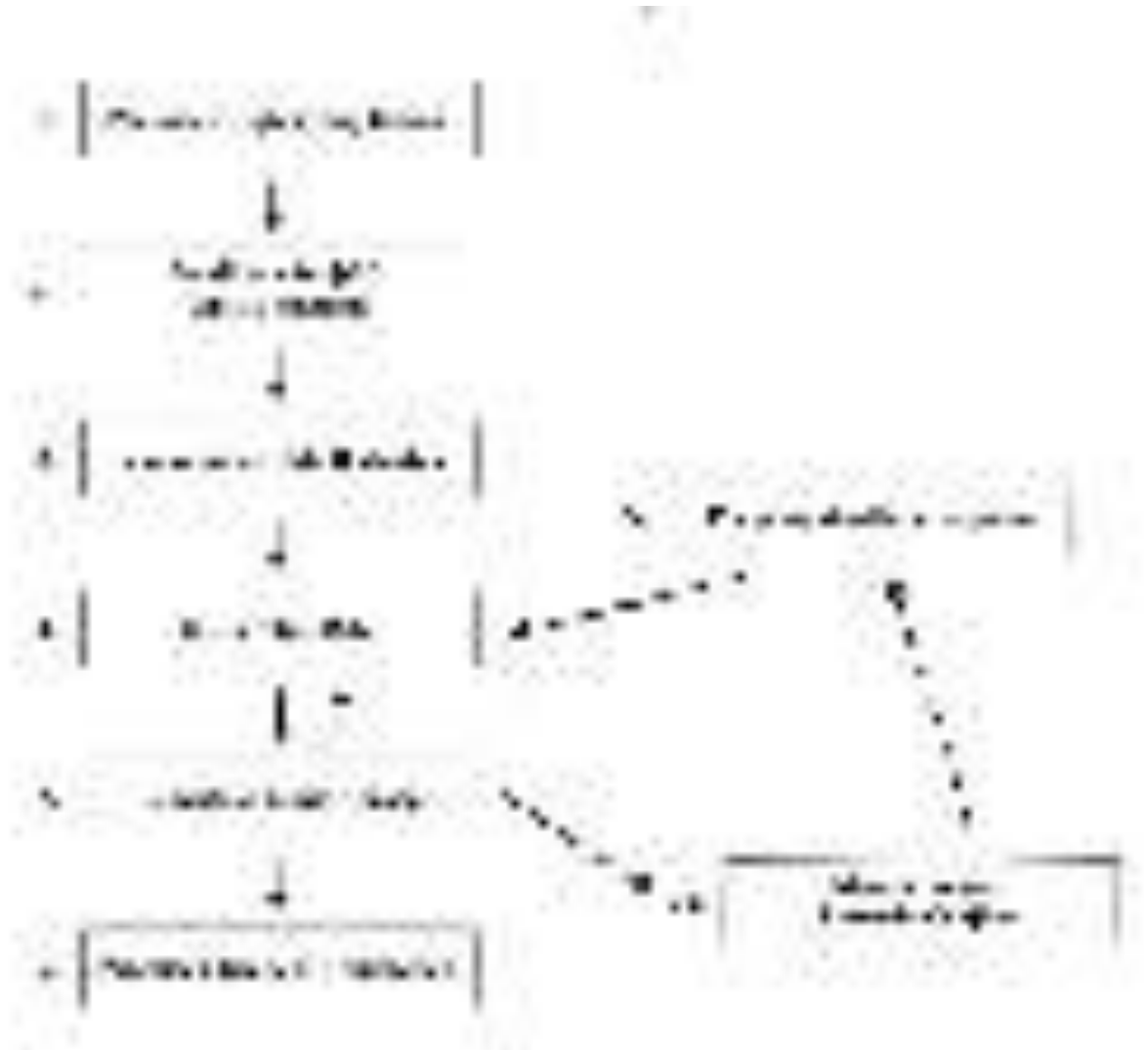
Rajah 1: Reka bentuk Kajian



Sumber Creswell (2009)

Menurut Bryman (2008) proses kajian kualitatif adalah seperti dalam Rajah 2. Prosesnya bermula dengan mengemukakan persoalan kajian yang umum, diikuti dengan pemilihan subjek atau topik yang berkaitan. Proses seterusnya adalah pengumpulan data yang berkaitan dengan topik. Hasil interpretasi data, teori atau konsep sedia ada atau baru dapat ditentukan. Proses ini berulang bagi memperkemas persoalan kajian supaya persoalan yang jelas dan tepat dapat ditentukan. Bagi tujuan menjawab persoalan yang telah diperkemas, pengumpulan data lanjutan perlu dilakukan. Setelah teori atau konsep dapat ditentukan dengan kukuh, proses seterusnya iaitu penulisan temuan atau kesimpulan yang diperolehi.

Rajah 2 : Proses kajian kualitatif



Sumber: Bryman (2008)

Fokus kajian kepada komuniti setempat kerana merekalah sumber terdekat yang mempromosikan bandar Alor Setar sebagai produk pelancongan serta pemangkin pemuliharaan warisan negara.

Langkah Perlaksanaan Kajian :

1. Pemilihan media sosial You Tube
2. Memulakan carian menggunakan key word 'jejak warisan bandar Alor Setar'
3. Menonton video bagi menganalisis isi kandungan video tersebut
4. Menapis video yang tidak bersesuaian, kabur, suara tidak jelas, gambar tidak jelas
5. Kajian selesai apabila video yang diperlukan memenuhi sasaran penyelidikan.

III. HASIL KAJIAN

Jadual menunjukkan partisipasi komuniti awam melalui media sosial mempromosikan, mengiklankan dan mendokumentasikan sejarah dan warisan yang ada di Bandar Alor Setar.

Kajian mendapati You Tube menjadi platform utama oleh komuniti tempatan untuk mempromosikan, mengiklankan dan mendokumentasikan sejarah dan warisan yang ada di Bandar Alor Setar.

Rajah 3 : Dapatan Media Sosial You Tube Bagi Topik ‘Jejak Warisan Bandar Alor Setar’

BI L	JENI S MED IA SOSI AL	PEMILI K	MA SA (MI N)	TAJUK	ARTIF AK	NARATI F/ CERITA	‘VIE W’	TARIKA N
1	You Tube	Zaidin Abadi <u>SEJARA H KEDAH - SEJARA H AWAL ALOR SETAR (youtube. com)</u>	6:34	Sejarah Kedah - Sejarah Awal Alor Setar	Monume n 250 Tahun Bandar Alor Setar dan Tapak bermula nya bandar Alor Setar	Mencerita kan tentang sejarah bandar Alor Setar dan memperke nalkan buku ‘Kedah Dalam Lipatan Sejarah’ yang ditulis oleh sejarawan Kedah yang tersohor.	3.1 K	Bercerita sambil memapark an lokasi kajian
2	You Tube	Saifuddin Yaakub (548) <u>Jejak Warisan: Mula @ Alor Setar = YouTube</u>	4:20	Jejak Warisan : Mula @ Alor Setar (Bahagi an 2)	Tapak asal bermula nya Alor Setar, Pekan Cina, Jeti Pekan Cina	Menjejaki sejarah awal Alor Setar bercerita sambil mengayuh basikal memelusur i tapak awal bermulany a sejarah Alor setar, Pekan Cina, dan	283	Pemandan gan sekitar mengguna kan drone “terbaik tuan. video yang menarik juga berserta dengan info2 yg berguna”, komentar penonton

						Jeti Pekan Cina		
3	You Tube	Saifuddin Yaakub <u>Alor Setar - Jejak Warisan: Padang Court & Bangunan Sejarah. (youtube.com)</u>	4:20	Jejak Warisan : Mula @ Alor Setar (Bahagian 3)	Padang Court dan Bangunan Sejarah	Menjejaki sejarah awal Alor Setar bercerita sambil mengayuh basikal memelusi medan bandar (sejarah Padang Court), pancuran air di medan bandar, Balai seni Negeri, Bangunan Wan Mohd Saman (pejabat kerajaan negeri), Balai Besar, Istana Pelamin, Wisma Negeri, Baalai Nobat, Jam Besar.	149	Pemandangan sekitar menggunakan drone “Wow produk Warisan Kedah yg ramai tak amik tahu...antara Bandar lagi Tua Dari Washington Dan Sydney”, komen penonton
4	You Tube	Saifuddin Yaakub <u>Alor Setar - Jejak Warisan: Istana Sepache dera (youtube.com)</u>	4:37	Jejak Warisan : Mula @ Alor Setar (Bahagian 4)	Istana Sepache dera	Menceritakan tentang sejarah Istana Sepahcend era melalui aktiviti kayuhan	1.8K	Pemandangan istana Sepahcend era menggunakan drone “sayang warisan sejarah terbiar usang” -

								komentar penonton
5	You tube	Mogoi Studio (MG Studio) (Anak Kedah Studio) <u>MGstudio : ALOR SETAR DULU2 DALAM KENANGAN</u> (youtube.com)	5:26	Alor Setar Dulu2 Dalam Kenangan	Royal Theatre, Empire, Panggung Cathay, Bazaar, Hankyu Jaya, Masjid Zahir, Pejabat Pos Besar, Balai polis, Lorong Sempit, Dewan Dato Syed Omar, City Point, Stesyen Bas Lama, Kedah Shopping Centre, Cathay, Bas Bandaran Alor Setar, Kedai ishak Mee Bandung, Panggung Royal, Stesyen Keretapi Lama, Jam Besar, Bazar	Paparan gambar bangunan-bangunan lama di Bandar Alor Setar	10K	Gambar-gambar lama yang mungkin hanya ada di arkib, muzium atau milik persendirian. “Aku rindu alor setar hujung 80an dan awal 90an..tgg konsert di tapak expo PKNK, lepak di citypoint, hankyu jaya, tgg wayang di panggung cathay, naik bas di stesen UTC... Dulu rasanya meriah dan happening.”, antara komentar penonton.

					Jalan Langgar 1962, Post and Telegraph Office, Stesyen Bas Jalan Langgar 1960an, Pekan Rabu, Pekan Yaacob dan Market Lama, Bangunan Empire, Bangunan UMNO, Holiday Villa, Tiket Bas Syarikat Kenderaan Kulim Baling Sdn Bhd, Kampung di sekitar Kuala Kedah			
6	You Tube	WCY Retro TV <u>Bangunan Lama Pejabat Pos Bandar Alor Setar.</u> <u>#colonialh</u>	0:34	Bangunan Lama Pejabat pos Bandar Alor Setar	Bangunan Pejabat Pos Lama	Tayangan video tanpa naratif	82	Paparan video sahaja

		<u>istory</u> <u>#britishmalaya</u> <u>#posmalaysia</u> <u>#alorsetar</u> <u>(youtube.com)</u>		#colonial history				
7	You Tube	Anak Kedah Studio MG Studio <u>Asal Usul Alor Setar</u> <u>(youtube.com)</u>	4:24	Bandaraya Alor Setar 1735 - 2021	Menara Alor Setar, gambar lukisan peperangan dengan Siam, gambar lukisan pelabuhan Alor Setar, Limbungan Kapal, gambar lukisan serangan Ligor ke atas Kota Kuala Kedah, gambar tentera Jepun, gambar di Padang Court selepas penyerahan pentadbiran NNM kepada Siam, Stesyen Bas	Tayangan Video sejarah pembukaan Alor Setar dan bernaratif secara bertulis	2.5 K	“Tapi setiap tulisan tu sangat penting dari segi warna yg sesuai dan timing paparan tulisan tu cepat sikit sebab orang nak baca macam kena pause dulu dan kena tenung baru perasan setiap tulisan”, komen salah seorang penonton. Komentar penonton - tulisan yang dipaparkan dalam video sukar dibaca

					Lama, Pejabat Pos Besar, Masjid Zahir, Pekan Cina, Pekan Melayu, Balai Nobat, Balai Besar.			
8	You Tube	Bossviral Channel <u>ALOR SETAR DULU2 DALAM KENANGAN</u> (youtube.com)	Shorts	Alor setar Dulu2 Dalam kenangan	Pekan Cina, Pekan Melayu, Pekan Rabu, Lorong Sempit, Panggung Rex, Plaza Sentosa, City Plaza, Hankyu Jaya, Kedah Shopping Centre, Stesyen Bas Lama, Bulatan Teluk Wanjah, Stesyen Keretapi, Masjid Zahir	Pemaparan gambar - gambar lama keadaan Bandar Alor Setar dan warisan sejarahnya.	63K	Tayangan bergambar sahaja
9	You Tube	Zamri Aloqali79 (548) <u>Bandar Alor Setar</u>	3:41	Bandar Alor Setar yang ketika	Pemandangan sekitar Bandar	Pemaparan gambar - gambar lama keadaan Bandar	7.2 K	Gambar-gambar lama sekitar

		yang ketika dahulu... - YouTube		dahulu ...	Alor Setar	Alor Setar pada tahun 1962.		Bandar Alor Setar “Terkejut juga masa ni dah ada vlogger dah, boleh tunjuk tempat2 dan tanya manager circus untuk sesi iv”, komen penonton
10	You Tube	Ayie Production Dokumentari Masjid Zahir: Warisan Diraja Darul Aman (youtube.com)	18:42	Dokumentari Masjid Zahir: Warisan Diraja Darul Aman	Masjid Zahir	Temuramah bersama Imam Besar Masjid Zahir menceritakan sejarah awal Masjid Zahir dari segi pembuatannya, peranannya dan kepentingannya.	2.2 K	Tayangan video bernaratif “Mantap bang documentary ni...haza qodah darul aman.”, komen penonton.
11	You tube	Chanel Jalan-Jalan Di Nusantara NOSTALGIA DI PEKAN CINA ALOR SETAR KEDAH MALAYSIA	18:28	Nostalgia di pekan Cina Alor Setar Kedah Malaysia	Pekan Cina dan Pekan Melayu	Video bernaratif serta temubual dengan penduduk lama di Pekan Cina (Ah Heng)	2.5K	Isu kebersihan tempat yang tidak bersih - sepanjang Tg Chali “Nostalgia untuk golongan lama, sebahagian besar sudahpun

		(youtube.com)						tiada. Semoga ada wajah baru untuk kawasan ini yang bangunannya sudah agak uzur”, komentar penonton.
12	You Tube	Chanel Jalan-Jalan Di Nusantara - Mohamad Rodli FW24 SEA OLYMPICS 15S - PAID LOWER (youtube.com)	12:44	Inilah Pekan Alor Setar Zaman Dulu Dulu	Masjid India, Balai Polis, Pejabat Pos Besar, Medan Seni	Video bernaratif	3.6K	Dihasilkan oleh pelancong dari Inodnesia.
13	You Tube	Zaidin Abadi ALOR SETAR DALAM TAHUN 1883 (youtube.com)	4:40	Alor Setar Dalam Tahun 1883		Mengulas catatan sejarah dari buku “Alor Setar Dalam Tahun 1883”	452	Membaca pengkisaahan buku penulisan sejarawan
14	You Tube	MBAS TV 360° VR TOUR - KEDAH ROYAL MUSEUM ALOR SETAR	9:15	360 VR Tour - Kedah Royal Museum	Istana Pelamin	Melihat Istana Pelamin menerusi 360 VR	4K	Tayangan video menggunakan 360 VR

		(youtube.com)						
15	You Tube	Mahdzir Hasan Det Bandaraya Alor Setar dikala sepi (youtube.com)	2:17	Bandaraya Alor Setar Di Kala Sepi	Bandar Alor Setar	Pemandangan Bandar Alor Setar ketika tiada kenderaan di sepanjang jalan bandar.	2.6K	Penggunaan drone melihat seluruh Bandar Alor Setar
16	You Tube	Saifuddin Yaakub Roti Canai Didie & Jambatan Keretapi Lama Di Alor Setar (youtube.com)	5:20	Roti Canai Didie & Jambatan Keretapi Lama Di Alor Setar	Stesyen Keretapi Lama, Jambatan Lama,		995	Penceritaan tentang jambatan lama dari koleksi pencerita dan kisah pembuat roti canai “kat mana abang Saifuddin dapat maklumat sejarah Jambatan tu.. nice..sangat”

IV. PERBINCANGAN

Berdasarkan dapatan mengikut jadual di atas, kajian menunjukkan media sosial You Tube yang dihasilkan oleh komuniti awam berjaya mempromosikan dan melestarikan jejak warisan bandar bersejarah ini.

Peranan pembuat kandungan dari individu dan komuniti seperti Zaidin Abadi, Saifuddin Yaakub dan yang lain-lain telah menghasilkan video yang mendokumentasikan sejarah dan warisan Bandar Alor Setar. Contohnya, Zaidin Abadi bercerita tentang sejarah awal Alor Setar sambil memetik dan memperkenalkan buku “Kedah Dalam Lipatan Sejarah” yang ditulis oleh sejarawan Kedah. Manakala Saifuddin Yaakub pula, dalam beberapa video, menjejaki sejarah Alor Setar sambil mengayuh basikal dan menggunakan drone untuk merakam pemandangan sekitar lokasi kajian beliau. Syarikat Studio seperti MG Studio dan WCY Retro TV turut menyumbang kepada penghasilan kandungan yang kaya dengan maklumat sejarah melalui pemaparan gambar-gambar lama dan bangunan bersejarah di Bandar Alor Setar dan ini memberi pandangan visualisasi yang lebih mendalam.

Penyebaran Pengetahuan melalui Media Sosial iaitu platform YouTube menunjukkan penggunaan platform media sosial ini sebagai alat utama untuk menyebarkan maklumat tentang warisan sejarah. YouTube membolehkan kandungan ini diakses oleh penonton dari pelbagai latar belakang dan lokasi, sekaligus meningkatkan kesedaran tentang sejarah Bandar Alor Setar.

Beberapa video yang dikaji mencapai jumlah tontonan yang tinggi, seperti video dari Bossviral Channel yang mempunyai 63K penonton. Ini menunjukkan bahawa kandungan yang berkaitan dengan sejarah dan warisan mempunyai daya tarikan yang signifikan. Video yang menggunakan teknik seperti penggunaan drone, gambar-gambar lama, dan wawancara dengan penduduk lama membantu menarik lebih ramai penonton.

Pendekatan kreatif dalam penyampaian sejarah melalui gaya penyampaian yang pelbagai juga mampu menarik minat penonton. Pembuat kandungan yang menggunakan pendekatan kreatif seperti bercerita sambil beraktiviti (mengayuh basikal), menghasilkan tayangan bergambar, dan dokumentari bernaratif, bukan sahaja menjadikan kandungan lebih menarik tetapi juga lebih berkesan dalam menyampaikan maklumat jejak warisan sejarah bandar Alor Setar. Pemandangan menggunakan drone dan paparan gambar-gambar lama menambah nilai visual yang menarik minat penonton dan membantu mereka menghayati sejarah dengan lebih baik.

Penggunaan wawancara dan temubual dengan komuniti tempatan, turut memberi impak yang baik kepada penonton video tersebut. Misalnya video dari “Chanel Jalan-Jalan Di Nusantara” yang melibatkan temubual dengan Ah Heng, seorang penduduk lama di Pekan Cina, memberikan perspektif langsung dari individu yang telah mengalami sejarah tersebut secara peribadi. Ini juga menunjukkan bagaimana masyarakat tempatan boleh terlibat secara langsung dalam usaha pelestarian warisan melalui perkongsian pengetahuan mereka.

IV. KESIMPULAN

Penglibatan komuniti dalam mempromosikan jejak warisan Bandar Alor Setar melalui media sosial adalah sangat ketara dan penting. Individu dan komuniti memainkan peranan utama dalam mendokumentasikan, menghasilkan, dan menyebarkan kandungan berkaitan sejarah.

Platform media sosial seperti YouTube membolehkan penyebaran maklumat yang luas dan berkesan, menarik minat penonton yang ramai dan pelbagai. Kandungan kreatif dan informatif berupaya menarik lebih ramai penonton dan meningkatkan kesedaran tentang warisan budaya. Di samping itu, didapati platform YouTube digunakan secara meluas oleh individu untuk berkongsi sejarah tempatan, menunjukkan potensinya sebagai alat penting dalam pelestarian dan promosi warisan budaya. Tambahan juga, minat yang tinggi dari penonton terhadap video-video ini mencerminkan keinginan masyarakat untuk mengetahui lebih lanjut tentang sejarah dan warisan mereka.

Pendekatan yang melibatkan wawancara dengan penduduk tempatan dan penggunaan visual yang menarik meningkatkan autentisiti dan daya tarik kandungan, dengan ini,

memberi impak besar kepada persembahan video bagi mempromosikan sejarah warisan Bandar Alor Setar.

Ringkasnya, kajian awal ini menunjukkan komuniti bukan sahaja menjadi penerima maklumat tetapi juga sebagai peserta aktif dalam melestarikan dan mempromosikan sejarah dan warisan budaya Bandar Alor Setar.

VI. PENGHARGAAN

Penyelidikan ini dibiayai oleh Kementerian Pengajian Tinggi (KPT) Malaysia di bawah Skim Geran Penyelidikan Fundamental Bagi Penyelidik Baharu (Ref: RACER/1/2019/WAB12/UUM//2).

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VIII BIODATA

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THE INFLUENCE OF CYBERBULLYING VICTIMIZATION ON SUICIDAL IDEATION AMONG INDONESIAN ADOLESCENTS

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Introduction

In recent years, cyberbullying has grown among adolescents around the world, resulting in a large number of adolescents affected by cyberbullying victimization. Cyberbullying victimization is linked to negatively affecting the victim about emotional, physical, social, and overall health status. mental health. The present study was to identify the influence of cyberbullying victimization on suicidal ideation among Indonesian adolescents.

Methods

This as a correlational study using a cross-sectional approach. A total of 454 adolescents were chosen using a probability proportional to size method and systematic sampling. The variables analyzed in this study included age, gender, ethnicity, level of education, how long to use social media, how long to be a victim, and what kind of social media use. The research instrument was the Cyberbullying survey. Descriptive analysis and linear regression tests were used to assess the significance of each variable with the application of the JAMOVI 2.5.3.0 version.

Results

The JAMOVI version 2.5.3.0 analysis results are shown based on the table above, the sig value is 0.01 ($p < 0.05$). The hypothesis is accepted, meaning there is a very significant relationship between Cyberbullying Victimization and Suicidal Ideation. The direct effective contribution of the Cyberbullying Victimization variable to Suicidal Ideation is 40.3%. ($100\% - 40.3\% = 59.70\%$). This means that 59.7% is influenced by another variable.

Conclusion

Adolescents in Indonesia report a rather high rate of cyberbullying victimization. Cyberbullying is associated with a variety of issues, including personal and environmental influences. The attention of adolescents communities and health experts to adolescents should be discussed to devise strategies and minimize the harmful impact on adolescents. Policymakers should consider creating a social platform especially social media among adolescents to facilitate the connection.

Keywords: adolescents; cyberbullying; suicidal ideation; social media; victimization

KETIDAKSANTUNAN BAHASA DI MEDIA SOSIAL

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ABSTRAK

Media sosial merupakan platform digital yang telah mengubah rutin berbahasa masyarakat. Masyarakat moden kini dilihat lebih banyak berinteraksi dan meluangkan masa di media-media sosial. Hal ini telah menyebabkan komunikasi di media digital menjadi tumpuan masyarakat tanpa mengira kaum, usia dan gender. Penggunaan bahasa dalam komunikasi di media digital ini dilihat lebih bebas, terbuka dan berani. Keadaan ini telah mewujudkan gaya berbahasa kasar dan adakalanya berbentuk kecaman. Matlamat kertas kerja ini ialah meneliti penggunaan bahasa tidak santun yang digunakan oleh netizen di media sosial Facebook. Kajian ini menggunakan analisis kandungan dan teknik persampelan bertujuan dengan menggunakan 200 data tangkap layar (screenshot). Data perbualan netizen di laman Siakap Keli Facebook telah diteliti dari segi maknanya dengan memanfaatkan strategi ketidaksantunan bahasa yang dikemukakan oleh Culpeper (1996). Hasil kajian menunjukkan empat strategi ketidaksantunan bahasa yang dikemukakan oleh Culpeper (1996) digunakan dalam kajian ini, iaitu strategi ketidaksantunan secara langsung, ketidaksantunan positif, ketidaksantunan negatif dan sarkastik dan sindiran.

KATA KUNCI: Media sosial; gaya bahasa; bahasa kasar; ketidaksantunan bahasa; Facebook;

PENGENALAN

Perkembangan teknologi media sosial pada masa kini telah banyak memberi kesan positif dan negatif kepada pengguna khususnya dari segi penggunaan bahasa. Kewujudan media sosial menyumbang kepada perkembangan komunikasi dalam talian. Masyarakat dapat berinteraksi antara satu sama lain secara bertulis ataupun bersemuka melalui perisian panggilan video (video call). Media sosial Facebook menjadi medium komunikasi yang diguna pakai secara meluas kerana menyediakan pelbagai aplikasi yang memudahkan proses komunikasi antara manusia. Kewujudan Facebook sebagai alat komunikasi telah memperlihatkan pelbagai jenis corak bahasa, baik bahasa santun mahupun bahasa tidak santun. Kewujudan laman seperti Siakap Keli dalam Facebook telah menjadikan tumpuan masyarakat dalam mencari pelbagai maklumat dan isu – isu terkini dalam talian. Dengan kepantasan pengasas Siakap Keli yang sentiasa mengemas kini berita semasa, pengguna lebih selesa dan mudah untuk mengikuti perkembangan dalam negara mahupun luar negara. Siakap Keli yang mempunyai lebih kurang 5 juta pengikut dalam Facebook menjadikannya antara halaman Facebook yang terkenal pada masa kini.

Pada era moden kini, sifat kesantunan dan kesusilaan pengguna media sosial semakin terhakis. Fenomena ini dapat dilihat melalui bukan sahaja dalam masyarakat tertentu, malahan ia juga berlaku kepada hampir seluruh penduduk dunia. Prinsip kesantunan tidak diamalkan oleh masyarakat semasa berkomunikasi telah menjadikan penggunaan bahasa tidak santun sebagai satu kebiasaan. Perkara ini dibuktikan dalam kajian Abd. Halim (2015) dan Krishnan (2018) menyatakan ketidaksantunan bahasa

telah menjadi perkara biasa dalam komuniti Facebook di Malaysia. Oleh hal yang demikian, kajian ini dijalankan dengan tujuan meneliti penggunaan strategi ketidaksantunan bahasa di media sosial Facebook.

KAEDAH KAJIAN

Kajian ini menggunakan analisis kandungan dan teknik persampelan bertujuan dengan menggunakan 200 data tangkap layar (screenshot) dan data perbualan netizen di laman Siakap Keli Facebook telah diteliti dengan mengaplikasikan strategi ketidaksantunan bahasa yang dikemukakan oleh Culpeper (1996). Strategi Ketidaksantunan Culpeper (1996) mempunyai lima jenis ketidaksantunan bahasa, iaitu; 1) ketidaksantunan secara langsung; 2) ketidaksantunan positif; 3) ketidaksantunan negative; 4) sarkastik atau sindiran dan 5) menahan kesantunan.

HASIL DAPATAN & PERBINCANGAN

Berdasarkan kelima-lima strategi dalam 200 komen yang telah dipilih menunjukkan strategi ketidaksantunan yang paling kerap digunakan ialah ketidaksantunan positif sebanyak 82 komen bersamaan 41%. Diikuti dengan ketidaksantunan secara langsung sebanyak 66 komen bersamaan 33% manakala ketidaksantunan negatif sebanyak 35 komen bersamaan 17%. Manakala, strategi berbahasa berbentuk sarkastik dan sindiran sebanyak 17 komen bersamaan 9%. Bagi strategi menahan kesantunan, didapati tiada dalam 200 komen yang dipilih.

Jadual 1. Jenis Penggunaan Strategi Ketidaksantunan di Media Sosial Siakap Keli

BIL	JENIS STRATEGI	KEKERAPAN	PERATUS (%)
1	Ketidaksantunan Secara Langsung	66	33
2	Ketidaksantunan Positif	82	41
3	Ketidaksantunan Negatif	35	17
4	Sarkastik dan Sindiran	17	9
5	Menahan Kesantunan	0	0

Strategi Ketidaksantunan Secara Langsung

Strategi ketidaksantunan secara langsung merupakan strategi yang digunakan oleh individu yang berniat atau sengaja mengancam air muka pendengar dengan secara jelas dan tidak kabur (Mansor et. al, 2014: 213). Strategi ini boleh membawa makna negatif dan ungkapan yang digunakan disampaikan dengan jelas tanpa kabur dan tanpa ketaksaan ayat.

D1D7 Betul bro. Yang tolong cabut uban BF pun ada, **babi** betul haha.

D143J3 Yang merokok kat kedai makan ni jenis **anak haram**. Dah larang lagi degil

Penggunaan perkataan **babi** menunjukkan bahawa komen ini dibuat dengan sengaja ingin menjatuhkan air muka individu yang melakukan apa yang diperkatakan, iaitu ‘mencabut uban kekasih (bf = boyfriend)’. Perkataan **babi** mempunyai beberapa maksud, iaitu sejenis mamalia yang berbadan gemuk, berkaki pendek, berkulit tebal, dan bermuncung (haram bagi orang silam) dan kata makian yang digunakan kerana marah (sangat benci kepada seseorang, sesuatu dan sebagainya) (<http://prpm.dbp.gov.my/Cari1?keyword=babi>). Dalam masyarakat Melayu, perkataan **babi** dikatakan tergolong dalam perkataan yang tidak santun. **Babi** merujuk kepada haiwan yang diharamkan di sisi agama Islam.

Selain itu, dalam data *D143J3*, terdapat istilah yang digunakan yang boleh mengancam air muka seseorang secara jelas, iaitu anak haram. Ungkapan anak haram didapati berniat menyerang pembaca atau individu lain secara terbuka, jelas dan mudah difahami. Ungkapan ini membawa maksud anak yang lahir tanpa ikatan perkahwinan yang sah antara ibu bapanya ataupun anak sundal (<http://prpm.dbp.gov.my/Cari1?keyword=anak+haram>). Penggunaan istilah ini sangat jelas menyebabkan air muka seseorang itu berasa terancam kerana anak haram merujuk kepada kata yang sangat tidak sopan.

Strategi Ketidaksantunan Positif

Strategi ketidaksantunan positif merupakan sesuatu tindakan yang mengancam air muka pendengar atau pembaca dengan beberapa cara seperti (a) tidak memberi perhatian terhadap kewujudan individu, (b) tidak menunjukkan perasaan simpati, (c) menggunakan identiti atau panggilan yang kurang tepat, (d) penggunaan bahasa yang tidak jelas, (e) berlaku ketidaksetujuan, dan (f) penggunaan bahasa tabu (Zainon Hamzah & Mat Hassan, 2012:65).

D2D7 Asyik berkepit je awak tu. Karang kena game dia label lelaki men are trash. **Butoh** pak dia la.

D8J2 Dari dulu sampai sekarang. **Bodoh** tak bertempat. Haramkan rokok yang ada cukai ataupun tiada cukai. Jangan bagi apa jenis rokok pun dalam Malaysia. Ada berani ke pak menteri.

Perkataan **butoh** dalam *D2D7* menunjukkan penggunaan strategi ketidaksantunan positif, iaitu menggunakan bahasa tabu atau bahasa yang dilarang digunakan. Perkataan **butoh** atau ejaan sebenarnya **butuh** bermaksud zakar, iaitu alat sulit atau kemaluan lelaki (<http://prpm.dbp.gov.my/Cari1?keyword=butuh>). Penggunaan perkataan tersebut menyebabkan air muka pembaca berasa terancam dan tidak selesa dengan penggunaan perkataan yang berunsur lucah. Pembaca yang lain juga dengan mudah dapat memahami mesej yang ingin disampaikan oleh netizen. Komen tersebut mengatakan bahawa perempuan mudah memberi tanggapan atau melabelkan lelaki sebagai ‘tidak berguna’ (men are trash). Namun, netizen ini menyangkal tanggapan itu dan meluahkan rasa tidak puas hati dengan menggunakan perkataan tidak santun iaitu **butoh** (butuh) dengan niat sengaja secara. Jelas menunjukkan bahawa penggunaan perkataan **butoh** secara tidak langsung menjatuhkan air muka pembaca dan menyebabkan pembaca berasa tidak selesa. Berdasarkan *D8J2*, wujud perkataan yang dapat digolongkan dalam strategi ketidaksantunan positif, iaitu **bodoh**. Perkataan **bodoh** tergolong dalam golongan bahasa tabu atau yang dilarang (Zainon Hamzah & Mat Hassan, 2012:67). Perkataan **bodoh** bermaksud tidak pandai (<http://prpm.dbp.gov.my/Cari1?keyword=bodoh>) merupakan perkataan yang sering digunakan oleh netizen dalam meluahkan rasa marah atau tidak puas

hati terhadap seseorang atau sesuatu perkara Zainon Hamzah & Mat Hassan, 2012:67). Perkataan **bodoh** boleh mengakibatkan air muka orang yang ditujukan mesej tersebut terancam kerana netizen dengan sengaja menghina individu tersebut secara jelas.

Strategi Ketidaksantunan Negatif

Culpeper (2005) menyatakan strategi ketidaksantunan negatif merupakan strategi yang boleh menyebabkan air muka negatif seseorang rosak. Terdapat beberapa tindakan yang boleh menyebabkan mengancam air muka seseorang seperti menakut-nakutkan, menghina, memandang rendah serta memperlekehkan dan sebagainya.

D144J3 **Mengada ngada** lah. Baru asap rokok. Belum asap bom lagi. Macam mana nak berjuang untuk negara ni. **Rakyat lembik**.

D20D7 Macam semifinal hari tu, budak – budak student UITM duduk sebelah aku dengan **bau keпам**, sambal makan terjerit – jerit mulut **bau puaka**.

Berdasarkan data di atas, netizen secara langsung cuba untuk mengejek seseorang atau orang awam dengan menyatakan bahawa rakyat Malaysia bersifat lemah atau lembik. Perkataan **lembik** yang digunakan dalam komen bermaksud terlalu lembut, tidak kuat atau cergas (<http://prpm.dbp.gov.my/cari1?keyword=lembik+>). Frasa **rakyat lembik** yang dibuat oleh netizen ditujukan kepada masyarakat Malaysia berkaitan isu larangan merokok di premis makanan. Netizen berpendapat rakyat di negara ini hanya mengada-ngada terhadap asap rokok yang kelihatan tidak merbahaya berbanding asap bom yang jelas menyebabkan pelbagai kerosakan. Oleh itu, penggunaan frasa **rakyat lembik** secara jelas memandang rendah terhadap rakyat Malaysia berkenaan isu rokok. Data *D20D7* merujuk kepada isu pertandingan bola sepak AFF Suzuki Cup. Penulis meluahkan rasa tidak puas hati dan marah dengan menggunakan perkataan seperti **bau keпам** dan **bau puaka**. **Keпам** menurut Kamus Dewan (2007) bermaksud lapuk atau buruk manakala **puaka** bermaksud hantu atau roh jahat. Komen di atas merujuk kepada sekumpulan pelajar yang duduk di sebelah netizen dengan berbau yang kurang enak dan busuk. Penggunaan perkataan **keпам** dan **puaka** di sini dapat ditafsirkan bahawa netizen secara jelas memperlekehkan dan menghina individu tersebut. Perkataan seperti **keпам** dan **puaka** boleh menyebabkan maruah individu atau seseorang yang dimaksudkan itu terancam dan berasa tidak selesa. Perkataan tersebut selalunya merujuk kepada sesuatu yang tidak baik dan tidak sepatutnya ditujukan kepada manusia. Oleh itu, jelaslah bahawa terdapat unsur perlekehan dalam komen ini yang sepadan dengan strategi ketidaksantunan negatif.

Strategi Sarkastik dan Sindiran

Sarkastik dan sindiran ialah perbuatan yang jelas tidak tulus, berpura-pura, mengajuk, dan dibuat-buat. Berikut merupakan contoh data yang telah didapati mengandungi unsur sarkastik dan sindiran.

D70J2 Bang, komen pakai siku bang, jangan pakai otak

D95J3 **Gila ada ubat, bodoh tak ada ubat**

Komen *D70J2* merupakan sindiran secara jelas yang dibuat oleh netizen. Hal ini dikatakan kerana ayat yang sepatutnya ialah '**komen pakai otak, jangan pakai siku**'. Namun, netizen dengan sengaja menyindir penulis komen yang lain dengan menggunakan sindiran tersebut. Otak merupakan organ di bahagian atas kepala yang mengawal pemikiran sepatutnya digunakan sebaiknya untuk berfikir. Siku pula merupakan sendi tempat lengan atas berhubung dengan lengan bawah. Netizen dengan sengaja menukar ayat sebenar dengan ayat di atas untuk ditujukan kepada pengguna Facebook yang lain agar berhati-hati dalam membuat sebarang komen. Penggunaan sindiran tajam berikut menyebabkan air muka individu yang ditujukan itu terjejas dan maruahnya tercalar akibat pertukaran leksikal otak menjadi siku dan siku menjadi otak. Selain itu, data *D95J3* pula jelas menunjukkan sindiran tajam yang digunakan oleh netizen dalam membuat komen berdasarkan isu semasa, iaitu larangan merokok. Jika diteliti data *D95J3* yang dikemukakan, terdapat unsur sindiran oleh netizen yang ditujukan kepada pengguna media sosial yang lain. Hal ini demikian kerana, kemungkinan terdapat komen-komen yang tidak masuk akal daripada pengguna media sosial yang lain. Secara tersurat, maksud ayat di atas netizen ingin menyatakan bahawa penyakit gila ada penawarnya manakala bodoh tiada penawarnya. Namun, jika diteliti secara terperinci data *D95J3* membawa makna lain. Makna lain tersebut merupakan sebuah ejekan dan hinaan yang dikemukakan oleh penulis kepada orang lain. Ejekan dan hinaan oleh penulis kepada orang lain dengan menegaskan sekiranya seseorang itu bodoh, ia tidak mampu disembuhkan oleh ubat-ubatan kerana bodoh bukan sejenis penyakit tetapi merupakan sifat yang sedia ada dalam diri manusia. Dengan kata lain, penulis ingin menyatakan seseorang itu bodoh orangnya tetapi penulis menggunakan sindiran tajam untuk memberikan kesan yang lebih mendalam kepada pembaca. Jelaslah bahawa penggunaan sindiran mampu mengancam air muka pembaca dan perkara ini menepati strategi ketidaksantunan bahasa Culpeper (1996).

KESIMPULAN

Secara keseluruhan hasil dapatan menunjukkan hanya empat strategi ketidaksantunan bahasa yang digunakan oleh netizen, iaitu strategi ketidaksantunan secara langsung, ketidaksantunan positif, ketidaksantunan negatif dan sarkastik dan sindiran. Bagi strategi menahan kesantunan, pengkaji tidak menemui komen yang memenuhi kriteria seperti yang digariskan oleh Culpeper (1996) dalam komen yang dipilih. Hasil kajian juga mendapati strategi ketidaksantunan positif mempunyai kekerapan yang paling tinggi diikuti ketidaksantunan secara langsung, ketidaksantunan negatif serta sarkastik dan sindiran. Menerusi hasil dapatan kajian ini juga menunjukkan fenomena berbahasa masyarakat yang mulai berubah kepada bahasa kasar dan tidak santun. Hal ini amat membimbangkan jika penggunaan bahasa kasar dan tidak santun ini menjadi sesuatu yang bersifat norma dalam masyarakat.

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6. **Hubungan luar ASEAN/ ASEAN Foreign Relations****TUN ABDUL RAZAK DALAM USAHA MEWUJUDKAN HUBUNGAN DIPLOMATIK DENGAN REPUBLIK RAKYAT CHINA**Maulana Al Hakiim¹, Azlizan Mat Enh², Suffian Mansor³¹PHD Student , School of History, Politics, and Strategy Faculty of Humanities and Social Sciences Universiti Kebangsaan Malaysia Email: maulanaalhakiim97@gmail.com²Associate Professor, School of History, Politics, and Strategy Faculty of Humanities and Social Sciences Universiti Kebangsaan Malaysia Email: azlizan@ukm.edu.my³Senior Lecturer, School of History, Politics, and Strategy Faculty of Humanities and Social Sciences Universiti Kebangsaan Malaysia Email: smansor@ukm.edu.my

ABSTRAK: Kajian ini membincangkan mengenai Dasar Luar Malaysia terhadap Republik Rakyat China pada era pemerintahan Tun Abdul Razak dari awal pemerintahan beliau pada 1970 sehingga permegian beliau pada 1976. Kajian ini dilakukan adalah untuk memberikan pendedahan kepada masyarakat bagaimana perjalanan Dasar Luar Malaysia dari sebuah negara yang anti kepada negara China yang berfahaman komunis kepada rakan baik terhadap negara ini. Selain daripada itu, kajian ini juga dilakukan untuk meneliti apakah pendekatan yang digunakan Tun Abdul Razak bagi menjalankan hubungan dengan negara Republik Rakyat China dan kesan dari hubungan ini. Kajian ini terbahagi kepada tiga objektif utama menjawab kepada persoalan yang timbul. Objektif pertama adalah untuk meneliti faktor yang mempengaruhi Dasar luar Malaysia terhadap China semasa era Tun Abdul Razak. Seterusnya objektif kedua adalah menganalisis langkah yang di ambil oleh Tun Abdul Razak dalam mengeratkan hubungan Malaysia dan China. Bagi objektif yang terakhir adalah menganalisis kesan yang timbul hasil hubungan luar Malaysia dan Republik Rakyat China. Metodologi kajian dalam penulisan ini menggunakan pendekatan kualitatif atau kajian kepustakaan dengan meneliti kepada sumber primer sebagai sumber utama. Hasil dari kajian ini, pengkaji dapat merumuskan perjalanan dasar yang dilaksanakan oleh Tun Abdul Razak sepanjang era pemerintahannya dari tahun 1970 hingga 1976 terhadap Republik Rakyat China.

Kata kunci: Dasar Luar Malaysia, Republik Rakyat China, Tun Abdul Razak, 1970-1976, pendekatan.

I. **PENGENALAN**

Tun Abdul Razak Dalam Usaha Mewujudkan Hubungan Diplomatik Dengan Republik Rakyat China. Sememangnya tidak dinafikan terdapat beberapa kajian yang juga menyentuh isu ini, sebagai contoh tulisan dari Abdullah Dahana, Abdul Razak Bginda, Chen Dunde, William Shaw dan beberapa lagi. Namun begitu, kertas kerja ini menggunakan kebanyakan bahan dari sumber-sumber primer yang diperolehi dari Arkib Negara Malaysia disamping mengetengahkan peranan dan usaha Tun Abdul Razak sendiri dalam mewujudkan hubungan diplomatik dengan negara China. Oleh itu, kajian ini dilihat berbeza dari aspek penggunaan dokumen asal, peranan Tun Abdul Razak sepenuhnya dan tempah masa yang digunakan.

II. METODOLOGI

Metodologi kajian dalam penulisan ini menggunakan pendekatan kualitatif atau kajian kepustakaan. Kajian kepustakaan ini meliputi penelitian dan penafsiran terhadap sumber-sumber yang diperolehi daripada Arkib Negara Malaysia Kuala Lumpur (ANM), Perpustakaan Tun Seri Lanang Universiti Kebangsaan Malaysia, Perpustakaan Alam dan Tamadun Melayu (ATMA), Pusat Sumber Pengajian Sejarah, Politik dan Strategik UKM dan Perpustakaan Undang-Undang UKM. Sebagai sebuah kajian ilmiah yang menggunakan metod penulisan sejarah sudah tentu sumber primer menjadi sumber utama dalam kajian ini. Antara bahan arkib yang digunakan adalah dokumen-dokumen, fail-fail Kerajaan Luar Negeri, teks-teka ucapan pemimpin, Penyata Perbahasan Dewan Rakyat, Dewan Negeri dan Perbahasan Parlimen.

III. HASIL KAJIAN

Hasil dari kajian ini, pengkaji dapat merumuskan perjalanan dasar yang dilaksanakan oleh Tun Abdul Razak sepanjang era pemerintahannya dari tahun 1970 hingga 1976 terhadap Republik Rakyat China. Selain itu, pengkaji juga dapat menyenaraikan tindakan dan keputusan bijak yang dilakukan oleh Tun Abdul Razak dalam usahanya untuk mewujudkan hubungan diplomatik dengan negara China. Pengkaji juga meneliti kesan dari hubungan ini kepada kedua-dua negara Malaysia dan Republik Rakyat China.

IV. PERBINCANGAN

Kajian ini ini dibahagikan kepada dua bahagian iaitu dari hubungan tidak rasmi dan hubungan rasmi antara Malaysia dan Republik Rakyat China serta menyenaraikan peristiwa penting yang membawa kepada terjalinnya hubungan diplomatik antara Malaysia dan China. Hubungan tidak rasmi terdiri dari 3 subtajuk iaitu Malaysia mengiktiraf China di dalam Pertubuhan Bangsa-Bangsa Bersatu (PBB), menjalankan hubungan perdagangan dan sehingga terbentuknya Diplomasi Ping pong. Dari aspek hubungan rasmi pula, juga terdiri dari 3 subtajuk yang bermula dengan perjumpaan wakil tetap PBB seterusnya rundingan dengan negara-negara ASEAN dan wujudnya kenyataan Bersama Malaysia dan Republik Rakyat China. Penulisan kajian ini menyenaraikan peristiwa mengikut kronologi berdasarkan skop masa kajian dari awal penglibatan Tun Abdul Razak sehingga terbentuknya kenyataan bersama dan kesan dari hubungan diplomatik tersebut. Oleh itu, kajian ini akan lebih mudah difahami dan jelas memperlihatkan usaha-usaha Tun Abdul Razak.

V. KESIMPULAN

Kesimpulannya, usaha yang bersungguh-sungguh dan pengaruh Tun Abdul Razak akhirnya membuahkan hasil apabila Republik Rakyat China telah mengistiharkan Malaysia sebagai sebuah negara berdaulat dan Tun Abdul Razak berjaya menyelesaikan masalah komunis di Malaysia. Walaubagaimanapun, terdapat beberapa batasan dari kajian ini seperti sumber primer yang terhad dan penulisan mengenai Tun Abdul Razak yang kurang. Oleh itu, pengkaji berharap agar kajian mengenai Tun Abdul Razak lebih giat dilakukan terutamanya oleh pengkaji tempatan.

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**SIKAP AMERIKA SYARIKAT TERHADAP ASIA TENGGARA
BERDASARKAN UCAPAN SETIAUSAHA NEGARA, DEAN ACHESON PADA
12 JANUARI 1950**

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ABSTRAK

Dasar luar Amerika Syarikat ke atas kawasan Asia Tenggara telah memperlihatkan peralihan pada awal tahun 1950 dari sikap tidak memberi perhatian kepada keterlibatan yang lebih spesifik. Peralihan berkenaan telah berlaku seiring dengan tekanan semasa di Asia Timur waktu itu yang membabitkan isu di Tanah Besar China dan peluasan pengaruh Kesatuan Soviet ke Asia seperti keterangan dalam ucapan Setiausaha Negara Amerika Syarikat, Dean Acheson bertarikh 12 Januari 1950 di National Press Club, New York. Untuk itu, kajian ini telah menumpukan perbincangan kepada analisis terhadap kandungan ucapan Acheson itu dari segi sikap Amerika Syarikat yang dinyatakan sebelum ini. Objektif utama kajian ini adalah untuk menganalisis faktor pemangkin kepada sikap tersebut yang berkaitan ancaman komunis dan tindakan susulan Amerika Syarikat selepas ucapan tersebut. Analisis ini mempunyai signifikan tersendiri bagi mengungkap realiti sebenar di sebalik ucapan itu sama ada ucapan tersebut benar-benar anjakan dasar luar Amerika Syarikat terhadap Asia Tenggara ataupun ucapan tersebut hanyalah satu retorik teks ucapan daripada Acheson. Kaedah yang digunakan untuk kajian ini adalah bersifat kualitatif dengan analisis terhadap teks ucapan Acheson dari *The Department of State Bulletin*, Jilid 22, No. 551. Dokumen sokongan yang berupa *Foreign Relations of the United States* turut digunakan selain sumber memoir di samping bahan sekunder berautoriti seperti artikel jurnal dan buku. Sehubungan itu, kajian ini mendapati peralihan sikap Amerika Syarikat yang disebutkan telah memberi kesan kepada kawasan Asia Tenggara dalam jangka masa panjang biarpun perkara terbabit masih berpaksikan kepentingan kuasa besar berkenaan.

KATA KUNCI: sikap Amerika Syarikat; ucapan Setiausaha Negara Dean Acheson; ancaman Komunis; Asia Tenggara; Asia Timur

I. PENGENALAN

Dalam tahun 1950, Amerika Syarikat telah memberi tumpuan yang tidak kurang penting terhadap Asia Tenggara melalui dasar luarnya yang ketika itu berada di bawah pentadbiran Presiden Harry S. Truman (1945-1953). Situasi ini berlaku kerana wujud peralihan sikap dalam dasar luar berkenaan dari sikap tidak memberi perhatian kepada sikap memberi perhatian secara khusus terhadap rantau ini. Peralihan ini seiring dengan situasi di peringkat global dan keadaan di benua Asia yang ketika itu semakin terancam oleh peluasan pengaruh komunis di bawah Kesatuan Soviet dan Republik Rakyat China (Tarling, 1998). Kenyataan ini bukanlah satu retorik wacana tulisan kerana kandungan perkara tersebut terkandung dalam ucapan oleh Setiausaha Negara Dean Acheson di National Press Club, New York (The Department of State Bulletin, 1950). Lantaran itu, perbincangan berikutnya bakal bersaksikan analisis terhadap kandungan ucapan Acheson

yang menggambarkan ancaman dari pihak komunis sehingga menuntut tindakan bersepadu oleh Amerika Syarikat terhadap rantau Asia Tenggara.

Tatkala ucapan Acheson itu disampaikan kepada khalayak penonton, Amerika Syarikat sendiri sebenarnya telahpun melakukan siri tindakan bagi membendung peluasan pengaruh komunis di peringkat antarabangsa. Presiden Truman sendiri telah mengemukakan perkara ini di kongres pada 12 Mac 1947 tatkala pihaknya ingin memperuntukkan bantuan terhadap Greece dan Turki (Public Papers of Harry S. Truman, 1947). Tindakan susulan berlaku apabila Rancangan Marshall turut diperkenalkan bagi membantu negara-negara di Eropah Barat pada 1947 dan diikuti oleh pembentukan Pertubuhan Perjanjian Atlantik Utara (NATO). Pengisian dalam dasar luar ini disebutkan sebagai Doktrin Truman yang menandakan Amerika Syarikat bersedia untuk keluar dari keadaan isolasi bagi membentuk negara-negara dan kawasan-kawasan lain daripada dipengaruhi oleh ancaman Kesatuan Soviet (Norasmahani, 2022). Tindakan Amerika Syarikat di Eropah ini turut diinterpretasikan di kawasan Asia Tenggara seperti huraian perbincangan selepas ini yang berasaskan dua perkara berikut: sokongan material terhadap kawasan Asia Tenggara; pembentukan kerjasama kolektif melalui Pertubuhan Perjanjian Asia Tenggara (SEATO).

II. METODOLOGI

Metodologi kajian ini adalah berdasarkan kaedah kualitatif bagi menganalisis dokumen-dokumen dari sumber digital dan arkib. Bahan utama yang dianalisis ialah teks ucapan Setiausaha Negara Dean Acheson bertarikh 12 Januari 1950 yang telah didigitalkan dalam *The Department of State Bulletin*. Teks ini penting bagi mengenal pasti kandungan berkenaan sebelum huraian lanjut mengenainya dibuat berdasarkan disiplin bidang sejarah. Oleh hal yang demikian, teks ucapan Acheson itu bukanlah dokumen tunggal untuk dijadikan rujukan kerana rujukan silang turut dibuat dengan menggunakan sumber pentadbiran Amerika Syarikat dan pihak Britain.

Rujukan silang tersebut telah membabitkan dokumen *Foreign Relations of the United States (FRUS)* yang turut disokong oleh dokumen primer British dari The National Archives (TNA), Kew Gardens, London. Bagi menyokong hujahan tertentu, sumber memoir dan bahan sekunder berautoriti turut digunakan bagi memperkukuh keterangan dalam kronologi perbincangan berikutnya. Hasilnya, analisis terhadap ucapan Acheson itu telah menunjukkan betapa Amerika Syarikat serius untuk memberi tumpuan ke atas Asia Tenggara menerusi pendekatan dasar luarnya bagi membendung peluasan pengaruh komunis.

III. DAPATAN

Dalam ucapan Setiausaha Negara Dean Acheson, kawasan Asia Tenggara digambarkan sebagai wilayah yang terkait antara satu sama lain dan tidak terpisah dari situasi politik rentas benua. Sebagai penegasan, Acheson menyifatkan pendekatan yang dibuat dalam dasar luar Amerika Syarikat terhadap Asia Tenggara sebagai “*A New Day*” bagi memperlihatkan perbezaan dengan tahun-tahun sebelumnya (The Department of State Bulletin, 1950). Secara retrospektif, Amerika Syarikat bersedia untuk melakukan sesuatu tindakan ataupun polisi pasca satu-satu ucapan yang dikemukakan kepada khalayak terutamanya selepas berakhir Perang Dunia Kedua. Buktinya, Rancangan Marshall dengan peruntukan bantuan ekonomi ke atas negara-negara di Eropah Barat dengan nilai

AS\$12 bilion hadir selepas ucapan Setiausaha Negara George C. Marshall di Universiti Harvard pada 5 Jun 1947 (Steil, 2018). Kenyataan umum ini menggambarkan betapa satu-satu ucapan umum oleh golongan elit pada waktu itu mampu menghasilkan sesuatu ketetapan yang memberi kesan dalam jangka masa panjang. Menerusi ucapan Acheson, kawasan Asia Tenggara yang diletakkan dalam perhatian Amerika Syarikat termasuklah Vietnam, Kemboja, Laos, Burma, Thailand, Persekutuan Tanah Melayu dan kawasan Kepulauan Filipina serta Indonesia.

Daripada ucapan beliau juga, rantau Asia Tenggara dilihat sebagai tapak yang terdedah dengan ancaman komunis yang datang dari Kesatuan Soviet dan China. China dilihat oleh Acheson sebagai negara satelit kepada Kesatuan Soviet bagi memperluaskan ideologi dan pengaruh agresif waktu itu (The Department of State Bulletin, 1950). Keadaan ini tidak mengejutkan apabila Amerika Syarikat telahpun membentuk operasi bersama dengan pihak British di Hong Kong melalui peranan United States Information Service (USIS) sejak tahun 1948 bagi membendung peluasan pengaruh komunis dari China ke Asia Tenggara (Lu Xun, 2016). Penyusupan gerakan Komunis di Asia Tenggara turut dibuktikan melalui sekatan di kawasan sempadan yang dipersetujui oleh sekutu Amerika Syarikat iaitu Britain dan Thailand pada 1949 (FO 800/462, FE/49/18,1949).

Di tengah-tengah kemelut Perang Dingin ketika itu, ucapan daripada Acheson itu tadi turut memberi isyarat betapa Amerika Syarikat ingin menyalurkan bantuan terutama ekonomi terhadap rantau yang mempunyai kawasan tanah besar dan gugusan kepulauan ini. Acheson melihat bahawa potensi ekonomi seperti penghasilan getah dan timah serta beras sebagai perkara penting yang perlu dipelihara di kawasan Asia Tenggara (The Department of State Bulletin, 1950). Acheson dan pentadbiran Amerika Syarikat tidak bertepuk sebelah tangan kerana pemimpin tempatan khususnya Presiden Elpidio Quirino (1948-1953) di Filipina juga menggesa Amerika Syarikat supaya membantu Asia Tenggara sekitar tahun 1949 (Thompson, 2018). Dalam kes di Tanah Melayu, Dato' Onn Jaafar sendiri telah menyuarakan supaya Amerika Syarikat menyediakan peruntukan bantuan untuk Tanah Melayu khususnya semasa kunjungan Misi Khas Jessup pada 4-7 Februari 1950 (Sodhy, 1982). Untuk itu, teks ucapan Acheson yang dipersembahkan pada Januari 1950 mengandungi keterangan yang relevan untuk dikaitkan dengan perkembangan situasi semasa di kawasan Asia Tenggara waktu itu.

IV. PERBINCANGAN

Susulan dari ucapan Acheson, peruntukan bantuan mulai disalurkan ke kawasan Asia Tenggara sama ada wilayah tersebut telah merdeka atau tidak. Satu daripada saluran bantuan itu termasuklah dari Misi Khas Griffin yang dihantar ke Saigon (Vietnam), Singapura dan Tanah Melayu, Rangoon (Burma), Bangkok (Thailand) serta Jakarta (Indonesia) (FRUS, vol. 6, 1950). Daripada misi ini, kawasan terlibat telah diberikan peruntukan bantuan dalam nilai dolar untuk program pembangunan kawasan pedalaman yang turut mencakupi usaha pembendungan komunis (CO 537/6617, 1950). Tindakan seumpama ini memberi gambaran bahawa Amerika Syarikat telah membuktikan bahawa pihaknya bersedia untuk melakukan perubahan atas dasar luarnya di Asia Tenggara seperti keterangan oleh Acheson. Rancangan *Point Four Program* turut diperuntukkan khusus dalam program teknikal dan latihan negara seperti Vietnam, Burma dan Thailand. Untuk program jangka masa panjang, kawasan-kawasan di Asia Tenggara telah menerima bantuan ekonomi daripada Amerika Syarikat dari tahun 1950-1956 seperti: Indochina

(AS\$3682.2 juta); Burma (AS\$24.1 juta); Thailand (AS\$257.2 juta); Tanah Melayu (AS\$2.2 juta) (FRUS, 12 (Part 1), 1952-1954).

Peruntukan mengikut nilai dolar tersebut menampakkan satu konsistensi bantuan ekonomi Amerika Syarikat. Penyaluran bantuan berkenaan tidak semata-mata disediakan semasa pentadbiran Presiden Truman, tetapi penyediaannya turut berterusan sehingga Dwight D. Eisenhower menjawat jawatan Presiden sekitar 1950-an. Bukan sahaja bantuan yang bermotifkan sokongan ekonomi, namun bantuan berbentuk ketenteraan turut dibekalkan kepada negara-negara seperti Thailand, Filipina dan Indonesia. Sebagai contoh, satu perjanjian kerjasama (*Agreement Respecting Military Assistance Between the Government of the United States of America and the Government of Thailand*) telah dipersetujui antara Amerika Syarikat dengan Thailand pada bulan Oktober 1950 bagi mempertingkatkan tahap keselamatan di negara tersebut yang terancam oleh gerakan komunis dari Indochina (FO 371/ 84399, 1950). Filipina turut menjadi destinasi kepada perjanjian keselamatan yang merangkumi kawasan pasifik melalui *Mutual Defense Treaty* yang dipersetujui pada 30 Ogos 1951 (The Department of State Bulletin, Vol. 25, 1951).

Tidak semata-mata perjanjian keselamatan berbentuk bilateral, Amerika Syarikat turut membentuk program pertahanan kolektif mirip NATO iaitu SEATO pada 1954. Usaha ini diambil ekoran daripada tamatnya Perang Korea pada 1953 dan keadaan yang semakin memanas dan kritikal di Indochina pada bulan Mei 1954 ekoran Perang Indochina Kedua (Tarling, 2005). Antara negara yang terlibat dalam inisiatif ini termasuklah Amerika Syarikat, Britain, Australia, New Zealand, Perancis, Thailand, Filipina dan Pakistan. Kenyataan daripada Dwight D. Eisenhower pada 10 November 1954 telah menggambarkan keadaan berkenaan:

The treaty is designed to promote security and peace in Southeast Asia and the Southwestern Pacific by deferring Communist and other aggression in that area. It is a treaty for defense against both open armed attack and internal subversion. Included in the treaty is an understanding on behalf of the United States that the only armed attack in the treaty area which the United States would regard as necessarily dangerous to our peace and security would be a Communist armed attack. The treaty calls for economic cooperation to enable the free countries of this area to gain strength and vigor not only militarily but also socially and economically (President's Message of Transmittal, "Southeast Asia Collective Defense Treaty and Protocol Transmitted to Senate" (The Department of State Bulletin, vol. 31, 1954)

Berdasarkan kenyataan Eisenhower itu, kerjasama pertahanan tersebut tidak lain adalah untuk membendung peluasan ancaman komunis yang wujud secara berangkai di kawasan Asia Tenggara. Hal ini selari dengan pandangan oleh sekutu rapat Amerika Syarikat iaitu Britain turut berpegang pada pendirian yang sama terutama melalui pengakuan Setiausaha Pejabat Luar, Anthony Eden (1951-1955) (Eden, 1960). Kesediaan Amerika Syarikat untuk turut sama dalam kerjasama pertahanan kolektif ini turut diperakui sebagai satu perolehan dasar Amerika Syarikat seperti keterangan oleh pihak Kumpulan Kajian Institut Diraja Hal Ehwal Antarabangsa (Chatham House Study Group, 1956). Tampak jelas bahawa ucapan daripada Acheson yang disentuh dari awal perbincangan telah membawa satu implementasi dasar luar Amerika Syarikat terhadap kawasan Asia Tenggara. Sama ada kawasan itu sudah dimerdekakan ataupun tidak, sokongan Amerika Syarikat tetap diberikan atas dasar pembendungan pengaruh komunis yang menjadi latar utama kepada kesemua motif bantuan kuasa besar tersebut.

V. KESIMPULAN

Sebagai kesimpulan, ucapan daripada Setiausaha Negara Acheson boleh diibaratkan sebagai satu daripada laluan dasar luar Amerika Syarikat di Asia Tenggara. Amerika Syarikat serius dalam usahanya untuk membendung peluasan pengaruh komunis dalam apa-apa cara sekalipun sama ada melalui bantuan ekonomi mahupun kerjasama ketenteraan. Penyediaan bantuan pasca ucapan Acheson menunjukkan betapa kata-kata daripada individu terbabit bukanlah retorik. Di luar kandungan ucapan tersebut, realiti yang terlihat adalah begitu jelas menunjukkan bahawa Amerika Syarikat dan blok komunis bersaing antara satu sama lain di Asia Tenggara yang dilatari oleh Perang Dingin ketika itu.

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7. **Krisis alam sekitar dan pengurusan bencana/ *Environmental crisis and disasters management***

**ADVOKASI ANALISIS NILAI PULANGAN SOSIAL DALAM KELESTARIAN
PELABURAN PROJEK TEBATAN BANJIR**

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ABSTRAK

Dalam menghadapi krisis bencana banjir yang kerap kali melanda Malaysia, adalah penting untuk memahami dan mengukur impak pelaburan dalam projek tebatan banjir secara holistik. Pengukuran atau penilaian pelaburan program tebatan banjir tidak hanya berfokuskan perspektif ekonomi, bahkan nilai sosial dalam konteks yang lebih menyeluruh diberikan perhatian bagi memastikan kelestarian pelaburan dalam projek tersebut. Kekurangan parameter yang sesuai untuk mengukur nilai sosial menyukarkan pihak pemegang taruh dalam mentafsir impak pelaburan projek tebatan banjir tersebut. Melalui Analisis Nilai Pulangan Sosial atau dikenali sebagai *Social Return on Investment (SROI)*, pihak kerajaan, pelabur dan pihak berkepentingan dapat membuat keputusan yang lebih baik dan berinformasi serta meningkatkan kesedaran tentang kepentingan kelestarian pelaburan dalam pengurusan bencana. Pengukuran nilai sosial mengukur dan mengakses impak hasil daripada sesuatu tindakan, aktiviti, program, polisi atau projek yang dilakukan. Makalah ini akan membincangkan konsep nilai sosial serta analisis nilai pulangan sosial terhadap pelaburan terhadap Projek Tebatan Banjir (PTB) Sungai Muda sebagai medium bagi memastikan kelestarian pelaburan projek tebatan banjir pada masa hadapan. Analisis SROI menawarkan instrumen yang merangkumi kaedah kuantitatif yang membantu bagi mengukur, mengurus dan memberi pemahaman yang lebih baik mengenai impak PTB Sungai Muda dengan menekankan elemen 'nilai wang yang berbaloi' bagi pelaburan yang dilakukan. Kajian ini mendapati nilai pulangan sosial yang positif diperolehi menerusi nisbah SROI iaitu bagi setiap RM 1.00 yang dilaburkan memberikan pulangan nilai sosial sebanyak RM 4.88 yang terdiri daripada elemen sosial, ekonomi dan alam sekitar. Hasil kajian menunjukkan bahawa instrumen penilaian SROI dapat membantu pihak berkepentingan, pihak kerajaan, pengurus, pelabur, peniaga dan tanggungjawab sosial korporat untuk meletakkan kepentingan elemen sosial dan alam sekitar selari dengan nilai ekonomi bagi memastikan kelestarian masa depan.

KATA KUNCI: Analisis nilai pulangan sosial, kelestarian pelaburan projek tebatan banjir, nilai sosial

I. PENDAHULUAN

Krisis banjir yang kerap kali melanda Malaysia pada setiap tahun, mendesak suatu pendekatan yang holistik dalam pengurusan bencana tersebut secara efektif, efisien dan lestari. Dalam konteks ini, analisis SROI menjadi instrumen penting bagi menilai impak pelaburan dalam projek tebatan banjir. SROI membantu dalam mengukur bukan sahaja pulangan nilai kewangan tetapi juga nilai sosial dan alam sekitar yang dihasilkan daripada pelaburan tersebut (Pawley 2023, Jenkins et al., 2017). Dengan memahami nilai pulangan sosial, pihak berkepentingan dapat membuat keputusan yang lebih baik dalam merancang dan melaksanakan projek tebatan banjir

secara berkesan dan lestari. Permintaan dalam mengukur nilai sosial yang holistik tersebut mendapat perhatian daripada pelbagai organisasi dalam membantu proses pembuatan keputusan serta menilai keberhasilan, kerelevanan atau kejayaan sesuatu pelaburan yang dilakukan. Para pelabur juga ingin membuat pelaburan di dalam projek yang paling efektif dan menjanjikan pulangan yang berbaloi serta turut membantu pihak pengurusan bagi meningkatkan prestasi pada masa akan datang.

Nilai sosial adalah sesuatu yang subjektif dan membawa makna yang berlainan kepada orang yang berbeza (Mulgan 2010). Nilai sosial merupakan impak bukan dari segi kewangan oleh sesuatu program atau organisasi yang menyumbang terhadap kesejahteraan hidup individu, komuniti dan masyarakat. Nilai sosial sukar diukur dan dikuantifikasikan kerana tiada pengukuran yang spesifik diberikan. Ketiadaan pengukuran atau parameter yang spesifik menyukarkan nilai sosial diukur, dinilai atau dibandingkan oleh pihak yang terlibat di dalam pelaburan sosial. Nilai sosial merangkumi nilai di dalam konteks yang luas dan menyeluruh menerusi integrasi kos dan faedah ekonomi, sosial dan alam sekitar. Hal ini meletakkan pengiraan impak secara langsung daripada sesuatu aktiviti yang dilakukan selari dengan impak yang lebih luas daripada aspek ekonomi harus dipertimbangkan (The Compact 2012). Nilai sosial terhasil apabila sumber, input, proses atau polisi digabungkan bagi membaiki kehidupan individu atau masyarakat secara keseluruhannya (Antonaras et al. 2011).

Namun, ketiadaan parameter atau metrik yang bersesuaian bagi mengukur nilai sosial menyebabkan nilai yang dihasilkan daripada sesuatu kerja atau pelaburan oleh sektor awam dan sektor swasta sukar dinilai dan diketahui (Antonaras et al. 2011) dengan jelas. Oleh itu, untuk merapatkan jurang tersebut, pengukuran nilai sosial dianggap penting dan sangat diperlukan dalam konteks ekonomi semasa. Pengukuran nilai sosial adalah signifikan untuk mencapai nilai sosial maksimum sebagai panduan dan hala tuju dalam pelaburan projek tebatan banjir yang dilaksanakan. Kepentingan nilai sosial tidak boleh dipandang ringan, kerana ia berperanan dalam mengenal pasti, mengukur dan menilai impak daripada sebarang aktiviti, projek, program atau polisi yang dilaksanakan. Hal ini merupakan langkah awal untuk mencapai kelestarian dalam pelaburan dan pengurusan bencana, khususnya dalam menghadapi krisis banjir pada masa hadapan. Terdapat pelbagai kaedah yang digunakan untuk mengukur nilai sosial, dan analisis SROI merupakan salah satu pendekatan yang paling dikenali dan sering diaplikasikan (The Compact, 2012).

II. ADVOKASI ANALISIS SROI DALAM PENGURUSAN BENCANA BANJIR

Analisis SROI memberikan gambaran yang jelas tentang manfaat yang diperoleh daripada pelaburan dalam projek tebatan banjir dengan menggabungkan elemen sosial, ekonomi dan alam sekitar adalah penting bagi mencapai kelestarian dalam pembangunan (Hovekamp & Wagner, 2023). Dalam konteks projek tebatan banjir, SROI dapat membantu mengenal

pasti impak positif yang dihasilkan, seperti peningkatan keselamatan masyarakat, pengurangan kerugian ekonomi akibat banjir serta pemeliharaan ekosistem (Chan et al., 2012). Kini, kepentingan pengukuran nilai sosial dalam pelaburan projek kemasyarakatan seperti tebatan banjir semakin mendapat perhatian kerana ia membantu dalam proses pembuatan keputusan dan menilai keberhasilan suatu program. Dengan mengaplikasikan analisis SROI, pelabur dan pihak berkepentingan yang lain dapat memahami dengan lebih baik bagaimana pelaburan yang dilakukan memberi manfaat kepada masyarakat, ekonomi dan alam sekitar, sekaligus

meningkatkan kesedaran tentang kepentingan kelestarian dalam setiap intervensi yang dilakukan. Rasional di sebalik SROI adalah setiap pelaburan harus mempertimbangkan bukan sahaja nilai kewangan yang dihasilkannya, tetapi juga termasuk pelbagai manfaat yang lebih luas (Lombardo et al. 2019). Analisis SROI disifatkan sebagai satu kerangka kerja bagi mengukur dan mengkuantifikasikan nilai dalam konteks yang luas di mana melebihi daripada sekadar pulangan kewangan melalui gabungan kos dan faedah ekonomi, sosial dan alam sekitar (Pathak dan Dattani 2014). SROI meliputi proses memahami dan mengukur nilai sosial, alam sekitar dan ekonomi (Gupta 2019) hasil daripada sebarang program, polisi dan organisasi (Scholten et al. 2006) serta melaporkan hasilnya. SROI merangkumi proses mengenalpasti impak yang signifikan yang disumbangkan kepada individu, komuniti dan masyarakat. Analisis SROI adalah alat yang digunakan bagi membantu pembuatan keputusan sebagai penanda aras terhadap pelaburan yang berpotensi besar dan memberikan perincian jangkaan nilai pulangan sosial daripada pelaburan yang dilakukan (Rauscher et al. 2012).

SROI dibangunkan oleh Roberts Enterprise Development Fund (REDF) di Amerika Syarikat dengan memberikan nilai kewangan kepada nilai sosial berdasarkan analisis kos dan faedah (Gibbon dan Dey 2011) pada tahun 1996. Model Roberts Enterprise Development Fund (REDF) dibangunkan dengan mengintegrasikan nilai-nilai yang bertujuan untuk memaksimumkan pulangan sosial serta mencapai kejayaan dari segi ekonomi (Lingane dan Olsen 2004). Nilai gabungan yang dimaksudkan adalah gabungan di antara pulangan sosial dan pulangan ekonomi (Kramer dan Kramer 2011). SROI berkomunikasi dengan menggunakan bahasa kewangan (Smit 2012), iaitu menggunakan proksi kewangan bagi mewakili nilai sesuatu parameter atau indikator. Analisis SROI bukan sahaja menunjukkan jumlah nilai sosial yang diwakili oleh proksi kewangan tetapi juga membuktikan sama ada sesuatu pelaburan, projek atau program yang dilaksanakan adalah munasabah dan relevan (Kuckshrinrichs et al. 2010) serta adakah ia memberikan pulangan pelaburan dengan nilai pelaburan yang berbaloi. SROI membantu organisasi dalam mengukur, mengkuantifikasikan pulangan yang dihasilkannya (Lawlor, Neizert dan Nicholls 2008), memahami dan menguruskan nilai sosial (sosial, ekonomi dan alam sekitar) yang terbentuk (Nef 2010). Analisis SROI dianggap sebagai satu kerangka kerja yang menggambarkan proses penghasilan nilai dan menggunakan nombor sebagai representasi untuk menunjukkan nilai yang terhasil (Gibbon dan Dey 2011). Setiap analisis SROI yang dilaksanakan perlu berlandaskan kepada tujuh prinsip utama yang berfungsi sebagai panduan dalam pelaksanaan analisis ini (Rajah 1).



Rajah 1: Prinsip SROI

Berdasarkan tujuh prinsip utama tersebut, analisis SROI melibatkan enam peringkat proses untuk mengukur nilai sosial yang terhasil (Rajah 2).



Rajah 2: Proses Penilaian SROI

Sumber: Diubahsuai daripada Nicholls, Lawlor, Neizert & Goodspeed 2012

Peranan utama analisis SROI adalah untuk menilai dan memantau prestasi sesebuah projek, polisi, program atau aktiviti yang dilaksanakan. Penilaian SROI menyediakan pendekatan untuk menilai kejayaan pelaburan sosial yang dilakukan. Ia memberikan jawapan kepada persoalan yang berkaitan nilai sosial yang dihasilkan oleh sesuatu program serta saiz pulangan yang diperolehi, sekaligus menunjukkan kepentingan kelestarian dan kewajaran pelaburan dalam projek tebatan banjir.

III. KAEDAH KAJIAN

Kajian ini menggunakan pendekatan kuantitatif dan kaedah survei yang dilakukan terhadap sampel saiz sebanyak 380 ketua isi rumah dengan menggunakan persampelan bertujuan iaitu berfokus kepada komuniti petani yang menjalankan aktiviti pertanian di kawasan dataran banjir Sungai Muda, Kedah. Sungai Muda terletak di sempadan Kedah dan Pulau Pinang, mempunyai kawasan tadahan seluas 4,210 km² dan panjang 180 km, bermula dari Empangan Muda dan mengalir melalui daerah Baling, Sik, dan Kuala Muda. Kawasan tadahan ini merupakan sumber air utama bagi sektor pertanian, industri dan domestik bagi kedua-dua negeri, iaitu Pulau Pinang dan Kedah. Kawasan tadahan ini sering mengalami bencana banjir semasa musim hujan dari bulan April hingga Mei dan September hingga November pada setiap tahun. Pelbagai masalah timbul apabila episod banjir semakin meruncing setiap tahun (contohnya hakisan tebing sungai, pencemaran sungai dan pengurangan sumber air). Kekekaran banjir ini menimbulkan cabaran yang besar dan tahun 2003 dianggap sebagai salah satu episod banjir yang terburuk, memberi impak kepada pelbagai pihak dalam pelbagai aspek.

Analisis SROI diaplikasikan terhadap kajian kes PTB Sungai Muda dengan memberi penekanan kepada tiga elemen utama iaitu sosial, ekonomi dan alam sekitar. Instrumen penilaian SROI berpaksikan kepada tiga elemen utama (sosial, ekonomi dan alam sekitar), namun indikator yang digunakan boleh berbeza mengikut situasi, tempat dan masa serta disesuaikan mengikut objektif dan keperluan kajian (Rajah 3). Setiap elemen dan indikator diwakili dengan pemberian nilai kewangan. Misalnya, elemen sosial diwakili oleh indikator kesihatan. Nilai wang diberikan kepada indikator kesihatan melalui

penjimatan yang dapat dilakukan sekiranya pembiayaan kos rawatan ke klinik atau hospital dapat dielakkan semasa berlakunya banjir.



Rajah 3: Instrumen Penilaian SROI

IV. HASIL KAJIAN

Keputusan Mengaplikasikan Analisis SROI dalam PTB Sungai Muda, Kedah

Analisis SROI merupakan satu instrumen yang digunakan untuk mengukur nilai pulangan sosial dan menganalisis impak (Cabinet Office/Office of The Third Sector 2010, Nef 2008, Nicholls et al. 2008) serta membantu organisasi untuk memahami dan menguruskan nilai sosial, ekonomi dan alam sekitar yang terbentuk (Nef 2010) daripada pelaburan yang dilakukannya. Analisis SROI diaplikasikan dalam konteks PTB Sungai Muda, Kedah bagi menjelaskan bagaimana pelaburan sosial yang dilakukan di dalam program pembangunan masyarakat ini dapat memberikan nilai pulangan pelaburan yang berbaloi tanpa mengabaikan elemen penting seperti pembangunan ekonomi, kemajuan sosial dan kelestarian alam sekitar. Penggunaan nisbah SROI terhadap pelaburan yang dilakukan membantu bagi menunjukkan samada sesuatu pelaburan itu adalah relevan, wajar dilakukan dan memberikan nilai yang berbaloi. Keberhasilan PTB Sungai Muda yang dijalankan menunjukkan bahawa projek tersebut merupakan satu pelaburan yang relevan, memberikan nilai yang berbaloi dan memberikan impak positif terhadap elemen sosial, ekonomi dan alam sekitar selari dengan Matlamat Pembangunan Mampan atau *Sustainable Development Goals* (SDG) (Rajah 4):



Rajah 4: Impak PTB Sungai Muda

Nilai sosial yang diperolehi daripada PTB Sungai Muda meliputi elemen sosial, ekonomi dan alam sekitar. Setiap elemen tersebut merangkumi indikator yang digunakan dalam Indeks Kesejahteraan Malaysia (Rajah 5).



Rajah 5: Nilai Pulangan Sosial PTB Sungai Muda

Berdasarkan aplikasi SROI terhadap PTB Sungai Muda, nilai pulangan sosial yang dihasilkan adalah RM 4,892,641,540.00 billion daripada pelaburan keseluruhan adalah RM 1,001,760,000.00 billion. Hal ini menunjukkan bahawa pelaburan sosial yang dibuat dalam projek tebatan banjir telah menampung kos pelaburan, bersama nilai tambahan sebanyak RM 3,890,881,540.00 billion seperti Rajah 6. Analisis ini menunjukkan bahawa setiap ringgit yang dilaburkan dalam PTB Sungai Muda menghasilkan RM 4.88

dalam nilai sosial yang dimonetisasi. Hal ini menunjukkan bahawa setiap RM 1 yang dilaburkan di dalam PTB Sungai Muda memberikan nilai pulangan sosial sebanyak RM 4.88. Nilai pulangan daripada analisis SROI menunjukkan bahawa projek kemasyarakatan ini adalah relevan dilakukan yang ditunjukkan menerusi nisbah SROI yang dinilai daripada tiga elemen penting (sosial, ekonomi dan alam sekitar) bagi menjamin keseimbangan dan kelestarian pelaburan pengurusan bencana banjir.



Rajah 6: Nilai pulangan SROI

Analisis SROI merupakan alat penting bagi mengukur prestasi atau keberhasilan sesuatu pelaburan yang dilakukan dengan memfokuskan terhadap ‘nilai pulangan sosial’ secara holistik yang terhasil kepada individu, komuniti dan masyarakat dari sudut nilai yang merangkumi elemen ekonomi, sosial dan alam sekitar.

V. PERBINCANGAN

Penilaian SROI bagi sesuatu projek menjelaskan kepentingan nilai sosial yang diperolehi dan kejayaan sesuatu pelaburan sosial yang dilakukan oleh pihak berkepentingan dari aspek faedah atau pulangan ekonomi, sosial dan alam sekitar. Nilai pulangan sosial memberikan manfaat kepada pembangunan ekonomi, kesejahteraan sosial dan alam sekitar kepada individu, komuniti dan masyarakat. Instrumen SROI menjelaskan kepentingan nilai pulangan sosial yang diperolehi daripada sesuatu pelaburan yang dilakukan. Penilaian SROI yang dilakukan haruslah menyeluruh dan tepat. Pulangan yang dinilai haruslah menitikberatkan elemen penting yang terkandung dari sudut ekonomi, sosial dan alam sekitar. Ketiga elemen ini harus selari dan seimbang bagi mewujudkan persekitaran iklim pelaburan dan pembangunan yang lestari untuk kini dan masa hadapan. Sekiranya dilihat dari perspektif keuntungan ekonomi sahaja, sukar bagi sesuatu pelaburan sosial untuk mendapatkan ruang dan peluang pelaburan dari pihak yang terbabit kerana pelaburan sosial kurang memberikan pulangan berbentuk wang yang memberangsangkan. Namun, jika dilihat dari sudut yang lebih luas, sebenarnya pulangan ini menyumbang terhadap nilai sosial yang lebih bernilai jika diprosikan dengan menterjemahkan nilai pulangan sosial tersebut ke dalam bahasa kewangan yang mampu menjelaskan kepentingan atau kewajaran sesuatu pelaburan sosial.

Menjadi lumrah bagi sesebuah negara untuk menyuntik pelaburan yang dapat membangunkan negara tersebut dan tidak seharusnya tertumpu terhadap pelaburan yang menjamin keuntungan ekonomi yang maksimum tetapi adalah menjadi satu keperluan untuk setiap pelaburan mengimbangi daripada aspek pembangunan ekonomi, kemajuan sosial dan kelestarian alam sekitar. Hal ini akan mewujudkan iklim pelaburan dan pembangunan yang lebih lestari dalam tempoh masa yang panjang.

VI. KESIMPULAN

Kepentingan nilai sosial di dalam sesuatu pelaburan projek, aktiviti, polisi atau program yang dilaksanakan tidak boleh diabaikan dan pembudayaan kelestarian dalam pelaburan pengurusan bencana, khususnya projek tebatan banjir perlu diterapkan dalam konteks ekonomi semasa. Analisis SROI menyediakan satu platform untuk mengukur secara sistematik hasil dan nilai kewangan yang berbaloi daripada projek yang dijalankan. Penerapan analisis SROI sebagai pengukur prestasi pelaburan adalah relevan dan wajar, terutamanya apabila perhatian global telah beralih daripada fokus kepada pulangan ekonomi semata-mata kepada nilai pulangan sosial yang merangkumi aspek sosial, ekonomi dan alam sekitar dalam konteks yang lebih luas, holistik dan lestari.

Walau bagaimanapun, terdapat beberapa limitasi dalam kajian ini, termasuk kekurangan data yang tepat untuk mengukur nilai sosial secara menyeluruh. Oleh itu, adalah penting untuk mengatasi cabaran ini melalui pengumpulan data yang lebih baik dan lebih komprehensif. Implikasi praktikal daripada analisis ini menunjukkan bahawa pengukuran nilai sosial bukan sahaja dapat membantu dalam membuat keputusan yang lebih baik tetapi juga dapat meningkatkan kesedaran tentang kepentingan kelestarian dalam setiap intervensi yang dilakukan. Berdasarkan hasil kajian ini, disarankan agar pihak berkepentingan, termasuk kerajaan, pelabur dan pengurus projek, mengintegrasikan analisis SROI dalam perancangan dan pelaksanaan projek pengurusan bencana. Hal ini akan memastikan bahawa pelaburan yang dilakukan tidak hanya memberikan pulangan kewangan tetapi juga memberi manfaat sosial dan alam sekitar yang signifikan, seterusnya menyokong kelestarian pelaburan pembangunan dalam jangka panjang.

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VIII. RUJUKAN

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(Natural) Disaster Journalism Practice in IndonesiaSofia Aunul¹*Media and Communication Fakulti Sains Sosial dan
Kemanusiaan Universiti Kebangsaan Malaysia*Author correspondence: p104584@siswa.ukm.my.edu**ABSTRACT**

Indonesia, a nation of islands located along the Ring of Fire, is consistently at risk from natural calamities such as earthquakes, volcanic eruptions, tsunamis, floods, and landslides. As a result, disaster journalism plays a vital role in Indonesian media. This article aims to provide an overview of the current state of disaster journalism practice in Indonesia by exploring articles related. It shows that the media applies three phases of reporting in disaster journalism, but faces several challenges such as a lack of intensive training, inadequate equipment for coverage, and the importance of collaboration between mainstream media and social media.

Keywords: *Natural Disaster, Disaster Journalism*

INTRODUCTION

Disaster journalism acts as a vital link between events and public awareness. During natural or human-made disasters, journalists are essential in informing communities, delivering real-time updates, and highlighting risks. Their coverage can impact emergency responses, public perception, and policy decisions. However, maintaining a balance between accurate reporting and preventing panic is a persistent challenge.

Today, journalists and their media are taking a more comprehensive approach, investigating ways to reduce disaster risk, build community resilience, and hold authorities accountable for disaster management. This shift reflects a growing recognition that effective disaster journalism should not just report on the crisis, but also empower communities and advocate for positive change. Most disasters aren't just caused by a single, sudden event. They're the result of a complex mix of underlying problems that make a community more vulnerable to even minor disruptions (Matthews & Thorsen, 2022).

Due to its location on the Ring of Fire, Indonesia frequently experiences earthquakes, volcanic eruptions, tsunamis, floods, and landslides. This constant threat of natural disasters has led to the development of a specialized field of journalism in Indonesia. In the past, reporters tended to focus on the immediate aftermath of disasters, using dramatic visuals and stories of hardship (Nazaruddin, 2015). However, this approach has been criticized for neglecting preparedness and recovery efforts. The role of the media in presenting disaster news is to provide accurate information, as

disasters often create uncertainty. This accurate information is essential for the affected community, who seek to understand the situation as effective communication is crucial to reducing this uncertainty (Asteria, 2016). The media is expected to provide education in preparation for disasters and information about disasters conveyed to the public must

reflect the media's reactive attitude towards disaster events (Alfarabi & Adhrianti, 2021).

Early research in journalism about disaster coverage focused on how journalists decide what stories to tell. They looked at how newsworthiness factors influence journalists' choices about which disasters and aspects of those disasters being reported (Pantti, 2018). Disaster journalism entails gathering and delivering news and information about past, present, or potential future disaster events. Journalists and news outlets fulfil various roles in disaster reporting, such as issuing warnings, evaluating disaster mitigation and preparedness, covering events, supporting long-term recovery, and promoting disaster resilience (Houston et al., 2019). Furthermore, It's a crucial field that demands managing logistical obstacles, conveying risk information, and tackling moral and ethical issues within disaster areas (Wahl-Jorgensen & Pantti, 2013).

METHODOLOGY

The research method applied in this study is literature review. In this method, data is extracted from books, research articles, and online source which are analyzed based on relevant issues Literature study is an approach in research where relevant theoretical references are sought to address a specific case or problem. Literature reviews play a crucial role in developing the theoretical and practical aspects of research, identifying gaps, and forming a research hypothesis.

This article focuses on disaster journalism practice in Indonesia so articles about data journalism in Indonesia are selected in order to fulfil the article objective by referring to the technique of collecting data by conducting a study and review of books, literature, notes, and reports related to the problem being addressed (Nazir, 2014). In research, literature review helps find relevant theoretical references to the identified or researched issue. It allows researchers to generate new ideas, identify suitable methods, and deepen their understanding of a specific topic. Literature reviews can be conducted through various methods, including keyword searches, exploration of books and scholarly article.

RESULTS AND DISCUSSION

Indonesia as a country with a high level of disaster vulnerability, media coverage of disasters serves not only to present facts but also to act as a reference for other regions facing similar risks. For instance, reporting on evacuation procedures, identifying natural disaster signs, and managing disaster funds can provide guidelines

for communities. This helps increase awareness and preparedness for future events (Lestari et al., 2018).

Table. Article about Natural Disaster Journalism Practice in Indonesia

NO	REFERENCES	TYPES OF DISASTER/MEDIA TYPE	METHOD	HIGHLIGHTS
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1	(Sanusi, 2018)	Earthquake, Tsunami liquefaction in Palu Donggala Central Sulawesi	Interview	Journalists often adopt an informative role during disaster events, as seen in the Donggala Palu disaster involving an earthquake, tsunami, and unprecedented liquefaction. The media also fulfils an informative role by broadcasting government policies, such as the construction of permanent housing, but this coverage remains limited to providing information and does not extend to supervision, meaning the watchdog role of journalists is not being fulfilled. Furthermore, journalists are expected to balance their humanitarian and professional responsibilities, especially considering that they too are affected as victims of such incidents.
2	(Lestari et al., 2018)	Volcano eruption of Gunung Sinabung North Sumatra Online news media	Content Analysis	The online media: (1) not yet fully supported to mitigation efforts, (2) imbalanced in news coverage according to the disaster phase, (3) not applied humanist principles in

				disaster journalism is the principle of the voice of the victim, (4) no experts as news sources such as volcanologist.
3	(Panuju, 2018)	Volcano eruption of Gunung Agung Bali Online news media	Content Analysis	Maintaining orderliness in reporting on the developments of the Mount Agung disaster aids in disaster mitigation; From an ethnographic perspective, this news media constructs the message from government to in managing the disaster. Although there are few violations of journalistic ethics in this reporting, the media has not provided in-depth or investigative news.
4	(Ardiyansah & Junaedi, 2019)	Natural disaster in Yogyakarta and Central Java Television	Interview	No specific training on disaster journalism for every journalist on duty; No Standard Operating Procedure (SOP) implemented both from the KPI (Indonesian Broadcasting Commission) and the

				central news agency related to disaster coverage in television news based on disaster journalism; Inadequate disaster technical tools in covering disaster events massively and for a long time -- only simple equipment used to cover small-scale disaster events.
5	(Alfarabi & Adhrianti, 2021)	Flood in kota Bengkulu (2019-2020) Online news media	Interview/ Focus Group Discussion	The implementation of disaster journalism in three phases (pre- disaster, disaster response, post disaster). Media intensively disseminate news about flood, economical value from disaster news, unverified data and lack of Personal Protective Equipment for reporters
6	(Pertiwi & Monggilo, 2022)	Natural disaster in Indonesia A website about natural disaster in Indonesia	Content Analysis	Implementation of online social convergence in disaster reporting, which consists of seven aspects: helping; being anxious; returning; supporting; mourning; exploiting, and being curious. The most frequently highlighted aspect is the support and assistance provided by volunteers, whose efforts and disaster management activities are recognized and shared through their stories and information.
7	(Ratuloli et al., 2023)	Flash flood in Adonara Kupang Nusa Tenggara Timur Online news media	Interview	The implementation of disaster journalism in three phases (pre-disaster, disaster response, post disaster) and journalistic code of ethics

8	(Kustiman & Amin, 2023)	Earthquake in Cianjur Regency West Java Online news media	Interview	The importance of collaboration between mainstream media and social media by utilizing the power of social media to increase the reach and impact of their information. In contrast, social media can benefit from the accuracy and sustainability of the news generated by mainstream media. Strong collaboration between the two can create a better information ecosystem of disaster journalism.
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Source: own elaboration

According to Asteria (2016), one of the main functions of disaster journalism is not only to convey information related to the impact and chronology of disasters, but also as a medium of education for the public about disaster events and disseminate facts related to disasters that can be valuable lessons for the future.

Researches on media coverage and the role of journalists in disaster journalism in Indonesia is still limited, based on the search results for the keyword "disaster journalism in Indonesia" these researches will contribute to the implementation of disaster journalism in Indonesia. The role of the media in disaster mitigation processes in Indonesia is crucial, regarding the country's geographical vulnerability to natural disasters. The media's ability to perform information dissemination, advocacy, and oversight functions will have a positive impact not only on communities affected by natural disasters but also on the government.

As seen from the table above, media implement three phases of disaster journalism: pre disaster, disaster response and post disaster facing some challenges such as :

- ③ balancing humanitarian and professional responsibilities, especially considering that some (local) journalists are affected as victims of such incidents.
 - ③ Lack of experts as news sources
 - ③ Lack of investigation in reporting disaster
 - ③ Lack of intensive training on disaster journalism
- ③ Inadequate disaster technical tools in covering disaster events massively and for a long time -- only simple equipment used to cover small-scale disaster events.

Moreover, the use of media collaboration between mainstream media and social will be more impactful as utilizing the power of social media can increase the reach and impact of their information. In contrast, social media can benefit from the accuracy and

sustainability of the news generated by mainstream media. Strong collaboration between the two can create a better information ecosystem of disaster journalism.

Besides social media, digital media in broad sense can also increase the advocacy of disaster mitigation by using online social convergence in disaster reporting, which consists of seven aspects: helping; being anxious; returning; supporting; mourning; exploiting, and being curious. These aspects involve media, journalists, government as well as society through citizen journalism so that they can enrich disaster reporting.

Journalists are essential in disaster communication, offering information and warnings before and during such events. Their coverage approach can profoundly affect those impacted. Proper disaster reporting practices can significantly influence response management and prevention attitudes. Adopting best practices in reporting should reduce errors in stories and minimize impacts on those involved (Ewart & McLean, 2019).

The effectiveness of disaster-related information dissemination requires close cooperation from various parties, such as the BNPB (National Disaster Management Agency), mass media, and all elements of society. A systematic approach is the key to disaster management. The communication aspect in disaster management also plays an important role, especially in education, information dissemination during emergencies, and post-disaster recovery (Setio, 2012).

Media plays a crucial role in educating the public about disasters. However, sensationalized and exaggerated news can incite panic and fear. To prevent this, the media should adhere to disaster-sensitive journalism principles when reporting on such events, ensuring that the information shared does not negatively impact the community. Following a disaster, the media plays a critical role in overseeing the recovery process, including infrastructure improvements, aid distribution, and encouraging disaster victims to recover quickly. This supervisory function helps prevent the misappropriation of funds intended for victims, ensuring that donations from both the public and the government are properly allocated (Tunggali et al., 2019).

CONCLUSION

It can be concluded that academic research articles on disaster journalism in Indonesia are still insufficient compared to the frequency of natural disasters in the country. Reviews of the few existing studies found that the media applies three phases of reporting in disaster journalism, but faces several challenges such as a lack of intensive training, inadequate equipment for coverage, and the importance of collaboration between mainstream media and social media.

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TAHAP *VISSIONING* DALAM PRAKTIK PENGEMBANGAN MASYARAKAT SEBAGAI UPAYA RESOLUSI KONFLIK AGRARIA DI KAWASAN HUTAN MANGLAYANG TIMUR KABUPATEN SUMEDANG, JAWA BARAT

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ABSTRACT

Konflik agraria yang terjadi di Indonesia sangat eksekutif dibandingkan dengan jenis konflik sosial lainnya. Terdapat pendekatan alternatif dalam resolusi konflik agraria yaitu melalui pengembangan masyarakat. Salah satu praktik resolusi agraria melalui pengembangan masyarakat yaitu pengembangan masyarakat yang dilakukan sebagai upaya resolusi konflik agraria di Kawasan Hutan Manglayang Timur. Penelitian ini bertujuan untuk menganalisis tahapan pengembangan masyarakat sebagai upaya resolusi konflik agraria di Kawasan Hutan Manglayang Timur pada tahap *visioning*. Berdasarkan tujuan penelitian tersebut, maka metode penelitian yang digunakan yaitu pendekatan penelitian kualitatif, dengan metode deskriptif, dan jenis penelitian studi kasus. Data yang digunakan dalam penelitian ini yaitu berupa data primer dan sekunder. Data primer yaitu data yang diperoleh oleh peneliti secara langsung melalui teknik pengumpulan data berupa observasi non partisipatif, wawancara mendalam, dan *FGD (Focus Group Discussion)*. Sementara itu data sekunder berasal dari dokumen-dokumen yang relevan yang diperoleh melalui teknik pengumpulan data berupa studi dokumentasi. Selanjutnya, data diolah melalui tahapan reduksi data, display data, analisis dan penarikan kesimpulan. Berdasarkan hasil penelitian, tahap *visioning* dilakukan dengan aktivitas *ngawangkong* untuk menentukan arah, tujuan dan visi hingga penentuan program pengembangan masyarakat yang akan dilakukan.

KEYWORDS: Konflik Agraria, Sektor Kehutanan, Analisis Konflik.

I. INTRODUCTION

Konflik agraria merupakan salah satu fenomena sosial yang terus terjadi di Indonesia. Konflik agraria merupakan konflik yang lahir sebagai akibat adanya hubungan antar orang atau kelompok yang terkait dengan masalah bumi dan segala kekayaan alam yang terdapat di atas permukaan maupun di dalam perut bumi (Sumarto, 2012; Mulyani, 2014; Zakie, 2016). Berdasarkan catatan Konsorsium Pembaruan Agraria (KPA), sepanjang tahun 2015-2020 secara akumulatif telah terjadi 2.291 kasus konflik agraria di berbagai wilayah di Indonesia (KPA, 2015; KPA, 2016; KPA, 2017; KPA, 2018; KPA, 2019; KPA, 2020). Konflik agraria ini terjadi di seluruh provinsi di Indonesia dan terjadi pada berbagai sektor mulai dari sektor perkebunan, infrastruktur, kehutanan, pertambangan, pertanian, pesisir/kelautan, properti, migas dan fasilitas militer (KPA, 2020). Sepanjang tahun 2015-2020, sebanyak 4.351.638,49 hektar (Ha) tanah di Indonesia menjadi objek konflik agraria (KPA, 2015; KPA, 2016; KPA, 2017; KPA, 2018; KPA, 2019; KPA, 2020). Dampak dari terjadinya konflik agraria ini dirasakan pada berbagai dimensi kemasyarakatan mulai dari

dimensi sosial, ekonomi, politik, hukum, lingkungan dan HAM (Sadewo, Sudjarwo, & Darsono, 2014; Amila & Malihah, 2016; KPA, 2019; Alaidrus, 2019).

Berbagai fakta mengenai konflik agraria tersebut menunjukkan bahwa konflik agraria yang terjadi di Indonesia sangat eksekutif dibandingkan dengan jenis konflik sosial lainnya (Bil, 2012). Hal ini pada dasarnya merupakan kondisi yang tidak dapat dihindarkan, mengingat kondisi agraria nasional saat ini masih jauh dari kata stabil. Selain itu, konflik agraria ini juga akan menjadi konflik paling kronis dan mengancam jika tidak diatasi dengan baik (Mulyani, 2014:342). Rachman (2013:10) menyebutkan bahwa konflik agraria yang tidak diselesaikan dengan baik dapat berartikulasi menjadi bentuk konflik-konflik sosial lainnya. Hal ini menunjukkan bahwa konflik agraria merupakan konflik utama yang dapat menjadi penyebab konflik-konflik sosial lainnya. Kondisi seperti ini tidak dapat dibiarkan begitu saja, perlu adanya berbagai upaya penanganan agar konflik agraria beserta berbagai dampak negatifnya dapat diminimalisir.

dalam resolusi konflik agraria terdapat alternatif pendekatan yang dapat dilakukan. Pendekatan alternatif resolusi konflik agraria tersebut yaitu resolusi konflik agraria melalui pengembangan masyarakat. Para ahli pengembangan masyarakat menyebutkan bahwa pengembangan masyarakat merupakan sebuah aktivitas yang sistematis, berorientasi pada proses dengan tidak mengabaikan hasil. Dalam kaitannya dengan resolusi konflik, pengembangan masyarakat juga harus dilakukan melalui berbagai tahapan. Banyak ahli pengembangan masyarakat yang mengemukakan pendapatnya terkait dengan tahapan pengembangan masyarakat. Dari sekian banyak pendapat ahli mengenai tahapan pengembangan masyarakat tersebut, dalam praktiknya para praktisi pengembangan masyarakat harus selalu menyesuaikan tahapan pengembangan masyarakat yang dilakukan dengan kondisi masyarakat, sumber daya yang dimiliki, waktu yang tersedia dan konteks isu yang berkembang pada masyarakat yang bersangkutan.

Salah satu ahli yang mengemukakan pendapatnya mengenai tahapan pengembangan masyarakat sebagai strategi resolusi konflik yaitu Green & Haines (2015) yang menyebutkan bahwa tahapan pengembangan masyarakat meliputi empat tahapan utama yaitu tahap *community organizing*, tahap *visioning*, tahap *planning* dan tahap *implementation and evaluation*. Salah satu kasus konflik agraria yang diselesaikan dengan menggunakan strategi pengembangan masyarakat yaitu konflik agraria di Kawasan Hutan Manglayang Timur, Kabupaten Sumedang, Jawa Barat. Dalam penelitian ini, tim peneliti tertarik untuk mengkaji salah satu tahapan pengembangan masyarakat sebagai strategi resolusi konflik agraria yaitu pada tahap *visioning* pada kasus tersebut.

II. METHODOLOGY

Penelitian ini bertujuan untuk menganalisis tahapan pengembangan masyarakat sebagai upaya resolusi konflik agraria di Kawasan Hutan Manglayang Timur pada tahap *visioning*. Berdasarkan tujuan penelitian tersebut, maka metode penelitian yang digunakan yaitu pendekatan penelitian kualitatif, dengan metode deskriptif, dan jenis penelitian studi kasus. Data yang digunakan dalam penelitian ini yaitu berupa data primer dan sekunder. Data primer yaitu data yang diperoleh oleh peneliti secara langsung melalui teknik pengumpulan data berupa observasi non partisipatif, wawancara mendalam, dan *FGD (Focus Group Discussion)*. Sementara itu data sekunder berasal dari dokumen-dokumen yang relevan yang diperoleh melalui teknik pengumpulan data berupa studi dokumentasi. Selanjutnya, data diolah melalui tahapan reduksi data, display data, analisis dan penarikan kesimpulan.

III. RESULT

Konflik Agraria di Kawasan Hutan Manglayang Timur Kabupaten Sumedang, Jawa

Salah satu kasus konflik agraria yang terjadi di Indonesia yaitu konflik agraria di Kawasan Hutan Manglayang Timur, Kabupaten Sumedang, Jawa Barat. Konflik ini merupakan konflik agraria pada sektor kehutanan. Konflik ini terjadi atas rangkaian-rangkaian konflik sejak pasca kemerdekaan Indonesia. Konflik agraria terjadi akibat adanya perbedaan kepentingan dalam pemanfaatan lahan Kawasan Hutan Manglayang Timur tepatnya di RPH (Resort Pemangkuhan Hutan) Genteng antara petani penggarap dengan Perum Perhutani KPH (Kesatuan Pemangkuhan Hutan) Sumedang. Disatu sisi petani penggarap ingin memanfaatkan lahan di RPH Genteng sebagai lahan pertanian sayuran dan tanaman musiman lainnya. Sementara itu, disisi lain Perum Perhutani KPH Sumedang berusaha untuk menjaga RPH Genteng sebagai hutan lindung sesuai dengan kebijakan yang telah dikeluarkan oleh pemerintah pusat melalui Kementerian Lingkungan Hidup dan Kehutanan (KLHK) dan Pemerintah Provinsi Jawa Barat. Adanya perbedaan kepentingan dalam pemanfaatan lahan ini menyebabkan akses petani terhadap lahan di RPH Genteng ditutup dan menyebabkan konflik agraria semakin memanas.

Di tahun 2008, Perum Perhutani membuka kembali akses petani terhadap lahan di RPH Genteng melalui program PHBM (Pengelolaan Hutan Bersama Masyarakat), namun dengan syarat penanaman lahan hanya boleh dilakukan dengan penanaman tanaman keras seperti kopi. Petani menerima syarat tersebut dan sejak saat itu penanaman kopi di RPH Genteng dilakukan sebagai sebuah aktivitas pengembangan masyarakat yang melibatkan banyak pihak. Aktivitas pengembangan masyarakat ini menjadi sebuah praktik resolusi konflik yang berhasil menciptakan win-win solutions bagi kedua belah pihak. Petani penggarap dapat memanfaatkan lahan untuk melakukan aktivitas pertanian budidaya kopi, sementara Perum Perhutani KPH Sumedang dapat menjaga ekosistem dan melakukan aktivitas produksi kehutanan di kawasan tersebut. Melalui pengembangan masyarakat sebagai upaya resolusi konflik agraria tersebut, kedua belah pihak dapat hidup berdampingan dalam lingkungan yang harmoni.

Tahap *Visioning* dalam Praktik Pengembangan Masyarakat Sebagai Upaya Resolusi Konflik Agraria Di Kawasan Hutan Manglayang Timur

Tahap *visioning* merupakan tahap kedua yang dilakukan pada aktivitas pengembangan masyarakat dalam upaya resolusi konflik agraria di Desa Genteng Kecamatan Sukasari Kabupaten Sumedang. Tahap *visioning* ini dilakukan untuk menyusun visi bersama serta arah dan tujuan dari aktivitas pengembangan masyarakat yang akan dilakukan. Tahap *visioning* ini penting agar masyarakat memiliki kesamaan visi dalam aktivitas yang akan dilakukan. Adanya visi yang jelas akan mendorong masyarakat memiliki kemampuan untuk membuat keputusan yang tepat atas kondisi yang sedang mereka hadapi. Keputusan-keputusan inilah yang nantinya akan mengarah pada pencapaian tujuan bersama yang telah dirumuskan.

Tahap *visioning* dilakukan dengan menekankan partisipasi aktif secara langsung dari para petani penggarap. Tahap *visioning* dilakukan pada tahun 2008 dan diwadahi secara langsung oleh KTH Berdikari. Tahap *visioning* ini dilakukan sebagian besar melalui diskusi-diskusi (*ngawangkong*) yang dilakukan oleh para petani penggarap yang tergabung dalam KTH Berdikari. Fokus utama dalam tahap *visioning* pada aktivitas pengembangan masyarakat dalam upaya resolusi konflik agraria di Desa Genteng ini terdiri dari penentuan arah tujuan masyarakat, *assessment* potensi/aset yang dimiliki oleh masyarakat, langkah yang dilakukan untuk menyusun visi, visi yang telah disusun serta visi yang diturunkan menjadi sebuah program.

a. Penentuan arah tujuan masyarakat

Arah tujuan masyarakat yang akan diperjuangkan bersama dalam aktivitas pengembangan masyarakat sebagai upaya resolusi konflik agraria di Desa Genteng ini yaitu akses terhadap lahan di RPH Genteng secara legal yang akan digunakan dan dimanfaatkan secara optimal untuk tujuan kesejahteraan dan peningkatan ekonomi para petani penggarap secara kolektif dan berprinsip pada keadilan. Diakui oleh para petani penggarap, arah dan tujuan masyarakat yang utama dan pertama dari aktivitas pengembangan masyarakat sebagai upaya resolusi konflik agraria ini yaitu akses terhadap lahan di RPH Genteng secara legal. Apa pun kegiatannya nanti dan bagaimana pun cara serta aturan pemanfaatannya nanti, yang terpenting adalah para petani mendapatkan kembali akses terhadap lahan di RPH Genteng secara legal. Legal disini dalam artian bahwa para petani mendapatkan izin dari Perum Perhutani tanpa takut diusir, dikejar-kejar atau pun diberikan upaya represif dari petugas Perum Perhutani ketika mereka melakukan aktivitas penggarapan lahan di RPH Genteng.

Selanjutnya, setelah akses terhadap lahan di RPH Genteng diberikan secara legal, pemanfaatan terhadap lahan tersebut akan diarahkan untuk tujuan kesejahteraan dan peningkatan ekonomi para petani penggarap secara kolektif dan berprinsip pada keadilan. Sebelumnya, pemanfaatan lahan di RPH Genteng belum sepenuhnya adil terhadap semua pihak. Dalam pemanfaatan lahan di RPH Genteng sendiri sebelumnya banyak ditemukan bentuk-bentuk diskriminasi dan ketidakadilan terutama bagi para petani kecil. Misalnya terkait dengan lokasi dan luasan lahan garapan, aturan penggarapan lahan yang berbeda-beda serta belum optimalnya manfaat ekonomi dari RPH Genteng yang berujung pada rendahnya kesejahteraan para petani. Adanya tujuan bersama tersebut diharapkan berbagai bentuk diskriminasi dan ketidakadilan yang sebelumnya terjadi dapat diminimalisir serta pemanfaatan lahan RPH Genteng dapat meningkatkan ekonomi para petani secara kolektif yang pada akhirnya dapat meningkatkan kesejahteraan para petani dan masyarakat Desa Genteng secara luas.

b. *Assessment* potensi/aset yang dimiliki oleh masyarakat

Dalam tahap *visioning* pada aktivitas pengembangan masyarakat sebagai upaya resolusi konflik, visi yang disusun harus selalu disesuaikan dengan potensi dan aset yang dimiliki oleh masyarakat. Berdasarkan hal tersebut, maka proses selanjutnya yang dilakukan setelah merumuskan arah dan tujuan masyarakat yaitu *assessment* terhadap potensi/aset yang dimiliki oleh masyarakat, *Assessment* potensi/aset yang dimiliki oleh masyarakat ini dilakukan pada tahun 2008 oleh para petani penggarap secara langsung dengan diwadhahi oleh KTH Berdikari. Proses *assessment* terhadap potensi dan aset ini dilakukan melalui diskusi-diskusi antar petani penggarap yang tergabung dalam KTH Berdikari.

Hasil *assessment* ini menunjukkan terdapat beberapa potensi/aset yang dimiliki oleh masyarakat yang dapat dikembangkan dalam aktivitas pengembangan masyarakat sebagai upaya resolusi konflik agraria di Desa Genteng ini. Potensi pertama yaitu lahan di RPH Genteng seluas \pm 300 hektar. Lahan ini merupakan lahan kehutanan milik negara yang pengelolaannya diserahkan kepada Perum Perhutani KPH Sumedang. Setelah adanya kesepakatan antara petani penggarap dengan Perum Perhutani KPH Sumedang untuk melaksanakan program PHBM PLUS, para petani dapat menggarap lahan di RPH Genteng tersebut dengan menanam jenis tanaman keras berdampingan dengan tanaman milik Perum Perhutani.

Potensi selanjutnya yaitu adanya petani-petani penggarap yang siap untuk menggarap lahan di RPH Genteng tersebut sesuai dengan kebijakan yang disepakati dengan Perum Perhutani. Meskipun pada saat melakukan aksi sosial jumlah petani penggarap yang ikut berjuang lebih dari 100 orang petani, namun setelah didata jumlah petani penggarap yang

siap untuk menggarap lahan di RPH Genteng sesuai dengan aturan hanya sebanyak 8 orang saja. Sebagian besar petani penggarap lainnya masih menginginkan untuk menanam tanaman musiman di lahan RPH Genteng tersebut. Kedelapan orang petani penggarap ini merupakan anggota dari KTH Berdikari. Meskipun minat petani lainnya dalam menggarap lahan di RPH Genteng ini terbatas, namun semangat kedelapan orang petani ini untuk menggarap lahan di RPH Genteng sesuai dengan aturan tidak surut. Mereka tetap bertekad untuk dapat memanfaatkan lahan di RPH Genteng sesuai dengan arah dan tujuan yang telah disepakati sebelumnya.

Assessment selanjutnya yaitu *assessment* terhadap jenis tanaman keras yang berpotensi untuk ditanam di lahan RPH Genteng. Sebelumnya Perum Perhutani KPH Sumedang merekomendasikan tanaman nilam dan kopi. Petani diberikan keleluasaan untuk memilih kedua jenis tanaman keras tersebut. Rekomendasi tersebut kemudian didiskusikan kembali oleh para petani melalui KTH Berdikari. Beberapa orang anggota KTH Berdikari yang berasal dari STN Kabupaten Sumedang merupakan alumni dari Fakultas Kehutanan Universitas Winaya Mukti. Sebagai alumni Fakultas Kehutanan, anggota tersebut memiliki pengetahuan dalam pemilihan jenis tanaman keras yang cocok untuk ditanam di lahan RPH Genteng tersebut. Setelah melalui diskusi yang diwadahi oleh KTH Berdikari akhirnya para petani memilih tanaman kopi sebagai jenis tanaman keras yang akan ditanam di lahan RPH Genteng. Tanaman kopi ini dipilih karena selain cocok secara geografis, jenis tanaman ini juga cocok untuk ditanam berdampingan dengan tanaman-tanaman lain milik Perum Perhutani.

c. Langkah yang dilakukan untuk menyusun visi dan visi yang telah disusun

Setelah arah tujuan masyarakat disepakati dan *assessment* terhadap potensi/asset yang dimiliki oleh masyarakat dilakukan, maka selanjutnya para petani menyusun visi KTH Berdikari. Langkah yang dilakukan untuk menyusun visi yaitu melalui diskusi diantara para petani yang diwadahi oleh KTH Berdikari. Diskusi-diskusi ini disebut dengan istilah *ngawangkong*. Kegiatan *ngawangkong* ini biasanya dilakukan selepas sholat isya petani berkumpul di Sekretariat KTH Berdikari. Setelah melalui beberapa kali diskusi, akhirnya ditetapkan visi KTH Berdikari yaitu “Meningkatkan ekonomi dan kesejahteraan petani secara kolektif melalui pemanfaatan lahan RPH Genteng secara adil”.

d. Visi diturunkan menjadi sebuah program

Setelah visi disepakati, selanjutnya para petani berdiskusi untuk menurunkan visi tersebut menjadi sebuah program yang akan dilakukan bersama. Penentuan program ini disesuaikan dengan visi dan potensi/asset yang dimiliki oleh masyarakat. Berdasarkan hal tersebut, maka program yang akan dilakukan yaitu Pengelolaan Hutan Bersama Masyarakat (PHBM) di lahan RPH Genteng antara petani penggarap dengan Perum Perhutani KPH Sumedang melalui Penanaman Lahan Dibawah Tegakan (PLDT) dengan jenis tanaman keras berupa tanaman kopi.

Program PHBM melalui penanaman kopi ini dipilih karena jenis tanaman ini diklaim merupakan jenis tanaman yang sangat cocok untuk ditanam di lahan RPH Genteng. Berdasarkan indikasi geografis, RPH Genteng yang berada di ketinggian antara 800-1.500 mdpl sangat cocok untuk ditanami kopi. Selain itu, jenis tanaman kopi ini juga sesuai dengan konsep PHBM dan PLDT. Kopi merupakan jenis tanaman yang membutuhkan tanaman tegakan lainnya agar dapat tumbuh secara maksimal. Kopi hanya membutuhkan 30% cahaya matahari langsung dan selebihnya memerlukan tegakan dari jenis tanaman

lainnya. Hal ini menyebabkan kopi sangat cocok ditanam berdampingan dengan jenis tanaman lain milik Perum Perhutani baik tanaman produksi maupun tanaman konservasi.

Melalui penanaman kopi, kedua pihak baik petani penggarap maupun Perum Perhutani akan sama-sama mendapatkan keuntungan. Petani penggarap akan mendapatkan manfaat ekonomi dari budidaya kopi sementara Perum Perhutani dapat melakukan aktivitas produksi dan konservasi di lahan yang sama. Kedua pihak akan saling menjaga satu sama lain. Disatu sisi petani penggarap akan menjaga tanaman milik Perum Perhutani karena petani membutuhkan tanaman tegakan agar tanaman kopi mereka tumbuh secara maksimal dan produktif. Disisi yang lain, Perum Perhutani juga menjaga tanaman milik petani penggarap untuk mendorong terlaksananya PHBM.

Melalui aktivitas penanaman kopi, kasus-kasus penebangan pohon secara ilegal juga akan mampu diminimalisir. Hal ini karena ketika akan menebang pohon, para oknum penebang liar tersebut akan berpikir dua kali karena dibawah tegakan pohon yang akan ditebang terdapat tanaman produktif. Jika penebangan pohon dilakukan maka akan merusak tanaman produktif tersebut. Secara langsung program penanaman ini memberikan manfaat ekonomi terhadap para petani penggarap sekaligus menjaga kelestarian ekosistem hutan yang diupayakan oleh Perum Perhutani. Berdasarkan hal tersebut, maka program penanaman kopi di RPH Genteng ini memenuhi prinsip "*Leuweung Hejo, Rakyat Ngejo*". Melalui prinsip tersebut, konflik agraria yang sebelumnya terjadi antara kedua belah pihak akan dapat diredam dan diatasi dengan baik.

Dipilihnya kopi sebagai jenis tanaman keras yang akan ditanam dalam PHBM ini salah satunya juga yaitu karena kopi merupakan tanaman produktif jangka panjang. Keterikatan antara petani penggarap dengan lahan RPH Genteng dan Perum Perhutani akan berlangsung dalam jangka waktu yang lama. Selama tanaman kopi ada, selama itu pula petani akan dapat mengakses lahan di RPH Genteng. Keterikatan jangka panjang ini juga diharapkan dapat membangun hubungan yang harmonis antara kedua belah pihak yang sebelumnya saling berkonflik.

Melalui penanaman kopi, KTH Berdikari dan Perum Perhutani KHP Sumedang juga berharap dapat meminimalisir penanaman tanaman musiman seperti sayuran di lahan RPH Genteng. Para petani penggarap menyadari bahwa RPH Genteng merupakan daerah resapan air, jika petani tetap memaksakan menanam sayuran maka volume ketersediaan air akan terganggu. Selain itu, penanaman tanaman musiman pada lahan RPH Genteng terutama pada titik lahan yang memiliki kemiringan lebih dari 45° dapat mengancam terjadinya berbagai kejadian bencana alam seperti tanah longsor dan banjir. Penanaman kopi yang akan dilakukan di RPH Genteng diharapkan dapat mengurangi jumlah petani penggarap yang menanam tanaman musiman.

Lebih jauh lagi, ketika tanaman kopi sudah tumbuh produktif, petani tidak memungkinkan lagi untuk menanam sayuran karena lahan disekitar tanaman kopi tersebut sudah rimbun. Selain itu, jika kopi sudah menghasilkan dan dapat memenuhi pendapatan para petani, secara otomatis petani pun akan mampu beralih komoditi pada budidaya tanaman kopi. Hal ini secara tidak langsung mencegah para petani untuk menanam sayuran di lahan RPH Genteng. Keinginan untuk meminimalisir petani yang menanam sayuran ini juga bertujuan agar akses petani terhadap lahan di RPH Genteng terus berkelanjutan. Hal ini karena jika para petani terus memaksakan menanam sayuran (tanaman musiman), akses petani pasti akan kembali ditutup oleh Perum Perhutani dan konflik agraria akan kembali terjadi.

Penetapan program penanaman kopi yang dilakukan oleh KTH Berdikari ini pada dasarnya tidak berjalan dengan mulus. Banyak diantara anggota KTH Berdikari sendiri yang menolak program penanaman kopi ini. Hal ini karena sebagian besar petani penggarap lainnya masih ingin menanam tanaman musiman. Penanaman kopi dianggap

akan menyulitkan perekonomian para petani hal ini karena menanam kopi memerlukan modal yang besar dan waktu yang lama. Berbeda ketika menanam tanaman musiman, modal tidak terlalu besar dan panen hanya memerlukan waktu dalam hitungan bulan. Hal ini menjadi tantangan tersendiri bagi KTH Berdikari untuk mengajak para petani penggarap beralih komoditi dari tanaman musiman ke tanaman kopi. KTH Berdikari melakukan berbagai pendekatan dan kampanye agar para petani penggarap tertarik menanam kopi. Pemahaman dan edukasi terus dilakukan, isu kelestarian hutan dan ekosistem juga diangkat serta isu terkait dengan pasar sayuran yang tidak pernah memiliki kepastian dan pasar kopi yang lebih pasti dan memiliki standar juga diberikan kepada para petani penggarap. Upaya yang dilakukan ini tidak sepenuhnya berhasil, dalam tahap selanjutnya petani penggarap dari KTH Berdikari yang siap untuk mengeksekusi program penanaman kopi ini tetap hanya sebanyak delapan orang petani saja.

IV. DISCUSSION

Sesuai dengan konsep yang dikemukakan oleh Green & Haines (2015) tahap visioning merupakan tahap kedua yang dilakukan pada aktivitas pengembangan masyarakat dalam upaya resolusi konflik agraria di Desa Genteng Kecamatan Sukasari Kabupaten Sumedang. Tahap visioning dan tahap-tahap pengembangan masyarakat selanjutnya diwadahi oleh organisasi yang telah dibentuk yaitu KTH Berdikari.

Green & Haines (2015) menyebutkan bahwa dalam tahap visioning proses pertama yang dilakukan yaitu berupa identifikasi dan upaya untuk mengembangkan pandangan umum terhadap arah dan tujuan masyarakat berdasarkan aspek demografi, ekonomi dan sosial. Sesuai dengan pernyataan tersebut, KTH Berdikari menentukan arah dan tujuan yang akan diperjuangkan bersama dalam aktivitas pengembangan masyarakat sebagai upaya resolusi konflik agraria di Desa Genteng ini. Arah dan tujuan tersebut yaitu akses terhadap lahan di RPH Genteng secara legal yang akan digunakan dan dimanfaatkan secara optimal untuk tujuan kesejahteraan dan peningkatan ekonomi para petani penggarap secara kolektif dan berprinsip pada keadilan.

Selanjutnya, Green & Haines (2015) menyebutkan bahwa dalam proses penyusunan visi harus berfokus pada aset dan potensi yang dimiliki oleh masyarakat. Untuk mengetahui aset dan potensi tersebut, maka dalam tahap visioning ini diharuskan adanya assessment yang baik. Sesuai dengan pernyataan tersebut, dalam tahap visioning pada aktivitas resolusi konflik agraria melalui pengembangan masyarakat di Desa Genteng ini juga dilakukan assessment terhadap aset dan potensi yang dimiliki oleh masyarakat. Hasil assessment menunjukkan terdapat beberapa potensi/aset yang dimiliki oleh masyarakat yang dapat dikembangkan dalam aktivitas pengembangan masyarakat sebagai upaya resolusi konflik agraria di Desa Genteng ini. Potensi pertama yaitu lahan di RPH Genteng seluas \pm 300 hektar. Potensi kedua yaitu adanya petani-petani penggarap yang siap untuk menggarap lahan di RPH Genteng tersebut sesuai dengan kebijakan yang disepakati dengan Perum Perhutani. Potensi ketiga yaitu adanya potensi budidaya kopi di lahan RPH Genteng.

Dalam proses penentuan visi, Green & Haines (2015) menyebutkan bahwa masyarakat dapat mengadakan pertemuan khusus atau serangkaian pertemuan untuk menentukan dan mengembangkan visi komunitas. Dalam aktivitas resolusi konflik agraria melalui pengembangan masyarakat di Desa Genteng langkah yang dilakukan untuk menyusun visi yaitu melalui diskusi diantara para petani yang diwadahi oleh KTH Berdikari. Diskusi-diskusi ini disebut dengan istilah ngawangkong. Berdasarkan hasil diskusi ditetapkan visi KTH Berdikari yaitu "Meningkatkan ekonomi dan kesejahteraan petani secara kolektif melalui pemanfaatan lahan RPH Genteng secara adil". Selanjutnya, visi diturunkan menjadi program yaitu program "Pengelolaan Hutan Bersama Masyarakat (PHBM) di lahan RPH Genteng melalui Penanaman Lahan Dibawah Tegakan (PLDT) dengan

budidaya tanaman kopi”. Pernyataan visi dan program yang disepakati tersebut menjadi hasil akhir dari tahap visioning (Green & Haines, 2015).

V. CONCLUSIONS

Dalam tahap visioning KTH Berdikari menentukan arah dan tujuan yang akan diperjuangkan bersama dalam aktivitas pengembangan masyarakat sebagai upaya resolusi konflik agraria di Desa Genteng ini. Arah dan tujuan tersebut yaitu akses terhadap lahan di RPH Genteng secara legal yang akan digunakan dan dimanfaatkan secara optimal untuk tujuan kesejahteraan dan peningkatan ekonomi para petani penggarap secara kolektif dan berprinsip pada keadilan. Dalam tahap visioning pada aktivitas resolusi konflik agraria melalui pengembangan masyarakat di Desa Genteng ini juga dilakukan assessment terhadap asset dan potensi yang dimiliki oleh masyarakat. Hasil assessment menunjukkan terdapat beberapa potensi/aset yang dimiliki oleh masyarakat yang dapat dikembangkan dalam aktivitas pengembangan masyarakat sebagai upaya resolusi konflik agraria di Desa Genteng ini. Potensi pertama yaitu lahan di RPH Genteng seluas ± 300 hektar. Potensi kedua yaitu adanya petani-petani penggarap yang siap untuk menggarap lahan di RPH Genteng tersebut sesuai dengan kebijakan yang disepakati dengan Perum Perhutani. Potensi ketiga yaitu adanya potensi budidaya kopi di lahan RPH Genteng.

Aktivitas penyusunan visi dilakukan melalui diskusi diantara para petani yang diwadahi oleh KTH Berdikari. Diskusi-diskusi ini disebut dengan istilah ngawangkong. Berdasarkan hasil diskusi ditetapkan visi KTH Berdikari yaitu “Meningkatkan ekonomi dan kesejahteraan petani secara kolektif melalui pemanfaatan lahan RPH Genteng secara adil”. Selanjutnya, visi diturunkan menjadi program yaitu program “Pengelolaan Hutan Bersama Masyarakat (PHBM) di lahan RPH Genteng melalui Penanaman Lahan Dibawah Tegakan (PLDT) dengan budidaya tanaman kopi”. Pernyataan visi dan program yang disepakati tersebut menjadi hasil akhir dari tahap visioning.

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**THE EVALUATION OF ENVIRONMENTAL POLICY
ADOPTION IN INDONESIA: FROM THE KYOTO PROTOCOL
TO THE ESTABLISHMENT OF CARBON ECONOMIC VALUE**

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ABSTRACT

This article aims to discuss the process of adopting environmental issues and carbon funding in Indonesia, outlining the stages from the ratification of the Kyoto Protocol and the Paris Agreement to the policies implemented by the Indonesian government that led to the opening of the carbon market in Indonesia in 2023. The research method employed a literature review approach. Data collection techniques involve searching various sources and literature, including environmental policy theory, regulations, and historical documents about carbon fund policies in Indonesia. The data analysis in this study goes through several stages. Firstly, there is a brief description of the milestones in Indonesia's environmental policy since the Kyoto Protocol. The second stage focuses on the development of post- Paris Agreement policies and explains how Indonesia's carbon fund policies have evolved. The final part presents Indonesia's carbon fund policy reform direction based on the most recent international agreements and national policies. Despite significant progress in adopting international environmental agreements, challenges persist in aligning national policies with global standards, according to the research findings. The essence of this article is to emphasize the need for continuous adaptation of carbon fund policies in Indonesia to ensure effective implementation and promote sustainable environmental practices.

KEYWORDS: Carbon Fund, Disaster Management, Policy Adoption, Policy Implementation

I. INTRODUCTION

In recent decades, the issue of climate change has gained significant prominence and garnered extensive interest from scholars, professionals, and decision-makers. Recent decades have seen a notable increase in the interest of academics, practitioners, and policymakers on the topic of climate change (Abdillah et al. 2024; Giannarakis, Zafeiriou, and Sariannidis, 2017; Jiang et al. 2021). These matters have been the primary focus of the worldwide economic, political, and corporate discussions. Excessive greenhouse gas emissions (GHGs) pose a significant problem for governments and various stakeholders due to their primary contributing factors. Bui, Houqe, and Zaman (2020) and Downar et al. (2021) have highlighted that the release of excessive greenhouse gas emissions (GHGs) is a major concern for multiple stakeholders. This adverse influence also impacts environmental alterations, socio-economic structures, and human existence as a whole. Goworek et al. (2018) and Sun et al. (2020) have found that this adverse effect is also influencing environmental changes, socio-economic systems, and overall human existence.

Indonesia has developed several measures to address the challenges posed by climate change, including implementing the carbon fund. The National Long-term Development Plan (NDP) 2005-2025 sets forth a comprehensive and enduring framework for achieving sustainable development, encompassing environmental concerns and the challenges posed by climate change. In addition, the 2020-2024 National Medium-Term Development Plan includes objectives to reduce carbon emissions with goals for economic growth, highlighting the significance of promoting low-carbon development and sustainable environmental stewardship. Furthermore, Indonesia has implemented low-carbon development (LDC) planning to incorporate climate change mitigation policies into its national development programs, as mandated by Article 3.4 of the UNFCCC (Sambodo et al., 2022), along with other developing nations (Gu et al., 2018; Ouedraogo, 2017; González et al., 2017; Vidadili et al., 2017; Wesseh & Lin, 2015).

Law No. 32 of 2009 on the Protection and Management of the Environment establishes the legal framework for various environmental measures, such as carbon reduction techniques. The 2016 Act No. 16 on Approval of the Paris Agreement to the United Nations Framework Convention on Climate Change serves as evidence of Indonesia's dedication to the Paris Accord (KLHK, 2016). Regulation No. 61 of 2011, known as the National Plan of Action for the Reduction of Greenhouse Gas Emissions (RAN-GRK), outlines specific actions aimed at decreasing emissions.

The Ministry of Environment and Forestry's regulation at the ministerial level focuses on implementing REDD+ (reducing emissions from deforestation and forest degradation) to effectively decrease emissions by improving forest management. An essential component of REDD+ is the notion of "carbon rights," which must be unambiguous and undisputed in order to access financing from donors (UN REDD Programme 2013). As an illustration, the Forest Carbon Partnership Facilities-Carbon Fund (FCPF-CF) of the World Bank mandates that applicants for funding must provide a clear explanation of the current ownership of carbon rights and the associated land, as this information is crucial for the effective execution of the program. According to Panfil and Harvey (2015) and de

Sassi et al. (2015), this requirement is crucial for the successful implementation of the program. Furthermore, the Ministry of Energy and Mineral Resources Regulations pertaining to New and Renewable Energy provide backing for the advancement of energy sources that have minimal carbon emissions.

II. METHODOLOGY

This study employed a survey approach to examine the living environmental policies in Indonesia. Data collection strategies encompass thorough searches of rules, historical documents, and scholarly literature. The process includes examining legislation, regulations, and government directives pertaining to environmental policies, as well as scrutinizing archival documents to track the development of these policies throughout time. To enhance the study, we also reference scholarly papers, books, and articles pertaining to the formulation and execution of environmental policies (Cresswell, 2017; Putera et al. 2021). This essay seeks to evaluate and elucidate the carbon policy in Indonesia. This article will provide a precise response to the research inquiry: What is the development of the carbon fund policy in Indonesia, and what are the significant milestones in its evolution?

We conduct data analysis in two primary phases. The initial phase entails a comprehensive examination of Indonesia's environmental policies, encompassing the chronological progression of these policies from their inception to the current state. The second phase entails an evaluation of the implementation of these policies, which includes an assessment of their effectiveness and influence on environmental conservation and management. This article provides a thorough overview of Indonesia's endeavors to tackle environmental challenges through innovative policies and international collaboration, as demonstrated by the formulation of policies, their milestones, and the direction and substance of these policies. The country's national strategic plans reflect these efforts.

III. RESULT

Indonesia's implementation of the carbon fund program demonstrates its dedication to combating climate change via a range of global and domestic measures. Indonesia has developed a comprehensive policy framework that encompasses its involvement in international agreements such as the Kyoto Protocol and the Paris Agreement, as well as the implementation of national long- and medium-term development plans.

a. Kyoto Protocol

In 1997, Kyoto, Japan, signed the Kyoto Protocol, a global treaty that went into effect in 2005. This protocol establishes specific targets for reducing greenhouse gas emissions (GRK) in industrialized countries, with the objective of mitigating the effects of climate change. Indonesia, as a developing nation, is not legally bound to adhere to stringent emission reduction goals. However, it has the option to engage in the Clean Development Mechanism (CDM) as a means of participation. CDM enables industrialized nations to fulfill a portion of their carbon reduction goals by providing financial support for initiatives that reduce emissions in developing countries, such as Indonesia (Nihayah et al., 2021).

b. Paris Agreement

In 2015, the United Nations Climate Change Conference in Paris, France, ratified the Paris Agreement, a global treaty. By adopting a more comprehensive strategy, this pact supersedes the Kyoto Protocol, requiring all nations, regardless of their level of development, to undertake measures to alleviate climate change.

Indonesia has officially ratified the Paris Agreement and has pledged to decrease its greenhouse gas (GHG) emissions by 29% through its own initiatives and perhaps up to 41% with the help of international support by the year 2030 (Cahyono et al., 2022). In pursuit of this objective, Indonesia has formulated a comprehensive national policy encompassing the enhancement of energy efficiency, adoption of renewable energy sources, and preservation and rehabilitation of forests. The implementation of the Paris Agreement motivates Indonesia

to enhance transparency and accountability in reporting emissions and actions to mitigate them (Groom et al. 2022).

c. The National Long-term Development Plan (RPJPN) 2005-2025

The National Long-term Development Plan (RPJPN) 2005-2025 is a strategic blueprint that outlines Indonesia's ambition for development over a span of 20 years. Within the framework of living environmental policy, RPJPN underscores the significance of sustainable environmental management as an essential component of national progress. The declaration emphasizes the imperative of diminishing GHG emissions, safeguarding biodiversity, and prudently managing natural resources. The RPJPN functions as a manual for central and regional governments to design policies and programs that promote sustainable development. (Haryana, 2022).

d. The National Medium-term Development Plan (RPJMN) 2020-2024

The 2020-2024 National Medium-term Development Plan (RPJMN) is a component of the UNDP's five-year agenda. The RPJMN encompasses many development priorities, such as enhancing the living environment's quality and mitigating GHG emissions. The RPJMN primary goal is to promote the development of a sustainable economy that combines economic expansion with environmental protection initiatives. In pursuit of this objective, the RPJMN oversees a range of programs and initiatives aimed at promoting the utilization of renewable energy, enhancing energy efficiency, and ensuring the sustainable stewardship of natural resources (Munifah et al., 2023).

e. *Key milestones* in the evolution of environment policy

Law No. 32 of 2009 on the Protection and Management of the Living Environment establishes the fundamental legislative framework for environmental policy in Indonesia. The Act regulates various aspects of environmental conservation and management, including steps to mitigate pollution, protect biodiversity, and impose legal accountability for those who break environmental regulations. A crucial element within the legal framework is the implementation of an environmental licensing mechanism, which requires all business activities with the capacity to impact the environment to obtain environmental permits. The Act also regulates environmental law enforcement, employing administrative, civil, and criminal sanctions to ensure compliance with environmental regulations. Furthermore, in 2011, Indonesia launched the National Plan of Action for the Reduction of Greenhouse Gas Emissions (RAN-GRK) in order to meet its responsibilities in decreasing greenhouse gas emissions. The RAN-GRK consists of policies and action programs that span various sectors, including energy, forestry, agriculture, and transport. The initiative aims to reduce greenhouse gas emissions by implementing various measures, such as improving energy efficiency, boosting the use of renewable energy, and encouraging reforestation.

We conduct frequent assessments and evaluations of the execution of RAN-GRK to ensure that the established objectives are achieved. Indonesia has recently adopted the Carbon Economic Value (NEK) as a regulatory framework to supervise carbon trading and other strategies targeted at mitigating emissions. The primary goal of NEK is to provide financial incentives for activities that reduce emissions by utilizing carbon markets and other economic mechanisms.

Entrepreneurs who successfully reduce emissions below a specific threshold can engage in carbon credit trading with others who need them within the NEK system. Furthermore, NEK supports the implementation of Indonesia's Nationally Determined Contributions (NDC) within the framework of the Paris Agreement. We expect NEK to set up financial incentives to encourage the private sector to invest independently in environmentally friendly technologies and practices.

IV. DISCUSSION

a. The Kyoto Protocol Era(1997-2009): Increased Energy Efficiency

During the Kyoto Protocol, Indonesia's policy focused on enhancing energy efficiency through a range of governmental initiatives. This time, the primary goal is to implement novel technologies and improve energy management in the industrial sector with the goal of mitigating greenhouse gas emissions. The Kyoto Protocol primarily targets rich countries, but it offers developing countries like Indonesia the chance to engage in the CDM. The energy efficiency initiatives launched include upgrading industrial technology, replacing outdated equipment with more efficient alternatives, and implementing enhanced energy management methods. The primary objective of this effort is to enhance Indonesian industrial competitiveness by reducing energy costs, in addition to reducing emissions. Obstacles such as insufficient finance, limited technological capabilities, and a lack of awareness within the industry sector hinder the broader implementation of these endeavors, despite some achievements.

b. Post-Kyoto Protocol until Paris Agreement (2010-2015): Utilization of renewable energy sources.

During the time after the Kyoto Agreement and leading up to the Paris Agreement, Indonesian environmental policies underwent a change in emphasis, with a greater focus on the advancement and utilization of renewable energy sources. The government has initiated efforts to promote and facilitate the adoption of cleaner energy sources, including solar, wind, and biomass, in order to decrease dependence on fossil fuels. This policy is evident in a range of initiatives and incentives aimed at fostering the growth of renewable energy infrastructure and enticing investment in this industry. Although there has been notable progress in accepting renewable energy, obstacles persist in the form of exorbitant initial costs, inadequate infrastructure, and the need for more sophisticated technologies.

c. Paris Agreement Era (2015-Present) – Carbon Economic Value, carbon trade, as well as reforestation and forest management:

Following the Paris Agreement's implementation, Indonesian environmental policies have placed a growing emphasis on the importance of carbon economy, carbon trade, and improved forestry and forest management. The Paris Agreement requires Indonesia and all other nations to pledge to reduce GHG emissions through their NDC. In response, Indonesia incorporates climate change mitigation strategies into the 2020-2024 National Medium-term Development Plan. The carbon economy value (NEK) has emerged as a prominent tool in this strategy, enabling enterprises to engage in carbon credit trading as a means to incentivize emissions reduction. Furthermore, we have intensified efforts to enhance reforestation and implement more effective forest management practices to mitigate emissions resulting from forest degradation and deforestation. These initiatives include reforestation programs, forest conservation, and the cultivation of industrial crops in forested areas. Despite the progress, we still need to address the primary obstacles of reliable execution, oversight, and engagement of local populations in conservation initiatives.

V. CONCLUSION

In general, while these policies have made notable advancements in addressing climate change in Indonesia, the existing obstacles necessitate ongoing focus and better coordination to achieve more favorable outcomes. Incorporating carbon economy values into climate change mitigation programs is a pioneering measure that offers economic incentives for reducing emissions. The implementation of carbon pricing and reforestation

activities has demonstrated significant promise in the endeavor to reduce emissions. Indonesia has the potential to emerge as a significant participant in carbon trade.

The introduction of the carbon economy value (NEK) will allow companies to trade more carbon credits, creating stronger financial incentives to effectively reduce GRK emissions. This initiative aligns with Presidential Regulation No. 98 of 2021, which focuses on maintaining the carbon economic value to achieve the NDC targets and regulate GRC emissions in national development. Many pertinent Ministerial regulations, such as Regulation of the Minister of Environment and Forestry Number 21 of 2022, which focuses on the implementation framework of the Carbon Economic Value, and Regulation of the Minister of Environment and Forestry Number 7 of 2023, which pertains to the Carbon Trade Frameworks of the Forestry Sector, reinforce the framework. Establishing explicit governance structures will ensure transparent and accountable carbon trading, while also offering tangible economic benefits to those involved.

The successful adoption of sustainable environmental practices in Indonesia relies significantly on the efficient execution of policies. Indonesia has demonstrated a resolute dedication to mitigating greenhouse gas emissions and embracing environmentally friendly technologies, from the time of the Kyoto Protocol to the Paris Agreement. The management of carbon economy values, as stipulated in Presidential Management No. 98 of 2021, along with relevant Ministerial rules such as Regulation of the Minister of Environment and Forestry Number 21 of 2022 and Regulation of the Minister of Environment and Forestry Number 7 of 2023, enhances the structure for attaining national targets for contribution to and control of greenhouse gas emissions. Although there are still obstacles, achieving those goals will heavily rely on the cooperative efforts of the government, private sector, and general population.

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MANAGEMENT OF NATIONAL RICE PRODUCTION TO MEET DOMESTIC NEEDSImanudin Kudus¹, Anry Firmansyah², Asep Sumaryana³^{1,2,3} Department of Public Administration, Faculty of Social Political Science, Padjadjaran University, Bandung ; imanudin.kudus@unpad.ac.id¹, anry.firmansyah@unpad.ac.id², asep.sumaryana@unpad.ac.id³ Corresponding author: imanudin.kudus@unpad.ac.id**ABSTRACT**

Food is a basic need that is important for human survival, especially rice as the staple food in Indonesia. The demand and supply of rice has a significant impact on the government's import policy to maintain supply stability. Even though Indonesia has a large rice harvest area, challenges such as limited land, climate change and increasing consumption force the agricultural sector to innovate. The government implements planning, organizing, actuating and controlling strategies to increase domestic rice production and reduce dependence on imports. Online research methods are used to monitor the dynamics of rice management, collecting data from various digital sources such as onlinemedia and government websites. Even though efforts to achieve rice self-sufficiency continue, imports are still needed to meet domestic production shortfalls. The Logistics Affairs Agency (BULOG) is responsible for food availability, including rice, with the aim of stabilizing prices and meeting strategic needs. Increasing agricultural productivity is supported by the use of modern technology and good coordination between the government and relevant stakeholders. Evaluations continue to be carried out to ensure that efforts to increase national rice production are effective and efficient in facing future challenges.

Keywords : Rice; Management; Food availability; Food security.

ABSTRAK

Pangan merupakan kebutuhan mendasar yang penting bagi keberlangsungan hidup manusia, terutama beras sebagai pangan pokok di Indonesia. Permintaan dan penawaran beras berdampak signifikan terhadap kebijakan impor pemerintah untuk menjaga stabilitas pasokan. Meskipun Indonesia memiliki luas panen padi yang besar, tantangan seperti lahan terbatas, perubahan iklim, dan peningkatan konsumsi memaksa sektor pertanian untuk berinovasi. Pemerintah menerapkan strategi Planning, organizing, actuating, dan controlling untuk meningkatkan produksi beras domestik dan mengurangi ketergantungan impor. Metode penelitian online digunakan untuk memantau dinamika pengelolaan beras, mengumpulkan data dari berbagai sumber digital seperti media online dan situs pemerintah. Meskipun upaya untuk mencapai swasembada beras terus dilakukan, impor masih diperlukan untuk memenuhi kekurangan produksi dalam negeri. Badan Urusan Logistik (BULOG) bertanggung jawab atas ketersediaan pangan, termasuk beras, dengan tujuan stabilisasi harga dan pemenuhan kebutuhan strategis. Peningkatan produktivitas pertanian didukung oleh penggunaan teknologi modern dan koordinasi yang baik antara pemerintah dan pemangku kepentingan terkait. Evaluasi terus dilakukan untuk memastikan bahwa upaya peningkatan produksi beras nasional berjalan efektif dan efisien dalam menghadapi tantangan masa depan.

Kata Kunci: Beras; Pengelolaan; Ketersediaan Pangan; Ketahanan Pangan.

I. INTRODUCTION

Pangan merupakan kebutuhan dasar bagi manusia yang harus dipenuhi setiap saat dan mempunyai peran yang vital bagi kehidupan suatu bangsa (“Strategi Menjaga Ketahanan Pangan Nasional Dalam Agenda Pembangunan Nasional,” 2021). Konsumsi beras oleh orang Indonesia sebagai makanan pangan pokok sehari-hari mengakibatkan hukum permintaan dan penawaran tidak terelakan. *Supply* dan *demand* akan menjadi hal yang wajar yang tersaji langsung secara empiris di lapang (Putri, 2023). Jika tidak terpenuhi, pemerintah selaku pengelola dan pelaksana urusan negara dapat memberlakukan impor dari negara luar demi tercapainya stabilisasi ketersediaan pangan (*Badan Pangan Nasional*, 2024). Berbagai komentar dan kecaman yang ditujukan kepada pemerintah selalu keras jika menyangkut impor beras. Padahal, jika beras dalam negeri tidak memenuhi permintaan akan membuat harga beras melambung tinggi. Hal ini dikarenakan harga dan produksi beras berpengaruh signifikan terhadap impor beras di Indonesia (Wibawa et al., 2023). Sehingga menyebabkan terjadinya impor yang dibarengi dengan peningkatan jumlah penduduk, dan peningkatan konsumsi (Ariska & Qurniawan, 2021). Hal ini juga membuat permintaan beras semakin meningkat yang mengharuskan untuk melakukan impor beras (Ruvananda & Taufiq, 2017).



Gambar 1 Tumpukan Persediaan Beras

Source : Detik News : Menjaga Ketersediaan Beras Pada Akhir Tahun

Impor beras seolah-olah menjadi jawaban dari semua permasalahan pangan yang melanda negeri. Padahal kini, banyak negara produsen yang enggan ‘membagi’ berasnya dengan Indonesia (Abhiyoso, 2024). Mau tak mau pemerintah harus mampu memaksimalkan produksi beras dalam negeri. Berdasarkan data Badan Pusat Statistik pada tahun 2023, Indonesia memiliki luas panen padi mencapai sekitar 10,21 juta hektare dengan produksi padi sebesar 53,98 juta ton gabah kering giling (GKG) dan berhasil memproduksi beras sebanyak 31,10 Juta Ton (Badan Pusat Statistik, 2023). Namun, tantangan seperti lahan terbatas, perubahan iklim, dan peningkatan permintaan pangan mengharuskan sektor pertanian untuk terus berinovasi dan mengadopsi teknologi modern guna meningkatkan produktivitas dan efisiensi (*Perkembangan Teknologi Pertanian Di Indonesia: Peluang Dan Tantangan*, 2023). Kepiawaian pemerintah dalam mengelola sumber daya pangan menjadi sebuah keharusan yang mutlak.

Pengelolaan mengenai ketersediaan pangan harus mampu dilaksanakan pemerintah dengan sungguh-sungguh. Dengan menjalankan *planning*, *organizing*, *actuating* dan *controlling* (Terry, 1960) dengan baik diharapkan mampu menyudahi ketergantungan impor beras dan memaksimalkan produksi beras dalam negeri.

Dalam dimensinya, *planning* pemerintah dalam membuat kebijakan untuk dapat memaksimalkan lahan pertanian yang ada harus tepat sasaran sesuai kondisi dan situasi di lapangan. Tahap ini menjadi tahap terpenting yang harus dilakukan jika pemerintah memang ingin memenuhi kebutuhan beras dalam negeri tanpa harus impor. Tahap *organizing* yakni bagaimana peran pemerintah dalam mengatur dan berkoordinasi mengenai aturan yang ada agar sesuai rencana awal dengan instansi terkait dan meminimalisir kesalahan yang mungkin saja terjadi. Lalu tahap *actuating* adalah pelaksanaan di lapang. Bagaimana pemerintah mampu mengeksekusi aturan dan kebijakan yang sudah ada agar tepat sasaran dan bagaimana tindakan pencegahan serta penganggulan jika terjadi hal-hal yang tidak diinginkan. Terakhir, tahap *controlling*. Pengawasan pemerintah terhadap program dan kegiatan yang sudah dijalankan harus benar-benar jeli dan menyeluruh bersama dengan *stakeholder* terkait.

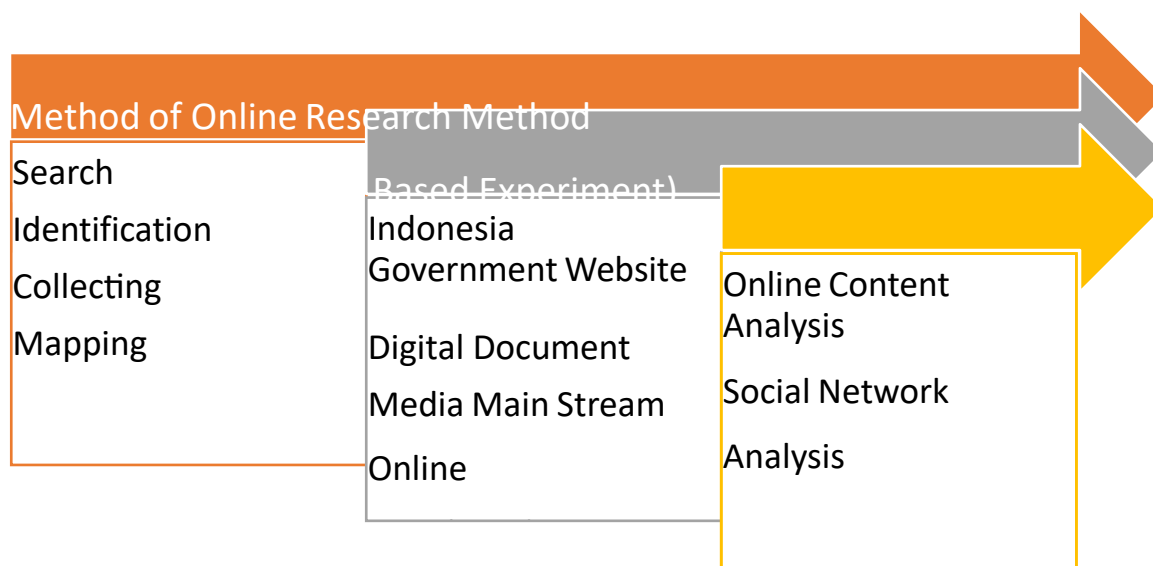
II. METHODOLOGY

Metode penelitian dalam penelitian ini menggunakan metode penelitian online (ORM) (Eid & Diener, 2006). Metode ini digunakan untuk memeriksa dinamika pengelolaan beras di Indonesia dengan melihat informasi digital. Metode penelitian online ini hampir sama dengan metodologi penelitian yang sudah ada. Perbedaannya terdapat pada memfokuskan penemuan kembali fakta, informasi dan kondisi baru melalui internet. Meskipun metode ini terbilang baruan masih dapat berkembang, penelitian ini dapat melahirkan temuan baru yang belum pernah

dibahas dalam penelitian tradisional (Widianingsih et al., 2023). Pendekatan metode ini lahir akibat pertumbuhan media sosial, informasi dari berita online, kompleksitas, dan peluang baru yang muncul di internet.

Dalam penelitian ini, data dikumpulkan melalui ‘eksperimen berbasis web (Eid & Diener, 2006). Pengumpulan data melalui teknik ini berbeda dari pengumpulan data secara offline. Meskipun tidak sepenuhnya berbeda. Peneliti yang menggunakan eksperimen berbasis web ini dapat menelusuri seluruh data digital mengenai pengelolaan beras dan keadaan faktual yang ada di lapangan dari berbagai situs web, termasuk situs pemerintah Indonesia, penelitian sebelumnya, dokumen digital, media online, dan media arus utama online.

Penelitian ini menggunakan metode ‘analisis konten online’(Eid & Diener, 2006). Teknik analisis ini berpatok kepada kumpulan teknik penelitian yang dipakai untuk mendeskripsikan dan menarik kesimpulan tentang materi online melalui pengkodean dan interpretasi yang sistematis (Widianingsih et al., 2023). Dengan pendekatan ini, peneliti dapat memperoleh kesimpulan dan wawasan baru terhadap kasus yang diteliti.



Gambar 2 Langkah-langkah penelitian Metode Penelitian Online (ORM).

Langkah-langkah dalam penelitian ini diawali mulai dari penelusuran, identifikasi lalu pengumpulan dan pemetaan data digital yang berasal dari artikel yang dimuat di media masa dan publikasi jurnal.

III. RESULT

Presiden RI Joko Widodo (Jokowi) mengungkapkan alasan Indonesia masih melakukan impor beras. Beliau mengatakan impor masih dilakukan karena sulit untuk mencapai swasembada terlebih penduduk Indonesia terus bertambah (Tim Redaksi, 2024). Ketergantungan pemerintah mengimpor beras dari luar diakibatkan tuntutan ketersediaan pangan yang harus terpenuhi. Ketersediaan Pangan adalah kondisi tersedianya Pangan dari hasil produksi dalam negeri dan Cadangan Pangan Nasional serta impor apabila kedua sumber utama tidak dapat memenuhi kebutuhan (Undang-Undang Republik Indonesia Nomor 18 Tahun 2012 Tentang Pangan, 2012). Dengan terciptanya ketersediaan pangan, maka ketahanan pangan yang mana berarti kondisi terpenuhinya pangan bagi negara sampai dengan perseorangan akan terwujud (Undang-Undang Republik Indonesia Nomor 18 Tahun 2012

Gambar 3 Peta Lumbung Padi Nasional Tahun 2021

Tentang Pangan, 2012). Pangan sendiri merupakan segala sesuatu yang berasal dari sumber hayati produk pertanian, perkebunan, kehutanan, perikanan, peternakan, perairan, dan air, baik yang diolah maupun tidak diolah yang diperuntukkan sebagai makanan atau minuman bagi konsumsi manusia, termasuk bahan tambahan pangan, bahan baku pangan, dan bahan lainnya yang digunakan dalam proses penyiapan, pengolahan, dan/atau pembuatan makanan atau minuman (Undang-Undang Republik Indonesia Nomor 18 Tahun 2012 Tentang Pangan, 2012)



Source : Databoks : Lumbung Padi Terbesar Indonesia Ada di Pulau Jawa

Impor beras memang diperbolehkan oleh aturan. Impor beras dilakukan untuk keperluan umum sebagai cadangan yang sewaktu-waktu dapat dipergunakan oleh Pemerintah untuk keperluan antara lain stabilisasi harga, penanggulangan keadaan darurat, masyarakat miskin, kerawanan pangan, dan keadaan tertentu yang ditetapkan oleh Pemerintah (Peraturan Menteri Perdagangan Republik Indonesia Nomor 01 Tahun 2018, 2018). Namun, pada tahun 2023,

pelaksana Tugas (Plt) Menteri Pertanian Arief Prasetyo Adi meminta jajarannya agar bisa menggenjot produksi beras mencapai target 35 juta ton beras tahun 2024. Ini dilakukan agar Indonesia tak mengimpor beras (Rizky, 2023). Namun pada kenyataannya, impor beras masih saja dilakukan.

Pemerintah sebagai pelaksana segala urusan negara memerintahkan Badan Urusan Logistik (BULOG) untuk mengurus masalah pangan. Pemerintah menugaskan Perum BULOG dalam menjaga ketersediaan pangan dan stabilisasi harga pangan pada tingkat konsumen dan produsen untuk jenis pangan pokok beras, jagung, dan kedelai sebagaimana dimaksud pada ayat (1) huruf a, huruf b, dan huruf c (Peraturan Presiden Republik Indonesia Nomor 48 Tahun 2016, 2016). BULOG memiliki tanggung jawab besar dalam mengelola pangan termasuk beras agar mencapai ketahanan pangan dan memaksimalkan produksi beras dalam negeri. Target produksi beras nasional pada tahun 2024 adalah sebesar 35 Juta ton. Cara untuk mewujudkan ini adalah menaikkan produktivitas padi, dari 5,2 ton per hektare menjadi 5,4 atau 5,5 bahkan 5,7 juta ton per hectare. Dari sisi teknologi, perkembangan teknologi pertanian di Indonesia telah mengalami kemajuan yang pesat dalam beberapa tahun terakhir. Pemerintah dan berbagai lembaga penelitian telah bekerja sama untuk mengembangkan dan memperkenalkan teknologi pertanian inovatif kepada petani. Salah satu contohnya adalah penggunaan sistem informasi geografis (SIG) dan teknologi pemetaan yang memungkinkan petani untuk memetakan lahan mereka dan mengoptimalkan penggunaan sumber daya seperti air dan pupuk. Dengan adanya teknologi ini, petani dapat mengambil keputusan yang lebih baik dalam pengelolaan lahan mereka, yang pada akhirnya meningkatkan hasil panen dan mengurangi dampak lingkungan (*Perkembangan Teknologi Pertanian Di Indonesia: Peluang Dan Tantangan*, 2023). Kementan bersama dinas pertanian seluruh Indonesia harus memastikan berjalan suksesnya Musim Tanam (MT) I 2023/2024 yang berlangsung mulai November 2023 sampai Maret 2024 (Tim Redaksi, 2024).

IV. DISCUSSION

Demi mencapai 35 Juta ton beras hasil produksi dalam negeri dengan menaikkan produktivitas padi dari 5,2 ton per hektare menjadi 5,4 atau 5,5 bahkan 5,7 juta ton per hectare membutuhkan strategi yang matang. *Planning, organizing, actuating* dan *controlling* (Terry, 1960) yang baik sangat diperlukan demi tercapainya target tersebut. Dengan memperhatikan *step by step* dari awal hingga akhir, Langkah untuk melihat *Planning, organizing, actuating* dan *controlling* pada upaya peningkatan produksi beras dalam negeri menjadi sebuah Langkah yang tepat.

Pada tahap *planning*, pemerintah diharuskan mampu untuk memanfaatkan kebijakan dan regulasi yang ada atau bahkan membuat kebijakan dan regulasi baru untuk menunjang hal-hal penting dan strategis yang belum terakomodir secara legalisasi hukum. Pemerintah dapat mengatur harga pembelian pemerintah (HPP) untuk beras demi melindungi petani dari harga beras yang terlalu rendah. Melindungi dan membatasi lahan pertanian agar tidak makin sempit akibat dialih fungsi lahan menjadi daerah industri, memperbanyak lahan pertanian sekaligus membuat saluran irigasi yang baik untuk area pesawahan. Memperhatikan teknologi pertanian agar semakin optimal memproduksi beras dari padi, mengatur keterjaminan pupuk yang murah dan terjangkau, serta memastikan pestisida yang ramah lingkungan bagi petani agar murah dan terjangkau.

Pada tahap *organizing*, pemerintah diharuskan berkoordinasi dengan baik dengan *stakeholders* terkait untuk menyampaikan rencana, strategi serta langkah apa aja yang harus ditempuh bersama sesuai tahapan yang telah direncanakan. Koordinasi dengan *stakeholders* terkait seperti Perum Badan Urusan Logistik, Dinas Pertanian, Badan Pusat Statistik, Lembaga Penelitian dan Pendidikan, Perusahaan dan Industri, Lembaga Keuangan, *NGO* dan tentunya kelompok-kelompok petani menjadi vital karena dengan koordinasi inilah rencana yang telah dibuat oleh pemerintah dapat tersampaikan dan dimengerti oleh semuanya. Selain itu, dengan koordinasi yang baik mampu menambah motivasi dan keinginan dari setiap *stakeholders* untuk dapat lebih optimal menjalankan rencana yang ada.

Lalu pada tahap *actuating*, Perum BULOG dapat melakukan stabilisasi harga beras dengan melakukan operasi pasar dan pembelian beras dari petani saat harga jatuh di bawah HPP. Menyediakan alat-alat penunjang pertanian dan produksi beras agar terjangkau oleh petani, pengembangan jalan dan transportasi agar proses mobilisasi hasil panen dan produksi beras lancar serta berinvestasi untuk teknologi pertanian agar semakin modern.

Terakhir pada tahap *controlling*, pemerintah bersama *stakeholders* terkait di bidang teknis dan penunjang harus mampu mengawasi, mengetahui serta memetakan segala hambatan dan masalah dari pelaksanaan peningkatan produksi beras nasional. Dengan seperti ini, diharapkan segala hambatan dan masalah dapat diperbaiki secepat mungkin sebelum semakin membesar. Selain itu, tahap *controlling* ini juga menghasilkan evaluasi untuk tahun-tahun berikutnya agar kesalahan yang sudah terjadi tidak terulang kembali. Dengan demikian, upaya peningkatan produksi beras nasional dapat terlaksana dengan baik.

V. CONCLUSIONS

Dengan keadaan negara produsen beras lain enggan membagi berasnya dengan Indonesia, sudah saatnya Indonesia menjadi negara swasembada pangan khususnya beras. Mau tidak mau, pemerintah Indonesia harus mampu memaksimalkan lahan pertanian dan sumber daya yang ada agar dapat mengoptimalkan produksi beras nasional yang dapat memenuhi semua kebutuhan dalam negeri. Upaya ini tidak akan berhasil tanpa adanya tahap *Planning, organizing, actuating* dan *controlling* yang baik dari pemerintah.

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8. **Tadbir urus baik dan demokrasi di Asia Tenggara/ Good governance and democracy in Southeast Asia**

CITIZEN-CENTRIC GOVERNANCE IN SMART CITIES: FOSTERING DEMOCRATIC PARTICIPATION

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ABSTRACT

Technology used in the governance of smart cities should be citizen-centric. The rise of smart cities offers an extraordinary chance to improve urban governance by prioritizing citizens in decision-making. In smart cities, governance that focuses on citizens strongly emphasizes democratic participation by using technology to involve residents in shaping their urban surroundings. This approach promotes openness, responsibility, and involvement by allowing citizens to participate in policy creation and execution through digital platforms, open data initiatives, and participatory planning processes. This paper aims to analyze how smart cities, Jakarta and Kuala Lumpur, engage citizens through this system and enhance citizen participation in the government system by using a governance framework that emphasizes responsiveness, fairness, responsibility, and accountability. A qualitative method is used in this paper, and data is collected through interviews and literature studies. This article discusses how ICT systems can increase citizen participation and democracy in these cities. The paper finds that Jakarta and Kuala Lumpur are fair, responsible, and accountable, yet still need to enhance responsiveness by using the ICT systems.

KEYWORDS: democracy; citizen-centric governance; ICT; participation; smart city

I. INTRODUCTION

The use of information and communication technology (ICT) in all aspects of our lives has been developed to support engaging citizens in the government decision-making process (Rahman, 2012). However, the community can often be seen as an object of a smart city rather than as a participant in developing a smart city government. There is a tension between technocracy and democracy in the smart city phenomenon (Hartley, 2021). The smart city concept can lead to governance that is technocratic rather than democratic. This shift occurs because smart cities increase the use of autonomous and invisible algorithms, making it even harder for city authorities to detect and scrutinize their impartiality. All aspects can be measured, monitored, and treated as technical problems that can be addressed through technical solutions. Thus, the aggregated use of digital data to monitor, surveil, and nudge citizens has resulted in an intrinsic version of a technocratic smart city. This negative effect of smart cities means that governments should be more concerned with enhancing the democratization and participation of

citizens as part of the government system. However, the assimilation and deliberation in smart city governance, such as in Chiang Mai, Thailand can make the policy-making

process more productive (Sacramento & Boossabong, 2023). To improve openness, responsibility, and service provision, citizen-centric governance in smart cities strongly emphasizes including the public in decision-making procedures. Developing sustainable urban settings that satisfy people's requirements and enhance their quality of life requires this strategy. References from Google Scholar from 2008 to 2024, using the search terms “Citizen-Centric Governance”, along with keywords “smart city”, “governance”, “citizen-centric”, “democracy”, and “participation”, showed 17 papers related to this topic. However, examined by using VOSviewer, the topic of smart city governance correlated to citizen involvement is still emerging.



Picture 1. VOSViewer Results of Smart City Governance Research 2008-2024 Source: Google Scholar, analyzed by authors (2024)

According to Picture 1, research on citizen-centric smart city governance has been conducted by many researchers since 2020 (Patil & Kulkarni, 2023; Verma & Kumari, 2010; Nugraha et al., 2021). However, research on making smart city governance more democratic through citizen involvement is still relevant, as this topic began to be analyzed in 2023 and has not been studied extensively. Thus, this study focuses on citizen-centric smart city governance to enhance citizen participation in the government system.

II. METHODOLOGY

This research utilizes a qualitative approach to investigate how technology contributes to advancing citizen-focused governance in the smart urban areas of Jakarta and Kuala

Lumpur. Data collection included interviews with key stakeholders such as city officials, technology providers, and community leaders, as well as studying current literature on smart city governance. The study concentrated on finding practical examples of how digital tools empower residents in shaping urban policies and building trust between citizens and municipal authorities. This paper uses a governance framework that emphasizes responsive, fair, responsible, and accountable governance (Ivanyna & Shah, 2010). This framework is used to explore how smart cities, specifically Jakarta and Kuala Lumpur, engage citizens and enhance their participation in government with ICT. The qualitative method allows for a detailed description of smart city implementation with citizen-centric governance, demonstrating its effectiveness in enhancing citizen participation compared to other methods.

Citizen-Centric Governance in Smart Cities: Fostering Democratic Participation

Picture 2. Research Framework Source: Modified by authors (2024)

III. RESULT

The examination uncovered several important discoveries. Digital platforms have successfully boosted citizen involvement in governance in Jakarta and Kuala Lumpur. These platforms enable citizens to share their opinions, report problems, and participate in policy conversations. The Jakarta Smart City (JSC) program in Jakarta has effectively used technology to enhance public services and infrastructure through a super application named JAKI. Established in 2014, Jakarta Smart City (JSC) aims to transform Jakarta into

a smart city 4.0 by optimizing technology in government affairs and public services for the benefits of all Jakarta residents. Meanwhile, the Malaysia Smart City Framework in Kuala Lumpur focuses on citizen engagement through data analytics and IoT solutions. Kuala Lumpur has shown commendable performance in specific areas, particularly in public engagement platforms such as Kuala Lumpur Urban Observatory (KLUC) and “My Opinion”. Additionally, the city has made improvements in affordable housing, reducing road congestion, and addressing issues related to transparency. These efforts have increased democratic participation and improved the connection between citizens and government leaders. The results of this research can be seen below.

Dimension	Indicators	Jakarta	Kuala Lumpur
	public services consistent with citizen preferences	√	√

Responsive Governance	direct possibly interactive democracy	√	√
	safety of life, liberty, and property	√	√
	peace, order, rule of law	√	√
	freedom of choice and expression	√	√
	improvements in economic and social outcome	√	√
	improvements in quantity, quality, and access of public services	√	√
	improvements in quality of life	-	√
Fair Governance	fulfillment of citizens' values and expectations in relation to participation, social justice, and due process;	√	√
	access of the poor, minorities, and disadvantaged groups to basic public service	√	√
	non-discriminatory laws and enforcement;	√	√
	egalitarian income distribution	√	√
	equal opportunity for all	√	√
Responsible Governance	open, transparent and prudent economic, fiscal and financial management	√	√
	working better and costing less	√	√
	ensuring integrity of its operations	√	√
	earning trust	√	√
	managing risks	√	√
	competitive service delivery	√	√
	focus on results	√	√
Accountable Governance	justiciable rights and due process	√	√
	access to justice, information	√	√
	judicial integrity and independence	√	√
	effective legislature and civil society oversight	√	√
	recall of officials and rollbacks of	√	√

program possible		
effective limits to government intervention	√	√
effective restraints to special interest capture	√	√

Table 1. Results
 Source: (Ivanyna & Shah, 2010) modified by
 Authors (2024)

Jakarta and Kuala Lumpur have similar results in criteria; however, there are several specific differences in the implementation of smart city initiatives with citizen-centric governance.

IV. DISCUSSION

Formed in 2014, Jakarta Smart City (JSC) aims to make Jakarta a smart city 4.0 by optimizing technology in government affairs and public services to benefit all Jakarta residents. Jakarta has implemented four principles of JSC: mobile first, data-driven, digital experience, and smart collaboration. Mobile first; JSC provides easy access to digital services for all residents of Jakarta. Data-driven; JSC leverages data support, artificial intelligence, and a synergy spirit to aid the decision-making process within the Jakarta Government. Digital experience; JSC strives to ensure equal distribution of a digitally literate environment in Jakarta. These principles guide the implementation of smart city initiatives with a focus on citizen-centric governance, ensuring that technological advancements are accessible and beneficial to all residents.

JAKI Super Apps is a one-stop service to help Jakarta residents find their daily needs in one application, facilitating people to access and specially Jakartans to participate in the Jakarta Government System. The Communications, Informatics, and Statistics Office of the Government of Jakarta manages and develops this application. It serves media for public complaints. Through the public complaint management service system, it can be used as a forum for conveying complaints, criticism and suggestions in advancing a city (Widowati & Nugroho, 2022). In line with this statement, JAKI has successfully enhanced the participation of Jakarta citizens in reporting, complaining about, and criticizing government policy deviations in real-time by *Cepat Respons Masyarakat* (CRM) channel. This is proof that participation and democracy are improving in this city.

Meanwhile, in 2018, the Housing and Local Government Ministry of Malaysia engaged with local governments at city, municipal, and district levels to enhance their understanding of "Smart City." This led to the creation and launch of the Malaysia Smart City Framework (MSCF) in 2019, aimed at coordinating smart city initiatives nationwide. The 2019 MSCF was then integrated into the 12th Malaysia Plan, which spans from 2021 to 2025. Consequently, the Kuala Lumpur Smart City Master Plan (2021–2025) aligns with and supports this national agenda (Hamamurad et al., 2022). Moreover, Kuala Lumpur is also referred to as Greater

Kuala Lumpur and Malaysia's most significant economic and cultural hub, characterized by its rapid urbanization, diverse population, and robust infrastructure (Yasin et al., 2022). The Kuala Lumpur Urban Observatory (KLUO) centralizes city data and enhances management through upgraded ICT infrastructure. It facilitates open data access, analytics, and partnerships with navigation technology providers. The platform supports law enforcement and public engagement, promoting transparency and citizen participation in city development as stated in the Kuala Lumpur Smart City Master Plan 2021–2025. "My Opinion" is a mobile platform for Kuala Lumpur residents to share feedback and complaints with Kuala Lumpur City Hall (DBKL). It integrates across multiple platforms, uses automated data filtering, and facilitates public engagement through an online forum and live chat (Fadhlorrohman & Al-Giffari, 2024).

Therefore, both Jakarta and Kuala Lumpur have met the minimum criteria of the governance framework in most indicators. However, the responsiveness of the Jakarta government in enhancing quality of life, particularly in health, needs improvement due to

high levels of air pollution government response. Additionally, traffic congestion and corruption remain persistent issues. In the meantime, despite innovations in Kuala Lumpur's smart city initiatives, the complexity of technology may turn away less tech-savvy residents, creating gaps in participation. There are worries about data privacy, as well as issues with equal access to technology and information, which can influence the inclusiveness of democratic participation in the city's governance.

V. CONCLUSIONS

The findings indicate that both Jakarta and Kuala Lumpur are making significant progress in implementing citizen-centric governance, leveraging technology to foster democratic participation. By addressing the identified challenges and continuing to invest in technology and infrastructure, these cities can serve as models for other urban areas seeking to enhance governance through citizen engagement and smart city initiatives. Basically, both Jakarta and Kuala Lumpur meet most criteria of the governance framework. However, the Jakarta government's responsiveness in improving quality of life, especially concerning air quality (high pollution levels), needs enhancement. Additionally, traffic congestion and corruption remain persistent issues. Despite advancements, Kuala Lumpur's smart city efforts might face challenges, including tech complexity, data privacy, and unequal access, impacting democratic participation.

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VIII. BIODATA

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Research Mapping of Good Governance and Democracy in Southeast Asia From 1972 – 2024

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Abstract.

Purpose : The aim of this study was to analyse the bibliographic characteristics and content of articles on Good Governance and Democracy in Southeast Asia published in journals indexed by Scopus written by researchers from throughout the world.

Methods : We conducted a bibliometric and content analysis of publication in the Scopus database. We only retrieved articles written in English. We conducted content analysis using the VOSviewer software and visualized the co-occurrence of keywords and bibliographic coupling of sources and countries.

Results : Following the study protocol, we found 835 articles on Good Governance and Democracy over the past 50 years. The most productive journal that published these articles was Media Asia (n=11). The most productive country were Indonesia (n=348). Based on citations, the most influential document were The missionary roots of liberal democracy (2012) (n=307). The keywords of research on Good Governance and Democracy formed 7 clusters (e.g Democracy, Good Governance, and Indonesia).

Conclusion : From a global perspective, Good Governance and Democracy research in the past 50 years has increased significantly.

Keywords : Good Governance, Democracy, Southeast Asia.

Introduction

This article discusses the discourse Good Governance and Democracy. The discourse understanding is inseparable from bibliometric analysis (Lee, 2020; Mifrah, 2020; Omoregbe et al., 2020; Saravanan & Dominic, 2014), referring to the incorporation of various frameworks and methods to analyze citations from scientific publications. Such attempt leads to the development of different metrics to gain insight into the intellectual structure of a broad academic discipline and to evaluate the impact of a particular field of study (Akhavan et al., 2016; Putera et al., 2020).

This aim of this article was to provide useful data for understanding global publication trends regarding Good Governance and Democracy. This study aimed to analyze the bibliographic characteristics and trends of articles on Good Governance and Democracy published in journals indexed in Scopus written by researchers from throughout the world and to conduct an analysis of keyword co-occurrence using VOSviewer.

Methods

This study did not involve human subjects; therefore, neither institutional review board approval nor informed consent was needed. This study was a descriptive and bibliometric analysis based on a literature database. The data in this study were retrieved from the Scopus database. To obtain the necessary data, this study used the keyword “Good Governance and Democracy” in the title. In this step, we found 853 articles. In the next step, we downloaded the articles from the scopus database and analyzed the 853 articles that had been sorted by relevance. In this study, the metadata and refined Scopus result values were retrieved in the Csv dataset format. However,

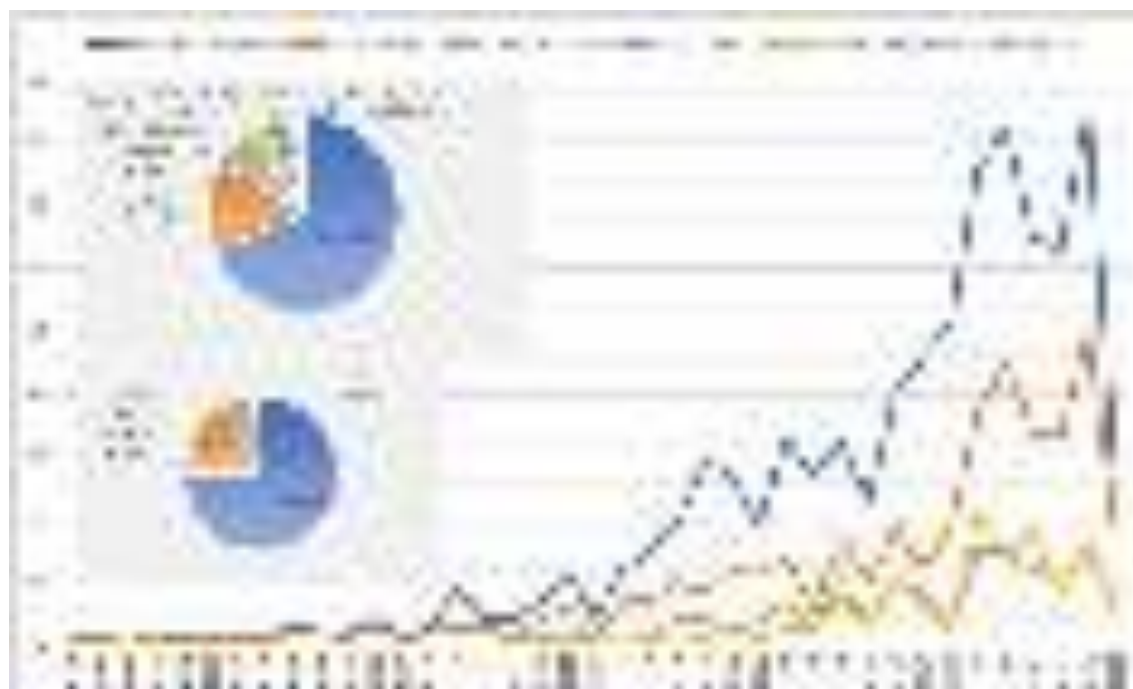
before the bibliometric analysis, the consistency and reliability of the data were checked to address issues such as a lack of consistency in country names and keywords. The data were also standardized to ensure consistency regarding key words that sometimes appeared in singular or plural, abbreviations, or other forms. The data obtained from the Scopus database were analyzed using VOSviewer software, and simple statistics were calculated using Microsoft Excel.

Results

Annual Scientific Production : Classification by Subject Area and Document Type

The development of ‘Good Governance and Democracy’ publications indicates an increase, from 2018 to 2019. The trend analysis (see Fig. 1) indicates that during before 1972, there were no ‘Good Governance and Democracy’ publications on the Scopus database. In the first one decade the number of studies was very low 7 documents up to 2003. The barrier of 10 document was surpassed in 2004 with 12 studies. Since 2015 there has been a continuous and significant growth. A peak was reached in 2023 with 85 documents published. A document may belong to more than one subject area (category). Figure 1 shows the main subject areas on the use of Good Governance and Democracy. In the early years, no main subject areas defined. However, in 2004 and mainly since 2024, social science has become the predominant area of study, followed by Business, Management and Accounting.

Based on a search with the keyword “Good Governance and Democracy”, the result showed approximately 853 documents. Most articles were listed under Social Science (n=576), Arts and Humanities (n=181), Economics, Econometrics and Finance (n=142), Business, Management and Accounting (n=132), and Environmental Science (n=61). The full distribution of Good Governance and Democracy articles across subject areas is shown in Fig. 2.



.Fig. 1. Publication Trend “Good Governance and Democracy”.

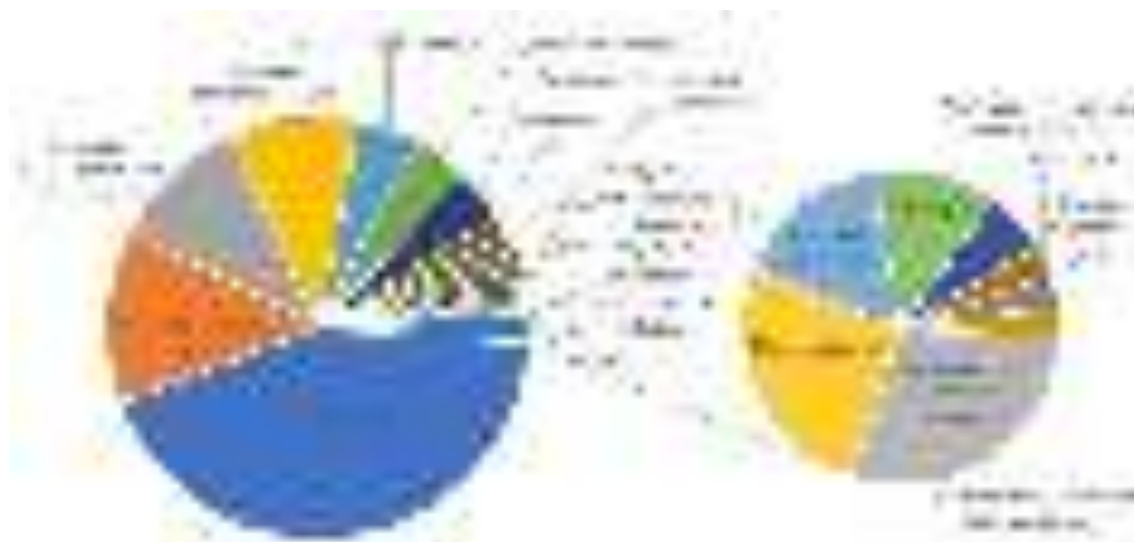


Fig. 2. Publication Trend “Good Governance and Democracy” based on Subject Area

Main Countries

In the period 1972 to 2024, Indonesia was the country with the most publications on Good Governance and Democracy, with 348 articles, followed by Singapore with 191 articles, Malaysia 152 articles. Figure 3, the Asian countries ranked in terms of the most Good Governance and Democracy publications.



Fig. 3. Top countries with publication of Good Governance and Democracy

Main Institutions

The top 20 institutions in the field of study Good Governance and Democracy published (Figure 4). Institutions from Indonesia predominate; Universitas Indonesia share the third place in the ranking with 27 documents published.

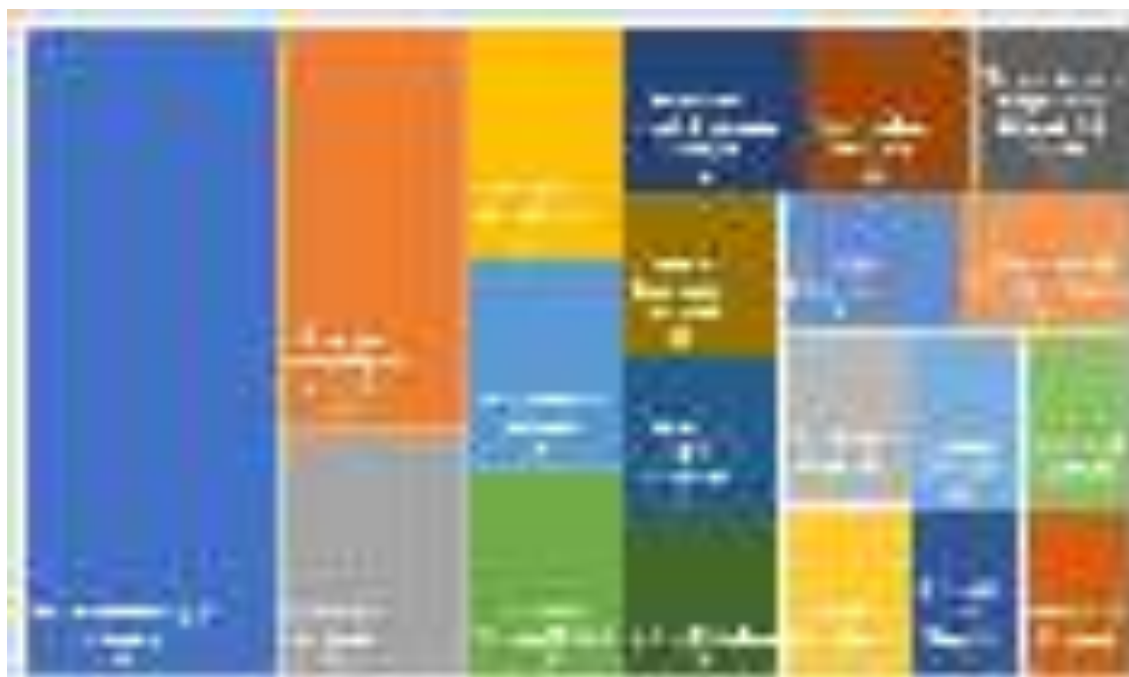


Fig. 4. Institutions with greater participation in studies on Good Governance and Democracy

Main Documents and Keywords

Table 1 lists the most influential documents based on citations recorded by the Scopus database. The most influential documents was The missionary roots of liberal democracy, with 308 citations, followed Oil price shocks, income, and democracy (n=91), Green economy and governance in cities: Assessing good governance in key urban economic processes (n=78).

Table 1. The most influential document and source based on citation analysis.

Rank	Title	Year	Cited by
1	The missionary roots of liberal democracy (Woodberry, 2012)	2012	308
2	Oil price shocks, income, and democracy (Brückner et al., 2012)	2012	91
3	Green economy and governance in cities: Assessing good governance in key urban economic processes (Puppim De Oliveira et al., 2013)	2013	78
4	Do Search Algorithms Endanger Democracy? An Experimental Investigation of Algorithm Effects on Political Polarization (Cho et al., 2020)	2020	71
5	The politics of NGOs in Indonesia: Developing democracy and managing a movement (Hadiwinata, 2003)	2003	72
6	Decentralization and democracy in Indonesia: A critique of neo-institutionalist perspectives (Hadiz R., 2004)	2004	207
7	Does Democracy Lead to a Better Environment? Deforestation and the Democratic Transition Peak (Buitenzorgy & Mol, 2011)	2011	102
8	Muslim Indonesia's secular democracy	2009	65

9	Illiberal democracy and the future of opposition in Singapore (Mutalib, 2000)	2000	88
10	Deepening democracy in Indonesia?: Direct elections for local leaders (Pilkada)	2009	65

Source : Processed by Author

A content analysis was performed of the 853 publications sorted by relevance. Next, we performed a co-occurrence analysis with VOSviewer, using the “all keyword” analysis unit and the “full counting” method. We limited the frequency of keyword occurrence to 2 times; out of 2207 keywords VOSviewer found 373 keywords that met the threshold. The results of this analysis are presented in Fig. 5.

Democracy (183), Good Governance (119), and Indonesia (74) were the top three keywords that appeared most frequently. Moreover, we found seven clusters in this analysis. Fig. 5 shows these keywords divided into 7 clusters (each with a different number of keywords), which are represented by colors. The first cluster (red, 18 keywords) focused on Good Governance, Transparency, Integrity, Public Sector, and Trust. The second cluster (green, 14 keywords) centered on Government, Politics, Participation, Digital Democracy, and Leadership. The third cluster (blue, 12 keywords) related to Democratization, Political Party, Southeast Asia, Civil Society, and Indonesia.



Fig. 5. Network visualization of Good Governance and Democracy articles published globally in the Scopus database.

The fourth cluster (yellow, 11 keywords) related to Corruption, Economic Growth, Political Development, Public Policy, and Asean. The five cluster (purple, 10 keywords) focused on Election, Political Reform, Political System, Ideology, and Populism. The sixth cluster (light blue, 5 keywords) dealt with Culture, Desentralization, Local Government, Performance, and Political Economy. The seventh cluster (orange, 2 keywords) focused on Public Service, State Civil Apparatus.

Fig. 6. Overlay visualization of global Good Governance and Democracy articles.



Source : Processed by Author

Fig. 6 shows an overlay visualization of Good Governance and Democracy literature with the average number of publications from 2010 to 2020. There was a shift in topics; around 2012, the literature on Good Governance and Democracy contained extensive discussions of the terms “Party Politics”, “Civil Society” and “Leadership”, and then the last 3 years discussed “Good Governance”, “Transparency”, and “Trust”.

Discussion

Based on data from Scopus, the publication trends, journal performance, content analysis, and bibliographic coupling of countries and sources were analysed for research on Good Governance and Democracy issues throughout the world. The current study focused on articles published in Good Governance and Democracy. This study aimed to provide information on the status of publications in these fields. A total of 853 studies published were recorded in the scopus database. The data showed the rapidity of article publications and the responsiveness of researchers in analyzing on Good Governance and Democracy around the world. However, limited research from a global perspective on Good Governance and Democracy in the past 3 years has discussed “Good Governance”, “Transparency”, and “Trust” and its relationship with Good Governance and Democracy within the scope of social science.

Based on Fig. 3, the most productive and influential country was Indonesia. The current study has limitations, we only retrieved studies from Scopus and did not use other source such as Web of Science, Crossref, or PubMed Central. Finally, we did not use other analyses in VOSviewer, such as co-citation or co-authorship. Thus, we hope that bibliometric research on this topic will expand in terms of the databases used, the subject areas, and the analyses conducted in order to provide a broader overview of the issue.

Conclusion

In the past 50 years, global research on Good Governance and Democracy has increased significantly. The theme of research on Good Governance and Democracy related to local government could be interesting for future discussions. There are also opportunities to foster discussion about Good Governance and Democracy in social science journals related to public administration.

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CORRECTIONAL COUNSELING GUIDANCE MODEL WITH ADVANCED MULTI-SYSTEMIC APPROACH

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ABSTRACT

In the guidance of correctional counseling that has been practiced still with a conventional approach, even we still find in the field the practice of guidance with correctional social work methods has not been well understood by probation and parole officers. With the phenomena in the field encountered, it is necessary to develop a correctional social guidance model that is able to make a major contribution to the success of social re-integration programs in Indonesia. From the phenomenon that developed on the probation board in Indonesia, a correctional counseling guidance model was developed with an Advanced Multi-systemic approach. This research uses qualitative research methods with development research design, with development research we can find a feasibility of the model and can be implemented on probation and parole boards in Indonesia. This study provides very useful results for the success of correctional counseling guidance on probation and parole boards in Indonesia. Advanced Multi-systemic Approach designed to develop practical ability such guidance practice for individuals, groups, and society. Probation and Parole officer learns about system of perspective that emphasized relation between people and their problems for complex relations appear on their client's side. To describe these correlations, this system has three important concepts such integrity, relation and homeostatic. Integrity refers to idea that part or elements (sub-system) interact to create exact whole that represent that system. Practice in probation and parole demands the needs of systemic approach to restore the criminal's behavior. Advanced Multi-Systemic (AMS) provide framework in collecting, conceptualization, and analyzing client data multi-systematically also to continue supporting process. These situations showed different definition between probation and parole officer and other discipline in helping profession on theory and practical scale.

Keyword: Probation and Parole Officers, Advanced Multi-Systemic, Probation and Parole Boards.

INTRODUCTION

In Practice of text-oriented community guidance, designed to develop practical ability in guiding with individual, family, and groups. It is important to understand the concept of Advanced that Derezotes (2000) thought to be the most advanced theory and the most inclusive. Implementation of AMS need community guides responsible for getting deeper knowledge, ability, and self-awareness that could create application such as knowledge received from human behavior in societies, social welfare policy, social-research evaluation and practice. Also,

methods and approaches on doing public service to the client and client system from size, type, and configuration.

Advanced Multi-Systemic approach in social worker practice learns system that underline complex relation between people and problems (Timberlake, 2002). These relations can be explained by three important concepts such integrity, relation, and homeostatic. Integrity refers to notion of every parts or elements from the system interact to create an exact system to describe client's system. This concept assume that system can not understand or explain with unless we understand relation if its sub-system. Theory system explain relation refers to interaction pattern and structurally inside and between the sub-system.

How, are you asking? Not like other profession discipline that tend to focus in one discipline, for example using only psychology, medical, etc. AMS approach is not practical theory, model, or self-method. This is the perspective or framework to conceptualize client's system. This depends on how Correctional Social Workerability to use theories, models, and methods, and also to combine knowledge from human behavior, social policy, research/evaluation, and practice become routine approach with clients.

METHODOLOGY

Problems and purpose of this research, methods using research and development. This research directed as "a process used to develop and validate educational product (Borg and Gann: 2003). The product is Correctional Social Workeron Correctional Institutions with AMS approach. According to Borg and Gann (2003), there are steps on development research such as: 1) preliminary study, 2) Hypothetical model of development planning, hypothetical review model, limited revision test, revision test result, broad test, final model revision, dissemination, and socialization.

RESULT

A. Ecology System Perspective

One of important sub-category therapy system for community guiding is ecology system perspective. This perspective combines important concepts from ecology science and general system theory. To oversee clients' problem and strength in correctional guidance practice. Earlier years, that strategy has been applicable perspective in Correctional Social Workerpractice (Miley, 2004).

General system theory focused on how human interacts with each other. Specially this focused on how individuals grow, survive, evolve, and achieve stability or instability on complex interaction world which some of them are systemic (Miley, O'Melia, & Dubois, 2004).

B. Social Construction

Social construction introduces meaning and equality value, so it is possible to give deeper understanding and appreciation for multi-systemic relation trait and adaptation. Social construction also can argue how human with different attributes on same context, because interactional context and individual manner interpret these contexts different even in families or same communities.

C. Empowerment Perspective

Empowerment in practice is an assertive process based on ecological system and strength approach that focused on individual, family, group, organization, or community.

D. Selection Strength

Correctional guidance offers options for individuals about how they can determine their life and problems, how far they want to resolve their problems, and tools or mechanism through oversee which transformation must be happened. Client becomes more active and instrumental partner in assisting process. They just not passive, waited for the correctional guidance change that behavior through intervention tactics.

DISCUSSION

There are six degree of information when integrated in clients' life history could show how theories, models, and approaches can be applied for deeper understanding, evaluating, and treating clients.

a. Biological Dimension

Correctional Guidance using AMS approach must understand something that named as "mind-body" connections, relation between social issues/emotional behavior and biological or genetic potential which will encourage problem's clients offered in practice.

b. Psychology Dimension

AMS approach needs knowledge on how psychology function, emotional that related with clients' problems and how those issues contribute inside clients or how clients interact with another individual in their environment.

c. Family Dimension

Family is the primary source of socialization and modelling. However, family system posses' significant impact on individual's behavior and the behavior influence mental health and the family's welfare.

d. Religion Dimension

Correctional guides must be aware in exploration of issues that related to religion and spirituality in practice although there were exceptions in this case because it is important to explore societies' beliefs and their religiousness.

e. Social Dimension

Correctional guides are using AMS approach to oversee clients in societies, including social environment, to obtain key information that can help clients by actively do assessment, and intervention planning.

There are five sub-dimension that involving social / environment dimension and combines three types of community that consist those mentioned above:

1. Local Societies
2. Cultural context
3. Social Class
4. Social Relation
5. Legal Involvement History
6. Human Resources.

f. Macro Dimension

The use of AMS approach by correctional guides do not stop only by looking relevant clients' information on local level. They also looked for clue in the street about macro issues influencing clients, their problems, and the potency to change.

CONCLUSION

Characteristics of AMS approach is the dependency and multi-systemic clients' information integration which become one comprehensive assessment, restoration, and intervention planning. These consist of knowledge, skills, and value from any sources, also depend on many science sources to figure societies holistic life, struggle, and power sources, and potency for a change. Correctional guides need working experiences on human behavior, social system theory, newly social researches, and practice evaluation results. Beside that this profession must have knowledge on legal effect and public policy, ability and skill to plan and apply restoration approach needed, with appropriate way like definition about eclecticism of information.

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***SYSTEMATIC LITERATURE REVIEW* PERILAKU ORGANISASIGENERASI Z DALAM KONTEKS ORGANISASI PUBLIK**

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ABSTRACK

Generation Z, born between 1997 and 2013, is now starting to enter the labor market with different behavioral characteristics from previous generations such as millennials, generation X and baby boomers. They grew up in a stable social environment and immersion in digital technology, which influenced their characteristics of being ambitious, self-confident, realistic, and motivated by work that matches their dreams and skills development opportunities. However, Generation Z tends to change jobs if they are dissatisfied, for the main reasons such as inadequate salaries, excessive working hours, and a non-conducive work environment. This research uses a Systematic Literature Review (SLR) and bibliometric analysis to understand Generation Z behavior in public organizations. The results of the analysis of 10 articles show that Generation Z values work flexibility, recognition and opportunities for development, and shows a proactive and innovative attitude. Factors such as transformational leadership, learning climate, and organizational support are important in improving their engagement and performance. However, negative emotions such as stress can trigger counterproductive work behavior. Therefore, public organizations need to adapt HR policies and practices to reflect the values of Generation Z, create a work environment that supports work-life balance, and manage positive emotions and perceptions of their role in the organization to achieve optimal performance.

Keyword: Generation Z; Organizational behavior; Human resource policies; Work environment

ABSTRACK

Generasi Z, yang lahir antara 1997 dan 2013, kini mulai memasuki pasar tenaga kerja dengan ciri-ciri perilaku yang berbeda dari generasi sebelumnya seperti milenial, generasi X, dan baby boomer. Mereka dibesarkan dalam lingkungan sosial yang stabil dan teknologi digital yang mendalam, yang memengaruhi karakteristik mereka yang ambisius, percaya diri, realistis, dan termotivasi oleh pekerjaan yang sesuai dengan impian serta peluang pengembangan keterampilan. Namun, Generasi Z cenderung berpindah pekerjaan jika tidak puas, dengan alasan utama seperti gaji yang tidak sesuai, jam kerja berlebihan, dan lingkungan kerja yang tidak kondusif. Penelitian ini menggunakan Systematic Literature Review (SLR) dan analisis bibliometrik untuk memahami perilaku Generasi Z dalam organisasi publik. Hasil analisis dari 10 artikel menunjukkan bahwa Generasi Z lebih menghargai fleksibilitas kerja, pengakuan, dan kesempatan untuk berkembang, serta menunjukkan sikap proaktif dan inovatif. Faktor-faktor seperti kepemimpinan transformasional, iklim pembelajaran, dan dukungan organisasi penting dalam meningkatkan keterlibatan dan kinerja mereka. Namun, emosi negatif seperti stres dapat memicu perilaku kerja yang kontraproduktif. Oleh karena itu, organisasi publik perlu menyesuaikan kebijakan dan praktik SDM untuk mencerminkan nilai-nilai Generasi Z, menciptakan lingkungan kerja yang mendukung keseimbangan kerja-hidup, dan mengelola

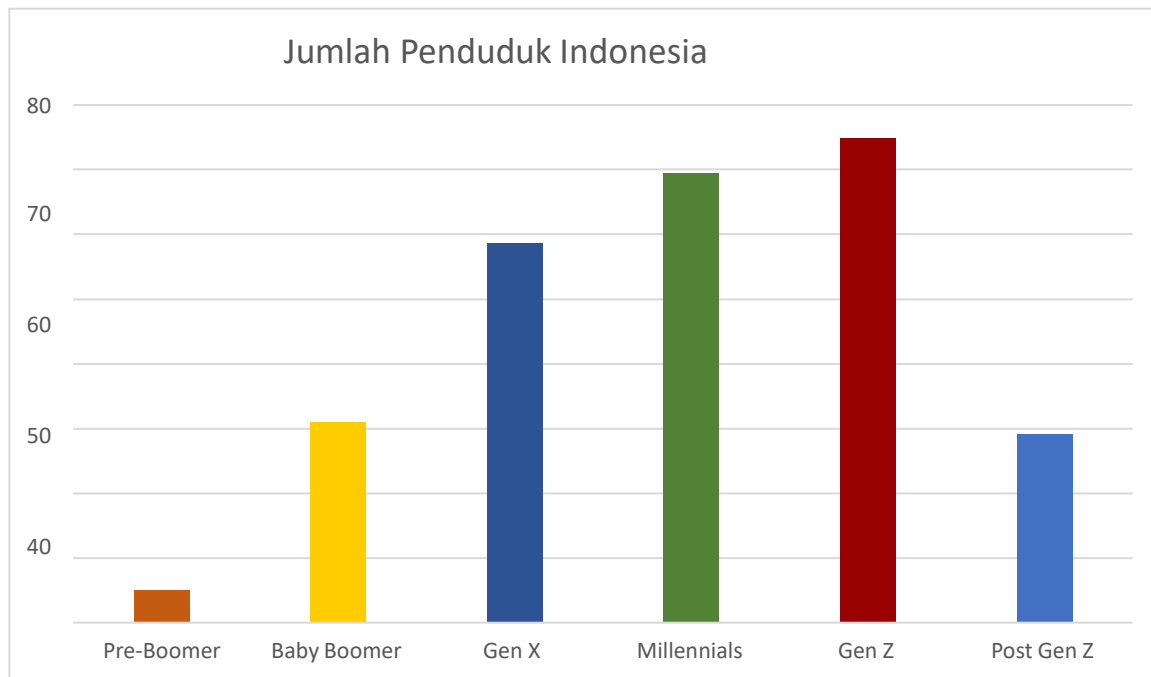
emosi serta persepsi positif terhadap peran mereka dalam organisasi untuk mencapai kinerja optimal.

Kata Kunci: Generasi Z; Perilaku organisasi; Kebijakan sumber daya manusia; Lingkungan kerja

I. INTRODUCTION

Generasi Z kini mulai memasuki pasar tenaga kerja, mereka adalah individu yang lahir antara tahun 1997 dan 2013 (Schroth, 2019). Generasi Z memiliki ciri-ciri perilaku yang membedakannya dengan generasi sebelumnya, yaitu generasi milenial, generasi X, dan *baby boomer* (Dimock, 2019). Karena mereka sangat dipengaruhi oleh pola asuh mereka, yang dicirikan oleh lingkungan sosial yang stabil, ketersediaan sumber daya yang melimpah, dan pengalaman mendalam di dunia digital, rekrutmen dan pengelolaan individu Generasi Z menghadirkan tantangan tambahan (Vieira et al., 2024).

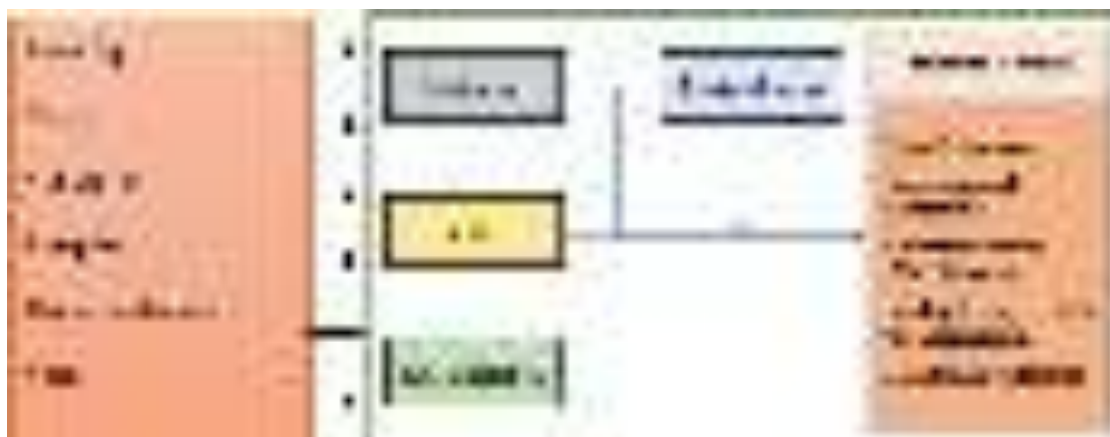
Berdasarkan karakteristik, Generasi Z dapat dikatakan sebagai generasi yang memiliki karakter sangat ambisius dan percaya diri (Pataki-Bittó & Kapusy, 2021). Pada saat yang sama, Generasi Z dapat dikatakan realistis dan dapat menerima apa pun yang diberikan (Scholz, 2019). Generasi Z ini terlihat lebih termotivasi dengan menemukan pekerjaan yang sesuai dengan impiannya dan adanya peluang untuk dapat mengembangkan keterampilannya (Magano et al., 2020). Oleh karena itu munculnya keyakinan bahwa mereka akan lebih sering berpindah-pindah pekerjaan jika tidak menyukai pekerjaan tersebut.



Gambar 1.1 Data Jumlah Generasi Z di Indonesia

Menurut survei yang dilakukan oleh Jajak Pendapat, menyebutkan bahwa terdapat delapan alasan tertinggi Generasi Z mengundurkan diri dari pekerjaan yaitu gaji tidak sesuai (64,9%), jam kerja tidak teratur/cenderung berlebihan (56,9%), SOP dan aturan perusahaan tidak jelas (51,3%), rekan kerja *toxic* (48,8%), *job desc* dan beban kerja berlebih (41,8%), tidak ada jenjang karier (38,5%), dan tidak ada keseimbangan pekerjaan dengan kehidupan pribadi (37,2%) (Dwi, 2023). Dalam organisasi publik, munculnya isu banyaknya mundurnya CPNS dari generasi milenial dan generasi z. Faktor yang mempengaruhi yaitu gaji dan tunjangan yang dianggap kecil dan lokasi penempatan yang jauh (AP, 2022). Secara umum generasi Z memiliki rencana *resign* dari pekerjaannya sebanyak 69%, namun belum memutuskan waktu untuk keluar dari pekerjaan tersebut (Salsabilla, 2024).

Mcshane (2015) mengemukakan model mars yang dapat digunakan untuk menjawab fenomena dan permasalahan di atas. Model mars digambarkan seperti berikut:



Gambar 1.2 Model Mars

Personality dan *values* individu dapat mempengaruhi motivasi mereka untuk bekerja dan berkontribusi dalam organisasi (Parks & Guay, 2009). *Self-concept* dan *perceptions* juga berperan penting dalam menentukan *ability* individu. *Emotional* dan *attitudes* dan *stress* individu dapat mempengaruhi *role perceptions* mereka (Sari et al., 2021). Faktor-faktor ini, bersama dengan *situation factors*, dapat mempengaruhi berbagai *behaviour results*, termasuk *task performance*, *organizational citizenship*, *counterproductive work behaviors*, *joining/staying with the organization*, dan *maintaining attendance* (Meshane, 2015).

II. METHODOLOGY

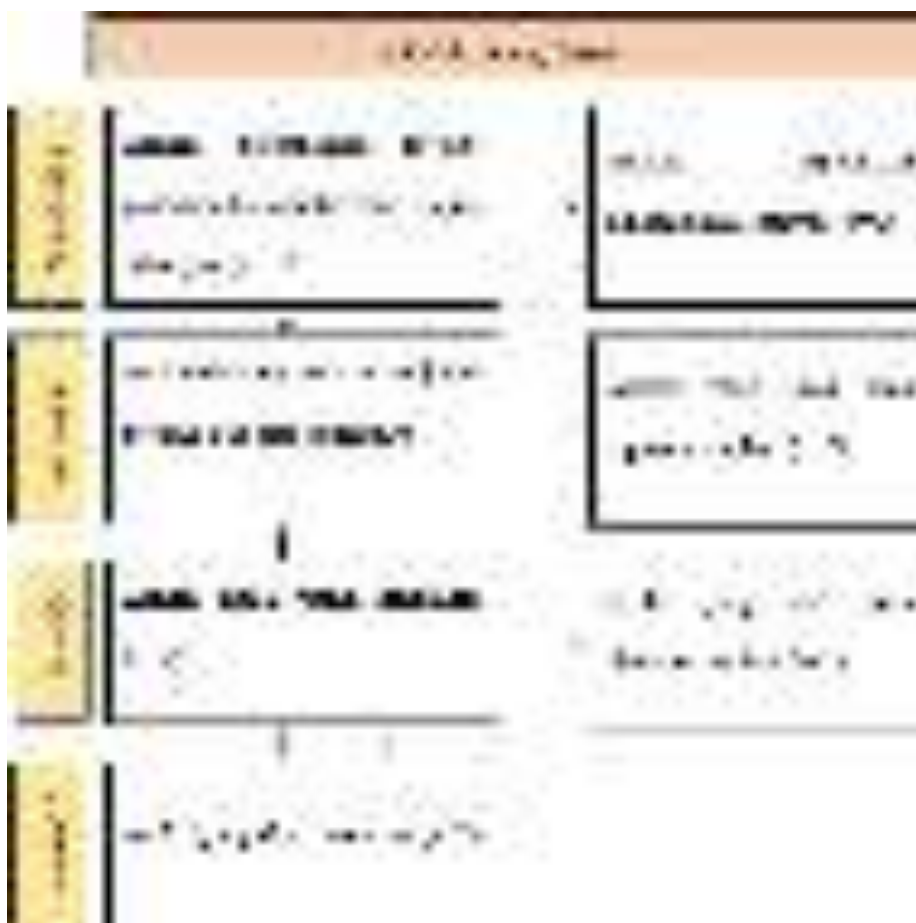
Systematic Literature Review (SLR) merupakan proses sistematis untuk mengumpulkan, mengevaluasi, mengintegrasikan, serta menyajikan temuan dari berbagai studi literatur. Terdapat tahapan SLR yaitu merumuskan permasalahan, meninjau protokol, pencarian studi literatur, penetapan kriteria, *screening*, penilaian, ekstraksi data, menyintesis data, dan melaporkan (Xiao & Watson, 2019).

Dalam penelitian ini menggunakan metode analisis bibliometrik dengan membuat visualisasi *network* dan *density* dari sumber data studi literatur yang didapatkan dari *database* Scopus dengan bantuan aplikasi VOSviewer sebagai aplikasi untuk mencari topik dan referensi yang perlu dibahas.



Gambar 3.2 *Overlay Visualization*

Dari gambar *Overlay Visualization* di atas menunjukkan bahwa tahun dari artikel penelitian terdahulu mengenai perilaku organisasi generasi z semua artikel terbit pada lima tahun terakhir mulai dari tahun. Tren publikasi meningkat dari tahun 2023 hingga 2024 di *database Scopus*. Dapat dikatakan bahwa para peneliti memberikan perhatian kepada perilaku organisasi generasi z sebagai bentuk perubahan generasi. Oleh karena itu diperlukan strategi dan model yang ideal dalam mengatasi permasalahan perilaku organisasi generasi z.



Gambar 3.3 Seleksi Diagram PRISMA *Flowchart*

Kemudian artikel yang sudah didapatkan akan diseleksi berdasarkan kriteria inklusi. Kriteria inklusi pertama yaitu artikel yang digunakan yaitu jurnal yang mana semua artikel yang digunakan yaitu jurnal yang diterbitkan di Scopus. Kedua, terdapat lokus penelitian yang mana semua artikel memiliki lokus penelitian. Ketiga menggunakan bahasa Inggris yang mana semua artikel berbahasa Inggris. Keempat, artikel tersedia *full paper* yang mana terdapat dua artikel tidak tersedia secara *full paper*.

Penilaian kualitas artikel akan dirumuskan dengan adanya pertanyaan dalam memilih jurnal yang akan dianalisis selanjutnya. Adapun pertanyaan penilaian kualitas artikel, yaitu:

1. (QA.1) Apakah artikel diterbitkan dalam kurun waktu lima tahun terakhir (2019-2024)?

2. (QA.2) Apakah terdapat lokus penelitian?
3. (QA.3) Apakah artikel menjelaskan mengenai perilaku organisasi generasi z di organisasi publik?

Tabel 3.2 Penilaian Kualitas Artikel

No.	Judul	Penulis	Tahun	Lokus	Hasil
1	Perilaku Organisasi Generasi Z di Organisasi Publik	Andi Pratomo, Dina Nurfarida	2023	Indonesia	Generasi Z memiliki karakteristik unik yang mempengaruhi perilaku organisasi publik.
2	Perilaku Organisasi Generasi Z di Organisasi Publik	Andi Pratomo, Dina Nurfarida	2023	Indonesia	Generasi Z memiliki karakteristik unik yang mempengaruhi perilaku organisasi publik.
3	Perilaku Organisasi Generasi Z di Organisasi Publik	Andi Pratomo, Dina Nurfarida	2023	Indonesia	Generasi Z memiliki karakteristik unik yang mempengaruhi perilaku organisasi publik.
4	Perilaku Organisasi Generasi Z di Organisasi Publik	Andi Pratomo, Dina Nurfarida	2023	Indonesia	Generasi Z memiliki karakteristik unik yang mempengaruhi perilaku organisasi publik.
5	Perilaku Organisasi Generasi Z di Organisasi Publik	Andi Pratomo, Dina Nurfarida	2023	Indonesia	Generasi Z memiliki karakteristik unik yang mempengaruhi perilaku organisasi publik.
6	Perilaku Organisasi Generasi Z di Organisasi Publik	Andi Pratomo, Dina Nurfarida	2023	Indonesia	Generasi Z memiliki karakteristik unik yang mempengaruhi perilaku organisasi publik.
7	Perilaku Organisasi Generasi Z di Organisasi Publik	Andi Pratomo, Dina Nurfarida	2023	Indonesia	Generasi Z memiliki karakteristik unik yang mempengaruhi perilaku organisasi publik.
8	Perilaku Organisasi Generasi Z di Organisasi Publik	Andi Pratomo, Dina Nurfarida	2023	Indonesia	Generasi Z memiliki karakteristik unik yang mempengaruhi perilaku organisasi publik.

Selanjutnya mengekstraksi data dengan mengumpulkan informasi dari hasil artikelyang diseleksi secara sistematis.

Tabel 3.33 Data Ekstraksi Artikel

No.	Judul	Nama	Tahun	Lokus	Hasil

1.	Encouraging employees' innovative behavior via the mediating effect of work engagement and the moderating effect of their proactive personality: the case of Generation Z in Vietnam	Minh Ta Nguyen, Pawinee Petchsawang	(2024)	Vietnam	Pentingnya Organisasi untuk fokus terhadap faktor-faktor seperti kepemimpinan transformasional, iklim pembelajaran, kepercayaan, efikasi diri, ketidakpastian pekerjaan, dan tekanan waktu dalam memengaruhi keterlibatan kerja Generasi Z dan perilaku inovatif.
2.	Modelling the significance of organizational conditions on quiet quitting intention among Gen Z workforce in an emerging economy	Zhong Xueyun et. al	(2023)	Malaysia	Sikap quiet quitting, di mana karyawan memilih untuk tetap bekerja tetapi secara pasif menunjukkan tanda-tanda resignasi.
3.	Gen Z entering the workforce: Restructuring HR policies and practices for fostering their task performance and organizational commitment	Arun Aggarwal et. Al	(2022)	India	Generasi Z cenderung mencari lingkungan kerja yang berbeda dari praktik kerja tradisional dan lebih menghargai fleksibilitas, pengakuan, dan kesempatan untuk berkembang

4.	Smart Mobility in a Smart City in the Context of Generation Z Sustainability, Use of ICT, and Participation	Monika Wawer et. Al	(2022)	Polandia	Generasi Z cenderung lebih terbuka terhadap kolaborasi dan kerja tim daripada hierarki yang kaku. Hal ini dapat menimbulkan konflik dengan struktur organisasi publik yang mungkin lebih tradisional dan berbasis hierarki.
5.	Is helicopter parenting stifling moral courage and promoting moral disengagement? Implications for the training and development of millennial managers	Randy Evans, Katherine A. Karl	(2022)	Amerika Serikat	Organisasi harus fokus pada meningkatkan program pelatihan berbasis etika mereka. Pelatihan ini harus bertujuan untuk memperkuat fondasi moral baik dari manajer milenial maupun karyawan Generasi Z.

6.	Kindness-informed allyship praxis	Kristin S. Williams et al	(2023)	Kanada	Dalam lingkungan kerja publik, organisasi perlu memperhatikan nilai-nilai yang penting bagi Generasi Z, seperti keadilan, inklusivitas, dan keberlanjutan.
7.	Generation Z in the Workplace through the Lenses of Human Resource Professionals – A Qualitative Study	Nicoleta Dorina Racoța-Paina, Radu Dan Irini	(2021)	Romania	Generasi Z, yang kreatif dan inovatif, dapat memberikan ide-ide segar dan solusi inovatif ke organisasi. Fleksibilitas dalam struktur dan budaya kerja adalah kunci untuk beradaptasi dengan dinamika Generasi Z.

IV. DISCUSSION

Dalam *personality* generasi z lebih cenderung proaktif yang mana lebih terlibat dalam pekerjaan dengan menunjukkan perilaku yang inovatif dengan menciptakan ide-ide baru dan menerapkannya dalam praktik (Nguyen & Petchsawang, 2024). Secara *values* generasi z cenderung lebih memiliki kepercayaan dan eifkasi diri yang mana akan meningkatkan motivasi individu untuk lebih terlibat dalam suatu pekerjaan yang dilakukannya (Nguyen & Petchsawang, 2024). Dengan melihat nilai keseimbangan kerja dan hidup, generasi z cenderung lebih termotivasi jika adanya dukungan dari organisasi yang dapat memberikan peluang dalam mengembangkan diri (Xueyun et al., 2023). Serta kesadaran generasi z akan keberlanjutan memiliki dampak positif dalam pengambilan tindakan dengan mobilitas yang cepat (Wawer et al., 2022). Oleh karena itu praktik HR yang dirancang harus dapat mempertimbangkan nilai dan kepribadian individu untuk dapat meningkatkan motivasi kerja dan komitmen organisasi (Aggarwal et al., 2022). Organisasi publik dengan melihat potensi yang ada dalam generasi z perlu menyesuaikan kebijakan dan praktik HR untuk mencerminkannilai-nilai dan kepribadian generasi z untuk memberikan peluang pengembangan diri dengan inisiatif keberlanjutan.

Memahami dan mengembangkan identitas dan persepsi yang positif akan meningkatkan kemampuan individu dalam menciptakan lingkungan kerja yang lebih baik dan

adil (Williams et al., 2023). Generasi z dengan konsep diri yang kuat dalam berkelanjutan dan teknologi akan memiliki potensi yang besar dalam mendukung kemampuan diri dalam bentuk tindakan nyata (Wawer et al., 2022). Dengan adanya keseimbangan kerja dan kehidupan dan persepsi terhadap kondisi kerja menurunkan potensi kemunduran kemampuan diri (Xueyun et al., 2023). keterkaitan penting antara identitas, persepsi positif individu, dan organisasi publik atau pemerintahan. Pemahaman yang dalam terhadap identitas dan persepsi positif individu menjadi kunci dalam menciptakan lingkungan kerja yang adil dan efisien dalam penyelenggaraan layanan publik.

Dalam konteks Generasi Z, emosi yang mereka alami memiliki pengaruh signifikan terhadap persepsi mereka terhadap peran mereka dalam suatu organisasi (Evans & Karl, 2022). Emosi positif seperti kegembiraan dan kepuasan serta adanya emosi negatif seperti stres, kecemasan, atau ketidakpuasan dapat meningkatkan persepsi mereka terhadap peran mereka di organisasi (Racolța-Paina & Irini, 2021). Di samping itu, persepsi mereka terhadap peran dalam organisasi dapat dipengaruhi oleh sejauh mana organisasi tersebut mendukung nilai-nilai sosial yang penting bagi mereka (Williams et al., 2023). Generasi Z cenderung mencari organisasi yang mendukung fleksibilitas kerja dan memperhatikan kesejahteraan (Wawer et al., 2022). Generasi Z cenderung mencari lingkungan kerja yang berbeda dari praktik kerja tradisional dan lebih terbuka terhadap kolaborasi dan kerja tim daripada hierarki yang kaku. Hal ini dapat menimbulkan konflik dengan struktur organisasi publik yang mungkin lebih tradisional dan berbasis hierarki (Xueyun et al., 2023).

Faktor-faktor ini, bersama dengan *situation factors*, dapat mempengaruhi berbagai *behaviour results*, termasuk *task performance*, *organizational citizenship*, *counterproductive work behaviors*, *joining/staying with the organization*, dan *maintaining attendance*. Berikut adalah bagaimana faktor-faktor dari dimensi di atas, bersama dengan faktor situasional, dapat mempengaruhi berbagai hasil perilaku:

1. **Task Performance:** Generasi Z yang proaktif dan inovatif cenderung memiliki kinerja tugas yang lebih baik karena mereka menciptakan dan menerapkan ide-ide baru dalam praktik. Namun dalam pelaksanaannya, berdasarkan data yang ada kebanyakan generasi z cenderung tidak bisa mengungkapkan ide-idenya, dan dinilai kesulitan untuk berdebat atau diskusi, sehingga dapat membuat mereka untuk *resign* dari pekerjaannya (Gumulya, 2023). Di Indonesia adanya peningkatan pengunduran diri pegawai muda di beberapa instansi pemerintah. Banyak dari mereka merasa ide-ide inovatif mereka tidak didengar atau diimplementasikan karena birokrasi yang kaku.
2. **Organizational Citizenship:** Generasi Z yang memiliki nilai keseimbangan kerja dan hidup cenderung menunjukkan perilaku kewarganegaraan organisasional yang lebih baik. Mereka lebih termotivasi untuk berkontribusi lebih banyak ke organisasi jika mereka merasa didukung dan diberi peluang untuk mengembangkan diri. Namun, fenomena *resign* yang sering terjadi pada generasi Z, khususnya di organisasi publik, Salah satunya adalah kurangnya keseimbangan antara kerja dan hidup (*work-life balance*). Pada 2022, laporan dari Dinas Ketenagakerjaan menyebutkan bahwa banyak pegawai muda mengeluhkan kurangnya keseimbangan kerja-hidup dan minimnya peluang pengembangan diri.
3. **Counterproductive Work Behaviors:** Stres dan emosi negatif lainnya dapat meningkatkan perilaku kerja yang kontraproduktif. Dalam organisasi publik, tekanan dari atasan dan kritik yang tidak konstruktif dapat memperparah stres pada karyawan Generasi Z. Dalam konteks prospek karier, terdapat catatan bahwa setengah dari populasi generasi Z, atau tepatnya 50%, mengalami stres. Angka ini menunjukkan peningkatan sebesar 9 poin persentase dibandingkan dengan generasi milenial, yang mencatatkan prevalensi stres sebesar 41% (Faber, 2024). Menurut laporan tahun 2023,

banyak pegawai muda di Kementerian Keuangan yang mengambil cuti sakit setelah mendapatkan evaluasi kinerja negatif atau kritik keras dari atasan.

4. ***Joining/Staying with the Organization***: Generasi Z cenderung mencari organisasi yang mendukung fleksibilitas kerja dan memperhatikan kesejahteraan mereka. Untuk menarik dan mempertahankan talenta Generasi Z, organisasi publik perlu beradaptasi dengan menyediakan fleksibilitas kerja, misalnya melalui kebijakan kerja jarak jauh atau jam kerja yang fleksibel. Implementasikan kebijakan kerja fleksibel dan *remote working* sejak pandemi COVID-19. Hal ini menarik banyak talenta muda untuk bergabung dan bertahan di kementerian tersebut karena fleksibilitas kerja yang diberikan dianggap sesuai dengan nilai-nilai Generasi Z .
5. ***Maintaining Attendance***: Persepsi Generasi Z terhadap kondisi kerja mereka dapat mempengaruhi kehadiran mereka. Dalam organisasi publik, menciptakan lingkungan kerja yang adil dan seimbang adalah kunci untuk meningkatkan kehadiran Generasi Z. Menurut survei internal BPJS pada 2023, pegawai muda yang merasa bahwa sistem penilaian kinerja transparan dan adil menunjukkan tingkat kehadiran yang lebih tinggi.

V. CONCLUSIONS

Penelitian ini menyajikan tinjauan *systematic literature review* terhadap tujuh artikel yang sudah diseleksi secara sistematis, yang selanjutnya dianalisis menggunakan teori Model Mars (Mcshane, 2015). Kesimpulannya bahwa Generasi Z, yang proaktif, inovatif, dan percayadiri, mencari keseimbangan kerja-hidup, dukungan organisasi, dan memperhatikan keberlanjutan. Ini menekankan perlunya adaptasi kebijakan dan praktik SDM di organisasi publik untuk menciptakan lingkungan kerja yang mendukung, serta pengelolaan emosi dan persepsi positif terhadap peran dalam organisasi bagi keberhasilan integrasi mereka dalam lingkungan kerja yang tradisional. Organisasi publik harus menyesuaikan kebijakan sumber daya manusia agar sesuai dengan nilai-nilai dan preferensi Generasi Z, sehingga menciptakan

lingkungan kerja yang mendukung pertumbuhan dan kesejahteraan mereka. Ini penting untuk memastikan keterlibatan dan produktivitas yang optimal dari anggota Generasi Z dalam penyelenggaraan layanan publik.

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THE ROLE OF PROSECUTOR'S INTELLIGENCE IN HANDLING CASES OF CORRUPTION IN RURAL DEVELOPMENT IN INDONESIA

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ABSTRACT

This research focuses on the role of prosecutor's intelligence in handling development corruption crimes in Indonesia. The problems discussed in this study are related to the suboptimal role of intelligence in the rural development process due to the lack of coordination in the development process and the rampant misuse of the rural budget. The purpose of this study is to analyze the role of prosecutor's intelligence in the rural development process. The results of the study show that the role of intelligence in the rural development process has not been optimal because the coordination carried out by the parties carrying out the development has not been optimal in involving the role of the prosecutor's office and the rampant corruption such as the misuse of the rural budget. The conclusion of this study is that the role of the prosecutor's intelligence is an important role in the rural development process in Indonesia, so maximum coordination with the rural apparatus is needed related to budget allocation and rural development, the role of intelligence also needs to be optimized in the implementation of tasks in supervising the rural development process so that in the development it has transparency that does not harm the community, especially the rural community and the state in economic, social, and environmental aspects, especially in rural areas.

KEYWORDS: Prosecutor's Intelligence; Role; Rural Development

INTRODUCTION

In general, we can give meaning to development as a planning process (social plan) carried out by development planning bureaucrats to make changes as a process of improving welfare for the community. Conceptualization of development is a process of continuous improvement in a society towards a better or more prosperous life so that there are several ways to determine the level of welfare in a country.

Development is a process related to the planning process, especially social planning. The implementation of this development process is aimed at achieving welfare or improving welfare in the community, according to the researcher's view, development is one of the right processes with the aim of improving welfare in the community. Development can also be understood as a process of continuous improvement in a life in society for a better life, according to the researcher's view, the concept of development will always be dominant referring to achieving and improving welfare in life in society, logically according to the researcher's view, it can be understood that development is a process that refers to the process of improving an aspect or even a good or area in community life in order to improve people's welfare.

According to Bintoro Tjokroamidjojo, Development is a process of planned social change, because it includes various dimensions to strive for progress in economic welfare, modernization,

nation building, environmental insight and even improving human quality to improve the quality of life. According to Easton (1985), efforts to improve living standards and realize existing potential systematically. The systematic process consists of at least 3 elements. First, there is input, namely conservation input materials. Second, there is a conservation process, namely a vehicle to process input materials. Third, there is an output, namely as a result of the conservation process that is carried out.

Based on the explanation of the concept of development from several experts, researchers can understand that development is a process related to social change by having planning, where according to the researcher's view based on the explanations of experts, it can be understood that development can be carried out in various dimensions of people's lives. Based on the explanations of these experts, researchers also understand that the development process aims to strive for progress in society where it is hoped that development can improve economic welfare, modernize and improve the quality of life in the community. Based on the understanding of the experts above, researchers also understand that development can also be related to a systematic process in improving the standard of living, where in the systematic process of improving the standard of living there are 3 stages starting with conservation materials, then processed until finally the results of the end of conservation.

Rural development aims to improve the quality of human resources, including the creation of a climate that encourages the growth of rural community initiatives and self-help. Rural population is a potential human resource that has a dual role, namely as an object of development and at the same time as a subject of development.

The researcher understands that, rural development is one of the processes that aims to improve the quality of life, especially the quality of life for the rural community, in rural development also aims to improve the initiative and self-help owned by the rural community, in terms of rural development the rural community plays a role as the subject and object of rural development, in this understanding according to the researcher's view is that the rural community in rural development is the necessary party get the use of development and become a party that takes a role in rural development.

Intelligence in the law enforcement process in Indonesia is divided into two, namely Intelligence owned by the Indonesian National Police and Intelligence within the scope of the Indonesian Prosecutor's Office. In addition, there is intelligence owned by the state that has a special function in national defense and security that can be used to carry out national politics. The Intelligence of the Prosecutor's Office is one of the parts contained in the organization of state intelligence. This is contained in Article 9 of Law Number 17 of 2011 concerning State Intelligence which reads as follows: "Intelligence organizers consist of:

1. State Intelligence Agency;
2. Intelligence of the Indonesian National Army;
3. Intelligence of the National Police of the Republic of Indonesia;
4. Intelligence of the State Prosecutor's Office of the Republic of Indonesia;
5. Intelligence of the Ministry/or Government Agencies and Ministries

This is where the importance of intelligence activities in this case is one of the intelligence of the Prosecutor's Office, namely through investigative activities to be able to anticipate, identify, detect and solve various problems that confront the nation. Intelligence is also always faced with problems that are all secret, vague or enigmatic, for that intelligence always works in full secrecy, so intelligence is often called the secret service where intelligence must be able to solve problems that are full of secrets and in secret with all its risks, so based on the above thinking, researchers consider it necessary to conduct research entitled The Role of Prosecutor's Intelligence in Handling Cases of Rural Development Corruption in Indonesia.

RESEARCH METHODS

In this study, the researcher used a descriptive qualitative method. Qualitative research is a method of understanding and exploring the activities of an individual or group in a social humanitarian problem (Creswell, 2016). In this case, qualitative research is research using an inductive method that analyzes a social problem from a specific theme to the general, as well as describing the data from the specific to the general. Qualitative descriptive research does not provide treatment, manipulation or alteration to the variables studied, but rather describes a condition as it is. The only treatment given is the research itself, which is carried out through observation, interviews, and documentation.

According to Miles, Huberman and Saldana (2014:10) mentioned that data analysis in qualitative research is carried out during data collection and after the completion of data collection in a certain period. The analysis technique used in this study is qualitative analysis, which is a method that uses the researcher's point of view as the main analysis tool. Data analysis is an effort to find and systematically organize the records of observations, interviews and others to improve the researcher's understanding of the case being studied and present it as a finding for others.

RESULTS AND DISCUSSION

Corruption is a global problem that is like a pandemic for all countries. Likewise in Indonesia, corruption grows and develops from the center to the level of local government. According to the researcher's view, Indonesia is one of the countries with a high corruption rate, the problem of corruption is one of the problems that harm the country.

Looking at the state's losses, caused by corruption, the researcher has the view that the prosecutor's office is one of the agencies that can be a solution to corruption problems, especially in the field of rural development, because rural development is one of the most important developments, especially in Indonesia. At this time, there are many corruption crimes in rural development in Indonesia with rural budgets being misused, this refers to rural communities who cannot benefit from rural development, due to corruption in rural development.

The Intelligence of the Prosecutor's Office has a role to be able to carry out investigation activities to the maximum, so through the intelligence section which is in charge of carrying out the investigation chain, namely from planning, data collection activities, processing activities to data use activities. If there is a suspicion that an event has occurred that is suspected of being a special criminal act, the prosecutor's intelligence officer conducts judicial intelligence operations or investigations. In the event that the judicial intelligence/investigation operation is carried out by the prosecutor's intelligence, then after sufficient data and facts have been collected about the inconsistency of the construction of the facility with the applicable law and based on the results of the study of the prosecutor's intelligence field.

The researcher has an understanding that the prosecutor's intelligence is one of the parts of the prosecutor's office that has a role in the investigation in a process or activity, where the prosecutor's intelligence section needs to investigate from planning to implementation and results in a development, if there is a suspicion of abuse or inconsistency with the law, the prosecutor's intelligence can carry out judicial intelligence operations or investigations.

Some of the modus operandi of corruption that occurs in rural development are:

1. Accounting for the financing of physical buildings with rural funds even though the project is sourced from other sources
2. Inflating (marking up) the payment of honorarium for rural apparatus;
3. Inflating (mark up) of infrastructure payments
4. Purchase of office inventory with rural funds but intended for personal purposes;
5. The public budget cuts are then allocated for the benefit of rural officials;
6. Playing games (kongkalingkong) in projects funded by rural funds;
7. Creating fictitious activities or projects whose funds are charged from rural funds

Based on the explanation above, according to the view of the prosecutor's intelligence researcher has a role in the problems experienced in rural development, with the existence of

intelligence it is expected to reduce the problem of corruption in rural development, based on some of the modes above, the researcher has the view that the role of the prosecutor's intelligence is needed optimally to achieve rural development that is beneficial to all rural communities and is not detrimental due to the absence of corruption in rural development.

The problems that occur in the implementation of rural development, refer to the researcher's understanding that the problem refers to the occurrence of corruption, which is related to building financing, where in the financing it has been recorded in the budget that the financing of the rural building comes from rural funds, but there are other sources of funds that finally finance the development.

Based on this explanation, the researcher argues that the role of the prosecutor's intelligence needs to pay more attention to coordination regarding financing related to the development to be carried out, the prosecutor's intelligence needs to examine the development, and the prosecutor's intelligence also has the right to see transparency in the development. To prevent corruption in rural development in the form of physical buildings which are in fact funded from other sources, the prosecutor's intelligence needs to optimize coordination with the rural apparatus and inspect the development to be carried out.

Another problem such as related to costs in the rural development process is the existence of funding inflation, according to the researcher's view this is one of the obstacles in rural development, this is one of the problems that comes from the misuse of rural funds used for the benefit of the group, in this case the prosecutor's intelligence also has the authority to examine so that the examination carried out needs to be more optimal to prevent financing or mark up that is carried out for the benefit of certain groups.

With the existence of the markup causing losses to the rural community and the state, the markup is carried out referring to funds that should be used for rural development, but in fact it is used for the benefit of the group, so the prosecutor's intelligence also needs to improve coordination and optimize the examination to prevent these problems from happening again in various rurals in Indonesia.

Problems such as the purchase of office inventory and rural budget cuts carried out by rural officials, are also problems of rural development, the budget that should be used for rural development, in fact is misused for office inventory and budget cuts. This problem is one of the problems that has occurred a lot, where one of the indications of this problem arises with the financing of office inventory with an unreasonable nominal.

The role of the prosecutor's intelligence in this problem is related to the supervision of the transparency of the existing budget, so that in the view of the researcher, the supervision carried out by the prosecutor's intelligence needs to be optimized, so as to prevent problems such as budget cuts and the purchase of office inventory with an unreasonable nominal, so that the funds that should be allocated for rural development can be conveyed.

In the problem of games in projects and making fictitious projects, it is also a very detrimental problem in rural development. With the problem of the development project game, it becomes an obstacle in development, because with a fictitious project there will be funds that are used for personal interests, the funds should be used for rural development that can benefit the rural community but with the fictitious project the budget is used for personal interests.

Based on these problems, the researcher understands that the prosecutor's intelligence needs to optimize the role of supervision in the rural budget so that it does not have a negative impact on rural development and does not hinder the rural development process caused by the budget used for the benefit of certain groups. In this problem, the prosecutor's intelligence not only needs to optimize coordination but also needs to optimize the commitment in the role of the prosecutor's intelligence, so that with optimal coordination and commitment in carrying out and supervising development and the rural budget, the role of the prosecutor's intelligence in handling corruption crimes in rural development will be achieved.

Based on the results of the researcher's observations, one of the programs that can be a solution to the various problems above is the 'Jaga Desa' Program, where this program includes three main pillars, namely legal awareness through the Luhkum program, Rural Fund assistance through the Rural Guard program, and conflict resolution in the rural through the Restorative House program. The goal is to make people aware of the law, oversee sustainable development, and handle disputes locally to prevent them from ending up in court.

According to the researcher's view, the program is one of the programs that can be a solution to the problem of corruption in rural development, in the rural guard program aims to increase the legal awareness needed by the rural community so that the rural community does not experience legal illiteracy. Rural fund assistance is also covered in the program so that with the assistance of rural funds, transparency is increasing, with increasing transparency researchers have the view that the budget that has been allocated for rural development will be appropriate and there will be no abuse. In the rural guard program, there is also a restorative house, which refers to the escort of development with the aim of ensuring that the rural development carried out can be completed.

CONCLUSION

Rural development is a process that can be said to be development that aims to increase effectiveness and efficiency in the life of rural communities, where this development helps the lives of rural communities in various aspects and has the main goal of improving the quality of life of rural communities. The government has the goal of improving the quality of life of rural communities, so that with rural development it is hoped that it can increase the productivity of rural communities and can also improve aspects related to the life of rural communities such as economic, social, cultural and other aspects.

In fact, in the process of rural development there are still several problems that are detrimental to the rural community, such as physical development that has a budget allocation but gets costs from other sources, all forms of rural budget overruns to project games and fictitious projects carried out for the benefit of the group, so that there is no transparency regarding these costs where these problems can refer to the misuse of rural development costs which is meaningful misuse of state money. This is related to the role of the prosecutor's intelligence, where with the optimal role of the prosecutor's intelligence, it will minimize these problems, because the role of the prosecutor's intelligence in a development process is to ensure that the development carried out does not harm the community, especially in this study related to development and rural communities.

The role of the prosecutor's intelligence also takes an important role where, the prosecutor's intelligence is one of the parts to delve into the development process carried out, with the existence of the prosecutor's intelligence section, the development process is not only in accordance with existing regulations, the prosecutor's intelligence section can also increase deepening and transparency in development. In rural development, researchers have the view that the prosecutor's intelligence needs to further optimize coordination in supervision so that the problem of misuse of the rural development budget does not recur. Commitment also needs to be considered, the prosecutor's intelligence needs to maintain its integrity so that it is not involved in a fictitious project game that grabs the rural budget that refers to hindering rural development.

Based on the conclusions that can be conveyed by the researcher, one of the suggestions that can be conveyed to further optimize the role of prosecutor's intelligence in handling corruption crimes in rural development is the implementation of the rural guard program in all rurals in Indonesia, with this program, the researcher concludes that the role of prosecutor's intelligence in handling corruption crimes in rural development can be more optimal. So, with an optimal role, the rural community can feel the benefits of rural development without any corruption committed by certain parties, especially rural officials.

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CONFLICT ANALYSIS BETWEEN COMMUNITY ORGANIZATIONS IN BANDUNG: CASE STUDY OF PAGUYUBAN SUNDAWANI WIRABUANA AND MANGALA GARUDA PUTIH

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ABSTRACT

This research is entitled *Conflict Analysis Between Community Organizations in Bandung*. This research aims to describe the conflict that occurred using the concept of conflict analysis which consists of aspects of conflict events, conflict triggers, conflict causes, conflict impacts, and conflict resolution. This research uses a qualitative approach, descriptive method, and case study type. Data collection through in-depth interviews, non-participatory observation, documentation study, and literature study. Data analysis consists of data reduction, data presentation, and verification or concluding. The results of the research show that the conflict occurred on Thursday, April 18, 2024, which was motivated by the incident of a member of the Sundawani mass organization being hit by a member of the Manggala mass organization and this created a misunderstanding between the two members of the mass organization, resulting in a clash. The trigger for the conflict was a member of the *Sundawani* (community organization) who was hit by a motorbike driven by a member of the Manggala mass organization. The cause of the conflict was a misunderstanding between the two members of the mass organizations, which resulted in the arrival of dozens of members from one of the mass organizations and resulted in a fight. The impact of the conflict resulted in injuries and one fatality. Conflict resolution was carried out through mediation consisting of the heads of the two mass organizations, as well as the police. The result of the mediation was a commitment regarding an agreement to maintain the conduciveness of the City of Bandung and a statement that the legal process was handed over to the police.

Keywords: Conflict; Community Organizations; Conflict Resolution.

I. INTRODUCTION

Community organizations (mass organizations) are organizations formed by the community with awareness based on shared needs, interests, and goals to participate in helping build the nation's goals (Nugroho, in Kurniawan, 2022). According to Berliana, et al., (2022), there has been a change in the stigma attached to society towards NGOs and mass organizations in recent years. The community believes that the formation of Community Organizations (Ormas) and Non-Governmental Organizations (NGOs) is nothing more than a forum for some individuals to achieve their goals. Shela (2022) said that different human resources, a large number of mass organizations, and the different interests of each mass organization can easily trigger a conflict, whether internal or external. Shela (2022) continued, that internal problems such as duality of leadership and conflicts between the interests of members of mass organizations can also give rise to major conflicts that can have an impact on society and the government. Apart from that, regional or regional competition, economic values, problems of certain groups within mass

organizations, and internal problems like these are some of the causes of conflict within mass organizations.

Community Organization (Ormas) conflicts also occurred in Bandung City, precisely located on Jalan Dayang Sumbi, Lebakwangi Village, Coblong District, on Thursday Night, April 18, 2024. Based on information from News.Okezone.Com (2024) the conflict occurred between two Community Organizations (Ormas), namely Ormas Sundawani and Ormas Manggala. There are sharp weapons in the conflict between the two Community Organizations (Ormas). The clash between the two mass organizations started when a member of a mass organization from Sundawani was hit by a motorbike driven by a member of a mass organization from Manggala, which triggered a fight between the two mass organizations.

Based on the clash between the two mass organizations, researchers are interested in researching the conflict between the two mass organizations that occurred in the city of Bandung using the concept of conflict analysis from Nulhaqim, et al., (2017), starting from the conflict event, conflict triggers, causes of conflict, impacts conflict, and conflict resolution carried out when the conflict occurs.

II. METHODOLOGY

The method used in this research is the descriptive method. This method is used to describe the occurrence of social conflict events between two mass organizations, namely the Sundawani Organization and the Manggala Community Organization in Lebakwangi Village, Coblong District, Bandung City. The research approach used in the research is a qualitative approach with a case study type. This research approach was used to dig up in-depth information regarding conflict events that occurred between two mass organizations, *Sundawani* and *Manggala* community organizations, starting from aspects of conflict events, conflict triggers, causes of conflict, conflict impacts, and conflict resolution (Nulhaqim, et al., 2017). This type of case study is used to explore the experiences or information of conflict actors, namely the parties involved in the conflict.

The research questions or problem identification in this research are as follows:

1. How do conflicts occur between social organizations in Bandung City?
2. What are the factors that trigger conflict between social organizations in the city of Bandung?
3. What are the factors that cause conflict between social organizations in Bandung City?
4. What is the impact of conflict between social organizations in Bandung City?
5. How is conflict resolution carried out in conflicts between social organizations in the city of Bandung?

In addition, the research framework in this study is as follows:

Information:

: flow reasoning:

Focus research

III. RESULT

No	Aspect	Result
1	Event	<p>Based on the findings, the conflict occurred on Thursday, April 18 2024 on Jalan Dayang Sumbi, Lebak Siliwangi Village, Coblong District, Bandung City. This conflict occurred between the Paguyuban Sundawani Wirabuana mass organization and the Manggala Garuda Putih mass organization.</p> <p>This conflict started with a traffic accident, which is a member of the Paguyuban Sundawani Wirabuana mass organization was hit by a motorbike belonging to a member of the Manggala Garuda Putih mass organization. This incident sparked tension, resulting in misunderstandings between the two mass organizations. Several hours later, dozens of members of mass organizations from Manggala Garuda Putih came to the location of the incident so that clashes broke out again. The clashes that occurred resulted in injuries from each mass organization and one fatality from the Manggala Garuda Putih Mass Organization. One of the members of the mass organization who died suffered stab wounds in several parts of his body and head, so he was rushed to RSHS (Hasan Sadikin Hospital) Bandung City. However, the victim died as a result of the injuries he suffered.</p>
2	Trigger	<p>Based on the findings, this conflict was triggered by a traffic accident involving the two mass organizations. One of the members of the Sundawani community organization was hit by a motorbike from a member of the Manggala mass organization.</p> <p>After the accident, this triggered a fight between the two mass organizations. Several hours later, dozens of people from the Manggala mass organization arrived so clashes continued between the two mass organizations. Members of the Manggala mass organization were the ones who triggered a conflict because they hit a member of the Sundawani mass organization.</p>
3	Cause	<p>Based on the findings, this conflict occurred due to a misunderstanding between the two mass organizations. After the accident, dozens of Manggala mass organizations from branch offices in Sukajadi, Lengkong, and Antapani came using cars and motorbikes and carrying sharp weapons. As a result of the clash, many members of mass organizations were victims of stab wounds and one victim died.</p> <p>After a misunderstanding, members of the mass organization from Manggala said they would summon their members to the location of the incident.</p>

4	Effect	<p>Based on the findings, this conflict resulted in injuries and fatalities. Injured victims from each of the conflicting mass organizations and fatalities from the Manggala mass organization. The party most affected by this incident was the Manggala Community Organization, because there were victims who died. Several victims were taken to RSHS (Hasan Sadikin Hospital) Bandung City for treatment, however, one member of a mass organization from Manggala could not survive and died from stab wounds to his body and head.</p> <p>The findings also show that this incident resulted in the deployment of security forces, namely the police, to secure and resolve conflict situations. Members of the mass organizations involved and witnesses were detained by the police for questioning. After the incident, the police immediately carried out a crime scene investigation (TKP), examining witnesses, CCTV, and confessions from the suspects. The police also summoned the heads of the Manggala and Sundawani mass organizations for further discussions.</p>
5	Resolution	<p>Based on the findings, in resolving this conflict there were the police as mediators, the chairman of the Manggala Garuda Putih community organization, and the chairman of the Paguyuban Sundawani Wirabuana. The form of settlement carried out is through mediation. The supporting factor for resolving this conflict is the presence of the police who go directly to the field so that the conflict can stop and witnesses and perpetrators can be arrested.</p> <p>With this resolution, hopefully, there will be no further conflict and it will happen again. The conflicting parties agreed to maintain the conduciveness within the Bandung area and hand it over to the police. After this resolution effort, conditions were safe and there were no further clashes. However, at that time the police were still carrying out tight patrols and guarding the scene to anticipate future clashes.</p>

IV. DISCUSSION

Event

This conflict incident occurred on Thursday, April 18, 2024. The location of this conflict occurred on Jalan Dayang Sumbi, Lebak Siliwangi Village, Coblong District, Bandung City. This conflict occurred between Community Organizations (Ormas), namely between the Sundawani Mass Organization and the Manggala Mass Organization. This conflict is a type of horizontal conflict because the conflict occurs between Community Organizations (Ormas).

The chronology of this conflict begins with an accident, namely the motorbike of a member of the Sundawani Ormas was hit by a motorbike driven by a member of the Manggala Ormas. The collision incident sparked tensions and misunderstandings which resulted in clashes using sharp weapons between the Sundawani Community Organization and the Manggala Community Organization. Several hours later, several members of the Manggala Community Organization came to the scene and clashes occurred again between the Sundawani Organization and the Manggala Community Organization.

Trigger

The trigger for the conflict between the Sundawani mass organization and the Manggala mass organization was that it started with a traffic accident incident involving the two mass organizations. One of the members of the mass organization from Sundawani was hit by a motorbike driven by a member of the mass organization from Manggala.

The development of this conflict was due to an accident between the two mass organizations, this triggered a fight between the two Sundawani and Manggala mass organizations. Several hours later, dozens of people from the Manggala mass organization came to the scene so clashes continued between the two mass organizations.

The actor who triggered the conflict between Community Organizations (Ormas) was a member of the Manggala Community Organization who hit a member of the Sundawani Community Organization.

Cause

Based on the findings, the cause of the conflict was between the Sundawani and the Manggala due to a misunderstanding between the two mass organizations. After an accident that resulted in a member of the Sundawani being hit by a member of Manggala, a few hours later dozens of people who were members of the Manggala arrived carrying sharp weapons. With the arrival of dozens of members of mass organizations from Manggala, the conflict became increasingly heated, even to the point of clashes using sharp weapons.

The actor who caused the conflict was the Manggala. After the incident of members of the Manggala hitting members of the Sundawani mass organization, a misunderstanding occurred and members of the Manggala summoned their members.

Effect

The parties most affected by this conflict were the Sundawani and the Manggala. Both mass organizations felt the impact, namely that there were injured victims from each member of the mass organization. However, the Manggala was the party most affected, because one member of the Manggala died due to many stab wounds on his body and head. This conflict also resulted in the deployment of security forces to secure and resolve the situation where this clash occurred. After the incident, the police immediately carried out a crime scene investigation (TKP), examining witnesses, CCTV, and confessions from the suspects in the clash. Apart from that, the police also summoned the heads of the Sundawani and the Manggala as representatives of each mass organization for further discussions.

Conflict Resolution

The parties involved in efforts to resolve this conflict were the chairman of the Sundawani, the chairman of the Manggala, and the security forces, namely the police. The form of conflict resolution carried out was through mediation carried out by parties from the Sundawani, and Manggala mass organizations and the police. The supporting factor for efforts to resolve this conflict is the presence of the police who immediately went to the scene of the incident so that the conflict could be stopped and witnesses and perpetrators could be secured for further investigation. Apart from that, there are no obstacles in efforts to resolve this conflict.

This conflict resolution effort hopes that the conflict that occurs will not be sustainable and will reoccur. The conflicting parties agreed to maintain the conduciveness of the City of Bandung and hand over this incident entirely to the authorities. Apart from that, the conditions following this conflict resolution effort are safe and there have been no subsequent clashes.

CONCLUSIONS

Based on the results and discussion explained in the previous chapter, it can be concluded that: The conflict between the Paguyuban Sundawani Wirabuana community organization and the Manggala Garuda Putih occurred on Thursday, April 18, 2024. The location of this conflict was located on Jalan Dayang Sumbi, Lebak Siliwangi Village, Coblong District, Bandung. This conflict occurred because it started with an accident, namely a member of the Sundawani being hit by a motorbike belonging to a member of the Manggala. The incident created a

misunderstanding between the two mass organizations so one member of the Manggala called its members to come to the scene and a clash occurred.

Trigger of the conflict: This incident was triggered by the collision of members of the Sundawani by members of the Manggala. After the incident, members of the Manggala summoned other members. Several hours later, several members of the Manggala came carrying sharp weapons to the scene, resulting in a clash using sharp weapons. The actors who triggered the conflict were members of the Manggala.

The cause of conflict between the Sundawani and the Manggala was caused by a misunderstanding between the two members of the community organizations after an accident that resulted in a member of the Manggala being hit by a member of the Manggala. The actors who caused this conflict were members of the Manggala.

The conflict impact of this incident had an impact on the two community organizations in conflict because there were injured victims. However, the Manggala was the party most affected because one of its members died. Apart from that, due to this conflict, the security forces, the police, secured the witnesses, suspects, and CCTV to ask for further information and summoned the heads of the two community organizations by the police.

Conflict resolution in this incident was through mediation. The parties involved in this conflict resolution effort were the chairman of the Sundawani, the chairman of the Manggala, and the police. The supporting factor for efforts to resolve this conflict is the existence of the police who directly resolve this conflict so that mediation is carried out between the conflicting parties. There are no obstacles in the event of a conflict that occurs. Conflict resolution efforts hope that this incident will not be sustainable and will not happen again. The condition after the conflict resolution effort is that conditions are safe and there are no subsequent clashes.

Suggestions or recommendations in this conflict resolution effort include the existence of a Community Organization Communication Forum. This forum was created not only for community organizations that have been involved in the conflict but also for all community organizations as an anticipation of the potential for a conflict to occur. With this forum, it is hoped that every time a problem occurs between social organizations, it can be resolved amicably, without any action resulting in injuries, lives, or damage to infrastructure. This forum can present third parties or neutral parties, such as community leaders or security forces. So that problems that occur can find an alternative solution that can be accepted by both parties in the conflict.

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IMPLEMENTATION OF RESTORATIVE JUSTICE POLICY AT THE BANDUNG CITY DISTRICT ATTORNEY'S OFFICE

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ABSTRACT

In the context of Indonesian law enforcement, key actors include judges, prosecutors, advocates, and police. Effective, transparent, and fair law enforcement, based on Pancasila, requires synergistic cooperation. Law Number 11 of 2021 which amends Law Number 16 of 2004 underlines the significant role of the Prosecutor's Office in judicial power in accordance with the 1945 Constitution. This office is responsible for exercising the power of the state in prosecution with care and fairness. Prosecutor's Regulation Number 15 of 2020 concerning the Termination of Restorative Justice-Based Prosecution accelerates the judicial process. It allows for the termination of prosecutions on the basis of justice, humanity, or public interest, involving perpetrators, victims, and their families to seek a just resolution, Restorative Justice aims to enable peaceful accountability, balancing justice for all involved. At the Bandung City District Attorney's Office, since the regulation was enacted in 2020, 823 general criminal cases were stopped in 2023, a small part of the total crime reports. This qualitative study explores the implementation of Restorative Justice in this office, assessing the perception and actions of informants that have been determined. The findings highlight challenges, including the involvement of various actors with different interests, lengthy bureaucratic SOPs, and public misunderstandings, which hinder policy effectiveness. Strong commitment and support from all stakeholders can make Restorative Justice an effective approach for a fairer, more efficient, and more humane justice system in Bandung.

KEYWORDS: Restorative Justice, Law Enforcement, Prosecutor's Office, Legal Policy, Criminal Justice, Social Rehabilitation.

INTRODUCTION

In the context of law enforcement in Indonesia, there are four main components that are important actors in maintaining the sustainability of the rule of law based on Pancasila, including judges, prosecutors, advocates, and police. The existence of synergistic cooperation between judges, prosecutors, advocates and the police is expected to ensure that law enforcement in Indonesia can run effectively, transparently, and fairly in accordance with legal principles based on Pancasila (Wicaksono, 2012). Law of the Republic of Indonesia Number 11 of 2021 concerning Amendments to Law Number 16 of 2004 concerning the Prosecutor's Office of the Republic of Indonesia considers that the Prosecutor's Office of the Republic of Indonesia is one of the bodies whose functions are related to judicial power according to the Constitution of the Republic of Indonesia in 1945. (UUD 1945, 1945).

As a government institution that has a function and relationship with judicial power, the Prosecutor's Office has the responsibility to exercise state power in the field of prosecution with full caution and justice. The Prosecutor's Regulation of the Republic of Indonesia Number 15 of 2020 concerning the Termination of Prosecution Based on Restorative Justice is a concrete step in accelerating the judicial process in Indonesia. Through this regulation, the Prosecutor's Office

establishes procedures to stop prosecutions on the basis of considerations of justice, humanity, or the public interest. In this Prosecutor's Regulation, what is meant by restorative justice is the settlement of criminal cases by involving the perpetrator, the victim, the family of the perpetrator/victim, and other related parties to jointly seek a fair solution by emphasizing restoration to the original state and not retaliation. However, the termination of prosecution based on restorative justice in this case needs to meet the following conditions:

- a. The suspect is the first time to commit a criminal act;
- b. The criminal act is only threatened with a fine or threatened with imprisonment for not more than 5 (five) years; and
- c. The criminal act is committed with the value of evidence or the value of losses incurred as a result of the criminal act not more than Rp2,500,000. (two million five hundred thousand rupiah).

The policy on Restorative Justice can create a more structured mechanism to provide opportunities for perpetrators of criminal acts to be able to take responsibility for their actions peacefully while still paying attention to the principle of justice for all parties involved in the legal process. Based on the explanation of Restorative Justice above, it is interesting to know the general overview of the application of restorative justice in Indonesia, especially at the Bandung City District Attorney's Office. Since the passage of the regulation on restorative justice in 2020. The Attorney General's Office has stopped 823 general criminal cases until 2023. Although this number is quite large, when compared to the total number of general crime reports that come in, the number is still relatively small.

METHODOLOGY

The research method used in this research is a qualitative research method, namely research that aims to understand the phenomena experienced by the research subjects (Lexy, 2005). What is meant by the subject are, for example behavior, perception, motivation, action, and others in a holistic manner, explained descriptively using words. The choice of qualitative research method in the research entitled "Implementation of Restorative Justice Policy in the Bandung City District Attorney's Office" is considered quite appropriate because in the research process and data collection the informants were previously determined. Researchers need data in the form of opinions, perceptions and assessments of informants in the form of strings of words so that researchers can assess how the implementation of restorative justice policies at the Bandung City District Attorney's Office works.

RESULT

The findings of this study underline the consequences of restorative justice policies if they are difficult to implement, this will have a lot of impact because it involves various actors with their own interests. In addition, the results of this study show that the Standard Operating Procedure (SOP) flow of restorative justice implementation causes a long bureaucratic time because its implementation takes a long time. Finally, the results of the study show that the lack of public understanding of the restorative justice policy causes the implementation of the policy to be ineffective.

DISCUSSION

Content of Policy

The implementation of Restorative Justice involves various interests from different actors. The victim and his family want justice and redress for the losses suffered, both materially and emotionally. They hope that the perpetrators will get appropriate punishment and adequate recovery to avoid prolonged trauma. On the other hand, the perpetrator and his family hope to

get the opportunity to rehabilitate and reintegrate into society without excessive stigma. Offenders may want a fair process that allows them to admit their mistakes and correct themselves without having to experience excessively harsh punishments. Law enforcement officials, including police, prosecutors, and judges, have an interest in ensuring that the law is enforced in a fair and effective manner. They must strike a balance between providing justice to victims and giving perpetrators a chance to change. Meanwhile, the wider community has an interest in creating a safe and harmonious environment, where conflicts can be resolved in a constructive way. This conflict of interest is often a major challenge in the implementation of Restorative Justice policies because it requires an inclusive and collaborative approach.

The benefits of the Restorative Justice policy include the recovery of victims losses, the rehabilitation and social reintegration of perpetrators, and the reduction of the burden on the criminal justice system. Loss recovery for victims is not only material, but also psychological, allowing them to feel safe and get the justice they need. Rehabilitation for offenders allows them to improve themselves and return to society as better individuals, reducing the risk of recidivism and improving social relationships. In addition, the reduction of the prison burden and the justice system allows for a more efficient allocation of resources for more serious cases. Thus, Restorative Justice not only helps in resolving minor cases more quickly and efficiently, but also reduces the operational costs that must be incurred by the state. This could allow law enforcement to focus more on cases that require greater and deeper attention, as well as reduce prison overcrowding, which is often a serious problem in many countries.

Restorative Justice policies are expected to bring significant changes in the approach to law enforcement, from one that focuses on punishment to one that focuses on recovery. This change includes a transformation in the public's perspective on justice, from retributive to restorative (restoration). The implementation of this policy is also expected to increase public awareness and participation in the law enforcement process, as well as create a more harmonious and inclusive environment. In addition, these changes also require adjustments in legal procedures and increased capacity of law enforcement agencies in implementing this approach. Law enforcement agencies must be trained to understand and adopt the principles of Restorative Justice, as well as develop mechanisms that allow these processes to run properly. This includes the development of more efficient and flexible SOP (Standard Operating Procedures), as well as increased cooperation between law enforcement agencies and civil society organizations.

Decisions related to the implementation of Restorative Justice are taken at various levels, ranging from national policies to implementation at the local level. At the Bandung City District Attorney's Office, this decision involves coordination between various law enforcement agencies, including the police, the prosecutor's office, and the courts. In addition, the involvement of communities and non-governmental organizations is also important in the decision-making process, ensuring that the policies taken reflect the needs and interests of all parties involved. Inclusive and participatory decision-making is essential to ensure the successful implementation of these policies. This requires constant dialogue and consultation between all parties involved, including victims, perpetrators, law enforcement officials, and the community. Thus, the policies taken can be accepted and supported by all parties, so that the Restorative Justice process can run effectively and efficiently.

The implementation of Restorative Justice involves a variety of actors, including prosecutors, police, judges, counselors, and mediators. In the Bandung City District Attorney's Office, prosecutors play a key role in directing the Restorative Justice process, while the police are responsible for the initial handling of cases. The judge ensures that the process is carried out in accordance with applicable law, while the counselor and mediator assist in the recovery process between the victim and the perpetrator. They work together to create an environment that supports recovery and reintegration. The involvement of these various actors requires good coordination and specialized training in order for them to understand and implement the principles of Restorative Justice effectively. In addition, support from civil society institutions

that can provide assistance and mediation services is also needed. With good cooperation between all actors, the implementation of this policy is expected to run smoothly and achieve the expected goals.

Context of Implementation

The power, interests, and strategies of various actors greatly influence the implementation of Restorative Justice. At the Bandung City District Attorney's Office, key actors include law enforcement officials, victims, perpetrators, and civil society institutions. Each actor has different strategies and agendas, which can affect the effectiveness of policy implementation. For example, law enforcement officials may focus more on strict law enforcement, while civil society institutions place more emphasis on recovery and rehabilitation. These differences in strategies can pose challenges in the implementation of Restorative Justice, especially if there is no good coordination between the actors involved. Therefore, efforts are needed to align the interests and strategies of these various actors through constructive dialogue and cooperation. Thus, the implementation of this policy can run more effectively and achieve the expected goals.

The characteristics of institutions and regimes also play an important role in the implementation of Restorative Justice. In Indonesia, the criminal justice system still tends to focus on a retributive approach. Therefore, the shift towards a restorative approach requires significant institutional adjustments. At the Bandung City District Attorney's Office, the success of the implementation of Restorative Justice is highly dependent on the institutional commitment to adopt this approach as a whole. Law enforcement agencies need to carry out internal reforms to adopt a restorative justice approach, including changes in operational procedures and increased human resource capacity. In addition, support from the central government and the community is also important to create an environment that supports the implementation of this policy. With a strong commitment from all parties, the implementation of Restorative Justice can run well and provide significant benefits to all parties involved.

Compliance and responsiveness from relevant actors are critical to the successful implementation of Restorative Justice. At the Bandung City District Attorney's Office, all parties involved must have the same understanding of the purpose and procedures of Restorative Justice. Adequate training and socialization can increase compliance and responsiveness levels. In addition, constant monitoring and evaluation are required to ensure that these policies are running as expected. Responsiveness from law enforcement officials and related agencies is essential to handle cases quickly and effectively. This includes responsiveness to the needs of victims and perpetrators, as well as the ability to tailor approaches based on the situation.

CONCLUSION

The implementation of the Restorative Justice policy at the Bandung City District Attorney's Office shows complex challenges but also significant potential benefits. Involving various actors with different interests, such as victims, perpetrators, law enforcement officials, and the wider community, requires good coordination and an inclusive approach. By understanding and accommodating the interests of all parties, Restorative Justice can provide benefits in the form of recovery of losses, social rehabilitation, and reduction of the burden on the criminal justice system. This demands significant changes in legal procedures and increased capacity of law enforcement agencies to adopt this approach effectively. In addition, the success of the implementation of Restorative Justice is also highly dependent on the commitment of resources that include a trained workforce, adequate facilities, and sufficient budget. Contextual factors such as the power, interests, and strategies of various actors, as well as the characteristics of institutions and regimes, also play an important role in ensuring compliance and responsiveness to these policies. With strong commitment from all parties and adequate support, Restorative Justice can be an effective approach in creating a fairer, more efficient, and humane justice system in the city of Bandung.

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COLLECTIVE ACTION OF THE LOCAL COMMUNITY IN MANAGING THE CILETUH GEOPARK AREA

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ABSTRACT

On April 17, 2018, UNESCO officially designated the Ciletuh Palabuhanratu Global Geopark, a concept with significant potential for developing the local economy through geotourism and nature conservation. This potential can be maximized through collective management of the local community. Moreover, collective action can arise from two aspects, namely collective responsibility or individual awareness within the community, and collective ability or joint capability in carrying out activities. This action comprises several stages and culminates in the formation of the local community called the "Paguyuban Alam Pakidulan Sukabumi" (PAPSI), representing a tangible form of collective action by the local community. Therefore, this study aimed to investigate collective action of the local community in managing the Ciletuh Geopark area. A qualitative descriptive method with a case study method was adopted, and data were obtained through observation and interviews. The results showed the local community effectively used the Ciletuh Geopark area through the establishment of PAPSI, which strengthened the community and enhanced its quality of life. This process entailed raising community awareness and implementing strategic steps for the collective management of the region.

Keywords: Geopark, Collective Action, PAPSI

INTRODUCTION

The success of the Ciletuh – Palabuhanratu Geopark, acknowledged as a UNESCO Global Geopark (UGG), is attributed to various UNESCO initiatives, supporting the development of Geopark on a global scale. Positive responses to this initiative are evident in many countries, increasingly prioritizing the natural heritage elements within their respective regions. The focus is primarily directed toward natural heritage that holds significance in the history of Earth formation and the life sustained. Geopark concept not only offers opportunities for study and education but also holds great potential for the sustainable economic development of the local communities. Prioritizing the development of geopark as both a geological tourism destination (geotourism) and a nature conservation center is essential. The potential of the initiative is expected to enable the local community to take a more active role in managing geopark.

Effective geopark management can be achieved through collaborative efforts with the local community. These efforts can commence with several stages, aimed at creating a movement, program, or other initiatives for the surrounding community. It also reflects the spirit of shared fate and objectives arising from residing in the same geographical location. The efforts are geared toward enhancing the life quality and the capacity of the community, thereby enabling the independent management of the potential of the region. The following steps are crucial in implementing collective action: (1) Consciousness raising, (2) Self-assertion, (3) Agenda

framing, (4) Power building, (5) Capacity development, and (6) Progressing toward empowerment.

LITERATURE REVIEW

The Ciletuh was officially designated as the Ciletuh – Palabuhan Ratu UNESCO Global Geopark or Ciletuh-Palabuhanratu Geopark (GCP), by UNESCO on April 17, 2018. Situated in Sukabumi, West Java, this region is rich in diverse natural morphologies, rare rocks and minerals, as well as unique geological structures. These elements collectively form the geological natural heritage, or geo-heritage, with exceedingly high value within the Ciletuh Palabuhanratu Geopark Area (Yanuar, 2018).

Asset-Based Community Development is an internally focused method explored through relationships and the complementary concept of social networks and community capital (Winther, 2015). Aronoff and McKnight (1996) stated that community problems and solutions are embedded within the community, and improvement efforts begin by strengthening social capital. Isbandi (2018) described community assets as inherent strengths within every community. The development of a community is based on available resources. Identifying and harnessing community assets comprises understanding and recognizing various potentials within the community (Green and Haines in Isbandi Rukminto Adi, 2012).

According to Perkins, as cited in Rubin and Rubin (2000), community empowerment is a condition where a group becomes aware of the ability to solve problems. Empowerment occurs when the local community can set and achieve objectives collectively. Jennings, also in Rubin and Rubin (2000), suggested that empowerment manifests when a group of individuals has the desire and ability to assert shared goals. In the case of the Ciletuh community, managing Geopark area entails associating individual objectives.

The local community in the Ciletuh becomes stronger through collective action, fostering a sense of ownership that leads to shared responsibilities and a feeling of security. This principle applies to the management of area, where collaboration and cooperation are crucial for ensuring sustainability. Rubin and Rubin (2000) explained that collective action commences when individuals recognize the need to support each other due to shared adverse conditions, collectively building social capital to initiate action. This shared desire for collective improvement forms a basis for social strength.

Social capital originates from relationships and a sense of ownership among individuals, organizations, or groups (Rubin and Rubin, 2000). It is inherent in the structure of relationships among actors, representing a formidable strength that can be harnessed effectively to achieve various objectives that cannot be realized without the support of these networks. In other words, social capital facilitates the achievement of specific and crucial objectives. It embodies the value of the social structure for actors, providing the resource to pursue interests (Colleman, 1998). With social capital, a group has a foundation of strength, a source that enables and sustains collective action.

Collective action is based on two factors, namely collective responsibility and collective ability (Rubin and Rubin, 1992). Collective Responsibility manifests as individual awareness within society regarding ongoing circumstances. This awareness encourages individuals to take action, spurred by a sense of responsibility to effect change in societal or environmental conditions in general and for personal improvement.

Also, collective ability is the ability of individuals in a group to carry out activities originating from collective responsibility (Rubin and Rubin, 1992). This can be developed or shaped by each individual when collaborating or forming groups for collective action. The engagement in collective action is accompanied by challenges, interests, and shared objectives. Therefore, this ability helps individuals understand and embrace the issues, input, and interests of each

member. Hardin (1992) stated that collective actions are not an abstract concept outside the historical context or separate from politics.

According to Tarrow (1998), collective action can escalate into conflict when used by individuals or groups lacking regular access to institutions, advocating for new claims, or fundamentally challenging authorities. Collective actions may span short or long-term durations, be institutionalized or disruptive, straightforward or dramatic. In other words, collective action can be carried out through a system of sanctions comprising norms that require cooperation (Margwell and Oliver, 1993).

The term 'collective action' is broadly understood by social scientists as an abstraction comprising various empirical phenomena, from assembling masses to executing specific actions (Heckatorn, 1989). In the pursuit of collective action, not only desires and actions are requisite, but also the capacity of each individual within the group needs nurturing, enhancing the general strength of the collective and deliberating strategic steps. Rubin and Rubin (2000) identified the following key steps for collective action:

a. Consciousness raising

The initial stage entails increasing the awareness of community members. Achieved through intimate discussions and shared experiences regarding adverse conditions, this stage aims for each member to realize themselves as victims, fostering unity and collective strength.

b. Self-assertion

This stage revolves around asserting attitudes. Ames (2009) defined assertive attitudes as expressing ideas, feelings, and thoughts while respecting the rights of others and maintaining a positive tendency toward the interlocutor while considering the consequences of expressions. This statement comprises both positive and negative expressions toward achieving the intended objectives. The expressed attitude of a community determines whether conditions will be collectively accepted or injustices will be opposed.

c. Framing the agenda

This stage aims to amplify the issues raised by the community to the wider society, specifically those related to marginalized communities (Mondros, 2005). The group is already aware and has expressed a stance on the conditions experienced. Consequently, the group plans actions to disseminate these issues to parties facing similar conditions. The stage is further divided into two steps:

1. Gathering a broad network of parties with the same fate as possible to raise the main issue of injustice.
2. Leveraging the network to fight injustice. Mondros (2005).

d. Building power

This stage maximizes the strength of the group by relying on the number and commitment of members engaged in action. Strength grows with larger, more committed engagement, helping the opposition to problematic entities or systems. Groups establish networks with influential entities in the political sphere.

In community development practice, facilitation and the gathering of strength are crucial aspects. For instance, the gathering of strength can take the form of community-based study that contributes to knowledge about the relevant community (Ohmer, et al., 2013). The knowledge obtained from study on the community can be used by all stakeholders to develop the community (Israel, et al., 1998).

Marginalized communities have limited access to resources and decision-making, which affects quality of life. The inclusion of community can facilitate access to social, economic, political, and environmental knowledge that influences lives and integrates, as well as transform and build the community (Hatch, Moss, Saran, Presley-Cantrell, & Mallory, 1993, in Israel et al., 1998).

e. Capacity building

Developing the capacity of each member is crucial for undertaking action, and can be achieved as follows:

1. Enhancing skills through intensive training or formal education.
2. Strengthening understanding and knowledge by providing material on crucial issues.

f. Bootstrapping toward empowerment

This stage entails carefully and systematically considering the results of each step, a crucial asset for subsequent actions.

In the context of the Ciletuh Geopark area, the strategic social actions offer the local community an opportunity to autonomously manage the region. These efforts aim to improve the quality of life, take charge of area management, and foster sustainable opportunities for the well-being of the local community.

MATERIALS AND METHODS

This study adopted a qualitative method, with the aim of gaining a comprehensive understanding of actions taken by the local community in managing the Ciletuh Geopark. Moreover, a case study method was adopted, with data obtained from several relevant informants. According to Creswell (2002), case study investigates a single entity or phenomenon (case), bounded by time and activity (program, event, process, institution, or social group), collecting detailed information using various data collection procedures over a specific period.

In obtaining an overview of the collective actions carried out by the local community, data on the entire series of actions in community development and Geopark management were required. All information was gathered through observations and direct interviews with the community to explore information and collective understanding. Meanwhile, information related to general matters, such as institutional programs and activity developments, was sourced from reports or other documents originating from village and sub-district government management institutions. Being a qualitative study, the collected data were meticulously described and subsequently analyzed. This means that the data were presented in detail, with the aim of drawing informative and comprehensive conclusions. In principle, data analysis in qualitative study is an ongoing process throughout the field study (Bogdan and Taylor, 1992). Therefore, it is not merely a final stage but an integral component throughout the study process.

RESULT AND DISCUSSION

UNESCO defined geopark as a territorial area with exceptional, widespread, rare, and captivating geological heritage, developed as an integral part of the conservation, education, and local economic development concept (UNESCO, Global Geopark Network, 2006). Geopark was designed to focus on three main aspects, namely protection and conservation, the development of tourism-based infrastructure, and sustainable socio-economic development (Azman, Halim, et al., 2010). This concept integrated science and culture while preserving the uniqueness of geopark landscape (Azman, Halim, et al., 2010). In line with this concept, Komoo (2010) stated that the integration of scientific and cultural aspects in geopark development not only serves to protect the uniqueness of the geological landscape but also creates opportunities for study, environmental education, and enhancement of the local tourism economies.

Given the abundant potential arising from the presence of geopark, a framework was essential to leverage all available opportunities for collective benefit. Collective action was considered a suitable framework in the context of geopark development. This framework focused on collaboration comprising the local communities, practitioners, conservationists, and tourism stakeholders to formulate comprehensive empowerment strategies that addressed the needs of the local community. This was supported by Seidman (1998), that collaboration and interdependence were foundational for fostering cooperation toward achieving collective objectives. Himmelman (1994), as cited in Ruwaida (2016), identified collaborative

empowerment strategies that focused on organizing communities based on needs set by the relevant community, subsequently integrating external parties to support collective objectives. In pursuit of social transformation, collaborative strategies showed the importance of cooperation among stakeholders in achieving empowerment objectives (Ruwaida, 2016).

The implementation of collective action in the context of the *Ciletuh Palabuhanratu UNESCO Global Geopark* (CPUGGp) was exemplified through the establishment of the local community named *Pelestari Alam Pakidulan Sukabumi* (PAPSI). This community was established as a collective initiative to conserve and preserve nature while leveraging the natural potential of Sukabumi Regency. The formation of a collective initiative constituted several interconnected stages as follows:

a. *Consciousness raising*

The initial stage entailed enhancing collective awareness within the community. This was aimed at making the community cognizant of whether the conditions faced were detrimental or had the potential to improve the standard of living for the local community and other stakeholders. Mathiesen (2005) explained that collective awareness was influenced by the societal context. Initially, geopark area was enjoyed solely by the local community, expanding from two districts to eight after becoming a national attraction. The formation of geopark initially sparked both support and opposition. However, after realizing its potential, the community initiated the establishment of PAPSI, aiming to preserve the cultural sustainability and natural potential of geopark. The community operated voluntarily without a specific budget from the government.

b. *Self-assertion*

The attitude exhibited by a community influences its actions, whether taking efforts for granted or proactive engagement. PAPSI, an environmental conservation community not only focused on environmental preservation in the Ciletuh area but also gained recognition from H. Iskandar, the President Director of PT Biofarma, since early 2013. After receiving education on the penta helix concept, including the obligation of conservation institutions in geopark development, PAPSI collaborated with various parties.

c. Framing the agenda

This stage constituted two steps: (1) uniting parties with similar fates to raise the issue of injustice, and (2) using the formed network to address those responsible for the injustice.

d. Building Power

In this stage, the group strengthens by establishing networks with politically influential entities. After engaging like-minded parties, PAPSI prioritized even greater strength. In line with the objective of the community to actively participate in protecting and preserving nature, PAPS collaborated with Biofarma to educate the local community about geopark. Biofarma supported PAPSI by offering a secretariat building and expertise in assessing the Ciletuh before its geopark designation. The preparation for geopark constituted a memorandum of cooperation between PAPSI and Biofarma.

e. Capacity Building

The efforts to enhance community capacity included activities like socialization and education about geopark, facilitated by PAPSI and Biofarma. These activities spanned from benchmarking studies to homestay training and empowerment initiatives funded by Biofarma before government assistance. Moreover, practitioners from various universities assessed the conditions of geopark.

f. Bootstrapping toward Empowerment

This stage identified strategic steps in carrying out collective action. Each step needed to be carefully considered and implemented as the results would serve as crucial assets for the subsequent phases. In this context, managing the Ciletuh Geopark tourism area included capabilities to address environmental issues and realizing individual interests or common objectives. PAPSI accommodates all the abilities of individuals within this community. The

efforts to be undertaken included preserving and protecting the environment in the *Ciletuh Palabuhanratu UNESCO Global Geopark* (CPUGGp), building, nurturing, and enhancing the awareness of members and the community to actively participate in environmental preservation. Moreover, PAPSI examined the roles in implementation, coaching, supervision, and control carried out critically, analytically, constructively, and conceptually toward development policies or government institutions, organizing education and training to empower economic initiatives.

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NARRATIVE COMMUNICATION APPROACH IN CREATING A HARMONIOUS ENVIRONMENT FOR CHILDREN IN CONFLICT WITH THE LAW

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ABSTRACT

The handling of children in conflict with the law should prioritize a diversified procedural approach that emphasizes restorative justice, as punitive measures risk infringing upon the child's rights. Entry into correctional facilities is an undesirable event for these children, their families, and society. Numerous correctional facilities partners contribute by providing social services and care using various methods, such as counseling and skill training, ensuring children in conflict with the law do not miss developmental milestones and retain their rights as children. The success of these approaches and methods, especially those focused on growth and development, depends on meeting the children's needs to prevent further social issues. This article explores how a narrative communication approach can create a harmonious environment for children in conflict with the law. Using a qualitative approach, the study details the process of building this environment. Findings indicate that when children in conflict with the law are given opportunities by correctional social workers to narrate their life stories and dreams, they can positively reconstruct their self-perception through the use of metaphors.

Keywords: Children in Conflict with the Law, Correctional Facilities, Narrative Communication, Correctional Social Workers

I. Introduction

The treatment of children in conflict with the law should differ from that of adult prisoners. The preferred approach for handling them involves a diversified procedural method

emphasizing restorative justice. Amidst the 'hustle and bustle' of services provided by conflict with the law activists, the 'suffering' of conflict with the law confined in prisons awaiting the completion of their sentences, and the various dynamics experienced 'inside', there are moments when conflict with the law feel isolated in their despair. This isolation can manifest in various behavioral responses. According to Cooke et al. (1990) and Sykes

(1958), children experience significant negative impacts such as loss of physical freedom, loss of control over their lives, loss of family, loss of goods and services, loss of security, loss of heterosexual relationships, lack of stimulation, and psychological disturbances (in Solikhati and Herdiana 2015). These impacts must be anticipated or even prevented to avoid further psychological harm to the child.

Research by Kurniasari et al. (2016) on the conditions and behaviors of children in correctional facilities revealed that over 75% of children in conflict with the law experience feelings of sadness (Irfan, 2019). However, the same research also showed positive outcomes, such as closer relationships with God, future planning, and family visits, indicating that these children still have hopes and dreams. Despite this, sharing their stories can be challenging, often requiring support from counselors or volunteers. It is essential for counselors and therapists not only to listen but also to document these stories as part of their intervention records. Thus, alternative approaches like narrative communication can empower children in conflict with the law.

However, is it sufficient for counselors and therapists to merely act as good listeners without documenting the stories of children in conflict with the law? Or is it enough to include these stories as part of the case records for data collection in their interventions? There is a need for alternative methods that not only document but also empower ABH through their stories.

If the Narrative Communication Approach can be utilized as a means of building early conflict warnings, it is possible to create a harmonious environment. Soni et al. (2017) mapped conflict issues using five aspects: conflict events, conflict triggers, conflict causes, conflict impacts, and conflict resolutions.

II. Methodology

This research employed a qualitative approach with informants from Children Correctional Centre in Bandung, which has a history dating back to the establishment of the Correctional Centre in Bandung across Indonesia on August 5, 2015. Additionally, the study references various literature related to narrative communication as an alternative intervention approach for children in conflict with the law. This study is essential not only for providing an alternative intervention approach but also for exploring conflict prevention as a method of early intervention.

III. Results

3.1 Humans as Storytellers

Sociologically, humans are not only social beings who need interaction with others but also Homo Narrans, or storytelling beings. By nature, humans have a desire to tell stories and be heard, regardless of their social status. Fisher (1987) states that the assumptions of the narrative paradigm are as follows:

- a. Humans are inherently storytellers.
- b. Decisions about the worth of a story are based on "good reasons."
- c. Good reasons are determined by history, biography, culture, and character.

- d. Rationality is based on the judgment of narrative coherence and fidelity.
- e. We experience the world as filled with stories, and we must choose among them.

In addition to being storytellers, humans use storytelling as a means of self-motivation. Self-motivational statements are made by individuals who show a desire for change, arising from their decision to change, recognizing their competencies, confidence, and awareness of resources that support change efforts (Walsh 2010).

3.2 Storytelling as a Metaphor for Self

Counseling and therapy are essential social services provided by institutions to clients experiencing problems or needing support. Various methods are employed by counselors and therapists in their interventions. Carl Rogers (1961) introduced Client-Centered or Person-Centered Therapy, also known as nondirective counseling, where the therapist minimizes guidance and aids clients in clarifying their self-perceptions. The core concept of client-centered therapy is the individual's innate tendency towards self-actualization, functioning integratively within the organism.

Alternatively, storytelling can serve as a powerful medium for addressing personal issues and promoting healing. Burns (2004) posits that everyone possesses the ability to tell stories. In daily interpersonal interactions, individuals frequently alternate between the roles of storytellers and listeners. Burns suggests that storytelling allows individuals to create metaphors, which can be effectively used for therapeutic purposes.

3.3 Narrative Communication as an Early Warning Medium in Conflict Resolution

Soni et al. (2017) utilize five aspects, called P3DR, to map conflict issues. In this study, the discourse presented by Soni et al. is used to juxtapose the narrative communication approach in exploring the issues of children in conflict with the law. The table below shows the results of this process:

TABLE 1. NARRATIVE COMMUNICATION APPROACH IN P3DR

No	Aspect	Narrative Communication Results
1	Conflict Events	<ul style="list-style-type: none"> ● Children in conflict with the law feel comfortable with the interviewer (social worker); ● Children in conflict with the law are encouraged to share their stories; ● Children in conflict with the law start to open up about the events that occurred.
2	Conflict Causes	<ul style="list-style-type: none"> ● Children in conflict with the law narrate causes from their perspective;

		<ul style="list-style-type: none"> • Children in conflict with the law process blame and justification
3	Conflict Triggers	<ul style="list-style-type: none"> • Children in conflict with the law begin mapping conflict issues and identifying root causes and triggers
4	Conflict Impacts	<ul style="list-style-type: none"> • Children in conflict with the law reflect on their experiences and detail the losses they have faced
5	Conflict Resolution	<ul style="list-style-type: none"> • Children in conflict with the law begin to dream and hope; • Children in conflict with the law commit to future plans

Source: Research Data, 2018

The time required for this intervention process depends significantly on the readiness to open up. Hesitation can occur, so there is no standardized time for these activities. The table above reflects the statements made by children in conflict with the law, generally indicating a behavioral change process starting from self-statements, events leading to Children Correctional Centre, and the desire to pursue their dreams.

IV. Discussion

Narrative Communication in Conflict Events

The objective of addressing conflict events is to gather initial information related to the incidents by allowing informants to tell their stories. During this process, informants often begin with complaints about their current situation and the facilities they receive. As communication progresses, they reveal various aspects of their lives. Fisher's theory of narrative rationality suggests that the consistency and truth of a story are crucial for it to be judged credible by others. Storytellers, therefore, have the right to present their narratives in a manner that garners appreciation from listeners (West & Turner, 2008). This approach highlights the importance of providing a platform for individuals to share their experiences, thereby fostering a deeper understanding of the conflict.

Narrative Communication in Conflict Causes

During this stage, the narrative often involves informants portraying themselves as victims who ended up in Children Correctional Centre due to external factors. They tend to blame others and justify their own actions. Although some informants acknowledge their mistakes, most narratives are from their perspective. Griffin (2011: 310) describes narratives as symbolic actions, words, and deeds that have sequences and meaning for those who live, create, or interpret them. The listeners are expected to follow their arguments.

Narrative Communication in Conflict Triggers

The informants' narratives are their right to be good storytellers, building their perspectives. The essence of this perspective is the belief that drama or stories are powerful metaphors used by humans to persuade and explain events (Larson 2007: 60). However, strong arguments may not always suffice to rationally explain events to others. Through the Conflict Triggers aspect, informants start dynamically mapping issues until they identify the root causes of the conflict.

Narrative Communication in Conflict Impacts

Burns (2004) states that the metaphor of a story has an amazing power, as it can foster discipline, evoke emotions, inspire, drive change, strengthen mind-body connections, and be used for healing. When informants enter the Conflict Impacts stage, they tend to state their realistic conditions, experiencing boredom or feeling the need to always be 'alert' in Children Correctional Centre. Generally, they start to acknowledge the impacts they face, with some awaiting the end of their training period and others planning for post-training life.

Narrative Communication in Conflict Resolution

From the narrative theory perspective, by refocusing the process, social workers can help clients build different life narratives or stories that depict them differently (Walsh 2010). In the Conflict Resolution stage, informants are encouraged to pursue self-change. Although some feel they cannot dream due to societal pressures, others bravely narrate their desires and hopes.

V. Conclusion

Addressing issues for children in conflict with the law in Children Correctional Centre requires different handling approaches. Given their developmental stage, treatment should not be equated with that of adult prisoners. The narrative communication approach is an alternative intervention, aiming to establish early warnings of conflict, prevent further conflicts, and help children in conflict with the law achieve their dreams. The perspective of "humans as storytellers" can also be a therapeutic approach for children in conflict with the law.

VI. Appreciation

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IMPLEMENTATION OF MANAGEMENT AND UTILIZATION OF PROVINCIAL ROAD SECTION POLICY IN BANTEN PROVINCE

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ABSTRACT

One of the objectives of provincial road construction is to increase the productivity of the community both at the location of the road construction, or other communities that will utilize the road. The Banten Provincial Government has issued regulations regarding the governance and utilization of provincial road sections that must be obeyed so that the community can carry out various economic activities by utilizing parts of the provincial road. In the implementation, many problems were found in the utilization of the provincial road section, including activities or buildings erected in the provincial road section that did not have a permit for the construction. These unlicensed buildings cause losses and impact on the decline in road quality in Banten Province. This article will explain and explore how the policy on road section governance and utilization is implemented in Banten Province. In this article, interviews were conducted with 15 informants who were determined based on their involvement and experience in the process of utilizing road sections. As a result of this research, it was found that road section users do not understand the flow of the road utilization permit process. In addition, the classification in utilization and the lengthy procedures that must be taken make many people choose not to make the permit. Monitoring carried out by the government in implementing this policy is still less than optimal so that there are still many road part users who do not have permits.

Keyword: Regional Road; Policy Implementation; Utilization; Development

I. INTRODUCTION

The role of infrastructure development is very important to accelerate economic growth, both at the national and regional levels, and can reduce unemployment, alleviate poverty and certainly improve the welfare of the people. due to the availability of reliable infrastructure to support economic activities and business growth. Roads are one of the most important transportation infrastructure assets for transporting people and goods and for connecting regions to each other. (Irmansyah et al., 2021)

Roads as a public service are not limited to the benefits of increasing the speed of user mobilization, but also with comfort and accessibility. The better the quality of the road, the higher the user comfort. The wider the road network, the higher the accessibility of people to certain places. (Mustopa, 2020)

In its development in Banten Province, of course, Banten Province has various provincial roads with various conditions. Road conditions in Banten Province are classified into various categories, namely: good, medium, lightly damaged, and severely damaged road conditions. In its development in Banten Province, the condition of severely damaged roads has increased in 2023. This is due to weather factors and the number of heavily loaded vehicles passing through provincial roads. These heavy vehicles are on average vehicles owned by companies that utilize provincial roads and do not have permits. This certainly affects the achievement of the objectives of the construction of provincial roads. Basically, provincial roads are needed to support the running of various activities or community activities. There are several activities that are vital and have a high urgency to be carried out by the community, including education, business and health activities. The construction of provincial roads is certainly useful for improving community accessibility to these activities. In this condition, the condition of the road becomes a factor that determines the sustainability of these community activities.

In its realization, the policy on the utilization of parts of provincial roads is regulated in Banten Governor Regulation Number 82 of 2016 concerning Governance of Utilization and Use of Provincial Road Parts. The regulation explains that this policy involves various local government agencies and how the pattern of relationships between these agencies.

In the process, problems were also found regarding the relationship between actors from the government in the process of implementing the governance policy on the utilization and use of provincial road sections in Banten Province. In addition, with the various problems that exist, there is also no intervention from the central government to deal with this. This has led to an increase in unlicensed buildings around the provincial road section.

II. METHODOLOGY

This article uses a qualitative method, by conducting various literature reviews of several previous studies, government documents and reports, and interviews with informants who have experience and direct involvement with the implementation of governance policies on the utilization and use of provincial road sections. This article will reveal how the governance policy on the utilization and use of provincial road sections is implemented in Banten Province.

III. RESULT

Based on the previous explanation, the policy of utilization and use of provincial road sections will affect the quality or condition of the road. The more use and utilization of road sections, the more vehicles will pass through a road. The following is the road condition in Banten province:

Table 1. Data on the Length and Condition of Provincial Roads in Banten Province

	2021	2022	2023

N o	Road Conditio n	Length (km)	Condition s (%)	Length (km)	Condition s (%)	Length (km)	Condition s (%)
1	Good	596.153	78,2	627.399	82,33	670.293	78,21
2	Medium	135.511	17,7	127.273	16,7	113.931	13,23
3	Lightly Damaged	5.713	0,7	3.640	0,47	22.409	2,61
4	Heavy Damaged	24.641	3,23	3.706	0,48	50.900	5,93

Source: Dinas PUPR, 2024

The table shows the condition of Banten Province roads starting from 2021, 2022, and 2023. The table shows that there was a decrease in damaged roads from 2021-2022. However, in 2023 the condition of severely damaged roads increased from the original 3,706 KM to 50,900 KM. But this is also accompanied by an increase in the total length of the road. One of the factors causing the increase in damaged roads is the number of overloaded vehicles traveling on Banten Province roads. The increase in the condition of damaged roads is also accompanied by an increase in the utilization and use of unlicensed road sections.

Tabel 2. Data on Companies Utilizing Banten Provincial Roads

No	Year	Total	License d	%	Unlicense d	%	Police Inspection Result	%	Continuing the results of the inspection	%
1	2020	2.429	37	1,52	2.392	98,48	32	1,34	16	50
2	2021	3.690	73	1,98	3.617	98,02	35	0,97	9	25,71
3	2022	4.861	82	1,69	4.779	98,31	45	0,94	10	22,22
4	2023	5.772	111	1,92	5.661	98,08	52	0,92	14	26,92

Source: Dinas PUPR, 2023

Based on this table, it can be seen that companies that utilize and use licensed road sections in Banten Province are very low. The highest number is in 2021, which is 1.98%, which is still very low when compared to companies that are not licensed. While the lowest is in 2020, which is 1.52%, this is due to the Covid-19 pandemic. In 2022, the number of licensed companies decreased to 1.69%. In 2023 there was an increase of 1.92%, but when compared to 2021 there was a decrease in

companies that had permits to use parts of provincial roads. Overall from 2020-2023, there were 111 companies with permits to utilize parts of provincial roads or 1.92%, compared to the number of companies without permits of 5,661. This shows the very low number of companies with permits to utilize parts of provincial roads.

IV. DISCUSSION

A policy is a purposeful action taken by an actor or a number of actors to solve a problem (Anderson, 1975). Based on the Banten Provincial Governor Regulation Number 82 of 2016 concerning Management of Utilization and Use of Provincial Road Parts, this policy aims to secure road functions, ensure the smoothness and safety of road users, and the safety of road construction. Roads function as a link or means of connectivity so that existing areas can be connected (Kharisma & Triwardani, 2018). The road utilization and use governance policy is needed as a guideline in implementing the utilization and use of provincial roads, which is of course so that road construction and functions can be maintained and various vital community activities can continue.

In realization, the implementation of this policy is still not effective. It can be seen from Table 2 that road users who have permits are only 1% of the total number of companies. Public policy is about means and ends, which must have a relationship with each other. If political functionaries set goals, then the administrator's job is to develop the right instruments (Hill & Hupe, 2002). The implementation of this policy shows that street level administrators are still unable to implement this policy effectively.

Policy Formation

This policy involves many actors from within the government to manage the utilization and use of parts of provincial roads. The number of actors involved creates a high conflict of interest in this policy. The flow of procedures for making utilization permits that must be passed by the community to obtain permits is also quite long and must have various approvals from different government agencies. Therefore, this policy has not been able to be implemented properly.

Influences on The Behaviour of Street Level Staff

The characteristics of this policy are highly technical. This policy regulates the utilization and use of roads and how the relationship between actors at the lowest level. The actors responsible for this technical policy have not been able to change the existing conditions to match what is expected. Although actions to deal with this licensing problem have been taken, there is still no follow-up to improve the existing conditions (Irmansyah et al., 2021; Yusyabbella et al., 2019). As shown in Table 2, the police already have data on unlicensed companies, but there have been no developments or changes in the years since.

The Impact of Responses from those Affected by The Policy

Actors affected by this policy are entrepreneurs who utilize parts of provincial roads and people who use provincial roads for their daily activities. Based on the explanation from the informants, the various provisions and requirements that must be taken in making this permit are quite difficult

and permit applicants tend to cancel the licensing process because of the long flow of procedures involving various government agencies.

Another informant explained that he did not even know that there were permits required to utilize parts of provincial roads. Informants explained that damaged roads are often caused by overly heavy loads from vehicles owned by factories near provincial roads. In addition, weather factors also affect the condition of the roads, often during the rainy season the roads deteriorate quickly.

Based on this explanation, public knowledge of this utilization policy is still very minimal. In addition, the long bureaucratic flow in making permits also makes many permit applicants tend not to continue the process of making road utilization permits. Based on the discussion that has been done, these two things are the main causes of the low number of companies or road users who have permission to utilize and use parts of provincial roads.

V. CONCLUSIONS

Based on the discussion that has been carried out, it can be concluded that the implementation of the governance policy for the utilization and use of provincial roads in Banten Province is still not effective. Problems with public knowledge of regulations and long bureaucratic channels are the main causes of the low number of companies or parties that have permission to utilize provincial roads. From a theoretical perspective, the concept of policy implementation needs to pay attention to how a policy is socialized to the community, and the government must know the extent of public knowledge of a policy to be implemented. The suggestion that can be given is the need for increased socialization and follow-up for road users who do not have permits.

VI. ACKNOWLEDGEMENT

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VIII. BIODATA

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ANALYSIS OF SETTLEMENT INFRASTRUCTURE PROBLEMS IN PROVERTY REDUCTION IN BANTEN PROVINCE

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ABSTRACT

Some of the problems in the province of Banten include the lack of optimal regulations in the housing and settlement sector that specifically address extreme poverty and the lack of an integrated system for handling development in the housing and settlement sector. The lack of optimal regulations in the housing and settlements that specifically address poverty impacts the handling of poverty that does not accommodate the improvement of uninhabitable houses outside slum areas. Slums are a phenomenon where the quality of the environment is not suitable for human habitation. The slum environment can be assessed from various aspects: facilities and infrastructure, physical, social, economic, and hazard. This research aims to analyze social policies in alleviation in Banten Province. This research analyzes Banten Governor Regulation No. 3 of 2022 and Banten Regional Regulation No. 5 of 2019, then examines the Banten Province RPJMD in 2023 - 2026. The results of this study show that the Banten Provincial Government has made various efforts to tackle settlement infrastructure problems, especially in overcoming slums and poverty in Banten Province. Some of the ways are by issuing and implementing Governor Regulations. This governor's regulation still needs to be further reviewed in its implementation.

KEYWORDS: Seized Goods; Auction; Banten

INTRODUCTION

Promoting general welfare is further discussed indirectly in the 1945 Constitution; Article 33 reads, "The economy is structured based on joint efforts with the principle of kinship," and Article 34 reads, "The poor and abandoned children are cared for by the state." Looking at several articles in the 1945 Constitution, it can be concluded that Indonesia adheres to the welfare model (Suharto, 2005).

Regarding the welfare state, Spicker (2000) states that it benefits its citizens by a certain set of principles, from the cradle to the grave. In line with Spicker's understanding, Midgley (2004) argues that social welfare is a condition in which human life is created when various social problems can be managed properly, human needs are met, and social opportunities can be maximized.

The opinions of Spicker and Midgley ultimately lead to the direction of social welfare as an ultimate goal of development activities where there is a pre-condition that determines whether its achievement is achieved. Remember, social welfare as a national development goal is not a central government monopoly.

Still, the district/city government and its derivatives also carry out the mission of realizing national development. The development aims to improve the quality of human life and, of course, requires ways or guidelines for action, commonly called social policy, to achieve improvements in the quality of human life (Fedryansyah, 2016).

The house itself is a basic human need as a shelter. Of course, not everyone, especially the underprivileged, has a home. Therefore, the state has a fundamental obligation to provide housing. As mentioned in (Wirata, 2022), besides providing Rusunawa, social services in the housing sector can include: The provision of relatively cheap council housing. This type of housing is called city council housing in the UK, Australia, and New Zealand. It subsidizes associations that provide housing for special groups., such as the disabled and elderly. We are providing subsidies or easy access to credit for home purchases. Financial assistance to voluntary organizations that provide accommodation and support to homeless people Licensing and supervision of accommodation or rental houses organized by the community so that they do not violate applicable standards and regulations. Furthermore, as an illustration, poverty is a social problem that still needs to be resolved. With a population of around 270 million across various islands, Indonesia reflects tremendous cultural, ethnic, and geographic diversity. Poverty is seen as an economic inability to meet basic food and non-food needs measured in terms of expenditure (BPS). Poverty is a problem faced by all countries. Economic growth is one indicator of overcoming poverty, whereas economic growth is economic development (Atalay, 2015).

Banten Province, one of the regions of the Republic of Indonesia, certainly also experiences one of the social problems, namely poverty. The problem of poverty in Banten Province is a serious challenge that requires attention and appropriate action from the government and related parties. Compared to September 2022, the number of poor people in March 2023 increased by 36.99 thousand (from 586.21 thousand people in September 2022 to 623.19 thousand people in March 2023). Meanwhile, poor rural residents fell by 40.52 thousand (from 243.45 thousand people in September 2022 to 202.93 thousand in March 2023). One of the main problems is the inequality in welfare distribution between regions in Banten Province. Urban areas such as Kota Tangerang and Kabupaten Tangerang tend to have lower poverty rates than rural areas in the province. This economic inequality significantly impacts access to education, health services, and employment opportunities for residents in rural areas. Furthermore, the complete data on the number of poor people by district/city in Banten Province for 2021-2023 is contained in the table below.

Table 1. 1 Number of Poor People by Regency / City in Banten Province 2021 – 2023

Source: BPS, 2024

The terms very poor, poor and almost poor are derived from the poverty line values from SUSENAS. The grouping of households with the terms very poor, poor, and near-poor can shift from year to year, according to the SUSENAS results for that year. Specifically, poverty reduction is regulated in Banten Province Regional Regulation Number 5 of 2019 concerning Poverty Reduction. This PERDA aims to overcome poverty, where one of the significant social problems is poverty, with a presentation of 8.11% in 2019. Furthermore, this policy contains government mechanisms for implementing programs and social policies to overcome poverty and improve welfare and regional development in Banten Province.

Some examples of poverty problems in Banten Province, which are mainly related to the housing and settlement sector, include various things starting from the settlement infrastructure of the residents of Banten Province itself and also the legal umbrella that strengthens it. In housing infrastructure, according to BKKBN, 12% or 49,408 families in Banten need a proper main source of drinking water, and 48.5% or 199,877 families need an adequate toilet. This certainly needs to be a concern for the central and local governments because the availability of adequate water is a key factor in efforts to overcome poverty. As stated by Tortajada (in Putra & Rianto, 2016), sufficient water availability not only increases productivity but also positively affects the goods and services sector. However, poor sanitation is also a major cause of poverty in Indonesia, including Banten Province.

One example of a regency in Banten Province that experiences poverty problems is the Pandeglang Regency. Pandeglang Regency is one of the provinces' regions with a relatively high poverty rate compared to other urban and rural regions in Banten regions. In 2010, Pandeglang received assistance from the PKH (Program Keluarga Harapan) Ministry of Social Affairs program, amounting to 22 billion for 17,300 poor families. The poverty rate in the district of Pandeglang is very high. This eventually became the nickname

of an underdeveloped district because of the many slums, dirty and unsightly roads and many unemployed or homeless. Based on Regent Decree No. 653 of 2021 on Determination of Slum Locations and Settlements in Pandeglang Regency, there are still many slums with 96 villages in 27 sub-districts, the total area of slums in Pandeglang Regency is 1,051.99 (Ha). The largest slum area is in the Mekarsari Cibaling area, with 29.19 hectares, and the smallest slum area is in the Rancateureup Labuan area, with 1 hectare (Regent Decree No. 653 the Year 2021).

Pandeglang Regency, through the Housing, Settlement and Land Agency, has a flagship program that is in line with the vision and mission of the elected regional head to alleviate poverty in Pandeglang Regency to improve the welfare of the Pandeglang people. This is because the distribution of slum housing and settlements in Pandeglang Regency is still relatively wide, based on the regent's decision on the placement of slum housing and settlements in Pandeglang Regency. This can be seen in the following table:

Table 1.2 List of Housing and Slum Settlement Locations in Pandeglang Regency

The issue of uninhabitable housing must be considered to create a life of sufficiency—a wecentonly life without a decwithtce. A person's life will be better and physically and mentally healthy if he has comfort. In this case, housing is a very important requirement for survival and people's right to housing. So, houses need to be turned into livable dwellings, and there needs to be a government program to help people who are not livable get livable dwellings. To increase the housing supply, it is necessary to

establish a housing supply system that is appropriate in terms of quality and quantity for low-income communities (MBR). Freeing oneself from poverty is the highest goal of all development, even in the face of the 77-year independence struggle led by the Indonesian state (Bukhari, 2021).

METHODOLOGY

The research method used in this research is qualitative research. In this study, researchers used a qualitative approach. According to Creswell, qualitative research is a technique for exploring and understanding the meaning of several individuals or groups ascribed to social or humanitarian problems (Creswell J. W., 2014). According to Creswell, qualitative research explores and understands the meaning that several individuals or groups ascribe to social or humanitarian problems (Creswell J. W., 2014). Based on this explanation, the qualitative research design, according to Creswell, is appropriate because researchers will explore in depth the social policy of settlement infrastructure development in poverty reduction. Collect data this research uses several data collection techniques, according to (Creswell J. W., 2014), namely Interviews where researchers will conduct semi-structured interviews, which are also included in the In-Depth Interview category, Observations where the author collects data related to the object of research by not being directly involved & Documents, namely researchers can also collect documents related to the research, the author collects data through documents from related agencies in the form of laws, regulations and activity reports. Furthermore, researchers use purposive techniques to determine informants based on certain criteria. The informants in this study are the parties involved in analyzing the social policy of settlement infrastructure development in poverty reduction in Banten Province.

RESULTS AND DISCUSSION

Slums are a phenomenon where the quality of the environment is not suitable for human habitation. The characteristics of slums are that they are vulnerable to social and environmental diseases, have a very high building density on limited land, have very low building quality, and have inadequate ecological infrastructure, which endanger the sustainability of the lives of local people. Based on research by Fitria and Setiawan (2014), slum environments can be assessed from various aspects, namely facilities and infrastructure, physical and social aspects, and economic and hazard aspects. From the assessment of these aspects, slums can be classified into three levels, namely light slums, medium slums, and heavy slums.

Based on Setiawan and Rachima (2020), the characteristics that can be evaluated to determine the standard of a residential area can be seen from the characteristics of occupancy, residents, and material and infrastructure facilities. Known The availability and condition of facilities and infrastructure in the area are

included in the slum area due to the economic influence of the people classified as lower middle class and the number of newcomers from other regions living around the area. This causes a decline in the settlement environment regarding physical quality, population density, socio-economic and socio-cultural conditions, and lack of infrastructure.

Factors affecting slum criteria are (1) drinking water facilities and infrastructure, waste management that is not well controlled according to standards, and dirty water treatment, (2) many quality buildings that are not habitable, (3) the large number of migrants who stay for a long time causes high population density in the area, and (4) conditions The socio-economic conditions of very low-income residents generally arouse people's desire to have livable and healthy homes for low-income people.

Some of the problems in the province of Banten include the lack of optimal regulations in the housing and settlement sector that specifically address extreme poverty and the lack of an integrated system for handling development in the housing and settlement sector. The lack of optimal regulations in the housing and settlements that specifically deal with poverty impacts the handling of poverty that does not accommodate the improvement of uninhabitable houses outside slum areas. To overcome this poverty problem, collaboration between the government, private sector, and civil society is needed. The Banten Provincial government has implemented various social assistance programs, infrastructure development projects, and skills training. Nonetheless, these challenges still require careful planning and sustained action to achieve significant changes in reducing poverty levels and improving community welfare in Banten Province.

Current housing assistance focuses on two main aspects: providing aid to natural disaster victims and supporting government relocation programs. While these measures are important and relevant, it needs to be recognized that not all community members living in poor conditions are victims of natural disasters. There is a broader term, "non-natural disasters," of which one form is failed modernization. Failed modernization can be defined as the failure of a society to significantly improve its standard of living in the face of technological advancement and social change.

Engaging the concept of non-natural disasters in the context of housing assistance is crucial. Focusing too much on post-natural disaster relief may overlook communities marginalized by failed modernization. Therefore, housing assistance policies need to be made to be more inclusive and accommodate the various factors that cause poverty.

For example, expanding the definition of housing assistance to include groups affected by failed modernization could provide a more comprehensive solution to improving the housing conditions of the

poor. By recognizing the varied causes of poverty, the government can design assistance programs that are more effective and responsive to communities' diverse needs. This innovation in approach can be a step forward to ensure that housing assistance is not only limited to natural disaster situations but can also embrace aspects of non-natural disasters such as failed modernization.

The problem of not optimizing the system that integrates the handling of housing and settlement development impacts the system that the community needs access to submit their proposals on a 24-hour basis. This limitation creates an important barrier to active community participation in development. When the system does not operate efficiently, there is a risk that most citizens will not be able to easily and quickly submit their input regarding housing development plans, which may directly impact their daily lives.

The inability to submit proposals on a 24-hour basis may result in inequitable participation, where some community groups may feel marginalized or unrepresented. Necessary improvements include significant enhancements in system integration, ensuring the availability of platforms or communication channels that citizens can access around the clock. For example, implementing online platforms or dedicated apps that allow citizens to submit their suggestions without time constraints can be an effective solution.

In addition, it is important to implement measures to educate the public on how to use the system to increase participation. By improving accessibility and providing adequate understanding, a more optimized integration system can be a powerful tool in supporting inclusive participation, giving voice to all segments of society, and resulting in housing development policies that better represent collective needs and aspirations. Furthermore, poverty reduction itself is regulated in Presidential Regulation No. 15/2010 in Article 5, which reads as follows:

(1) The poverty reduction acceleration program consists of :

1. The family-based integrated social assistance program group aims to fulfil basic rights, reduce the burden of living, and improve the quality of life of the poor;
2. The community empowerment-based poverty reduction program group seeks to develop the potential and strengthen the capacity of poor communities to engage in development based on the principles of community empowerment;
3. The poverty reduction program group, based on the empowerment of micro and small economic enterprises, aims to provide access and economic strengthening for micro and small-scale business actors;
4. Other programs that can directly or indirectly improve the economic activities and welfare of the poor.

Specifically, poverty reduction is regulated in Banten Province Regional Regulation Number 5 of 2019 concerning Poverty Reduction. Basically, the purpose of this PERDA is to overcome the issue of poverty, which was 8.11% in 2019. Furthermore, this policy contains government mechanisms for implementing programs and social policies to overcome poverty, improve welfare, and promote regional development in Banten Province.

It is explained in Article 11 Paragraph (3) of PERDA No. 5/2019 of Banten Province that the Regional Poverty Reduction Strategy is carried out with a basic needs, employment, people's economy, and infrastructure approach through:

1. Food and production facility assistance;
2. Tuition support assistance;
3. Health and family cost support assistance;
4. Housing Assistance;
5. Access to clean water and sanitation;
6. Access to lighting/electricity;
7. Skill Enhancement Assistance;
8. Productive economic business capital assistance;
9. Security protection assistance and
10. Assistance with access to information.

Figure 1. 2 Extreme Poverty Acceleration Strategy Table – APBN

Source: STATE BUDGET, 2022

The government, both at the central and regional levels, actually has a strategy for accelerating extreme poverty as listed in Figure 1.2, where the acceleration strategy has three strategies, namely 1) Reducing Expenses, 2) Increasing Income, and 3) Reducing Pockets of Poverty. In overcoming poverty as a whole, these three strategies must be implemented as well as possible. However, the third strategy will focus on reducing poverty pockets when discussing extreme poverty.

CONCLUSION

Based on the research and discussion that the author has conducted, the Banten provincial government has made various efforts to overcome the problem of poverty in Banten Province. The handling is stated in Article 11 Paragraph (3) of PERDA No. 5/2019 of Banten Province. The Banten Provincial Government has also made various efforts to overcome settlement infrastructure problems, especially to reduce poverty. One of the ways to overcome this is by passing PERDA number 5 of 2019 and Pergub Banten No. 3 of 2022. PERDA number 5 of 2019. PERDA number 5 of 2019 is a policy to improve the quality of housing and slums, while Pergub Banten No. 3 of 2022 is the Banten Province Regional Development Plan for 2023 - 2026. Both will be mutually sustainable in overcoming settlement infrastructure problems and poverty reduction in Banten Province. Implementing this policy still has to be reviewed and studied more deeply to deal with cases of settlement infrastructure problems in poverty reduction in Banten Province.

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Implementation of Competency Development Policy for Administrator Officers within the Banten Provincial Government

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ABSTRACT

The management of the State Civil Apparatus (ASN) has an important role in maintaining the stability and effectiveness of a country's government. In this context, the development of the competence of administrator officials within the Banten Provincial Government is crucial to improve the quality of public services and bureaucratic efficiency. This study aims to analyze the implementation of competency development policies for administrator officials in Banten Province by considering factors that affect their effectiveness. In this study, qualitative methods were used to understand the phenomena experienced by the research subjects. The research findings highlight the importance of quality leadership, competency development through training programs, supportive management systems, and cross-sector cooperation in improving the effectiveness of ASN management through the implementation of *the Human Capital Development Plan (HCDP)*. Effective management of civil servants is key in achieving sustainable regional development. Through the implementation of HCDP, the Banten Provincial government can ensure transparency and objectivity in the management process of civil servants to be better prepared and able to face challenges and take advantage of opportunities in facing the evolving dynamics of change.

Keywords: Competency Development; State Civil Apparatus; *Human Capital Development Plan*.

INTRODUCTION

The management of the state civil apparatus (ASN) has a very important role in maintaining the stability and effectiveness of a country's government. ASN is responsible for providing services to the community, carrying out public policies, and ensuring the running of the wheels of government properly. With good management, a professional, efficient, and accountable bureaucracy will be created. The importance of ASN management was also conveyed by Damay Rusli in his research that "*The development of the competence of the State Civil Apparatus (ASN) is indeed very necessary, it is based on the demands of the strategic environment, which is growing along with the progress of the times*" which means that the development of ASN competence is indeed very necessary, this is based on the demands of the strategic environment that is growing along with the times. In addition, effective apparatus management can also improve public sector performance, encourage innovation, and strengthen integrity and transparency in government administration. Therefore, efforts to continuously improve the quality of state civil apparatus management are strategic investments for the development and progress of a nation. (Rusli Damay, 2022)

Enactment of related laws and regulations such as:

1. Law Number 20 of 2023 on amendments to Law Number 5 of 2014 concerning the State Civil Apparatus.
2. Government Regulation Number 17 of 2020 concerning Amendments to Government Regulation Year 11 of 2017 concerning Management of Civil Servants (PNS).
3. Regulation of the State Administration Institute Number 10 of 2018 concerning Competency Development of Civil Servants (PNS).
4. Regulation of the Governor of Banten Province Number 32 of 2020 concerning the Development of State Civil Apparatus Competencies through the Granting of Study

Assignments, Study Permits, and Internships/Work Practices within the Banten Provincial Government.

Become an important foundation in improving the quality of ASN management. In the context of local government, ASN management efforts are also crucial. In accordance with Law No. 23 of 2014 concerning Regional Government, as well as Law No. 20 of 2023 concerning State Civil Apparatus, civil servants at the regional level must have integrity, professionalism, and be free from corruption, collusion, and nepotism (KKN). They are also expected to be able to provide good public services as part of the mandate of bureaucratic reform. One of the instruments applied in the management of ASN is the merit system. This system gives priority to qualifications, competencies, and performance as key considerations in the process of planning, hiring, payroll, development, career patterns, retention, discipline, and employee retirement. The implementation of the merit system is one of the results of the bureaucratic reform agenda which aims to create a neutral, professional, and free bureaucracy from KKN practices.

The competency development of civil servants is also an important focus in improving their performance and professionalism. The regulation of the State Administration Institute regulates the competency development of civil servants through various training and learning programs. This program includes classical and non-classical training aimed at improving the knowledge, skills, and attitudes of civil servants in accordance with the needs of the agency. However, the biggest challenge in ASN competency development is budget constraints. Therefore, an effective strategy is needed to maximize the use of existing resources. One strategy that can be applied is talent management, which aims to identify, develop, recruit, retain, and deploy talented civil servants. The management of ASN performance is also an important aspect in efforts to improve the quality of public services. Regulation of the Minister of State Apparatus Empowerment and Bureaucratic Reform Number 25 of 2022 concerning Guidelines for Performance Appraisal of Civil Servants is a reference in managing the performance of civil servants. ASN performance appraisal is carried out periodically and objectively, taking into account the achievement of targets, competencies possessed, and contributions to the vision and mission of the agency. In addition, it is also important to implement proportional incentive and sanction mechanisms as part of managing the performance of civil servants. Incentives can be rewards, promotions, or performance allowances, while sanctions can be in the form of reprimands, postponement of promotion, or transfer. Thus, ASNs will feel motivated to improve their performance in order to achieve better results.

In addition to internal management, cross-sector cooperation is also important in improving the effectiveness of ASN management. Collaboration between local governments, educational institutions, the private sector, and civil society can enrich the resources and experience needed to develop the competence of civil servants. Internship programs, project cooperation, and joint training are concrete examples of cross-sector collaboration that can improve the quality of civil servants. In addition, the implementation of e-government and digitalization of public services can increase efficiency and transparency in services to the public. However, in applying information technology, it is also necessary to pay attention to aspects of data security and privacy protection of civil servants.

In addition, managing conflicts of interest is also a challenge in managing civil servants. Civil servants at the local level are often in a position that is vulnerable to conflicts of interest, both in political and economic contexts. Therefore, it is necessary to implement effective monitoring and reporting mechanisms to prevent abuse of power and corrupt practices. In facing this challenge, the role of regional leaders and state civil apparatus commissions (KASN) is very important. Regional leaders need to set a good example in running a clean and transparent government, while KASN is tasked with supervising and enforcing discipline against civil servants who violate the code of ethics and applicable regulations. Thus, the management of the state civil apparatus plays a very important role in regional development. By maintaining professionalism, integrity, and good performance, ASN can become one of the driving forces of development that provides real benefits to society and the country as a whole. Therefore, there needs to be a strong commitment from all parties to continue

to improve the quality and effectiveness of ASN management in order to achieve sustainable and inclusive development goals.

RESEARCH METHODS

The research method used in this study is qualitative research method, that is, research that intends to understand the phenomenon of what is experienced by the research subject. The subject is meant for example behavior, perception, motivation, action, and others holistically (Lexy, 2005) by being explained in description using words.

The selection of qualitative research methods in the study entitled "Implementation of Competency Development Policy for Administrator Officials within the Banten Provincial Government" is considered quite appropriate because in the research process and data collection on informants that have been predetermined. Researchers need data in the form of opinions, perceptions, and informant assessments in the form of strings of words so that researchers can assess how the implementation of competency development policies for administrator officials within the Banten Provincial Government.

RESULTS AND DISCUSSION

Based on the results of the researcher's intervention regarding the implementation of competency development policies for administrator officials within the Government, produced findings relevant to the concept of *Human Capital Development Plan* (HCDP). The competency development of state civil apparatus (ASN) employees within the Banten Provincial government is an integral part of efforts to increase HCDP. Refers to investment in improving the quality and ability of individuals as an important asset in the development of an organization or entity in this case, the government of Banten Province. In the context of civil servants, HCDP includes various efforts to improve their knowledge, skills, and attitudes so that they can be more effective in carrying out government tasks, providing quality services to the community, and adapting to the dynamics of changes that occur.

By implementing a comprehensive and well-planned *Human Capital Development Plan* concept, the Banten Provincial government can improve the quality and effectiveness of civil servants as one of the most important assets in governance and public services. Thus, the Banten provincial government can be better prepared to face challenges and take advantage of opportunities in facing the evolving dynamics of change. Through the analysis of factors that affect the effectiveness of ASN management and the necessary development strategies, concrete steps can be formulated to improve the quality of human resources (HR) in public administration.

First of all, research findings highlight the importance of quality leadership in shaping a positive organizational culture. This is shown by leadership training or managerial competence in the form of Leadership Training Tk / II / III / IV / Spati / Spadya / Sepama or commonly known as National Leadership Education (PKN) for the High Leadership Position level and Administrative Leadership Education (PKA) for the administrator position level has the highest qualifications among other High Positions which can be seen in the picture below:



Source: Regional Civil Service Agency of Banten Province, 2023

National Leadership Education (PKN) itself is in line with HCDP principles which emphasize the importance of support and commitment from leaders in developing human resources. Regional leaders who have integrity and commitment to clean and transparent governance can be role models for civil servants in carrying out their duties and responsibilities. In the implementation of HCDP, the role of leaders as *role models* and mentors for civil servants is crucial in forming an inclusive work culture oriented towards achieving common goals.

In addition, there are several studies that also show that the quality of civil servants' human resources, including competence, motivation, and work ethic, has a direct impact on the effectiveness of ASN management. The HCDP concept emphasizes the importance of competency development through continuous training and development programs. In this context, it is necessary to identify appropriate development needs and design training programs that are relevant to the demands of the position and technological developments. Given the results of the measurement of the State Civil Apparatus Professional Index as mandated by the Minister of Agriculture RB Number 38 of 2018 concerning IP ASN Measurement and BKN Regulation Number 8 of 2019 concerning Procedures for Measuring IP ASN, that the achievement of IP ASN of Banten Province is still at 64.61 with a low predicate where the Competency segment is the lowest element in its achievement which can be seen in the picture below:



Source: Kanreg III BKN Bandung 2022, 2024

In other achievements, in the assessment of the Performance of Regional Agencies carried out by the Ministry of Utilization and State Apparatus for Bureaucratic Reform in the Performance Accountability System (SAKIP), the Banten Provincial Government in the last 2 (two) years has achieved achievements, namely 2022 points 67.20 with predicate B and 2023 points 67.74 with Predicate B. This can be interpreted that the development progress that has been running in Banten Province has not been able to show sufficient results satisfactory and stagnant considering that the regencies and cities in Banten Province have received a better assessment. Through the implementation of HCDP, local governments can improve the quality of civil servants' human resources by providing access to training programs that support the development of necessary technical and managerial competencies. Furthermore, the research highlights the importance of policies and management systems that support efficiency and transparency in the management of civil servants. HCDP principles also emphasize the importance of careful planning and effective management of human resources.

Considering that ASN development is one form of development program implementation. Through HCDP, regular monitoring and evaluation needs to be carried out to ensure the effectiveness of the development program that has been carried out. Performance-based recognition and rewards can also be part of HCDP to encourage ASN motivation in developing themselves and achieving optimal results. The integration of *the Human Capital Development Plan* in the organization's strategic planning is also key in ensuring that these investments are not only reactive to current needs, but also proactive in preparing ASNs for future challenges. One important aspect of the continued human capital development program is increased accessibility and flexibility of training. In the era of rapid digitalization, the use of information and communication technology can be an effective means to provide online training that can be accessed by civil servants from various locations. Thus, ASN can not only access training materials from anywhere and anytime, but also can arrange study schedules according to their busy lives. The use of digital learning platforms also allows for more accurate measurement of learning progress and training effectiveness.

In the continued effort of competency development, it is important to strengthen cooperation and partnerships with various relevant parties, including educational institutions, training institutions, the private sector, and non-governmental organizations. This cooperation can take many forms, from the provision of training resources and facilities to the development of curricula and joint training

programs. By utilizing existing expertise and resources outside the organization, the Banten provincial government can improve the effectiveness of ASN's competency development program. In the context of implementing *the Human Capital Development Plan*, it is also important to pay attention to changes in the external environment that can affect the needs and dynamics of human resources. Technological developments, regulatory changes, and labor market dynamics are some examples of external factors that need to be considered in designing responsive and adaptive human capital development programs.

Finally, in implementing the *Human Capital Development Plan*, it is important to ensure strong support and commitment from various related parties, including organizational leaders, HR managers, and ASN itself. Without strong support from various relevant parties, human capacity building efforts are likely to experience obstacles and difficulties in their implementation. Therefore, building high awareness and motivation on the importance of investing in the development of ASN competencies is the key to the success of *the Human Capital Development Plan* within the Banten Provincial government and it is expected that ASN will become more prepared and able to face challenges and take advantage of opportunities in facing the evolving dynamics of change. Through continuous investment in the competency development of civil servants, the Banten Provincial government can improve the quality and effectiveness of public services and encourage the achievement of sustainable and inclusive development for the people of Banten Province.

CONCLUSION

The implementation of the competency development policy of administrator officials within the Banten Provincial Government is a strategic step in improving the quality of public services and bureaucratic efficiency. By strengthening the quality of human resources (HR) of the State Civil Apparatus (ASN), the Banten Provincial Government can improve the effectiveness of ASN management as a driver of development that provides real benefits to the community and the country as a whole. This research highlights several important aspects in the implementation of competency development policies for administrator officials within the Banten Provincial Government. First of all, quality leadership is key in forming a positive organizational culture and setting an example for civil servants in carrying out their duties. Support and commitment from local leaders are very important in ensuring the success of ASN's competency development program.

Furthermore, the development of ASN competencies through training and learning programs is the main focus in improving the quality of ASN human resources. It is necessary to identify appropriate development needs and design training programs that are relevant to the demands of the position and technological developments. It is also important to pay attention to the use of information and communication technology in providing online training to increase the accessibility and flexibility of training for civil servants. Cross-sector cooperation is also key in improving the effectiveness of ASN management. Collaboration with educational institutions, the private sector, and civil society can enrich the resources and experience needed to develop the competence of civil servants. In addition, it is also important to strengthen supervision and enforcement of discipline against civil servants who violate the code of ethics and applicable regulations.

Through the implementation of competency development policies for administrator officials within the Banten Provincial Government, it is hoped that civil servants will become better prepared and able to face challenges and take advantage of opportunities in facing the evolving dynamics of change. By maintaining professionalism, integrity, and good performance, ASN can become one of the driving forces of development that provides real benefits to society and the country as a whole. Therefore, there needs to be a strong commitment from all parties to continue to improve the quality and effectiveness of ASN management in order to achieve sustainable and inclusive development goals.

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THE IMPLEMENTATION AND OPERATIONALIZATION OF GOOD GOVERNANCE PRINCIPLES WITHIN THE CONTEXT OF DEMOCRATIC GOVERNANCE FRAMEWORKS IN INDONESIA

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ABSTRACT

This study explores the intricate relationship between good governance and democracy in Indonesia, focusing on critical aspects such as transparency, accountability, public participation, effectiveness, and justice. By meticulously analysing institutional reforms and the active involvement of civil society, the research highlights both the progress and challenges in implementing good governance principles. Despite significant advancements in transparency and public participation, Indonesia continues to face persistent issues such as pervasive corruption, political fragmentation, and limited local capacity, which hinder the overall governance framework. The study underscores the importance of developing comprehensive strategies and fostering stakeholder collaboration to effectively address these challenges. With strong commitment and the adoption of innovative approaches, Indonesia has the potential to achieve sustainable good governance and democracy, thereby enhancing public trust and supporting long-term development. The role of civil society is particularly emphasized, as its engagement is vital in fostering a more responsive and accountable government. Additionally, the study points to the transformative potential of technology and capacity building in driving governance improvements. By leveraging these elements, Indonesia can make significant strides towards a more democratic and transparent governance system that meets the aspirations of its citizens. The findings highlight the need for continued efforts and dedication to ensure these principles are deeply entrenched in the country's governance practices.

KEYWORDS: Good Governance; Democracy; Indonesia; Democratic Governance; Politics.

I. INTRODUCTION

The concept of good governance is fundamental to the effective functioning of democratic institutions. Good governance encompasses several critical elements, including transparency, accountability, public participation, effectiveness, and justice. These principles serve as the foundation for ensuring that government operations are conducted in an open and responsible manner, fostering trust and engagement with the public. On the other hand, democracy represents a system of government where political power is derived from the people through a comprehensive election process characterized by fairness and freedom. In democratic systems, the legitimacy of the government is anchored in the consent of the governed, achieved through periodic, competitive elections that allow citizens to choose their representatives.

This research aims to explore the interplay between good governance and democracy in the Indonesian context. Indonesia, as a country that has transitioned to democracy, has made significant efforts to implement good governance principles to establish a government that is transparent, accountable, participatory, and effective. The study will delve into various

aspects of good governance as they pertain to democracy in Indonesia, including institutional

reforms, the involvement of civil society, and the myriad challenges and opportunities encountered during this ongoing process. By analyzing the implementation of good governance in Indonesia, this study seeks to shed light on the progress made and the obstacles faced in striving towards a democratic system that truly embodies the principles of good governance. This analysis will provide valuable insights into the effectiveness of governance reforms and the critical role of public participation in enhancing democratic practices.

There is no research that examines legal issues in detail as discussed in this research because the topic discussed in this research is the implementation of the conception of good governance in the context of implementing democracy in Indonesia. However, even so there is research that is a reference for the implementation of this research which is entitled 'Understanding the complex relationship between good governance and economic growth in Indonesia during the Reform era' written by Asmara Anugrah Yuka in the Journal of Business & Bureaucracy, but even so this research still has differences because the scope of discussion in this study is broader because it focuses on the application of good governance from time to time and does not only focus on the economic field or in this case does not only focus on one period of government that has occurred in Indonesia.

II. METHODOLOGY

The implementation of this research itself was carried out by researchers using a research approach where in this case the research approach was used by researchers to facilitate researchers in assessing existing problems. As for this research, the approach used is a qualitative research approach with a case study approach method. By using the method and approach as described above, the author will carry out the data collection process by conducting in-depth interviews with experts, document analysis, and field observations with the interview process focusing on the main aspects of good governance and democracy in Indonesia, including legal and institutional reforms, the role of civil society, and the effectiveness of public policy implementation. In addition to using the approach described above, the author also uses a statutory approach as well as a conceptual approach where in the statutory approach the author will examine various laws and regulations that still have relevance to the legal issues to be discussed. While the conceptual approach later the author will utilize various concepts that grow in the development of science which in this case the conceptions used are the conceptions of democracy, good governance and the conception of the state.

III. RESULT

Departing from the background exposure as described raises a topic of discussion which in this case materialises in the form of a problem that can be discussed. In this case, the problem that can be used as material for discussion later is the problem of how the relationship and coherence between good governance in the practice of implementing democracy in Indonesia? With the formulation of the problem in the form of a question, later the discussion to be carried out by the author can be carried out in a more structured manner and can cover the entire discussion to be discussed in this study.

IV. DISCUSSION

Good governance and democracy in Indonesia are interrelated and mutually reinforcing. Legal and institutional reforms oriented towards the principles of good governance can strengthen democracy by creating a more transparent and accountable government system. Conversely, a strong and participatory democracy can encourage the implementation of good governance through public oversight and accountability mechanisms. The second research result in this study explained that civil society in Indonesia has a crucial role in encouraging government transparency and accountability. Non-governmental organizations (NGOs), media, and other community groups are active in monitoring government performance and advocating for policy changes. Public participation through various forums and digital platforms has also increased, allowing people to be more involved in the decision-making process. The research also found that despite significant progress, Indonesia still faces challenges in implementing good governance. Corruption remains a major problem that hampers government effectiveness, undermines public trust, and reduces the efficiency of resource allocation. Widespread corrupt practices at various levels of government not only disrupt policy implementation but also create social injustice and inequality. In addition, fragmented political power often causes policies to change with the change of government or leadership. This political fragmentation creates instability that negatively impacts the consistency and sustainability of reform implementation, hindering long-term progress.

In addition, the lack of capacity and resources at the local level is also an obstacle to effective decentralization. Local governments often lack adequate funding, expertise, and infrastructure to manage government affairs efficiently and responsively to the needs of local communities. This situation is exacerbated by the lack of adequate training and education for local officials, resulting in poor quality of public services and suboptimal application of good governance principles. Other challenges include a bureaucracy that remains rigid and slow, and resistance from some political elites who feel threatened by ongoing changes and reforms.

Not only that, external pressures such as globalization and geopolitical dynamics also add to the complexity of the challenges faced by Indonesia in implementing good governance. The influence of international and regional actors can affect domestic policies, while dependence on foreign investment sometimes limits the government's room for manoeuvre in implementing policies oriented towards long-term national interests. All these factors indicate that efforts towards implementing ideal good governance require a comprehensive, sustainable, and collaborative strategy, involving all levels of society and all stakeholders. Thus, greater commitment and innovative approaches are needed to overcome these obstacles and achieve good governance in Indonesia.

This research concludes that in their implementation in Indonesia, good governance and democracy are two concepts that are interrelated and influence each other deeply and integrally. Good governance supports the democratic process by creating a transparent, accountable, and participatory government, while a strong democracy ensures that the government is accountable to its people and strengthens public scrutiny of government performance. The reforms that have been carried out since the reform era show significant progress, such as increased transparency, accountability, and public participation in government processes.

However, major challenges still need to be overcome, including widespread corruption, limited institutional capacity, and resistance to change at various levels of government.

Nonetheless, there is a strong belief that with a strong commitment from all stakeholders, including the government, civil society, and the private sector, as well as the utilization of technology and improved human resource capacity, Indonesia has great potential to achieve good governance and a strong and sustainable democracy. The application of information and communication technology can strengthen transparency and accountability, while human resource capacity building in the public sector can ensure more effective and efficient policy implementation. Thus, Indonesia is on the right track towards strengthening good governance and democracy that can support sustainable development and prosperity for all people.

Furthermore, it is important to recognize that the strengthening of democratic institutions, such as the legislature, judiciary, and executive, is key in promoting the effective implementation of good governance. These institutions must work together in harmony and supervise each other to ensure that the fundamental principles of democracy, such as freedom of expression, human rights, and the rule of law, are respected and implemented. In addition, the role of civil society as a watchdog and counterweight to government power cannot be ignored. The active involvement of the public in public decision-making processes through open and participatory mechanisms is the foundation for the creation of responsive and accountable governance. Therefore, to achieve the goal of good governance and sustainable democracy, Indonesia needs to continue to innovate in its governance approaches and strategies. This includes improvements in the education system to produce leaders of integrity and competence, as well as the development of a political culture that supports democratic values. Continued efforts in the fight against corruption through strengthening anti-corruption institutions and strict application of the law are also crucial to maintaining public trust in the government.

V. CONCLUSIONS

Overall, this research emphasizes that although the challenges faced by Indonesia in implementing good governance and democracy are still considerable, the long-term prospects are very promising. With the synergy between various components of the nation, from the government, civil society, and the private sector, Indonesia can continue to move forward towards good governance and a strong democracy, which will ultimately support the creation of a just, prosperous, and prosperous society.

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RETHINKING DEVELOPMENT POLICY OPTIONS: TAKING A CUE FROM THE ENGAGEMENT OF BADUY INDIGENOUS COMMUNITY

Riswanda , Ida Widianingsih, Jayum Anak Jawan

ABSTRACT

This study investigates the process of formulating participatory development policies by analyzing case studies from ethnographic research conducted on the Baduy community in Indonesia between October 17, 2022, and December 12, 2023. The theoretical basis for this approach is 'critical systems heuristics', which emphasizes the need to take into account multiple perspectives and concerns when formulating policies for indigenous communities. Before making a decision, we systematically consider and analyze numerous factors and circumstances. By employing the 'critical systemic approach' or 'critical heuristics', one can assess possible policy suggestions instead of just implementing the ideas of those in power. Participatory Action Research (PAR) is the fundamental idea and approach used to uncover the real outcomes of community involvement actions that have impacted the way local governance shapes development policy for the Baduy community. We conducted the participatory action study at each stage, employing community meeting groups, group discussions, and narrative interviews. We aimed to create participatory activities that could inform the policy decision-making process concerning health and educational governance. This research seeks to investigate the implementation of indigenous democracy in the Baduy community and examine how the knowledge gained from their experiences might contribute to the intellectual discussion on indigenous development policy.

KEYWORDS: Policy; development; participatory; governance; indigenous

I. INTRODUCTION

Diverse literature on indigenous democracy, public governance, and development policy has examined and comprehended the impact that indigenous peoples have on democracy and government, as well as their position as dynamic political players (McIntyre-Mills et.al 2021; McIntyre-Mills et.al 2023; Widianingsih et.al 2022; Jawan 2022 & 2023). We should gather, organize, and distribute information about indigenous peoples and democracy that would otherwise be unrelated and difficult to obtain. Increase public awareness of indigenous movements' rise to prominence in politics by informing people about their background, present circumstances, and political, socioeconomic, and cultural aspirations. Analyze the integration of indigenous peoples into democratic political systems, considering potential obstacles or challenges in the establishment of multicultural democracies (Allen et al 2007; Jawan 2022 & 2023).

The argument applies to Indonesia, a multicultural country. Literature, at the same token, suggests encouraging the national, regional, and local levels of indigenous political involvement and democratic governance to share knowledge, experiences, and best practices. Demographic trends in Baduy provide information on the number of people who speak native languages, the names of the tribes and communities, the size of indigenous populations, their locations within countries, the number of native speakers, poverty levels, human development indicators, and other pertinent data (Alfira, F., Uekita, 2023; Asteria et al. 2024; Bismihayati et al. 2023). Articles of the Indonesian Constitution that acknowledge the rights of indigenous peoples and their unique modes

of participation and governance within their distinct national settings are known as Constitutional Rights, Legislation, and Agreements.

The crucial issue of how to generate public values during the process of developing and implementing policies, as well as the underlying reasons for doing so, currently dominates discussions on public governance and development policy (Widianingsih, Riswanda 2023, 2024a, b). The government's effectiveness, as measured by its digital competitiveness ranking over the past decade, underscores the urgency of embracing change and proactively pursuing development policies. Formulating a development strategy should involve all public realm stakeholders to foster public values. Managing public affairs in diverse community clusters, particularly indigenous communities, involves implementing participatory development concepts with the aim of creating unconventional policy outcomes (Niko et al. 2024a & 2024b; Wirawan et al 2023).

An example is policy actors' action orientation. Policymakers utilize a variety of resources to highlight the need for community engagement (Ulum 2022; Sumawijaya et. Al 2020). The phrase is widely interpreted as the process through which individuals, industries, and universities seek solutions to address complex social issues (McIntyre-Mills et.al 2021; McIntyre-Mills et.al 2023; Widianingsih et.al 2022). Policymakers must possess the willingness to take risks and accept the repercussions of deviating from regular operational procedures in order to create an innovative workspace. Innovative thinking directly links to public governance, offering a framework for public decision-making and activity implementation. Integrating diverse perspectives on indigenous democracy with the decisions made by policymakers could be crucial in addressing community-centered issues (McIntyre-Mills et.al 2021; McIntyre-Mills et.al 2023; Widianingsih et.al 2022; Jawan 2022 & 2023).

Source: personal documentation of authors (Field Research 2023)

The photos show typical Baduy houses and bridges with which everything is made of nature. Baduy does not adopt any modern lifestyle; instead, they live according to village laws and customs, which are rooted in their traditional way of life. The Baduy Dalam have no schools, no access to power, and are not allowed to utilise any kind of wheeled or motorised transportation. Not even the Indonesian census contains them (Fauzany 2024; Alfira, F., Uekita, 2023; Asteria et al. 2024).

The Baduy lands consist of two villages: Baduy Luar, which is the outer village, and Baduy Dalam, which is the inner village. The mystical leaders of the inner Baduy, known as the Pu'un, are the source of their ancient religious beliefs and are forbidden from leaving the inner village. They revere a supreme deity and adhere to the Sunda Wiwitan religion. In their rites and prayers, they speak in Old Sundanese. A *Baduy Dalam*, sometimes referred to as a White Baduy, is easily identified by their white head coverings and the enormous white cloth bag known as a gendongan

that they carry. The TV and radio are absent from the kampungs and trees, and the silence that follows you on the paths to another realm is nearly nonexistent (Elan & Solihati, 2022; Fauzani, 2024; Habiyaemye, & Korina, 2021).

Each of Baduy community members has a distinct duty; Puun Cibeo is solely involved in farming, Puun Cikeusik deals with spirituality, and Puun Cikertawana is in charge of health and medicine. The outer Baduy, or Badui Luar, consists of 53 more villages. They are frequently referred to as the inner Baduy guardians. The outer baduy typically wears a black dress and sarong, whereas the inner baduy identify themselves as such by donning white clothing and a white headband. What sets them apart is how they travel; members of the Inner Baduy are prohibited from using modern modes of transportation and equipment, including electronics and electricity. Inner Baduy are adamant about living with what their ancestors had and refrain from eating food that their ancestors did not eat. The Baduy give honour to their progenitor and acknowledge a single power they refer to as Nu Kawasa. The narrative shows how Indigenous democracy is viewed in Baduy (Elan & Solihati, 2022; Habiyaemye, & Korina, 2021; Kartika & Agustiya 2023).

II. METHODOLOGY

The study used critical heuristic thinking to argue that governmental solutions should take into account the values of indigenous viewpoints in order to protect the rights of people who have personally experienced poverty and engaged with indigenous communities (Widianingsih et.al 2022). This study looks into the problems that come up when you try to combine praxis and critical ethnography in a project that involves action research cycles between universities and local community groups, like social and religious leaders, local councils, and the indigenous engagement of the Baduy community.

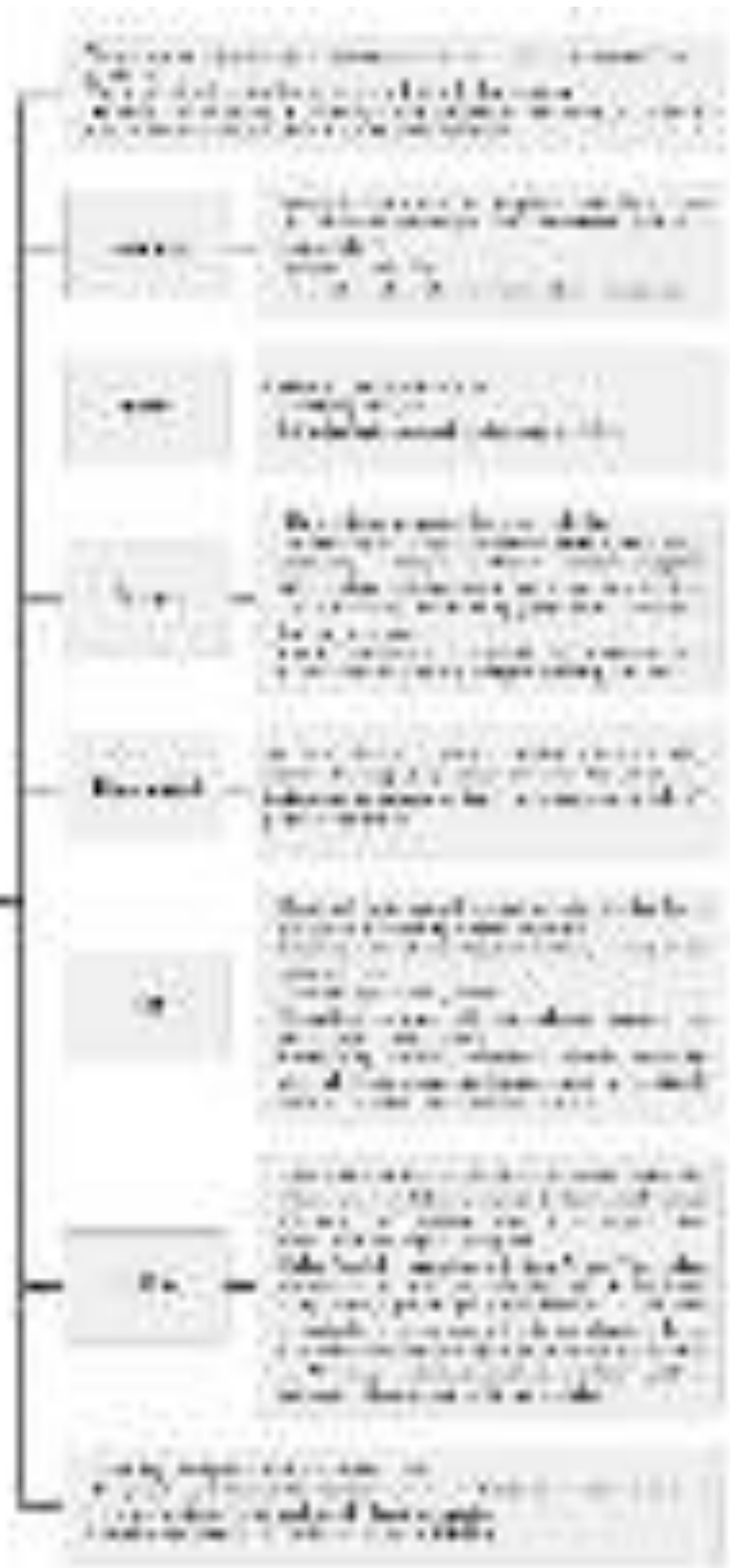
The goal is to change the way local and indigenous democracy works. The conservation of wetlands and the generation of employment opportunities necessitate the implementation of environmentally sustainable economic initiatives that actively engage religious leaders in Baduy's secluded community. The difficulties and complexity that are the subject of discussion arise from the desire to foster democratic and non-domineering collaboration among participants in order to change the unequal policy decision-making mechanisms in the indigenous community. When confronted with a lack of consensus among participants, a critical-ethno researcher must consider whether ethical and political compromises are necessary (Widianingsih et.al 2022; McIntyre-Mills et.a. 2022; Wirawan et.al 2023).

What are the consequences of partially modified educational institutions, for example, within the context of an unjust society? Finally, the authors scrutinize the positions and roles that participants collaboratively developed during the research. They also explore the opportunities that emerged for participants to become more aware of the systemic injustices related to gender, ethnicity, and socio-economic class, as well as their perpetuation in local politics. Participating in the semi-structured discourse in the Baduy community in Banten, Indonesia, involves dedicated individuals in the local policy decision-making process. The conversation is intellectually stimulating as it challenges us to go deeper and consider perspectives beyond superficial appearances. Clustering ideas involves identifying closely related ideas and analyzing their influence, relevance, and contribution to the policy option (Widianingsih et.al 2022; McIntyre-Mills et.a. 2022). This facilitated us to adopt a more open-minded approach and consider indigenous involvement in

policy development alternatives on a broader scale. We were able to critically analyze the interplay between different ideas and the impact they had on each other and the environment.

III. RESULT

EMU



IV. DISCUSSION

Narrating the PAR cycle takes time since conventional note-taking by paper and pen was the only way we could do there for cultural rules. Reaching this place takes approximately 5 hours of driving from nearby city (if we can call that a satellite city). The continue walking by foot (their cultural values are not allowing its community members and or visitors or outsiders to be on any type of vehicles or engines or even modern equipment) for 7 hours crossing the jungle.

The Baduy indigenous community is distinctive due to their own local values. *Baduy Dalam*, for example, is renowned for its community regulations that protect indigenous beliefs, knowledge, rituals, morals, customs, and other people's practices and skills. The Baduy group contends that contemporary culture would encroach upon their deeply rooted local indigenous culture. The Baduy community lives in harmony with nature and strictly prohibits the use of modern technologies. This includes mobile phones and any other electronic devices. The majority of community residents are adherents of their ancestral religious beliefs, known as Sunda *Wiwitan*. A specific study is required to develop a comprehensive indigenous policy (an expanded framework for indigenous politics) (Pratiwi et al. 2024; Rosmilawati & Darmawan 2020; Sosmito et al 2024) .

Staying in Baduy Dalam (Inner Baduy) allows for the co-creation of a detailed account of how an indigenous society lives in intimate harmony with the environment and adheres to a comprehensive ideology and philosophy governing their way of life (Alfira, F., Uekita, 2023; Pratiwi et al. 2024; Sosmito et al 2024). The group repeatedly rejected principles that were not inherent in themselves. However, one could argue that they also fail to adhere to the widely accepted norms of quality education and public health (Sumawijaya et al 2020; Sosmito et al 2024). A community leader, for example, may impose a penalty for failing to return to the community when a community member starts attending school (Elan & Solihati, 2022; Syafitri, 2024; Rosmilawati & Darmawan 2020; Perdani, Sumaryani & B Yuana 2024). The community often rejects today's medical doctors (Sumawijaya et al 2020).

A variety of interrelated socioeconomic factors influence the community population health and inequality. A framework for assessing the possible health effects of government policies and initiatives on Baduy community might be understood properly by the human rights discourse (Kartika & Agustiya, 2023). The absence of equitable access to primary health care and the inferior quality of health infrastructure in Indigenous communities are significant factors contributing to the health inequality among Baduy community (healthy housing, food, sanitation etc) (Kartika & Agustiya 2023| Perdani, Sumaryani & B Yuana 2024). This interconnection aims to illustrate the relationships between poverty, low socioeconomic position, and health effects. It shows that Baduy peoples' social determinants of health are not solely a reflection of their relative deprivation. It also symbolises how their unique cultural traits and human rights are not acknowledged or respected (Puryanto, 2023; Pratiwi et al 2024).



Source: Personal documentation of author of Gajeboh, traditional meeting place (Field Research 2023).

The photo shows how a multiple-helix approach, taking in to account Baduy socio-religious leaders, indigenous community forums, university researchers, local government representatives, environmental activist, and health service providers could be a way of acknowledging and respecting their cultural traits and human rights.

The paper examines how indigenous approach to high-quality learning environments and why indigenous factors of educational performance are aligned with the commonly accepted government forms of primary education. Baduy community concepts and themes of community education are drawn from thinking of what matters for. This effort is furthered by providing Indigenous and authentic perspectives and insights. For example, the community perspective of day-to-day vocational learning could fit in easily. This is in line with today's government of making out vocational learning for primary education. Baduy community educational value is a mixed combination of spiritual, physical, intellectual and emotional. The value that has extended beyond the mainstream value of formal education to some extent.



Source: Personal documentation of author

The photo shows strong socio entrepreneur principle of Baduy community — the making of traditional chopper/ machete as reliable income earnings for the community in general

A significant education gap is caused by a lack of resources and respect. Education systems far too frequently disregard the rich cultural diversity of indigenous peoples. Basic educational supplies are frequently absent from their classrooms, and there are far too few bilingual teachers. Particularly uncommon are educational resources that offer impartial, factual knowledge on indigenous peoples and their methods of life, one of them is the socio entrepreneur principle.

According to Douglas, the Baduy community sets its own strict limits and standards. The concepts of extreme orphanage and single parenthood are contradictory when considering the national program for development of disadvantaged rural areas and the village SDG. Experts are debating how to reach both regions, each with a different poverty index. It is essential that the words align with the Sustainable Development Goals (SDGs).

V. CONCLUSIONS

Baduy people's spiritual beliefs are based on ancient systems that tie one into the land, to other members of the group, and to all things of nature. Respectful relationships and partnerships between the local and regional government with Baduy communities will involve an understanding and respect on environmental conservation. An atypical development policy, namely assimilation policy, is significant to provide local government to work with Baduy communities to promote social, economic and cultural wellbeing through opportunity and choice in terms of health and education.

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DISCOURSE OF HIGHER EDUCATION GOVERNANCE REFORM IN INDONESIA: A SWOT ANALYSIS ON THE INSTITUTION LEADERS' PERSPECTIVE

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ABSTRACT

This article aims to analyze the discourse of higher education governance reform in Indonesia as one of the developing higher education systems in the Global South. By exploring both internal and external driving factors towards the recent governance transformation, this article investigates how Indonesian universities are responding to significant changes and pressures from various dimensions, including the push to increase the relevance of programs offered, the push for incorporation and external factors like global university rankings. The research involves a SWOT analysis based on interviews with key stakeholders from three major Indonesian universities selected in this study. The study highlights the substantial push for change experienced by Indonesian universities, examining shifts in internal governance, functional roles, and strategic responses to compete internationally. Ultimately, the article seeks to understand how these institutions are adopting good governance practices to enhance their global competitiveness.

KEYWORDS: higher education; governance; reform; Indonesia; SWOT analysis

1. INTRODUCTION

Global higher education has undergone significant changes in recent decades, primarily driven by globalization. Key factors include the advancements in technology, market economies, trade liberalization, and changes in government structures, which have impacted the competitive dynamics of higher education globally (Knight, 2004; Marginson, 2006; Marginson & van der Wende, 2007; Shin & Kehm, 2013; Taylor, 2010). Further, the trend to build a knowledge-based economy has become an accelerator towards the dynamic changes of higher education systems across the globe. The transition and conversion of knowledge as a basis for economic development are also closely related to the global competitiveness of nation-states, measured in part by the number of highly educated people in a country. This aligns with how universities play their role in improving the quality of human resources, who can be competitive nationally, regionally, and globally. Amid these changes, universities worldwide are governed by interrelated patterns: New Public Management, systemic diversity, and economic competitiveness (King, 2009). Indonesia is one of the catch-up countries that has a goal to be a developed, knowledge-

driven economy in Asia (Abdini & Effendi, 2017; Menkhoff, Evers, & Chay, 2010; Chen & Dehlmann, 2005). To do so, during the past fifteen years the Indonesian government has started to strengthen its science, technology, and innovation capacity, where higher education sector plays an important role. Higher education reform has been focusing on the improvement of capacity, quality and access. Additionally, the governance of higher education in both national and institutional levels has been revitalized and transformed, to fit the needs and the goals in building globally competitive higher education institutions.

Given this background, this article aims to analyze the discourse of transformation of higher education governance in Indonesia, particularly during the period of Joko Widodo’s administration. It investigates how Indonesian universities are responding to significant changes and pressures from various dimensions, including internal dynamics such as the push for incorporation with the goal to be a Legal Entity State University (or *Perguruan Tinggi Negeri Badan Hukum [PTNBH] in Bahasa Indonesia*) and external factors like global university rankings (e.g., QS, THE Rankings).

II. METHODOLOGY

The authors conducted this research through qualitative methods, where the data is gathered through literature review and interviews with top management or leaders as key stakeholders in selected Indonesian universities which are categorized as Legal Entity State University. The literature review was conducted through a systematic search of academic databases, focusing on peer-reviewed articles and reports relevant to Higher Education Institution and Transformation. This review process provides a comprehensive basis for analyzing the transformation in higher education as moving towards good governance. The interviews to institution leaders are conducted within the period of June-July 2024. For initial examination elaborated in this paper, authors conduct a SWOT analysis based on interviews with key stakeholders from three major Indonesian universities selected in this study.

III. RESULTS

As previously discussed, qualitative data were collected through in-depth interviews with key representatives from three selected Legal Entity State Universities in Indonesia. The data collection provides an understanding of governance changes in these Legal Entity State Universities in Indonesia as part of higher education reform towards good governance. In terms of higher education reform discourse, there are several major aspects found in this study: the increased of non-academic autonomy as fundamental governance changes; the enhanced organizational efficiency as the main rationale of governance changes, the positive response of civitas academica towards the changes, and the efforts to make the sustainable model of governance.

To provide the supporting framework for discussing the current discourse, this study conducted a SWOT analysis of the governance transformation particularly after the incorporation of each institutions, from the lens of the institution leaders.

Table 1. SWOT Analysis on the Governance Reform at Institutional Level

Strengths	Weaknesses
<p>1. Increase in Autonomy Providing flexibility in managing the organization according to the needs and characteristics of each institution.</p>	<p>1. Low Research Funding Compared to global universities, research funding is very small,</p>

<p>2. Organizational Efficiency Restructuring that reduces the number of Deputy Deans and places important units directly under the Chancellor.</p> <p>3. Income Generating Formation of business entities and holding companies to support income, including businesses such as vaccine factories, seed sales, malls and hotels.</p> <p>4. Financial Decentralization Enables more efficient and effective financial management in the academic field.</p> <p>5. Curriculum Changes Increasing the number of study programs, especially postgraduate programs, can increase the competitiveness and relevance of education.</p>	<p>hampering the ability to achieve World Class University status.</p> <p>2. Mindset Adaptation Challenges in changing individual and organizational mindsets to adapt to new governance.</p> <p>3. Financial Aspect Issues related to rewards and remuneration that need to be addressed to maintain the motivation and performance of the academic community.</p> <p>4. Limitations of Endowment Funds Despite efforts to develop endowment funds, available funds are still limited and require significant increases.</p>
<p>Opportunities</p>	<p>Threats</p>
<p>1. International Cooperation Increased international cooperation which can open up opportunities for research funding and collaboration.</p> <p>2. Global Reputation Efforts to become a World Class University can increase its reputation and attraction for international students and researchers.</p> <p>3. Academic Innovation Curriculum changes and improvements in study programs open up opportunities for innovation in education and research.</p> <p>4. Funding Diversification Opportunities to develop new funding sources through collaboration with the private sector and government.</p>	<p>1. Global Competition Competition with global universities that have greater funding and resources.</p> <p>2. Government Regulations Changes in government regulations that can affect autonomy and flexibility in institutional management.</p> <p>3. Economic Crisis Economic instability that can affect funding and operational sustainability.</p> <p>4. Academic Demands Pressure to meet high international academic standards with limited resources.</p>

Source: Author’s Analysis (2024)

IV. DISCUSSION

The SWOT analysis on the governance reform provides the investigation on how Indonesian universities are responding to significant changes and pressures from various dimensions, including the push to increase the relevance of programs offered, the push for incorporation and external factors like global university rankings. Here, some points of discussion are worth to address.

First, the transformation of governance in Legal Entity State University demonstrates an increase in autonomy, enabling organizational restructuring for better efficiency. For example, in one institution, a specific significant change is the direct transfer of key units such as the Quality Assurance Unit (QAU), Internal Audit, and Global Partnerships under the rector, which were previously under the vice rector. This step accelerates international cooperation and the accreditation process both nationally and internationally. Additionally, the number of vice deans in faculties has been reduced to enhance organizational efficiency. The increase in internal autonomy in Legal Entity State University allows for organizational management that is more aligned with the needs and characteristics of each institution, including the establishment of business entities and holding companies to support income generation, internal organizational restructuring, the increase in the number of study programs, financial decentralization, and curriculum changes.

Second, increasing non-academic autonomy is considered important to achieve the institution's vision and mission as well as providing motivation for the academic community to work more measurably and according to targets. The main objective of this restructuring is to create organizational efficiency and accelerate the cooperation and accreditation process. Higher education institutions now have more flexibility in managing their internal organizations, allowing them to adapt structures and operations to suit the specific needs of the institution.

Third, the response of the academic community to these governance changes has generally been positive. The community welcomes this transformation despite facing challenges in adjusting their mindset and work culture. These changes motivate the academic community to work with more enthusiasm and a measured approach. However, the biggest challenges remain in adapting individual and organizational mindsets, as well as financial aspects such as rewards and remuneration.

Fourth, in terms of the sustainability, participating universities in this study have taken strategic steps to ensure the sustainability of their governance model. For instance, the establishment of business entities and holding companies has supported income generation, with various ventures such as vaccine factories, seed sales, malls, and hotels. Universities have also seen an increase in the number of study programs, especially for postgraduate programs, and significant curriculum changes. Financial decentralization in the academic field has further promoted operational efficiency and effectiveness.

Finally, it is important to highlight further the challenges of the current governance transformation. This study has found that the main challenge faced by Legal Entity State University -and Indonesian higher education institutions in general- is the relatively low research funding compared to global universities. Despite strong efforts to secure funds through international cooperation and research collaborations, the demands to become a World Class University are not always matched with adequate funding. One strategy implemented to address this challenge is the development of an endowment fund as an anchor for institutional resilience. Some universities have successfully allocated substantial amounts to these endowment funds, dedicated to supporting financial and operational sustainability.

V. CONCLUSIONS

Global university rankings, within the “World Class University” framework, are used to push the competitiveness of higher education institutions, supporting the goal to build a knowledge-driven economic development. Research-focused universities are vital in training professionals, high-level specialists, scientists, and researchers needed by the economy and in generating new knowledge to support national innovation systems (Salmi, 2016). Here, high concentration of talent (faculty and students), abundant resources for a conducive learning environment, and supportive governance

promoting strategic vision, innovation, and flexibility, are needed to allowing institutions to make decisions and manage resources without bureaucratic constraints.

This research has analyzed perceptions of universities leaders in looking at the substantial push for change experienced by Indonesian universities, in examining shifts in internal governance, functional roles, and strategic responses to compete internationally. Ultimately, the article seeks to understand how these institutions are adopting good governance practices to enhance their global competitiveness. This research is pertinent as Indonesia continues to transform its higher education system, aiming to become a leading economy by 2045.

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URGENSI KOLABORASI STAKEHOLDERS DALAM PENGEMBANGAN DESA WISATA

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ABSTRAK

Desa wisata sebagai bentuk implementasi dari pendekatan pariwisata berbasis masyarakat membutuhkan keterlibatan dari stakeholders. Penelitian ini akan menggambarkan pentingnya kolaborasi stakeholders dalam pengembangan desa wisata melalui kasus perkembangan desa wisata yang mengalami stagnasi sebagai akibat dari kolaborasi stakeholders yang tidak optimal. Metode yang digunakan dalam penelitian ini adalah metode kualitatif agar dapat memperoleh data yang rinci dan mendalam dari stakeholders dalam pengembangan desa wisata. Penelitian ini dilakukan di Desa Lamajang, Kecamatan Pangalengan, Kabupaten Bandung sebagai salah satu desa wisata dengan kategori desa wisata rintisan. Penelitian ini akan mencakup proses pengembangan kolaborasi stakeholders dan bentuk kolaborasi yang dicapai. Hasil penelitian menunjukkan proses kolaborasi stakeholders belum dikembangkan secara sistematis dan terstruktur. Kolaborasi stakeholders yang saat ini bukanlah hasil dari upaya pengelola desa wisata melainkan karena ada pihak lain yang berkepentingan dengan Desa Lamajang sebagai desa wisata. Kolaborasi yang dikembangkan lebih banyak dilakukan dengan stakeholders internal. Kolaborasi dengan pihak eksternal masih terbatas dengan pemerintah daerah dan perguruan tinggi. Pihak pengelola desa wisata lainnya perlu proaktif untuk dalam membangun kolaborasi dengan berbagai stakeholders secara terstruktur dan dijalankan secara terus-menerus.

KATA KUNCI: desa wisata; kolaborasi; stakeholders

I. INTRODUCTION

Data Badan Pusat Statistik (BPS) Tahun 2023 menunjukkan kunjungan wisatawan mancanegara di Indonesia mencapai 809,96 ribu kunjungan. Jumlah tersebut meningkat 15,39 persen dibandingkan Februari 2023 dan 470,37 persen dibandingkan bulan yang sama pada tahun lalu. Peningkatan ini mendorong pengembangan potensi desa wisata yang diharapkan menjadi semangat baru dan komitmen masyarakat desa dalam mengembangkan desa wisata berkelas dunia, berdaya saing, dan berkelanjutan. Sinergi antara pengelola desa wisata dengan pihak yang terkait seperti pemerintah daerah menjadi faktor pendorong lahirnya destinasi pariwisata di Indonesia. Kolaborasi dengan pemerintah daerah, pelaku pariwisata, dan para juara di desa wisata atau destinasi pariwisata diperlukan untuk mendorong perkembangan pariwisata berbasis Masyarakat (Krisnani & Darwis, 2015).

Desa memiliki potensi yang dapat dikembangkan menjadi desa wisata yaitu dengan potensi alam, potensi sumber daya manusia maupun potensi budaya (Suranny, 2020; Hermawati, 2020). Hadirnya desa wisata juga menjadikan produk wisata lebih bernilai. Budaya pedesaan akan berkembang sehingga pengembangan desa wisata bernilai budaya tanpa merusaknya (Dewi, n.d. dalam Gautama et al., 2020). Kasus pengembangan pariwisata perdesaan dapat berhasil karena mereka memberikan akses proses pengambilan keputusan kepada semua yang terlibat, termasuk berbagai aktor dalam proses pembuatan kebijakan (Bramwell & Lane, 2000). Selain itu, hubungan antara sektor publik dan swasta yang sudah muncul di wilayah tersebut dapat menambah peran kerja dengan para pemangku kepentingan. Graham and Barter (1999)

menyatakan bahwa kolaborasi merupakan sistem relasional antar dua atau lebih para pemangku kepentingan dengan mengumpulkan sumber daya untuk mencapai tujuan yang tidak dapat di capai jika dilakukan secara individu.

Pemerintah menjadi penentu kebijakan sekaligus pihak yang berwenang dalam pengambilan keputusan dan menjadi penggerak seluruh komponen dibawahnya untuk mengembangkan desa wisata, namun pemerintah tidak dapat bekerja sendiri harus melibatkan pihak eksternal yang menjadi faktor pendukung dalam mengembangkan desa wisata (Isnaningtyas & Marlina, 2017). Faktor pendukung tersebut seperti swasta, organisasi, maupun lembaga swadaya masyarakat. Kampung wisata belum berkembang dengan baik karena adanya aspek-aspek yang masih belum berkembang seperti kelembagaan, produk, pelayanan, ataupun sarana dan prasarana. Pengelolaan kampung wisata menjadi belum optimal karena kurangnya kerjasama antar pemangku kepentingan (Kurniawan, 2013; Palimbunga, 2017). Salah satu faktor penghambat pengembangan pariwisata adalah tingkat kapasitas masyarakat untuk terlibat secara efektif dalam kegiatan kemitraan (Suwito & Yusuf, 2020; Herdiana, 2019).

II. METHODOLOGY

Metode yang digunakan dalam penelitian ini adalah metode deskriptif kualitatif yang akan menggambarkan kolaborasi stakeholders dalam pengembangan desa wisata. Data dikumpulkan melalui wawancara dengan Kelompok Kerja (Pokja) Desa Wisata Lamajang, tokoh masyarakat, serta warga Masyarakat pelaku kegiatan desa wisata dan warga Masyarakat lainnya. Untuk proses kolaborasi stakeholders akan dikaji berdasarkan aktivitas yang meliputi: *problem setting*, *direction setting*, *implementation plan*, dan *structuring* (Gray, 1985) dengan memperhatikan keberadaan para stakeholders internal maupun stakeholders eksternal serta menggambarkan bentuk kolaborasi yang tercipta melalui proses tersebut. Pengolahan data dan analisis data merupakan sebuah proses yang terus berjalan dalam penelitian (Creswell, 2009). Penelitian ini dilakukan di Desa Lamajang, Kecamatan Pangalengan, Kabupaten Bandung dengan pertimbangan bahwa desa ini sudah ditetapkan sebagai desa wisata rintisan sejak tahun 2011 namun tidak mengalami peningkatan statusnya menjadi desa wisata berkembang, maju, ataupun mandiri.

III. RESULT

Desa Lamajang merupakan desa agronomi, dimana mayoritas lahan digunakan untuk kegiatan pertanian. Sejak ditetapkan sebagai desa wisata, Desa Lamajang mengunggulkan wisata budaya dengan adanya rumah adat Cikondang dan mengembangkan paket wisata dengan memanfaatkan potensi yang ada di desa yaitu aktivitas bertani, membuat olahan makanan dan souvenir UMKM, berlatih pencak silat, serta pertunjukkan seni Karinding, Tarawangsa, dan Beluk.

Untuk mengembangkan pariwisata di Desa Lamajang, Pokja desa wisata membangun kolaborasi dengan pihak-pihak yang dipandang memiliki pemikiran yang sama tentang memajukan desa wisata dan dapat bekerjasama untuk mewujudkannya. Dalam rangka membangun kemitraan masih dihadapkan pada permasalahan dalam kesiapan sumberdaya desa untuk bekerja sama dengan pihak lain yang berasal dari luar Desa Lamajang.

Pengelola pariwisata menyadari bahwa mereka membutuhkan berbagai pihak untuk mendukung pengembangan desa wisata baik dalam pengembangan sarana pendukung pariwisata maupun pengembangan kapasitas dari para pengelola maupun pelaku desa wisata.

Kolaborasi yang perlu dikembangkan diantara stakeholders internal Masyarakat desa berkaitan dengan pengelolaan potensi desa yang dapat dimanfaatkan untuk kegiatan desa wisata (Graci, 2013). Pihak-pihak yang dilibatkan dalam pengelolaan desa wisata berasal dari kelompok pemuda Karang Taruna, pengrajin, pegiat seni-budaya, tokoh Masyarakat, dan pemerintah local.

Diantara para stakeholders internal dilakukan pengaturan peran sesuai kapasitas yang dimilikinya. Pengelola desa wisata diberikan mandat oleh pemerintah desa untuk melakukan pengaturan tersebut. Namun dukungan pemerintah local dalam operasionalisasi dan regulasi yang memperkuat program desa wisata belum optimal. Bagi pengelola desa wisata dukungan formal dari pemerintah sangat dibutuhkan meskipun dukungan dari tokoh Masyarakat secara kelembagaan dinilai cukup kuat (Khasanah, 2019). Pihak Masyarakat lainnya dinilai masih belum memiliki kesadaran secara penuh tentang keberadaan Desa Lamajang sebagai desa wisata. Padahal kesadaran mengenai desa wisata ini penting untuk memperkuat dinamika pariwisata di Desa Lamajang.

Dari pihak eksternal Desa Lamajang ada beberapa pihak yang terlibat dalam pengembangan desa wisata yaitu Dinas Pariwisata Kabupaten Bandung dan beberapa perguruan tinggi di Jawa Barat. Kegiatan yang dilakukan oleh beberapa pihak tersebut dirancang sesuai dengan orientasi kegiatan dari masing-masing stakeholders. Dinas Pariwisata memiliki beberapa program yang diselenggarakan untuk para pengelola desa wisata maupun pegiat dalam desa wisata. Perguruan tinggi menyelenggarakan kegiatan penelitian, pengabdian Masyarakat ataupun KKN (Kuliah Kerja Nyata) mahasiswa di Desa Lamajang. Kegiatan KKN mahasiswa termasuk kegiatan yang rutin karena setiap tahun selalu ada mahasiswa dari berbagai perguruan tinggi melaksanakan KKN di Desa Lamajang.

Program/kegiatan yang dilakukan oleh stakeholders eksternal biasanya berbentuk pelatihan hard skill, soft skill, ataupun pengembangan kapasitas lainnya. Masyarakat memanfaatkan keberadaan program/kegiatan tersebut sesuai dengan porsi kesempatan yang diberikan. Pihak Masyarakat dan pengelola desa wisata merasa terbantu dengan adanya program/kegiatan tersebut. Sesuai dengan tujuannya, penyelenggaraan kegiatan-kegiatan tersebut dapat memperkuat dinamika pengembangan wisata di Desa Lamajang. Program/kegiatan tersebut dilaksanakan dalam durasi yang pendek dan biasanya hanya dilakukan untuk satu atau dua kali kegiatan saja.

IV. DISCUSSION

Untuk meninjau kolaborasi stakeholders pada pengelolaan desa wisata Lamajang, analisis dilakukan terhadap proses kolaborasi stakeholders yang terdiri dari tahap *problem setting*, *direction setting*, *implementation plan*, dan *structuring* (Gray, 1985). Dari proses kolaborasi yang dilakukan dapat dipahami kondisi kolaborasi yang dicapai. Fase *problem setting* sebagai Langkah awal dalam membangun kolaborasi stakeholders adalah *problem setting* yang mana dilakukan identifikasi stakeholders untuk mendorong kolaborasi antara stakeholders dengan masyarakat untuk mengidentifikasi masalah dan mencari solusi secara bersama. Pada tahap awal pengembangan desa wisata, pengelola desa wisata Bersama Masyarakat mengidentifikasi berbagai hal yang harus dilakukan untuk mengembangkan desa wisata dan pihak-pihak yang dilibatkan.

Fokus identifikasi ruang lingkup kegiatan dan stakeholders dalam pengembangann desa wisata dapat mengidentifikasi stakeholders internal beserta perannya. Identifikasi ini memberikan harapan untuk dapat mengembangkan desa wisata Lamajang. Namun untuk stakeholders eksternal masih terbatas pada pemerintah daerah yang secara resmi menetapkan Desa

Lamajang sebagai desa wisata rintisan. Belum teridentifikasi secara spesifik peran yang diharapkan dari stakeholder lainnya. Pada stakeholders internal pun masih sangat diharapkan terealisasinya peran pemerintah Desa Lamajang untuk mendukung pengembangan desa wisata.

Pada fase direction setting peran dan kewenangan dapat terdistribusikan kepada para stakeholders internal. Distribusi ini berjalan baik karena masing-masing stakeholders memahami kapasitas yang dimiliki serta mempercayai pengelola desa wisata untuk melakukan pengaturan tersebut. Namun peran yang diharapkan dari Masyarakat secara luas belum dapat berperan sebagaimana yang diharapkan untuk mendukung pengembangan desa wisata. Untuk pihak stakeholders eksternal proses distribusi peran tidak dapat dilakukan secara langsung karena komunikasi yang dibangun tidak intensif dan cenderung menunggu inisiatif pihak lain untuk berkontribusi di Desa Lamajang.

Fase selanjutnya adalah implementation of a plan. Pada fase ini dilakukan implementasi rencana yang menggabungkan pengetahuan, keterampilan, dan nilai-nilai praktik dalam kolaboratif yang luas. Penetapan, perencanaan, dan penemuan solusi dilakukan secara inklusif bersama-sama antar elemen yang terlibat dalam upaya pengembangan desa wisata. Setiap stakeholders internal menjalankan peran sesuai dengan kesepaakatan dan bidang garapannya. Mereka menyelaraskan bidang garapannya dengan Garapan pihak lain. Untuk stakeholders eksternal cenderung diserahkan kepada mereka untuk mengembangkan kegiatan yang sesuai dengan orientasi kegiatannya seperti pelatihan atau KKN. Masyarakat cenderung pasif namun tetap memanfaatkan keberadaan kegiatan tersebut.

Fase terakhir dari kolaborasi stakeholders adalah structuring, yaitu penataan agar memungkinkan terciptanya struktur jangka panjang untuk memelihara, mengevaluasi, dan mempertahankan kolaborasi. Structuring tidak dilakukan secara sistematis dan terstruktur, namun dilakukan hanya sebagai kegiatan penutup saja. Karena tidak ada proses formal dalam fase ini maka keberlanjutan kolaborasi sangat tergantung kepada minat dan kesediaan dari masing-masing pihak. Situasi tersebut sama pula pada kolaborasi dengan stakeholders eksternal.

Memperhatikan proses kolaborasi stakeholders yang terjadi pada pengelolaan desa wisata Lamajang, maka kolaborasi diantara stakeholders berjalan secara longgar. Tidak ada keberlanjutan program/kegiatan yang dibangun atas dasar komitmen untuk memajukan desa wisata Lamajang. Akibatnya, capaian dari kegiatan sebagai perwujudan kolaborasi stakeholders tidak berdampak secara kuat terhadap perkembangan pariwisata. Komitmen pemerintah desa Lamajang untuk turut mengembangkan desa wisata belum disertai dengan dukungan anggaran yang secara signifikan dapat memberi energi bagi pengembangan desa wisata.

V. CONCLUSION

Kolaborasi stakeholders pada pengembangan desa wisata Lamajang belum dilakukan secara terstruktur dan aktif. Hal ini berakibat desa wisata Lamajang mengalami stagnasi karena hanya mengandalkan kemampuan Masyarakat semata. Stakeholders internal dari unsur pemerintah desa belum memberikan dukungan secara signifikan padahal dukungan pemerintah desa dalam bentuk dukungan dana dan kebijakan akan sangat besar pengaruhnya terhadap Upaya pengembangan desa wisata. Pihak pengelola desa wisata dan stakeholders internal lainnya perlu proaktif untuk dalam membangun kolaborasi dengan berbagai stakeholders. Upaya tersebut perlu dirancang secara terstruktur dan dijalankan secara terus-menerus.

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Tourism-Driven Corporate Social Responsibility: A Sustainability Analysis of CSR Emerging Trends in Indonesia

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Abstract

This article is an analysis of the trend in CSR implementation post-Covid-19 pandemic, which encourages companies to carry out empowerment-based CSR programs to improve community quality of life through innovative programs. The aim of this article is to describe the development of tourist villages as a new trend in CSR implementation, which is widely adopted by companies, especially extractive industries in Indonesia. The data collection method used is qualitative, studying CSR implementation documents from oil and gas companies in 2022 and 2023. The study results show that the Tourist Village program is an innovation by companies to enhance the community's economy with two typologies: (1) the development of tourist villages with natural resource potential, (2) the development of tourist villages created by companies as a form of reclamation. Empowerment activities in the development of tourist villages include infrastructure development, capacity building for MSMEs, and environmental conservation carried out by companies, ensuring that the Tourist Village program meets sustainability elements. The success of tourist village development depends on human resource development, community-based management, and institutional strengthening. In conclusion, the development of tourist villages as a CSR implementation strategy is promising in improving the community's quality of life and fulfilling all aspects of sustainability dimensions. Institutional strengthening is necessary for management that provides protection for MSMEs and local communities to compete alongside the growth of tourism areas.

Keywords: Tourism Village Development, sustainability compass, CSR, empowerment, Community Based Tourism

a. Introduction

In the past 20 years, the trend of CSR in Indonesia has undergone very dynamic development. Indonesian CSR has shifted from initially being aid-based programs (before the year 2000) to empowerment-based CSR. In 2014, CSR became a strategic issue for companies, especially since the enactment of the Ministry of Environment and Forestry Regulation No. 3 of 2014. CSR became a key criterion for companies to achieve the highest ratings in corporate performance related to environmental concern. With this regulation, CSR activities were no longer just about community care, but companies had to take part in solving problems and improving the quality of life of the community. During this period, empowerment programs became the preferred form of CSR implementation.

The Covid-19 pandemic changed the face of Indonesian CSR, which was actively focusing on empowerment, back to aid-based forms. From 2020 to the first half of 2021, all CSR programs reverted to the most basic forms, namely philanthropic aid programs to meet the basic needs of communities affected by Covid-19.

Figure 1 Post-Pandemic CSR Trends in Indonesia



Source: Resnawaty, 2021

Post-Covid-19, CSR implementation has begun to focus on enhancing the capacity of MSMEs. Learning from the 1997 monetary crisis in Indonesia, MSMEs became the only sector that continued to survive despite the crisis. This capacity building for MSMEs is a form of community empowerment in the difficult economic situation post-pandemic. The Covid-19 situation caused economic and social shocks for the community. This condition prompted companies, particularly Pertamina (a state-owned enterprise in the oil and gas sector), to develop CSR strategies that address community needs related to economic, social, and environmental challenges. The weakened economy and restricted public movement led to boredom and a longing for entertainment and tourism, even though the economic conditions had not yet improved. This has become a significant driving force for the development of tourist villages in CSR implementation, alongside the issue of SDGs. This is also supported by the policy of the Ministry of Tourism and Creative Economy, which explicitly states that the development of tourist villages is an equitable economic development. Therefore, tourist villages have become a prime focus in CSR implementation, especially in the period of 2022-2023. As of May 2023, there were 21 leading tourist villages developed by PT. Pertamina Tbk and its subsidiaries.

Sinclair (1998) in Sunaryo (2013) mentions that tourism can provide benefits in the form of strengthening the local economy, including foreign exchange, additional income for the community,

and job opportunities that can be seized by the community. Business sectors in tourism, such as accommodation, transportation, and others, can contribute to boosting the local, regional, and national economy. Tourism development oriented towards community empowerment has become a strategic issue in current tourism development.

2. Methodology

This research uses a qualitative approach with a focus on observation and literature study of CSR documents from companies that implement the development of tourist villages. Literature study is used as the main approach to describe phenomena from literature, articles, and books relevant to the topic (Richardson & Renner, 1970). An analysis is then conducted to synthesize how the implications of these tourist villages improve the quality of life of the community based on the dimensions of the sustainability compass. The steps of this research begin with identifying relevant literature sources in the context of developing tourist villages as CSR implementation. The literature sources include books, journal articles, research reports, and other related documents. The selection of literature is based on criteria such as relevance to the research topic, accuracy of information, and the credibility of sources and authors. The scope of this research is the development of tourist villages carried out by extractive companies in Indonesia from 2021-2023.

3. Results

The presence of the proper assessment issued by the Ministry of Environment and Forestry (KLHK) encourages extractive companies in Indonesia to perform better in their CSR activities. The assessment is not only based on fulfilling obligations or adhering to principles as stated in the Ministry of Environment and Forestry Regulation No. 1 of 2021 concerning the Corporate Performance Rating Program in Environmental Management (Proper), but goes beyond that. Elements of innovation and novelty are required to build an excellent CSR program in this proper assessment.

In this context, CSR implementation is moving in a more positive and integrated direction. Companies have shifted their focus from purely economic dimensions to social and environmental aspects (Camilleri, 2020; Font & Lynes, 2018; Rameshwar et al., 2020). Whereas before 2020, companies' CSR efforts were sufficient if they acted as problem solvers for community issues, now this is not enough and must be accompanied by high levels of innovation and creativity. Currently, economic responsibility goes beyond merely increasing company profits. Due to the annual proper assessment conducted by the Ministry of Environment and Forestry, economic responsibility is evaluated based on the enhancement of community income and livelihoods, as well as innovative programs to boost the community's economy. Similarly, social and environmental responsibilities have expanded. Environmental responsibility now includes not just the management of waste from the company's production processes but also reclamation practices and the utilization of post-mining land for economic activities.

After the Covid-19 pandemic, companies in Indonesia began to adopt CSR initiatives by developing local tourism. As Chilufya (2019) stated, tourism can act as an economic powerhouse as well as a threat to the environment and society. Sustainable tourism has increasingly been adopted by companies in various countries as a way to mitigate the negative impacts of their operations, especially by extractive companies. The tourism industry has been increasingly adopted as a

corporate social responsibility (CSR) initiative (Cowper-Smith & de Grosbois, 2011; Han et al., 2020; Henderson, 2007; Nyahunzvi, 2013).

Table 1. Implementation of CSR for Tourism Development in Extractive Companies in Indonesia

No	Company Name	Tourism Village	Area
1	PT. Berau Coal	Tepian Sembaliung Tourism	Berau District, West Kalimantan
2.	PT. Pertamina Patra Niaga Sultan Thaha	Eka Jaya Tourism Village/ <i>Kampung</i>	Jambi Province
3	PT. Pertamina Hulu Kalimantan Timur DOP Bagian Utara	Kersik Vilage Tourism Program	Kutai Kartanegara District, East Kalimantan
4	PT. Petragas OWJA	<i>Perisai Bumi</i> Edutourism Based on Disaster Preparedness	Indramayu District, West Jave
5	PT. Pertamina Hulu Indonesia	Community based Ecotourism Pesut Mahakam	Mahakam District, East Kalimantan
6	PT. Pertamina EP	Ekoriparian Sungai Hitam Lestari	Sangasanga District, East Kalimantan
7	PT. Pertamina EP Prabumulih	Ecotourism Mbak Dewi Shuji (Shuji Lake)	Prabumulih District, Sumatera Selatan
8	PT. Pertamina Hulu Sanga-sanga	<i>Jaga Pesisir Kita</i> , Environment Based Tourism	Sanga-sanga District, East Kalimantan
9	PT. Pertamina Patra Niaga Fuel Terminal Cikampek	Pesona Walahar Creative Destination	Karawang District, West Java
10	PT. Pertamina EP Limau Field	<i>Air talas</i> Tourism Village	Muara Enim District, South Sumatera
11	PT. Pertamina Patra Niaga IT Surabaya	<i>Wisata ekoriparian</i> Geblak Jambangan	Surabaya City, East Java
12	PT. Pertamina Gas Negara	Karangrejo Independent Tourism Village	Magelang, Central Java
13	PT. Pertamina Hulu Rokan	Community Based Tourism Tanjung Punak Village	Bengkalis District, Riau
14	PT. Pertamina Hulu Energi West Madura Offshore	Labuhan Sea Tourism Park	Madura, East Java
15	PT. Pertamina Regional MOR Jatimbalinus	Ampenan Beach Tourism Village	West Lombok, NTB
16	PT. Pertamina RU III Plaju	<i>Kampung Kreasi</i> Lorong	Plaju District, South Semater
17	PT. Pertamina Hulu Rokan	<i>Kampung Patin</i> Tourism Village	Kampar District, Riau
18	PT. Pertamina Geothermal Energy Lumut Balai	Kelumpang Village	Ogan Komerling District, South Sumatera

19	PT. Pertamina Persero	Kandri Tourism Village	Semarang City, Central Java
20	PT. Pertamina Hulu Rokan	Rupat Tourism Village	Bengkalis District, Riau
21	PT. Pertamina Hulu Rokan	<i>Kampung Bandar</i> Tourism Village	Pekanbaru City, Riau
22	PT. Pertamina Hulu Rokan	Bukit Batu Weaving Tourism Village	Bengkalis District, Riau
23	PT. Semen Indonesia	Gresik Rembang Edupark	Rembang District, Central Java
24	PT. Solusi Bangun Indonesia	Mangrove Edutourism	Cilacap, Central Java
25	PT. GAG Nikel	Turtle Conservation Tourism	Gag Island, West Papua
26	PT. Bukit Asam	Coral reef conservation and Mangrove planting program/Tanjung Enim Mining Tourism	Lampung and Sumatera Provinces

Source : Research Results 2024

4. Discussion

Since 2022, Indonesia has been actively developing sustainable tourism. Given the threats of global warming and its negative impacts on various aspects of life, the concept of green tourism has become a demand and necessity to ensure a better future and quality of life. The Ministry of Tourism and Creative Economy (Kememparekraf) has stated that the focus is no longer solely on increasing tourist numbers but also on promoting sustainable tourism in the country. Sustainable tourism, or green tourism, involves developing tourism concepts that provide positive long-term impacts. This tourism concept not only focuses on enjoyment but also emphasizes environmental, social, cultural, and economic sustainability. To achieve the goals of green tourism, various stakeholders need to be involved and actively participate in its development, including local governments, local communities, tourists, and all tourism operators. This serves as a guideline for companies in implementing CSR focused on community-based tourism development that prioritizes ecosystem sustainability and addresses the challenges of the SDGs.

Based on Table 1, there are two typologies regarding how tourism development is carried out by companies. The first typology: In the oil and gas companies, tourist villages are developed in locations or nature reserves that have natural attractions, such as coastal or terrestrial areas, which have not been well managed by the government. The tourism development focuses on strengthening culinary and souvenir MSMEs, environmental protection and conservation, and enhancing tourism management skills.

The second typology involves the development of tourism areas by companies, particularly in coal, mineral, and rock mining. The tourism village programs developed are related to the reclamation of mining lands. This is in accordance with the obligations of mining and coal companies under Law No. 3 of 2020 on Mineral and Coal Mining, which states that mining license holders and concession mining license holders must carry out environmental management and monitoring, including reclamation and post-mining activities. The development of tourist villages on former mining lands includes several forms, such as the development of eduparks or educational tourism. In this program, the company's CSR activities include steps for land reclamation to restore soil pH to safe levels for agriculture or community activities, developing tourism concepts, and empowering farmers.

CSR programs under typology 1 can quickly show development progress since the natural potential being developed supports tourism with its existing natural attractions. In contrast, for typology 2, companies need to undertake various stages before the area can be considered a tourism destination. In 2021, a publication was found regarding mine reclamation converted into an agro-tourism area called "*Kampoeng Reklamasi*" by PT. Timah Tbk. Similarly, PT. Kaltim Prima Coal launched the former mining area "Telaga Batu Arang" in 2020 as a tourist spot for the community in Sangatta, East Kalimantan.

From a sustainability perspective, the development of tourist villages impacts both tourism and the local economy. The four aspects of the sustainability compass—nature, economy, society, and well-being—can help in understanding the potential for sustainability, including:

NATURE

- Development of tourist areas or reclamation of environmentally-conscious tourism areas.
- Preservation of natural ecosystems and tourism areas through educational efforts that raise awareness among tourists and local communities to always maintain environmental sustainability.

Economy

- Increased income for the community through opportunities for buying and selling along the road to the tourism site.
- Increased income for the community through skills training for locals that supports services for tourists.

Wellbeing

- Enhanced well-being for the surrounding community, especially for those directly involved in the program. This improvement in well-being includes not only economic aspects but also knowledge and skills.
- Effective social interaction among community members in achieving common interests and goals.
- Pride and self-esteem from being directly involved in the program and being supported by a well-known company.

Society

- Improved management and organizational skills.
- Ability to conduct joint activities to achieve goals.

CONCLUSION

The development of tourist areas as part of CSR implementation has become a trend post-Covid-19 pandemic. The developed tourist villages or areas have an impact on improving the economy, well-being, social community, and environmental protection. One of the challenges of developing tourist villages is community-based management, ensuring that the local people can manage the tourism area so they do not remain mere visitors or tourists in their own region. Strengthening community institutions is a crucial step in empowerment that must be undertaken until the community becomes self-sufficient and empowered after a series of empowerment activities.

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**MANAJEMEN TALENTA DAN PLATFORM TERBUKA SDM IPTEK
SEBAGAI KEBIJAKAN BRIN DALAM PENGEMBANGAN SUMBERDAYA MANUSIA
DI INDONESIA**

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ABSTRAK

Kemampuan suatu negara untuk bersaing secara global saat ini tidak hanya ditentukan oleh kekayaan sumberdaya alam yang dimiliki saja tetapi juga oleh kemampuan menguasai ilmu pengetahuan dan teknologi. Kemampuan tersebut harus didukung oleh sumber daya manusia berkualitas tinggi, berdaya saing global dan dalam jumlah yang memadai.

Tujuan penelitian : untuk mengetahui dan mengeksplorasi kebijakan yang dilakukan Badan Riset dan Inovasi Nasional (BRIN) dalam pengembangan sumber daya manusia di Indonesia, mengidentifikasi capaian yang dihasilkan, dan mengidentifikasi hambatan yang dihadapi dalam pelaksanaan kebijakan.

Metode: Wawancara dengan pejabat terkait untuk mendapatkan informasi substantif, dan Studi literatur dan dokumen untuk mendapatkan data sekunder.

Hasil : penelitian mengungkapkan terdapat dua kebijakan besar yang dilakukan BRIN yaitu Kebijakan Manajemen Talenta Nasional Bidang Riset dan Inovasi, dan Kebijakan Platform Terbuka SDM Iptek BRIN. Kebijakan Manajemen Talenta Nasional Bidang Riset dan Inovasi sebagai platform dasar untuk Program Mobilitas Talenta. Kebijakan Platform Terbuka SDM Iptek BRIN memungkinkan terbukanya akses terhadap SDM Iptek di BRIN dalam penyelesaian permasalahan dalam proses riset dan inovasi yang dihadapi industri, perguruan tinggi maupun masyarakat, sekaligus membuka peluang kolaborasi dalam kegiatan riset dan inovasi antar pihak.

Kata kunci: manajemen talenta; mobilitas talenta; platform terbuka; SDM Iptek; kolaborasi riset

I.PENDAHULUAN

Kemampuan dan keberhasilan suatu negara untuk bersaing dengan negara lain tidak hanya ditentukan oleh kekayaan sumberdaya alam saja tetapi juga oleh kemampuan menguasai dan menghasilkan produk ilmu pengetahuan, teknologi dan inovasi. Pengembangan SDM Iptek yang berdaya saing global dan dalam jumlah yang memadai merupakan kunci keberhasilan dalam meningkatkan produktifitas dan daya saing suatu negara.

Berdasarkan hal di atas maka sebagai lembaga pemerintah di bidang riset dan inovasi, Badan Riset dan Inovasi Nasional (BRIN) berupaya turut berkontribusi dalam mendukung

pengembangan SDM di Indonesia melalui Kebijakan Manajemen Talenta Nasional bidang Riset dan Inovasi dan Kebijakan Platform Terbuka (Open Platform) SDM Iptek BRIN.

Kebijakan Manajemen Talenta bidang Riset dan Inovasi dibangun sebagai platform dasar untuk peningkatan kapasitas, kualitas dan kuantitas periset nasional di Indonesia dan diwujudkan dalam bentuk Program Mobilitas Talenta.

Kebijakan Platform Terbuka (Open Platform) SDM Iptek BRIN memungkinkan terbukanya akses terhadap SDM Iptek di BRIN yang dapat dijadikan pakar/ahli dalam penyelesaian permasalahan yang dihadapi dalam proses riset dan inovasi di sektor industri, perguruan tinggi maupun masyarakat, sekaligus membuka peluang kolaborasi dan sinergi dalam kegiatan riset dan inovasi antar pihak.

Studi oleh Stahl, Björkman, Farndale, Morris, Paauwe, Stiles, Trevor, dan Wright (2012) menunjukkan bahwa mobilitas internasional talenta dapat meningkatkan kompetensi individu, memperluas wawasan global, dan memperkuat kemampuan adaptasi terhadap lingkungan bisnis yang beragam. Mobilitas talenta juga berkontribusi pada peningkatan kapasitas organisasi secara keseluruhan (Cappellen dan Janssens (2010 dan berpengaruh pada produktivitas penelitian (Irene Finokhi, Andrea Ribichin, Marco Schaerf) dan (Francesco Di Lorenzo · Benjamin A. Campbell)

Ada banyak bukti untuk korelasi kuat antara transfer teknologi dan pengetahuan praktis di satu sisi, dan kolaborasi yang sukses di sisi lain. Transfer yang intens dapat meningkatkan kebaruan teknologi (Guan et al., 2005), mendorong kinerja inovasi (Mingji & Ping, 2014),

Kebijakan yang diambil oleh BRIN ini merupakan langkah strategis dalam mendukung pengembangan SDM di Indonesia, dan diharapkan dapat meningkatkan kualitas, kapasitas, dan kuantitas SDM Iptek di Indonesia yang pada akhirnya dapat berkontribusi pada peningkatan produktivitas dan daya saing Indonesia.

Penelitian ini bertujuan untuk mengeksplorasi Kebijakan Manajemen Talenta dan Kebijakan Platform Terbuka SDM Iptek BRIN, mengidentifikasi capaian hasil, dan mengidentifikasi hambatan dalam pelaksanaan kebijakan tersebut.

II. METODOLOGI

Penelitian ini bertujuan untuk :

1. Mengeksplorasi kebijakan dan program BRIN dalam meningkatkan kualitas, kapasitas, dan kuantitas SDM Iptek di Indonesia,
2. Mengidentifikasi capaian kebijakan dan program yang telah dihasilkan,
3. Mengidentifikasi hambatan yang dihadapi

Metode yang digunakan dalam penelitian ini adalah wawancara dengan pejabat terkait untuk mendapatkan informasi substantif dan studi literatur dan laporan untuk mendapatkan data sekunder.

III. HASIL

Hasil penelitian yang dilakukan menunjukkan bahwa BRIN telah melaksanakan dua kebijakan utama yaitu Kebijakan Manajemen Talenta Nasional bidang Riset dan Inovasi dan Kebijakan Open Platform SDM Iptek BRIN. Kedua kebijakan ini dirancang untuk meningkatkan kualitas, kapasitas, dan kuantitas SDM Iptek di Indonesia. Dari penelitian yang dilakukan diperoleh uraian yang lebih eksploratif mengenai kedua Kebijakan tersebut seperti yang disajikan di bawah ini.

A. Kebijakan Manajemen Talenta Nasional Bidang Riset dan Inovasi

Kebijakan Manajemen Talenta Nasional Riset dan Inovasi, dibangun sebagai platform dasar untuk peningkatan kapasitas dan kuantitas periset nasional dan diwujudkan dalam suatu program yaitu Program Mobilitas Talenta bidang Riset dan Inovasi.

Program Mobilitas Talenta riset dan inovasi diimplementasikan dalam 5 kegiatan utama yaitu :

1. Pembinaan talenta riset dan inovasi

Pembinaan talenta berupa pemberian pelatihan dan bimbingan dalam kegiatan riset, penulisan karya ilmiah, penyelenggaraan kompetisi bidang riset dan inovasi, researcher camp, hingga fasilitasi pameran produk hasil riset karya tulis ilmiah. Kegiatan pembinaan talenta terdiri dari 2 kegiatan yaitu:

1. Fasilitasi Pembinaan Talenta Riset dan Inovasi, berupa penyediaan narasumber dari Periset BRIN untuk pelatihan karya tulis ilmiah, penelitian lapangan, dan penyusunan laporan akhir penelitian serta etika dalam penelitian ilmiah
2. Indonesia Riset dan Inovasi Fair, yaitu kompetisi ilmiah untuk level S1 dan S2. Dirancang untuk menjangkau bibit unggulan, wadah eksplorasi, kompetisi, dan eksibisi hasil riset dan inovasi.

2. Pendampingan talenta riset dan inovasi

Pendampingan talenta dimaksudkan untuk mengoptimalkan potensi talenta muda, terdiri dari 3 kegiatan yaitu :

1. Magang Riset, yaitu pendampingan kegiatan riset bagi mahasiswa oleh periset BRIN selama 1 semester, dengan tujuan mengembangkan keterampilan pemecahan masalah riset, analisis data, maupun kerjasama tim.
2. Asisten Riset, adalah pendampingan mahasiswa D4/S1/S2/S3 dalam asistensi perencanaan riset, penyediaan data, teknologi, dukungan survey dan observasi lapangan yang dilaksanakan dengan berbasis kolaborasi antara mahasiswa dan periset BRIN.
3. Bantuan Pembiayaan Riset untuk Talenta, yaitu bantuan berupa uang kuliah dan dana bantuan riset kepada mahasiswa aktif (D4/S1/S2/S3) untuk menyelesaikan tugas akhir berbasis kerjasama riset dengan BRIN.

3. Peningkatan kualifikasi talenta riset dan inovasi

Peningkatan Kualifikasi Talenta dilaksanakan melalui program **Degree by research** berupa bantuan Pendidikan kepada para periset/talenta dari berbagai institusi penelitian, perguruan tinggi, dan industri, guna meningkatkan kualifikasinya melalui pendidikan formal S2 dan S3 berbasis riset tanpa meninggalkan tugas kedinasan.

4. Pematangan talenta riset dan inovasi

Pematangan Talenta Riset dan Inovasi terdiri dari 5 kegiatan yaitu :

1. **Post Doctoral**, yaitu pengembangan kapasitas SDM Iptek nasional melalui mobilitas periset dalam bentuk kolaborasi antar periset BRIN dengan periset di luar BRIN baik WNI maupun WNA yang baru menyelesaikan pendidikan Doktor.
2. **Visiting Researcher**, yaitu pengembangan kapasitas SDM berbasis mobilitas periset melalui kolaborasi riset antar periset BRIN dengan periset dan tenaga ahli di perguruan tinggi, lembaga litbang, dan industri baik dari dalam maupun luar negeri
3. **Fasilitasi Keikutsertaan dalam Konferensi Ilmiah dan Pelatihan Internasional**, berupa dukungan biaya kepada ASN BRIN sebagai pemateri pada konferensi ilmiah atau pelatihan internasional di luar negeri.
4. **Join Research Visit**, yaitu dukungan finansial kepada periset untuk melakukan penelitian bersama lembaga asing yang menjadi mitra BRIN.
5. **On The Job Infrastrucrure Training** adalah pendanaan untuk pengembangan keterampilan khusus pengelolaan infrastruktur riset dan inovasi.

5. Apresiasi talenta riset dan inovasi

Kegiatan ini didedikasikan untuk memberikan penghargaan kepada para SDM Iptek berprestasi. Hal ini juga menjadi upaya mengenalkan kemajuan dan prestasi di bidang riset dan inovasi kepada masyarakat luas.

Capaian Program Mobilitas Talenta pada tahun 2023 telah melibatkan peserta program sebanyak 10.171 peserta dengan rincian masing-masing kegiatan seperti pada **tabel 1**.

Tabel 1.

Jumlah Peserta Program Mobilitas Talenta BRIN Tahun 2023

No	Program Mobilitas Talenta	Peserta	Total Peserta
1	Pembinaan Talenta Riset dan Inovasi		3074
	Indonesia Research and Innovation Fair	799	
	Fasilitasi Pembinaan Talenta Muda Riset dan Inovasi	2275	
2	Pendampingan Talenta Riset dan Inovasi		5674
	Magang Industri	1314	
	Research Assistant	247	
	Bantuan Pembiayaan Riset	4133	
3	Peningkatan Kualifikasi Talenta Riset dan Inovasi		942
	Degree by research	650	
	Beasiswa lanjutan	292	
4	Pematangan Talenta Riset dan Inovasi		461
	Post Doctoral	278	

	Visiting Researcher	89	
	Konferensi dan Pelatihan Internasional	68	
	Joint Research visit	8	
	On the job infrastructure training	18	
5	Apresiasi Talenta Riset dan Inovasi	20	20
	Total Peserta		10.171

Penelitian ini juga mengidentifikasi beberapa hambatan dalam pelaksanaan kebijakan diantaranya :

1. Belum tersedianya basis data SDM Iptek nasional berbasis digital yang berisi informasi tentang profil, rekam jejak dan kepakaran, sebagai acuan dalam proses identifikasi, mobilitas periset dan kolaborasi berbasis kepakaran.
2. Masih banyak periset di BRIN yang belum memanfaatkan proram degree by research
3. Belum banyak perguruan tinggi yang memiliki program degree by research

B. Kebijakan Open Platform SDM Iptek

Kebijakan Platform Terbuka (Open Platform) SDM Iptek membuka peluang seluruh SDM Iptek di Indonesia baik dari lembaga litbang, perguruan tinggi maupun industri untuk melakukan kolaborasi kegiatan riset dengan periset BRIN. Sebagai contoh, permasalahan yang dihadapi industri dapat dicari solusinya dengan menjadikan masalah tersebut menjadi topik riset kolaborasi antara periset BRIN dengan periset industri, dan dapat juga melibatkan periset perguruan tinggi. ‘

Melalui Platform terbuka SDM Iptek, BRIN hadir menjadi Pusat (Hub) kolaborasi dan fasilitator multipihak baik dalam maupun luar negeri untuk meningkatkan kontribusi berbagai pihak serta untuk menciptakan ekosistem riset dan inovasi yang lebih baik. Kolaborasi riset terbuka ini diharapkan dapat meningkatkan interaksi, kolaborasi, dan sinergi dan kegiatan riset nasional, mempercepat transfer teknologi dan pengetahuan, serta meningkatkan produktifitas riset nasional..

Kerjasama dengan industri tidak hanya kolaborasi riset saja, tetapi juga penyediaan solusi masalah, pengembangan model bisnis baru, dan peningkatan skala ekonomi. Bagi kalangan akademis, platform terbuka ini lebih difokuskan pada upaya peningkatan kolaborasi internasional sehingga dapat menciptakan transfer pengetahuan global, keahlian baru, dan membentuk jaringan kerjasama internasional, Platform terbuka SDM Iptek BRIN ini pada akhirnya diharapkan dapat meningkatkan kualitas dan kuantitas SDM Iptek di Indonesia

IV. PEMBAHASAN/DISKUSI

Jumlah peserta program mobilitas talenta pada tahun 2023 yang mencapai 10.171 peserta, menunjukkan tingkat partisipasi yang signifikan. Capaian ini menunjukkan bahwa program mobilitas talenta telah memberikan kontribusi nyata dalam pengembangan SDM Iptek di Indonesia.

Kegiatan pembinaan talenta muda telah menunjukkan keberhasilan dalam menjaring bibit unggul. Partisipasi aktif dalam program ini mencerminkan minat dan potensi besar talenta muda. Kegiatan pendampingan berupa magang riset, asisten riset, dan bantuan pembiayaan riset telah memberikan dukungan yang signifikan dalam mengembangkann potensi dan keterampilan riset para talenta muda.

Program Degree by Research telah memberikan peluang bagi talenta riset untuk meningkatkan kualifikasi akademik mereka tanpa meninggalkan tugas kedinasan. Kegiatan pematangan talenta seperti post-doctoral, visiting researcher, dan joint research visit menunjukkan upaya BRIN dalam mengembangkan kapasitas SDM Iptek melalui kolaborasi dan mobilitas periset skala internaional. Hal ini penting untuk memperluas jaringan dan meningkatkan kapasitas riset di Indonesia. Kegiatan Apresiasi Talenta menunjukkan komitmen BRIN dalam memberikan motivasi dan insentif kepada para periset dan talenta untuk terus berprestasi.

Kebijakan Open Platform SDM Iptek BRIN membuka peluang interaksi dan kolaborasi secara luas bagi seluruh SDM Iptek di Indonesia, baik dari lembaga litbang, perguruan tinggi, industri, maupun masyarakat, dan sangat penting dalam mempercepat transfer teknologi dan pengetahuan sehingga mendorong peningkatan kualitas dan kuantitas SDM Iptek nasional.

Beberapa hambatan yang masih dihadapi harus segera diupayakan pemecahannya agar kebijakan yang dilaksanakan BRIN lebih efektif dan mencapai hasil yang lebih optimal.

Penulis menyadari bahwa penelitian ini masih belum maksimal dalam mengeksplorasi kebijakan dan program BRIN ini , terutama dalam mengeksplorasi mekanisme pelaksanaan dan kelengkapan data, sehingga perlu disempurnakan lagi dengan penelitian lanjutan.

V. KESIMPULAN

Kebijakan Manajemen Talenta dengan program mobilitas talenta dan Kebijakan platform terbuka SDM Iptek BRIN merupakan kebijakan yang tepat dan telah memberikan kontribusi signifikan dalam mendukung pengembangan SDM Iptek di Indonesia. Program-program yang dijalankan berhasil menjaring dan mengembangkan talenta riset, memberikan dukungan finansial dan bimbingan, serta meningkatkan kualifikasi akademik kapasitas dan kuantitas SDM Iptek di Indonesia.

Ke depan, upaya-upaya strategis yang lebih fokus pada pengembangan program dan penyelesaian hambatan yang ada diharapkan dapat lebih mendorong terciptanya SDM Iptek Indonesia yang unggul, kompetitif, dan berdaya saing.

VI. PENGAKUAN

Penelitian ini tidak mendapatkan biaya dari pihak manapun, dan tidak ada konflik kepentingan

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IX., BIODATA

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TOURISM VILLAGE DEVELOPMENT STRATEGY IN THE SERANG-PANIMBANG TOLL EXIT AREA

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ABSTRACT

One of the objectives of provincial road construction is to increase the productivity of the community both at the location of the road construction, or other communities that will utilize the road. The Banten Provincial Government has issued regulations regarding the governance and utilization of provincial road sections that must be obeyed so that the community can carry out various economic activities by utilizing parts of the provincial road. In the implementation, many problems were found in the utilization of the provincial road section, including activities or buildings erected in the provincial road section that did not have a permit for the construction. These unlicensed buildings cause losses and impact on the decline in road quality in Banten Province. This article will explain and explore how the policy on road section governance and utilization is implemented in Banten Province. In this article, interviews were conducted with 15 informants who were determined based on their involvement and experience in the process of utilizing road sections. As a result of this research, it was found that road section users do not understand the flow of the road utilization permit process. In addition, the classification in utilization and the lengthy procedures that must be taken make many people choose not to make the permit. Monitoring carried out by the government in implementing this policy is still less than optimal so that there are still many road part users who do not have permits.

Keyword: Regional Road; Policy Implementation; Utilization; Development

I. INTRODUCTION

The development of tourism villages near major infrastructure projects, such as toll exits, offers significant potential for regional economic growth and community empowerment. This paper explores the strategies for developing tourism villages in the Serang-Panimbang toll exit area, focusing on sustainable practices, community involvement, and leveraging local cultural and natural resources.

The Serang-Panimbang toll road is a critical infrastructure project aimed at enhancing connectivity in the Banten Province, Indonesia. The toll exit areas, such as those in Serang and Panimbang, present unique opportunities for developing tourism villages that can attract visitors, generate income for local communities, and preserve cultural heritage.

Tourism villages are rural areas that offer unique experiences to visitors, including cultural, natural, and recreational activities. Successful tourism villages integrate local traditions, crafts, and cuisine to create an authentic visitor experience. Sustainable tourism emphasizes minimizing negative impacts on the environment and local culture while maximizing economic benefits for the community. Involving local residents in tourism development ensures that the benefits are distributed fairly and that the community has a stake in preserving their environment and culture.

II. METHODOLOGY

This study utilizes a qualitative approach to develop a strategy for tourism village development in the Serang-Panimbang toll exit area. Data collection methods include in-depth interviews with key stakeholders such as local government officials, tourism experts, and community leaders, as well as focus group discussions with local residents. Additionally, participant observation and analysis of relevant documents and reports provide comprehensive insights into the current state and potential of tourism development in the area.

III. RESULT

Current State of Tourism in the Area

The Serang-Panimbang toll exit area has several attractions, including natural landscapes, cultural sites, and traditional villages. However, tourism development is still in its early stages, with limited infrastructure, marketing, and tourist services (Smith & Richards, 2013; Hall & Page, 2014).

- **Strengths:**
 - Strategic location with easy access from major cities (Kotler, Bowen, & Makens, 2014)
 - Rich cultural heritage and traditions (Timothy & Boyd, 2015)
 - Natural beauty including beaches, forests, and rural landscapes (Weaver, 2006)
- **Weaknesses:**
 - Lack of infrastructure such as hotels, restaurants, and recreational facilities (Kotler et al., 2014)
 - Limited marketing and promotion of tourism attractions (Hall & Page, 2014)
 - Insufficient training and capacity-building for local communities (Scheyvens, 1999)

Key Findings from Data Collection

The interviews and focus groups revealed several key insights:

1. **Community Support:** Local communities are generally supportive of tourism development, recognizing its potential for economic benefits. However, they emphasize the need for community involvement and ownership in the development process (Scheyvens, 1999; Timothy & Boyd, 2015).

2. **Cultural Preservation:** There is a strong desire to preserve and promote local culture. Community members are concerned about the potential negative impacts of tourism on cultural heritage and traditions (Cohen, 1988; Smith & Richards, 2013).
3. **Sustainable Practices:** Stakeholders highlight the importance of sustainable tourism practices to protect natural and cultural resources. There is interest in eco-tourism and initiatives that minimize environmental impacts (Weaver, 2006; Hall & Page, 2014).
4. **Government and Private Sector Roles:** Effective tourism development requires collaboration between government, private sector, and local communities. Stakeholders stress the need for supportive policies, funding, and infrastructure investment (Hall & Page, 2014; Kotler et al., 2014).

SWOT Analysis

Opportunities:

- a. Growing interest in eco-tourism and cultural tourism (Weaver, 2006; Timothy & Boyd, 2015)
- b. Potential for public-private partnerships in tourism development (Hall & Page, 2014)
- c. Government support and funding for tourism projects (Kotler et al., 2014)

Threats:

- d. Environmental degradation due to unregulated tourism (Weaver, 2006; Hall & Page, 2014)
- e. Cultural commodification and loss of authenticity (Cohen, 1988; Smith & Richards, 2013)
- f. Competition from established tourism destinations (Timothy & Boyd, 2015)

IV. DISCUSSION

Interpretation of the Results

The findings highlight the need for a balanced approach to tourism village development. Economic benefits should not come at the cost of cultural and environmental sustainability. Community involvement, infrastructure development, and effective marketing are critical components of the strategy (Scheyvens, 1999; Weaver, 2006).

Comparison with Other Similar Regions

Comparative analysis with other regions that have successfully developed tourism villages, such as Bali and Yogyakarta, indicates that community involvement and government support are crucial. These regions have leveraged their unique cultural assets and natural beauty to create compelling tourist experiences (Smith & Richards, 2013; Timothy & Boyd, 2015). Furthermore, these regions have demonstrated that sustainable practices and community engagement are essential for long-term success (Weaver, 2006).

Implications for Policy and Practice

For effective tourism village development, the following policy implications are suggested:

- **Infrastructure Development:** Investment in basic infrastructure such as roads, accommodation, and sanitation facilities (Kotler et al., 2014).
- **Community Engagement:** Involving local communities in planning and decision-making processes to ensure their needs and perspectives are addressed (Scheyvens, 1999).
- **Sustainable Practices:** Implementing eco-friendly practices to preserve natural and cultural resources (Weaver, 2006).
- **Marketing and Promotion:** Developing targeted marketing campaigns to attract domestic and international tourists (Kotler et al., 2014).

V. CONCLUSIONS

The development of tourism villages in the Serang-Panimbang toll exit area represents a strategic initiative with significant potential to drive local economic growth and enhance community welfare. This study yields several key findings, *first*, The development of tourism villages around the Serang-Panimbang toll exit can create new economic opportunities for local communities. By attracting tourists, these villages can generate employment, increase local incomes, and promote small and medium enterprises (SMEs) focused on tourism-related products and services. The presence of the Serang-Panimbang toll road improves accessibility to tourism villages, a critical factor in attracting visitors. Enhancing road infrastructure and public facilities in the area will support tourism development and ensure a comfortable and safe experience for visitors. Effective marketing and promotion efforts, through both traditional and digital media, are necessary to enhance the visibility of tourism villages. Crafting engaging campaigns and providing easily accessible information for potential visitors will help attract more tourists to the villages in the Serang-Panimbang toll exit area. In conclusion, developing tourism villages in the Serang-Panimbang toll exit area holds substantial promise for accelerating local economic growth, preserving cultural and environmental assets, and improving the quality of life for the community. With the right strategies, strong collaboration, and effective marketing, these tourism villages can become premier tourist destinations that provide long-term benefits for all stakeholders involved.

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ADDRESSING SUSTAINABLE DEVELOPMENT ISSUES THROUGH THE IMPLEMENTATION OF GOOD GOVERNANCE PRINCIPLES IN GARUT REGENCY, INDONESIA

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ABSTRACT

This research focuses primarily on the implementation of good governance principles to address sustainable development issues in Garut Regency. This study seeks to investigate the implementation of good governance concepts, such as transparency, accountability, involvement, and effectiveness in the context of sustainable development, as well as the obstacles encountered. The study utilizes a qualitative methodology, employing techniques such as observation, interviews, and literature review. The findings suggest that Garut Regency has successfully implemented principles of ethical governance by prioritizing transparency in information management, accountability in reporting and responsibility, and including the community in the design and execution of development initiatives. Nevertheless, due to resource constraints, ensuring regular implementation of these principles is difficult. The data indicate fluctuations in the degrees of adherence, transparency in sharing information, and engagement from the community. In order to enhance results, it is imperative to foster innovation and promote collaboration among the government, commercial sector, and civil society. The study's conclusion emphasizes the necessity for continuous dedication and endeavors to attain comprehensive and enduring development in Garut Regency.

KEYWORD: Good Governance; Sustainable Development, Garut Regency

I. INTRODUCTION

Emphasizing the core principles of ethical governance is crucial for achieving sustainable development. Transparency, accountability, participation, and responsiveness distinguish an administration characterized by good governance (Abdillah et al 2024; Buchari et al 2024). The aim is to achieve sustainable goals and fairly distribute the benefits of advancement across all social strata. Garut Regency faces difficulties in following these principles due to poverty, environmental deterioration, and social imbalance. Transparency, accountability, participation, and efficiency are essential for achieving sustainable development. Active community involvement is crucial in the planning process, and it is important to maintain transparency in budget management.

The challenges include a scarcity of resources and the need to guarantee a collective commitment. The use of technology, collaboration, and information and communication technology (ICT) can

improve transparency and accountability. E-government technologies have the potential to improve information accessibility and encourage public participation. Gaining information about the concepts of effective governance is of utmost importance (Muhtar et al 2023; Febriyanti et al 2023). Efficient governance is critical for establishing fair and sustainable development in Garut, which will serve as a successful example for Indonesia. This study employs a qualitative methodology to examine the implementation and difficulties at the local level, offering significant insights for other areas.

I. METHODOLOGY

This study employs a qualitative methodology to comprehend the interpretations that individuals or groups assign to social or human concerns (Cresswell, 2014; Putera et al 2022). This approach facilitates the acquisition of pertinent data regarding the implementation of good governance principles in the sustainable development of Garut Regency. In order to draw conclusions, the researcher observes and examines social events. Data collection methods encompass observation, interviews, and literature analysis to acquire factual data regarding the implementation of good governance in Garut Regency.

II. RESULT

In Garut Regency, the application of good governance principles to tackle sustainable development concerns adheres to the fundamental concepts identified by Henk Addink (2019): appropriateness, involvement, transparency, efficiency, accountability, and human rights. These principles guarantee governance that places economic, social, and environmental well-being as the top priority. Adhering to regulations and policies forms the basis for ensuring that actions are in accordance with established standards and laws. Active community engagement allows locals to have a direct impact on the decision-making process. Transparency ensures that information is available, which fosters trust between the government and the community. Tangible accomplishments determine the effectiveness of a process or action, while accountability requires everyone involved to take responsibility for their actions. Human rights are of utmost importance because they ensure that every person's rights are acknowledged and protected. The Good Governance principles, as defined by Addink (2019), encompass three key elements: Properness Participation, Transparency, Efficacy, accountability, and The concept of human rights.

Properness

The principle of properness emphasizes the government's legitimacy through legal and community-recognized methods, ensuring compliance with the law and widespread public approval. This principle upholds the community's confidence in the government's efforts to develop Garut Regency (Addink, 2019). Decision-making follows regulations, ensuring accountability. This commitment strengthens the community's trust in the local government's development efforts.



Figure 1. Compliance Levels with Regulations and Policies in Garut Regency

Sumber: (Author’s Compilation, 2024)

Figure 1 illustrates the different degrees of compliance in the development sectors of Garut Regency: education (85%), health (90%), infrastructure (75%), agricultural (80%), and environment (70%). According to the Central Bureau of Statistics (BPS) and the Ombudsman (2023), the health sector demonstrates the highest level of compliance, while the environment sector exhibits the lowest level. These variances emphasize the endeavors and difficulties faced by the local administration in adhering to public service benchmarks. Garut Regency requires ongoing enhancements in underperforming sectors to achieve sustainable and equitable development (Republik Indonesia, 2023a, 2023b).

Transparency

The principle of transparency prioritizes the promotion of openness and public availability of information, ensuring clarity in the decision-making process and providing access to policies, decisions, and government procedures. High openness facilitates public knowledge and oversight, thereby encouraging active participation in development (Addink, 2019). The Garut Regency government prioritizes transparency and accountability by providing readily available development information, encompassing plans, implementation strategies, and outcomes. The transparency index of Garut Regency in 2023 was 75%, indicating enhanced online availability of planning papers, financial records, and government activity reports (BPS, 2023).

Table 1. Levels of Information Openness in Various Sectors in Garut Regency

Sector	Information Openness (%)
Education	80%
Health	78%
Infrastructure	74%
Agriculture	72%
Environment	70%
Social and Culture	77%

Source: (Author’s Compilation, 2024)

Table 1 shows the various degrees of information transparency in different sectors within Garut Regency. The education sector has the highest percentage at 80%, followed by health at 78%, social and cultural at 77%, infrastructure at 74%, agriculture at 72%, and the

environment with the lowest percentage at 70%. This data demonstrates advancements in transparency, yet notable disparities still exist. In order to promote transparency and gain public trust, it is imperative for the local government to uniformly improve the accessibility of information across all sectors.

Participation

The principle of participation entails the active engagement of the community in decision-making and governance, granting citizens the ability to exert influence over decisions that have an impact on their lives (Addink, 2019). The community in Garut Regency actively engages in the planning and execution of development projects, offering input and comments from a diverse range of stakeholders. This guarantees that the development is in line with the requirements and ambitions of the community, thereby enhancing inclusivity and sustainability. The municipal government encourages community participation to foster collaboration. Table 2 displays the proportion of community participation during several phases of development initiatives in Garut Regency, encompassing planning, execution, upkeep, and assessment.

Table 2. Levels of Community Participation in Various Development Programs in Garut Regency

Development Program	Planning (%)	Implementation (%)	Maintenance (%)	Evaluation (%)
Infrastructure	75%	65%	55%	50%
Education	70%	60%	50%	45%
Health	80%	70%	60%	55%
Agriculture	60%	55%	50%	40%
Environment	65%	60%	55%	50%

Source: (Author’s Compilation, 2024)

The data indicates a high level of community engagement in development projects. The health sector has a participation rate of 80% in the planning phase and 70% in the implementation phase, whereas the infrastructure sector has a participation rate of 75% in planning and 65% in implementation. These statistics emphasize the significance of community involvement in achieving successful and enduring development. Participatory mapping and village development planning (musrenbang) exemplify the community's active involvement and endorsement throughout all stages of development.

Effectiveness

The principle of effectiveness prioritizes achieving optimal results from government policies, programs, and services through efficient resource utilization (Addink, 2019). The development programs in Garut Regency strive to achieve optimal outcomes by effectively utilizing available resources. The local government ensures that each program achieves its objectives in a cost-efficient manner. Evaluations systematically assess performance to track progress and implement necessary modifications. This guarantees the provision of high standards and advantages for the community. Garut successfully achieved crucial sustainable

development objectives in 2023, including poverty reduction and enhanced employment prospects, by allocating almost the entire budget to critical programs (Berkabar, 2024).

Table 3. Evaluation of Development Program Effectiveness in Garut Regency

Development Program	Proposed Budget (%)	Realized Budget (%)	Realization Percentage (%)
Education	1.010.000.000.000	990.880.000.000	97,88%
Health	500.000.000.000	485.000.000.000	97,00%
Family Planning	300.000.000.000	290.000.000.000	96,67%
Gender Equality	150.000.000.000	145.000.000.000	96,67%
Child Rights	200.000.000.000	195.000.000.000	97,50%
Youth and Sports	120.000.000.000	115.000.000.000	95,83%
Religious Life	80.000.000.000	76.000.000.000	95,00%
Community Service	60.000.000.000	57.000.000.000	95,00%
Political Stability and Democracy	110.820.000.000	110.060.000.000	99,31%

Source: (Processed by Author, 2024)

The education program received a budget allocation of IDR 1,010,000,000,000, with a realization rate of 97.88%. The health sector successfully utilized 97.00% of its allocated budget amounting to IDR 500,000,000,000. The family planning program successfully utilized 96.67% of its allocated budget of IDR 300,000,000,000. The gender equality program had a realization rate of 96.67%, while the child rights program achieved a realization percentage of 97.50%. The youth and sports sector successfully utilized 95.83% of its allocated budget amounting to IDR 120,000,000,000. The religious life and community service initiatives both had a realization rate of 95.0%. Political stability and democracy achieved their peak at 99.31%. The data indicates that Garut Regency has successfully handled its budget, with the majority of initiatives reaching a realization rate of over 95%. This demonstrates a strong dedication to sustainable development and the well-being of the community (Kabupaten Garut, 2023).

Accountability

The accountability concept necessitates that the government assume responsibility for its activities and decisions to the public, encompassing transparency and accountability for results (Addink, 2019). Garut Regency has established clear responsibilities and functions for all agencies and individuals participating in development, ensuring accountability and minimizing the risk of authority misuse. This promotes public confidence and stimulates active participation in achieving development objectives. The supervision and reporting systems oversee and assess actions, allowing the public to provide input and make necessary adjustments to improve performance. In 2023, the Garut Regency achieved a score of 74.91, resulting in a "BB" or "Very Good" rating for its regional government performance accountability.

Table 4. Regional Government Accountability Index in Garut Regency

Evaluated Component	Weight	Score	
		2022	2023

Performance Planning	30	23,70	23,82
Performance Measurement	30	23,79	23,95
Performance Reporting	15	10,90	11,07
Internal Performance Accountability Evaluation	25	15,99	16,07
Evaluation Result Score	100	74,38	74,91
Performance Accountability Rating		BB	BB

Source: (Bappeda Garut, 2023)

Table 4 displays the regional government accountability index for Garut Regency throughout the last two years, providing a comprehensive breakdown of assessed components, their respective weights, and corresponding scores. The performance planning score for 2022 was 23.70, accounting for 30% of the overall evaluation. This score increased to 23.82 in 2023. The performance measurement increased from 23.79 to 23.95 while keeping the same weight. The performance reporting, which carries a weight of 15%, increased from 10.90 to 11.07. The internal performance accountability evaluation has been raised from 15.99 to 16.07, with a weight of 25%. The regional government's performance accountability score increased from 74.38 in 2022 to 74.91 in 2023, maintaining its classification of BB (very good). This enhancement demonstrates advancements in the areas of strategic planning, performance measurement, reporting, and internal assessment, showcasing Garut Regency's dedication to improving transparency and accountability in governmental administration (Garut, 2023).

Human Rights

The notion of human rights underscores the importance of upholding essential individual rights, including the right to life, freedom of speech, and safeguarding against discrimination. It is imperative that all government activities adhere to these rights (Addink, 2019). Garut Regency places a high priority on human rights across all stages of development, promoting economic advancement while safeguarding people's rights. This strategy promotes impartial and fair benefits while upholding individual rights. The government incorporates human rights into development strategies by including the community in the planning and decision-making process through programs such as Musrenbang. The One Data Garut platform ensures transparency and accountability by granting unrestricted access to public data. Development policies prioritize poverty reduction and improved access to health services by expanding fundamental services, including education, health, and housing, with the aim of improving the quality of life (Kabupaten Garut, 2023; Satu Data, 2023).

Table 5. Data on Human Rights Violations and Mitigation Efforts in Garut Regency

Year	Type of Human Rights Violation	Number of Cases	Mitigation Efforts
2022	Domestic Violence (KDRT)	45	Victim support, law enforcement
2022	Discrimination in Public Services	15	Staff training, improvement of service SOPs
2023	Land Grabbing	12	Mediation, legal dispute resolution

2023	Workers' Rights Violations	20	Labor inspections, penalties for violators
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Source: (Author's Analysis, 2024)

In 2022, Garut Regency experienced a total of 45 domestic violence incidents and 15 discrimination incidents in public services. In 2023, there were a total of 12 instances of land grabbing and 20 occurrences of infractions against workers' rights. Mitigation measures include victim assistance, law enforcement activities, inspections, and penalties imposed by Komnas HAM, the police, and local government authorities (Hukumonline, 2022; Komnasham, 2021). This report provides a comprehensive overview of the human rights situation in Garut, including the measures implemented to rectify abuses and foster a culture of respect for human rights.

III. DISCUSSION

This study investigates the implementation of Good Governance principles in promoting the sustainable development agenda in Garut Regency, using Henk Addink's principles as a framework: appropriateness, participation, transparency, effectiveness, accountability, and human rights. We have implemented these principles to establish a government that prioritizes the well-being of the economy, society, and environment.

1. Compliance
Compliance with regulations is fundamental. The health sector demonstrates the highest level of compliance, reaching 90%. In comparison, the education sector has a compliance rate of 85%, while the environment sector has the lowest compliance rate at 70%. This variation implies that certain sectors require greater focus in order to achieve fair and balanced development.

2. The quality of being transparent.

In 2023, Garut Regency achieved a transparency index score of 75%. The education sector has the highest level of openness, reaching 80%, while the environment sector has the lowest level of openness, at 70%. Transparency fosters public confidence and enables monitoring of the development process.

3. Involvement

The health sector places a strong emphasis on community participation, with a significant level of involvement: 80% in the planning stage and 70% in the implementation stage. This guarantees that development meets community needs and goals.

4. Efficacy

Budget realization determines the efficacy of development projects, with most programs exceeding a 95% threshold. The education program successfully utilized 97.88% of its allocated budget, while the health sector effectively used 97.00% of its resources, demonstrating efficient resource management.

5. Responsibility
In 2023, Garut Regency achieved a performance accountability index score of 74.91, earning a "BB" or "Very Good" assessment. This signifies enhanced strategic planning, meticulous measurement, comprehensive reporting, and rigorous internal assessment of performance.

6. The concept of human rights.

Human rights are essential, and significant efforts are being made to address violations such as domestic abuse and labor rights. The local government is committed to creating a comprehensive environment that protects the rights of its residents.

Despite the effective implementation of good governance concepts, the employed methodologies exhibit certain constraints. Compliance and transparency statistics may be inaccurate, and effectiveness evaluations prioritize budget implementation over the actual impact on the community. Additional research is required to obtain a thorough understanding of good governance in Garut Regency.

IV. CONCLUSIONS

This study showcases the effective implementation of good governance principles, as outlined in Henk Addink's (2019) theory, in promoting sustainable development in Garut Regency. The evidence suggests that there is a high level of adherence to principles such as compliance, participation, transparency, effectiveness, accountability, and human rights. However, there is room for improvement in terms of environmental transparency, data monitoring, and addressing human rights concerns. We recommend focusing on increasing community participation to ensure fair and equitable distribution of benefits to enhance these areas.

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LAND USE GOVERNANCE DEADLOCK: CASE STUDY OF OVERLAPPING LAND USE IN KUTAI KARTANEGARA

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ABSTRACT

East Kalimantan Province is one of the provinces in Indonesia which experiences one of the highest cases of land use conflict in Indonesia. Cases of overlapping land use conflicts in Kutai Kartanegara Regency were recorded on 43 mining lands. This overlap occurs across sectors, namely overlapping between the mining, plantation and forestry sectors. This study will explain the root causes of land use conflicts from the governance aspect, as well as what steps the government is taking to resolve various land use conflicts. The research methodology uses qualitative research methods with a descriptive analytical approach. The research results show that the root of the problem of overlapping land use conflicts is caused by the government's motive to maximize the potential of the land it owns. This condition presents a deadlock in land use management carried out by the district government. Kutai Kartanegara is unable to resolve the problem of overlapping land use conflicts. Of the 43 lands experiencing overlapping land use conflicts, only 2 lands have been resolved. Meanwhile, 41 land use conflicts have not been resolved by the government due to regulatory constraints.

KEYWORDS: land use, governance, overlap, deadlock

Introduction

Land use conflict is an urgent complex problem in Indonesia, especially in areas rich in natural resources such as East Kalimantan. This province is the province with the highest level of land use conflict in Indonesia. There were 43 cases of overlapping land use across sectors in Kutai Kartanegara Regency. This case is in the form of a conflict over overlapping claims between various sectors such as mining, plantations and forestry. Specifically in Kutai Kartanegara Regency, it was recorded that 43 cases of conflict over land use were cases of land conflict overlapping with mining land (Nuryahya, 2017).

The continuation of these conflicts highlights significant weaknesses in land use governance, resulting in governance deadlock. Despite the government's intention to maximize the potential of land for economic growth, the fragmented regulatory framework has led to inefficiencies in conflict resolution, leaving 41 out of 43 cases unresolved. This article aims to explore the root causes of land use conflicts in Kutai Kartanegara from a governance perspective and assess the steps taken by the government to overcome these problems.

This research uses qualitative methods with a descriptive analytical approach, which allows an in-depth understanding of the complexity of land use governance in the region. These findings underscore the need for more effective governance mechanisms to overcome governance impasses and facilitate sustainable land use practices.

II. Literature Review

Land use conflicts have been studied extensively in various contexts, particularly in developing countries where economic growth often conflicts with sustainable land management. According to (Ostrom, 2012), land use conflicts usually arise from a combination of competing interests, unclear ownership rights, and ineffective governance structures (Afrizal & Berenschot, 2020). In the Indonesian context, the rapid expansion of sectors such as mining and agriculture has exacerbated these conflicts, resulting in significant social and environmental impacts (Nasir, Bakker, & Meijl, 2023).

In East Kalimantan, the linkages between various land use sectors are very clear. The mining sector, which is vital to the province's economy, often overlaps with land designated for plantations and forestry. This overlap creates a complex web of interests and complicates governance. Fragmentation of land use policies in various sectors contributes to regulatory inefficiencies, making it difficult for local governments to mediate conflicts effectively (Sahide & Giessen, 2014).

Additionally, the concept of “governance impasse” is critical in understanding failures in resolving land use conflicts. Governance deadlock occurs when the regulatory framework is unable to adapt to emerging challenges, resulting in paralysis in the decision-making process (Jabbour, Santos, & Nagano, 2008). In Kutai Kartanegara, this impasse is manifested in the district government's inability to resolve most cases of overlapping land use, despite the clear economic and social impacts of these conflicts.

Key Factors Contributing to Governance Impasse

1. **Fragmented Regulatory Framework** : Various agencies regulate land use in Indonesia, each of which has its own regulations and priorities. This fragmentation causes confusion and inefficiency in enforcing land use policies (Sahide & Giessen, 2014).
2. **Economic Pressure** : The drive to maximize land potential for economic gain often overrides environmental and social considerations. This short-term focus can exacerbate conflicts between sectors (The National Medium-Term Development Plan for 2020-2024 , 2020).
3. **Weak Institutional Capacity** : Local governments often lack the resources, expertise and authority to manage land use conflicts effectively, contributing to governance deadlock (World Bank, 2023).

III. Research methods

This research uses a qualitative research method with a descriptive analytical approach to explore the land use deadlock in Kutai Kartanegara Regency. The research design includes:

1. Data collection : Primary data was collected through interviews with local government officials, community leaders and stakeholders involved in land use conflicts in the District. Kutai Kartanegara. Additionally, secondary data from government reports, academic literature, and policy documents are reviewed to provide context and depth to the analysis.
2. Sampling: Purposive sampling technique was used to select participants who had direct experience or involvement in land use governance and conflict resolution in the area.
3. Data Analysis: Data was analyzed thematically, with a focus on identifying patterns and themes related to the causes of land use conflicts and the effectiveness of governance mechanisms. This analysis seeks to highlight the linkages between governance practices, regulatory frameworks and the experiences of stakeholders affected by land use conflicts.
4. Limitations : Although qualitative research provides rich insights, its findings may not be generalizable to all contexts. This study focused specifically on Kutai Kartanegara, and the findings may reflect local conditions that differ from other regions in Indonesia.

IV. Results

Overview of Land Use Conflicts

Kutai Kartanegara Regency, East Kalimantan, recorded 43 cases of land use conflicts, especially in the mining sector. This overlapping land use includes the mining, plantation and forestry sectors. The area of overlapping land varies between 1.18% to 100%, indicating different levels of complexity in each case.

For example, the case of overlap between VICO Indonesia CO. LLC. and PT. Pancaran Surya Abadi (PSA) shows that PT. PSA has 100% overlap in land use, of which 50% overlaps with PT. Tritunggal Sentra Buana (TSB). Even though the conflict with VI has been successfully resolved through a Joint Land Use Agreement (PPLB) since 2009, the problem with PT. TSB still continues in the form of a gentleman's agreement. This shows that there is a big challenge in determining institutions or agencies that can act as facilitators in joint land use agreements in these different sectors.

Governing Regulations

The various regulations governing these sectors are often fragmented, causing confusion and hampering policy enforcement. Some of the main regulations governing the mining and plantation sectors in Indonesia include: Law Number 4 of 2009 concerning Mineral and Coal Mining Law

Number 39 of 2014 concerning Plantations Regional Regulations and Regent's Decrees at the provincial and district levels. These regulations, although they exist, do not yet create a fully integrated framework for resolving overlapping conflicts. On the other hand, non-integrated sectoral regulations add layers of complexity that make conflict resolution difficult.

Government Response

The local government has taken several steps to resolve land use conflicts, but the results are still far from satisfactory. Only 2 of the 43 cases were successfully resolved. The government's response is often reactive, and these conflicts show that there are still many regulatory obstacles that must be overcome. In its implementation, the government claims to have involved various technical agencies, but the main obstacle lies in the fragmented regulatory framework and lack of agreement between stakeholders.

Impact of Governance Deadlock

The deadlock in land use governance in Kutai Kartanegara not only impacts the economic sector, but also threatens environmental sustainability and the welfare of local communities. The sustainability of good natural resource management is very dependent on resolving this conflict, which is currently still hampered by regulations that have not been integrated and sectoral policies that have not been linked to each other.

Implications of Unresolved Conflicts

The continued existence of overlapping land use conflicts poses a serious challenge for sustainable development in Kutai Kartanegara. Unresolved disputes not only hamper economic activities but also threaten environmental sustainability and the livelihoods of local communities. The ongoing governance impasse emphasizes the need for comprehensive reform in land use management to facilitate conflict resolution and promote equitable land use practices.

V. Discussion

Root Causes of Governance deadlock are :

1. **Fragmented Regulatory Framework** : One of the biggest obstacles to effective land governance in Kutai Kartanegara is fragmented land use regulations. Various government agencies oversee various sectors—mining, agriculture, forestry—each of which has its own regulations and priorities (Sahide & Giessen, 2014). This lack of cohesion leads to confusion and inefficiencies in enforcing land use policies, making it difficult for stakeholders to navigate the regulatory landscape. For example, overlapping permits issued by different agencies can give rise to conflicts that are difficult to resolve without a unified regulatory approach.
2. **Economic Pressure** : The drive for economic growth in East Kalimantan often takes precedence over environmental and social considerations. The government's motive to maximize land potential can produce short-term economic profits that exacerbate conflicts between sectors

(The National Medium-Term Development Plan for 2020-2024 , 2020). For example, prioritizing mining operations could undermine the interests of local communities whose livelihoods depend on agricultural land or forests. A short-term focus on economic expansion not only fuels conflict but also contributes to environmental degradation, as the balance between different land uses is not adequately considered.

3. **Weak Institutional Capacity** : Local governments in Kutai Kartanegara often lack the resources, expertise and authority to deal effectively with land use conflicts. Many officials are not sufficiently trained in conflict resolution or land governance, making the resolution process difficult (World Bank, 2021). A lack of financial resources also hampers the government's ability to implement effective monitoring and law enforcement mechanisms, thereby worsening the governance situation.

Recommendations for Improvement

To overcome the land use deadlock in Kutai Kartanegara, several strategies can be considered:

- **Integrated Land Use Planning** : Developing comprehensive land use plans that consider the interests of all sectors and stakeholders can help reduce overlapping claims. This plan should prioritize sustainability and equitable distribution of resources, ensuring that all voices are heard in the decision-making process.
- **Strengthening Inter-Agency Collaboration** : Establishing a central coordinating body that can facilitate communication and collaboration between various government agencies is critical. This agency should be empowered to simplify the permitting process and ensure that land use decisions are made in a coordinated manner.
- **Capacity Increase** : Investing in training and resources for local government officials can improve their ability to effectively manage land use conflicts. This includes training in negotiation and conflict resolution techniques, as well as increasing access to data and information on land use patterns.
- **Local Community Engagement** : Actively involving local communities in land governance processes is critical to building trust and fostering collaboration. Governments must prioritize public consultation and ensure that community voices are integrated into land use decisions.

VI. Conclusion

The land use governance impasse in Kutai Kartanegara Regency illustrates the challenges of managing overlapping land use claims in a resource-rich region of Indonesia. The combination of

a fragmented regulatory framework, economic pressures, and weak institutional capacity has resulted in unresolved conflicts, hampering sustainable development efforts.

With only 2 of the 43 documented cases resolved, it is clear that urgent reform in land governance practices is needed. By implementing an integrated approach in land use planning, strengthening inter-agency collaboration, increasing institutional capacity, and involving local communities, the Kutai Kartanegara government can strive to achieve more effective conflict resolution and sustainable land management.

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**IMPOLITENESS STRATEGIES IN THE 2024 INDONESIAN PRESIDENTIAL AND
VICE-PRESIDENTIAL CANDIDATE DEBATES:
A PRAGMATIC STUDY**

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ABSTRACT

This study titled "Impoliteness Strategies in the 2024 Indonesian Presidential and Vice-Presidential Candidate Debates: A Pragmatic Study" aims to identify the types of impoliteness strategies used by candidates and understand the purposes behind their use in debates, utilizing the frameworks of Culpeper (1996) and Beebe (1995). The objective is to provide insights into the dynamics of political communication, particularly how impoliteness serves as a rhetorical and power tool. A qualitative descriptive method is employed in this study. The data were taken from the first and the second debates. The findings indicate the presence of four primary impoliteness strategies: bald-on-record impoliteness, positive impoliteness, negative impoliteness, and sarcasm/mock politeness. Among these strategies, negative impoliteness emerges as the most commonly used tactic by candidates. The study reveals that the primary purpose of employing impoliteness strategies is to achieve conversational dominance, which can influence audience perception and undermine opponents' credibility. This research contributes to a deeper understanding of the role of impoliteness in political communication. By examining the strategic use of impoliteness in high-stakes political debates, the study highlights how candidates use language not just to convey their messages but to navigate the power dynamics of political discourse. The insights gained from this study can inform future analyses of political communication and rhetorical strategies, offering a nuanced perspective on the interplay between language and power in political contexts.

KEYWORDS: impoliteness strategies; vice-presidential debates; 2024 election, political communication; rhetorical

I. INTRODUCTION

The study of impoliteness strategies in political communication has garnered significant attention in recent years, with scholars examining the ways in which language is used to assert dominance, convey power, and influence public perception. Impoliteness, as a concept, has been explored through various theoretical frameworks, most notably by Culpeper (1996) and Beebe (1995), who have provided foundational insights into the mechanisms and purposes of impolite language use. These frameworks have been instrumental in understanding the multifaceted nature of impoliteness, including its strategic deployment in high-stakes environments such as political debates.

Previous research has predominantly focused on Western political contexts, leaving a gap in the literature regarding impoliteness strategies in non-Western settings. Studies have typically examined impoliteness in contexts like British and American political debates, where the cultural and rhetorical norms differ significantly from those in other parts of the world.

This has resulted in a limited understanding of how impoliteness functions in diverse cultural and political landscapes.

The present study seeks to address this gap by focusing on the 2024 Indonesian Presidential and Vice-Presidential Candidate Debates. Unlike previous research, which often centered on either qualitative or quantitative approaches in isolation, this study employs a qualitative descriptive method to provide a nuanced understanding of impoliteness strategies in a non-Western context. By utilizing the frameworks of Culpeper (1996) and Beebe (1995), this research aims to identify the specific types of impoliteness strategies used by the candidates and to understand the underlying purposes behind their use.

The primary objective of this study is to provide insights into the dynamics of political communication in Indonesia, particularly how impoliteness serves as a rhetorical and power tool. This research will contribute to the broader field of political communication by offering a comparative perspective and highlighting the strategic importance of impoliteness in political discourse. By examining the strategic use of impoliteness in the 2024 Indonesian debates, this study aims to shed light on the interplay between language and power in political contexts, thereby enhancing our understanding of impoliteness as a global phenomenon.

II. METHODOLOGY

The research employs a qualitative descriptive method, which involves the systematic analysis of debate transcripts, video recordings, and social media interactions. This approach allows for a comprehensive examination of the language and behavior exhibited by the candidates. Data collection focuses on instances of impoliteness, which are then analyzed and categorized using Culpeper's taxonomy.

III. RESULT

Data Found

Impoliteness Strategies	Goals/Ends	Bold-On-Record	Negative	Positive	Sarcasm/Mock	Total
	<i>(to appear as superior)</i>		3	1	3	7
	<i>(to get authority over action)</i>				1	1
	<i>(to dominate a conversation)</i>	3	2			5
TOTAL		3	5	1	4	13

IV. DISCUSSION

The findings reveal the presence of four distinct impoliteness strategies utilized by the candidates:

1. Bald-on Record Impoliteness: This strategy involves direct, unambiguous, and often blunt attacks on an opponent. It is characterized by straightforwardly rude or offensive remarks without any attempt to mitigate the impact. This strategy was used by presidential candidate no 2 and vice-presidential candidate no 3.
2. Positive Impoliteness: This strategy aims to damage the opponent's positive face, or their desire to be liked and admired. Techniques include ignoring, excluding, or deliberately disassociating from the opponent. This strategy was used by the presidential candidate no 3.
3. Negative Impoliteness: This is the most frequently observed strategy and involves actions that damage the opponent's negative face, or their desire to be autonomous and unimpeded. Examples include condescension, scorn, and dismissiveness. The strategy was used by the presidential and vice-presidential candidates no 2.
4. Sarcasm/Mock Politeness: This strategy involves the use of irony or sarcasm to mock or belittle the opponent while maintaining a facade of politeness. This strategy was used by the vice-presidential candidate no 2.

V. CONCLUSIONS

This research provides valuable insights into the impoliteness strategies employed in political debates, emphasizing the role of such tactics in shaping political discourse and influencing electoral outcomes. The dominance of negative impoliteness strategies underscores the aggressive nature of modern political communication, raising questions about the impact of such discourse on democratic processes and voter engagement. Future research could expand on this study by examining the long-term effects of impoliteness strategies on political trust and public discourse, as well as exploring potential measures to promote more respectful and constructive political communication.

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ANALISIS PENCAPAIAN UMNO DALAM PRN-15 DI NEGERI SEMBILAN

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ABSTRAK

UMNO/BN telah hilang kekuasaan dalam PRU-14 di Negeri Sembilan apabila berjaya dilemahkan dengan enam orang calon UMNO yang mewakili BN telah tewas. Meskipun prestasi UMNO di Negeri Sembilan lebih baik berbanding dengan UMNO di negeri-negeri yang lain, kekalahan tiga kerusi DUN yang tidak diduga telah mengejutkan banyak pihak. Lebih separuh kerusi yang dimenangi oleh UMNO pula mendapat majoriti yang rendah berbanding dengan PRU-14. Objektif kajian ini memfokuskan analisis pencapaian UMNO PRN-15 di Negeri Sembilan. Dari segi metodologi kajian, kaedah kuantitatif dijalankan dengan mengolah data daripada keputusan pilihan raya. Pendekatan kualitatif melalui temu bual dilaksanakan bagi pengumpulan maklumat yang diperlukan. Hasil kajian ini berjaya menemukan

punca langsung penyebab kepada kemerosotan prestasi UMNO yang terdiri daripada segmen masyarakat FELDA, anggota tentera dan pengundi Melayu yang telah mengalihkan undi mereka kepada pesaing UMNO.

KATA KUNCI: Politik Negeri Sembilan; UMNO; Barisan Nasional; Pilihan raya; PRN 2023

XXXI. PENGENALAN

Pemerintahan UMNO/BN sejak 1959 di Negeri Sembilan ditamatkan pada 2018 setelah mengalami kekalahan dalam PRU-14 apabila hanya mampu mempertahankan 16 daripada 36 kerusi DUN yang dipertandingkan. Daripada 16 DUN yang dimenangi oleh BN, UMNO telah menyumbang sebanyak 15 DUN manakala satu lagi DUN disumbangkan oleh MIC. Antara penyebab kekalahan BN di Negeri Sembilan adalah disebabkan faktor ayunan bandar yang menyebabkan DUN yang dipegang oleh BN dalam PRU-13 dahulu telah dirampas oleh PH dalam PRU-14 (Ariff & Mohammad Khairuddin 2018).

Atas kertas, prestasi UMNO tidak sepatutnya merosot dalam PRN-15 di Negeri Sembilan. Hal ini disebabkan kerusi DUN yang ditandingi UMNO dalam PRN-15 telah berjaya dimenangnya sejak PRU 2004 kecuali DUN Lenggeng yang hanya tewas pada PRU 2018 sekiranya diukur daripada proses persempadanan kawasan pilihan raya yang berlaku pada 2003. Di samping itu, hampir kesemua kerusi DUN yang UMNO bertanding adalah kawasan luar bandar dan majoritinya pengundi kaum Melayu. Sebahagian DUN pula mempunyai tanah rancangan FELDA. Kajian menunjukkan sokongan kuat yang diterima oleh UMNO di Negeri Sembilan adalah daripada pengundi kaum Melayu yang tinggal di luar bandar (Nazli Aziz 2008).

XXXII. METODOLOGI

Dalam melaksanakan kajian ini, pengumpulan data adalah berbentuk kualitatif. Data sekunder daripada keputusan pilihan raya dianalisis dan diolah bagi mendapat gambaran secara jelas mengenai pencapaian UMNO dalam PRN-15 di Negeri Sembilan. Selain itu, kaedah temu bual berstruktur telah dijalankan terhadap informan yang merupakan pengundi dan individu yang terlibat secara langsung dalam PRN-15 di Negeri Sembilan. Informan pertama ialah ADUN Jeram Padang yang telah menang dalam PRN-15 atas tiket UMNO/BN. Informan kedua pula ialah anggota tentera yang merupakan pengundi awal dalam PRN-15 di Negeri Sembilan. Beliau telah berkhidmat lebih sepuluh tahun dalam pasukan tentera. Informan yang ketiga ialah seorang pengundi muda yang merupakan generasi kedua di salah sebuah kawasan FELDA dalam DUN Serting di Negeri Sembilan. Beberapa informan lain terlibat dalam kaedah temubual tidak berstruktur ketika proses kajian lapangan dilakukan semasa kempen pilihan raya sedang berlangsung.

XXXIII. HASIL

Keputusan PRN-15 di Negeri Sembilan telah menyaksikan BN menang dengan 14 DUN yang telah disumbangkan oleh kesemua calon daripada UMNO di DUN Sungai Lui, Pertang, Palong, Senaling, Juasseh, Seri Menanti, Johol, Rantau, Chembong, Kota, Linggi, Lenggeng, Gemencheh. Walau bagaimanapun, UMNO telah tewas tiga kerusi iaitu DUN Bagan Pinang, Gemas dan Serting.

Meskipun prestasi UMNO di Negeri Sembilan kelihatan lebih baik berbanding dengan di negeri-negeri yang lain, kekalahan dan penurunan undi majoriti yang berlaku telah menonjolkan kemerosotan prestasinya. Tiga kerusi yang UMNO kalah dalam PRN-15 di Negeri Sembilan seperti Serting, Gemas dan Bagan Pinang adalah kerusi ‘pasti menang’ sejak PRU 2004. Di Gemas dan Bagan Pinang, calon UMNO telah kalah dengan majoriti yang sangat besar. Daripada 14 kerusi yang telah dipertahankan UMNO, lapan daripadanya mencatatkan majoriti kemenangan bawah seribu undi. Antara kerusi tersebut Sungai Lui dengan 535 undi majoriti, Palong (564), Jeram Padang (693), Juasseh (78), Seri Menanti (370), Senaling (662) dan Kota (135) (Mohd Nor Yazid 2023).

XXXIV. PERBINCANGAN

Bagi membincangkan pencapaian yang diperolehi oleh UMNO dalam PRN-15 di Negeri Sembilan, pola pengundian bagi segmen masyarakat FELDA, anggota tentera dan pengundi kaum Melayu telah ditelusuri. Mengkaji pola pengundian bagi anggota tentera dan masyarakat FELDA adalah diperlukan kerana terdapat jumlah pengundi yang tinggi daripada segmen ini di beberapa buah DUN yang UMNO bertarung. Pola pengundian kaum Melayu pula menelusuri perbezaan pola pengundian antara pengundi yang berusia 40 tahun dan ke atas dengan pengundi yang dikategorikan sebagai pengundi muda yang berumur 40 tahun ke bawah.

Di kawasan FELDA, UMNO sudah hampir hilang pengaruhnya terhadap masyarakat di situ. DUN yang paling banyak kawasan rancangan FELDA adalah DUN Palong yang mana kesemua Daerah Mengundi di situ terdiri daripada masyarakat FELDA manakala DUN Senaling adalah DUN yang mempunyai penempatan FELDA paling sedikit dengan satu kawasan sahaja. Melemahnya penguasaan politik di kawasan FELDA adalah penyumbang langsung kepada kemerosotan undi di DUN yang telah dimenangi oleh UMNO dalam PRN 2023 di Negeri Sembilan.

Daripada 17 kerusi yang ditandingi oleh UMNO, Gemas dan Bagan Pinang adalah dua DUN yang mempunyai jumlah pemilih yang ramai dalam kalangan anggota tentera. Ini bermakna pengundi tentera merupakan angkuabah penting bagi UMNO untuk menang di kawasan ini. Di kedua-dua kawasan tersebut, calon UMNO telah ketinggalan dalam perebutan undi awal yang melibatkan anggota tentera kepada calon PN dengan majoriti yang sangat tinggi pada PRN 2023. Oleh yang demikian, kekalahan calon UMNO di Bagan Pinang dan Gemas adalah salah satunya disebabkan gagal mengekalkan penguasaan terhadap anggota tentera.

Bagi segmen pengundi Melayu, pola pengundian dibandingkan antara pengundi yang

berumur 40 tahun ke atas yang dianggarkan mengundi dalam saluran pertama dan kedua manakala pengundi yang berumur bawah 40 tahun dianggarkan mengundi dalam saluran ketiga hingga kelima (Amer, Mohammad Redzuan & Zulkanain 2010). Hasil kajian menunjukkan pengundi Melayu muda lebih condong kepada pesaing UMNO manakala pengundi Melayu yang berumur lebih 40 tahun masih kekal dengan UMNO. Corak pengundian semacam ini jelas menjadi antara punca langsung kemerosotan di beberapa DUN yang ditandingi oleh UMNO dalam PRN-15 di Negeri Sembilan.

XXXV. KESIMPULAN

Analisis pencapaian UMNO dalam PRN-15 di Negeri Sembilan telah menjurus kepada keseluruhan prestasi UMNO yang merosot. Selain tujuh buah kerusi yang menunjukkan UMNO semakin lemah pengaruh politiknya, kegagalan mempertahankan tiga kerusi yang dianggap sebagai kubu kuat telah menunjukkan isyarat jelas kemerosotan yang telah melanda UMNO di Negeri Sembilan. Pola pengundian oleh anggota tentera dan masyarakat FELDA telah beralih arah daripada memberikan sokongan kepada UMNO melalui peti undi. Pola pengundian oleh pengundi Melayu muda di kerusi yang ditandingi UMNO juga secara terang dan nyata tidak memihak kepada UMNO. Kesimpulannya, UMNO telah hilang pengaruh politiknya dalam PRN-15 di Negeri Sembilan

XXXVI. PENGHARGAAN.

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XXXVII. RUJUKAN

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XXXVIII. BIODATA

Jamaie Haji Hamil, Pensyarah Kanan Sains Politik, Bidang sosiologi politik, ekonomi politik, pilihan raya.

Sharifah Nursyahidah Syed Anuar, Pensyarah Sains Politik, Bidang sosiologi politik, budaya politik, politik alternatif.

Nur Adzwan Adnan, Mahasiswa sarjana sains politik.

9. **Cabaran kesihatan awam dan kerjasama serantau di Asia Tenggara/ *Public health challenges and regional cooperation in Southeast Asia***

INDIGENOUS WOMEN AS FRONTLINERS IN DEFENDING DISEASES

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ABSTRACT

This study examines the crucial role of indigenous women in bolstering community resilience against zoonotic diseases. Utilizing a mixed-methods approach across five indigenous communities, we explored how women's traditional knowledge, practices, and social positions contribute to zoonoses prevention and management. Our findings reveal that indigenous women possess superior knowledge of local fauna and potential disease risks, identifying an average of 15.3 at-risk animal species compared to 9.7 by men. As primary animal caretakers in 78% of households, women serve as first-line observers for potential outbreaks. Women-led hygiene initiatives were associated with a 40% reduction in reported zoonotic cases over five years. Traditional healing practices maintained by women, including "health calendars," provide sophisticated early warning systems for disease outbreaks. Women's social networks emerged as efficient channels for disseminating health information, with disease-related news spreading twice as fast through women's groups. However, challenges persist, including lack of recognition for traditional knowledge and limited access to formal education on zoonoses. The study concludes that integrating indigenous women's knowledge and roles into public health strategies could significantly enhance community resilience to zoonotic threats. It calls for more inclusive approaches that recognize and empower indigenous women as key figures in zoonoses prevention and control.

KEYWORDS: indigenous; women; zoonoses; disease.

INTRODUCTION

Indigenous communities dependent on subsistence hunting and foraging face disproportionate risks of animal-to-human "spillover" of zoonotic pathogens, fueled by deforestation, climate impacts on wildlife migration, and encroachment on habitat ranges (McCarthy et al., 2021; Morse et al., 2012). Lack of electricity and refrigeration to enable safer food storage further elevates exposure risks once caught (Soleri et al., 2022). However social norms perpetuate wild game preparation and cooking as an exclusively female responsibility amid broader prevention barriers limiting women's access to protective resources. A 2022 survey across 10 remote villages in the region indicated only 20% of women regularly access soap, 2% utilize gloves or masks for processing game, and none have received public health training beyond childbirth support (Village Aid Group, 2022).

Yet as primary caregivers and food preparers of hunted fare, indigenous women stand at the first point of contact with emerging zoonotic diseases propagated through handling practices and digestion after spillover events. Top-down policy directives widely fail to facilitate life-saving provisions for women to enact comprehensive family safety, relying instead on messaging detached from gendered realities and power dynamics on the ground (Majumder et al., 2015). There remain critical unfilled gaps regionally in translating infectious disease protocols to indigenous women's capacities, priorities, and cultural frameworks essential to secure communal resilience (Rafai et al., 2019).

The proposed "Wash and Watch" project directly fills major deficiencies in localized understanding, prevention resources and self-efficacy for women identified by villages across domains of household hygiene and outbreak vigilance fundamental to collective wellbeing. Through creative public health delivery rooted in native medicine paired with scientific principles, the program centers women as leaders in cutting off oral-fecal and interpersonal contagion post-spillover. It provides a scalable, sustainable and culturally aligned intervention model absent in existing efforts to proactively mitigate recurrent zoonotic threats before amplification and regional spread.

METHODOLOGY

We employed a mixed-methods approach over 18 months, studying five distinct indigenous communities across three geographical regions. Our qualitative methods included in-depth interviews with 50 indigenous women, ten focus group discussions, and ethnographic observations. Quantitative methods involved a structured questionnaire administered to 200 households and analysis of health records from the past five years.

Data analysis involved thematic coding of qualitative data and statistical analysis of survey results. The study protocol was approved by the relevant institutional review board and community governing bodies, with informed consent obtained from all participants. We acknowledge potential limitations, including the risk of cultural misinterpretation and challenges in generalizing findings across diverse indigenous contexts.

RESULTS

Our study revealed that indigenous women play multifaceted roles in strengthening communal resilience to zoonoses. They demonstrated superior knowledge of local fauna and their potential disease risks compared to men, identifying an average of 15.3 animal species that could transmit diseases to humans, versus 9.7 species identified by men. This knowledge included detailed observations of animal behaviors indicative of illness.

Women were predominantly responsible for animal husbandry, with 78% of households reporting that women were primary caretakers of livestock and poultry. They spent an average of 3-4 hours per day in direct contact with animals, compared to 1-2 hours for men. This role positioned them as first-line observers of animal health, crucial for early detection of potential zoonotic outbreaks.

Women-led initiatives for improved hygiene and sanitation were associated with a 40% reduction in reported zoonotic disease cases over five years. Eighty-nine percent of women reported regularly teaching children about hand washing after animal contact, compared to 52% of men. Households where women were primary decision-makers on hygiene practices were 2.3 times more likely to have dedicated areas for animal keeping, separated from living spaces.

Indigenous women played a crucial role in maintaining and applying traditional healing practices. Seventy-two percent of interviewed women could describe at least one traditional remedy for potential zoonotic infections. In three communities, women maintained "health calendars" tracking seasonal patterns of animal and human illnesses, allowing for proactive prevention measures.

Women's social networks emerged as powerful channels for rapid dissemination of health information. Information about animal health or unusual disease symptoms spread twice as fast through women's social groups compared to men's. Inter-community women's gatherings served as important forums for sharing health information across wider geographical areas.

Despite their crucial role, indigenous women faced challenges in fulfilling their potential as guardians against zoonotic threats. Sixty-seven percent reported feeling their traditional knowledge was not valued by external health workers or authorities. Only 35% had received formal education on zoonotic diseases, compared to 58% of men. In two communities, cultural norms restricted women's participation in certain health-related decision-making processes.

DISCUSSION

The findings highlight the pivotal role of indigenous women in creating resilient communities capable of preventing, detecting, and responding to zoonotic threats. Their position at the intersection of traditional knowledge, animal husbandry, and community health makes them invaluable assets in the fight against zoonotic diseases.

The superior knowledge demonstrated by indigenous women regarding local fauna and their potential disease risks underscores their role as keepers of traditional ecological knowledge (TEK). This knowledge, accumulated over generations and continually refined through direct observation, provides a sophisticated understanding of the local ecosystem that is often more nuanced and contextually relevant than generalized scientific knowledge. The ability of women to identify subtle changes in animal behavior or environmental patterns as early warning signs of potential disease outbreaks is particularly noteworthy. This form of TEK represents a type of 'living surveillance system' that can complement modern epidemiological approaches.

The central role of women in animal husbandry positions them as critical first-line defenders against zoonotic outbreaks. Their daily, intimate contact with animals allows for continuous monitoring of animal health, facilitating early detection of potential disease threats. This 'power of proximity' is a unique advantage that formal surveillance systems, with their often periodic and distanced observations, cannot easily replicate.

The significant reductions in reported zoonotic disease cases associated with women-led hygiene initiatives highlight their role as effective agents of behavioral change within their communities. Their influence extends beyond mere knowledge transmission to actively shaping community practices and norms around hygiene and animal handling. This grassroots approach to public health, driven by women's leadership, offers a model for community-based disease prevention that could be valuable in various cultural contexts.

The sophisticated early warning systems incorporated into traditional healing practices, such as the "health calendars" maintained by women, represent a fascinating bridge between traditional knowledge and modern epidemiological approaches. These practices demonstrate that indigenous communities, guided by women's knowledge, have developed complex systems for predicting and preparing for disease outbreaks. The challenge lies in finding ways to validate and integrate these traditional systems with modern scientific approaches.

The efficiency of women's social networks in disseminating health information highlights an often overlooked aspect of community resilience. These informal communication channels, embedded in daily social interactions and traditional gatherings, offer a rapid and trusted means of spreading crucial health information. This suggests that indigenous women's networks could be leveraged as part of broader regional strategies for zoonosis prevention and control.

The challenges faced by indigenous women in fulfilling their role as health guardians point to the need for more inclusive and culturally sensitive public health approaches. Addressing these challenges requires formal acknowledgment of the value of traditional knowledge, providing access to formal education on zoonotic diseases in culturally appropriate ways, designing public health interventions with an understanding of local gender dynamics and cultural norms, and developing frameworks that allow for the meaningful integration of traditional ecological knowledge with modern scientific approaches.

CONCLUSION

This study underscores the critical role of indigenous women as guardians in strengthening communal resilience against zoonotic threats. Their unique position at the nexus of traditional knowledge, animal care, and community health makes them invaluable assets in the global fight against zoonotic diseases. The findings reveal a complex system of knowledge, practices, and social structures through which indigenous women contribute to disease prevention, early detection, and community health education.

However, significant challenges must be addressed to fully harness the potential of indigenous women in this role. Moving forward, public health strategies aimed at preventing and controlling zoonotic diseases in indigenous communities – and potentially in broader contexts – should actively incorporate the perspectives, knowledge, and social roles of indigenous women. This approach not only honors and preserves valuable traditional knowledge but also creates more effective, culturally appropriate, and sustainable strategies for managing zoonotic risks.

Future research should focus on developing frameworks for integrating traditional ecological knowledge with modern epidemiological approaches, exploring ways to strengthen and leverage women's social networks for health communication, and identifying culturally appropriate means of empowering indigenous women as recognized health leaders within their communities and beyond. Ultimately, recognizing and supporting indigenous women as guardians against zoonotic threats represents a powerful approach to building community resilience, offering a path towards more inclusive, effective, and culturally resonant public health strategies in an era where the threat of zoonotic diseases continues to grow.

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CHALLENGES AND OPPORTUNITIES IN THE IMPLEMENTATION OF NATIONAL HEALTH INSURANCE (JKN) IN INDONESIA

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ABSTRACT

The National Health Insurance Program (JKN) in Indonesia, which is managed by the Health Social Security Administration (BPJS), aims to provide equitable and affordable access to health for all Indonesian people. Even though much progress has been achieved, JKN implementation still faces various challenges that affect its effectiveness and efficiency. This research aims to identify the main challenges faced in implementing JKN, such as budget limitations, uneven health infrastructure, and lack of public awareness and understanding. In addition, this research also explores opportunities that can be optimized to increase the success of JKN, including strengthening collaboration between the government and the private sector, increasing the capacity of health workers, and using information technology in health service management. Through this comprehensive analysis, it is hoped that it can provide constructive policy recommendations to improve JKN implementation in the future.

KEYWORDS: National Health Insurance (JKN), BPJS Health, Implementation Challenges.

INTRODUCTION

The National Health Insurance Program (JKN) in Indonesia, which is managed by the Health Social Security Administration (BPJS), has become one of the government's efforts to provide equitable and affordable access to health services for all levels of society (BPJS Health, 2019). Since its launch in 2014, JKN has achieved significant progress in increasing the accessibility of health services, however, the implementation of this program is not free from various challenges that affect its effectiveness and efficiency. One of the main challenges in implementing JKN is budget limitations. A study by Maulana(2018) shows that the allocation of available funds is often insufficient to cover the increasing costs of health services. This limitation is exacerbated by the unequal health infrastructure throughout Indonesia. Research by Utami (2017) revealed that health facilities in remote areas are still very minimal, making it difficult for people to get adequate health services.

Apart from that, the lack of public awareness and understanding of the importance of health insurance is also a significant obstacle in implementing JKN. According to research conducted by Santoso (2016), there are still many people who do not understand the benefits and procedures for using JKN, so their participation in this program is not optimal. On the other hand, there are opportunities that can be optimized to increase the success of JKN. One of these

opportunities is strengthening cooperation between the government and the private sector. A study by Andayani (2019) shows that collaboration with the private sector can help overcome resource limitations and improve the quality of health services.

In addition, increasing the capacity of health workers through ongoing training and education can help overcome the problem of a shortage of competent medical personnel (Siregar, 2018). The use of information technology in health service management is also a potential opportunity. Research by Wijaya (2020) revealed that the implementation of a digital-based health information system can improve administrative efficiency and the quality of health services. Through a comprehensive analysis of these challenges and opportunities, it is hoped that this research can provide constructive policy recommendations to improve JKN implementation in the future. In this way, JKN can continue to develop into an inclusive and sustainable health insurance system for all Indonesian people.

METHODOLOGY

This research uses a literature study method to analyze the challenges and opportunities in implementing National Health Insurance (JKN) in Indonesia. Literature study is an approach that involves collecting and reviewing various sources of relevant information, including books, scientific journals, reports, articles and official documents. This method was chosen because it allows researchers to collect various perspectives and findings that have been previously published, thereby providing a comprehensive understanding of the topic under study. The first step in this literature study was to identify relevant keywords, such as "National Health Insurance," "BPJS Health," "JKN implementation challenges," and "JKN development opportunities." These keywords are used to search for appropriate literature through academic databases such as Google Scholar, PubMed, and university library databases. After the literature has been collected, the next step is to select and critically evaluate existing sources to ensure their quality and relevance to the research topic.

Literature analysis was carried out by grouping the information obtained into main themes, namely challenges in implementing JKN, such as budget limitations, uneven health infrastructure, and lack of public awareness, as well as opportunities that can be optimized, such as collaboration with the private sector, increasing the capacity of health workers, and the use of information technology. Each theme is analyzed in depth to identify emerging patterns and connect findings from various sources. By using the literature study method, this research is expected to provide a comprehensive and integrated picture of the challenges and opportunities in implementing JKN in Indonesia. The results of this analysis will be the basis for formulating constructive and applicable policy recommendations for improving JKN implementation in the future.

RESULT AND DISCUSSION

The results of this research show that the implementation of the National Health Insurance Program (JKN) in Indonesia has experienced various progress, but is still faced with a number

of significant challenges. First, budget limitations are one of the main obstacles affecting the sustainability and effectiveness of the JKN program. Data shows that existing funding allocations are often insufficient to meet the increasing need for health services, thereby causing financial pressure on BPJS Health.

Second, uneven health infrastructure is also a major obstacle to implementing JKN. This research found that health facilities in remote areas are still very limited, both in terms of quantity and quality. This results in a gap in access to health services between urban and rural areas. In addition, the limited number of qualified medical personnel in certain areas further exacerbates this situation.

Third, the lack of public awareness and understanding about JKN is still a crucial issue. Many people do not fully understand the benefits and procedures for using JKN, which contributes to low participation and utilization of this program. More intensive education and outreach is needed to increase community understanding and involvement in the JKN program.

On the other hand, this research also identifies several opportunities that can be optimized to increase the success of JKN. One of them is strengthening cooperation between the government and the private sector. This collaboration can help overcome resource limitations and improve the quality of health services. This study also highlights the importance of increasing the capacity of health workers through ongoing training and education, which will contribute to improving the quality of health services. In addition, the use of information technology in health service management is a great opportunity that can increase the efficiency and effectiveness of JKN. Implementing a digital-based health information system can improve administrative processes and provide faster and more accurate services to the public. Overall, this research provides a comprehensive picture of the challenges and opportunities in implementing JKN in Indonesia. It is hoped that the results of this analysis can become a basis for the government and other stakeholders to formulate more effective policies and strategies in improving JKN implementation in the future.

CONCLUSION

This research provides a comprehensive overview of the challenges and opportunities in implementing the National Health Insurance Program (JKN) in Indonesia. Although JKN has succeeded in expanding access to health services to the wider community since its launch in

2014, various challenges still need to be overcome to achieve optimal effectiveness and efficiency. Budget limitations, uneven health infrastructure, and lack of public awareness and understanding are the main obstacles that affect the success of this program. However, this research also identifies opportunities that can be optimized to increase the success of JKN. Strengthening cooperation between the government and the private sector, increasing the capacity of health workers through continuous education and training, and utilizing information technology in health service management are several strategic steps that can be taken. Implementation of a digital-based health information system, in particular, can significantly improve administrative efficiency and the quality of health services.

Based on these findings, this research recommends several policies and strategies to improve JKN implementation in the future. First, there needs to be an increase in adequate budget allocation to ensure program sustainability. Second, efforts to improve and equalize health infrastructure throughout Indonesia must be a priority. Third, increasing education and outreach regarding the benefits and procedures of JKN to the community is very important to increase participation and utilization of this program. By overcoming these challenges and taking advantage of existing opportunities, JKN can continue to develop into an inclusive and sustainable health insurance system for all Indonesian people. It is hoped that this research can become a reference for policy makers and other stakeholders in formulating more effective strategies to improve the quality and coverage of JKN in Indonesia.

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STRATEGIC APPROACHES FOR ETHNIC HEALTH EDUCATION DURING THE COVID-19 PANDEMIC: A PRELIMINARY STUDY

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ABSTRACT

The wicked problem of the Covid-19 pandemic is a challenge for every government worldwide. Handling the Covid-19 pandemic requires an effective, coordinated communication strategy, and integrated policies to encourage the public to comply with health protocols and prevent virus transmission. This study examines the interplay between policy integration, communication strategies, and cognitive dissonance during COVID-19 pandemic. Utilizing causal mechanism test and cross-tabulation analysis, it compares existing strategic communication through Covid-19 guidelines from 100 ethnic groups in Indonesia with actual virus transmission to identify the effectiveness of integrated policies and communication efforts in handling the Covid-19 pandemic. We also examine the role of policy integration, which refers to the degree of alignment and coordination among the policies and actions of different levels and sectors of government in response to Covid-19. The findings suggest that cohesive policies correlate with behavioral changes during the COVID-19 pandemic when communicated effectively. The result highlights the importance of synchronizing public health directives with clear, consistent messaging to mitigate the spread of the virus. Furthermore, future study should focus on doing a thorough examination of strategic communication techniques and their efficacy among many demographics and cultural contexts.

KEYWORDS: policy integration; institutional capacity; strategic communication; cognitive dissonance; local language

I. INTRODUCTION

The Covid-19 pandemic, a wicked problem, has posed an unprecedented challenge to governments worldwide (Han et al., 2020; Mei, 2020; Miftah et al., 2023b). The complexity and uncertainty surrounding the virus has necessitated an effective, coordinated communication strategy and integrated policies (Miftah et al., 2024; Sharifi & Khavarian-Garmsir, 2020). These measures aim to encourage public compliance with health protocols, thereby preventing virus transmission (Maggetti & Trein, 2022; Wirawan et al., 2023). Nevertheless, governments that have effectively handled the COVID-19 epidemic demonstrate positive indications of good governance (Kusumasari et al., 2022).

The challenges of integrated policies, requiring governments to apply inclusive strategies to improve policy coherence by bringing together multiple actors to reach an agreement on actions (Howlett and Saguin 2018). Thus, governance-oriented studies have shown how various

institutional arrangements might facilitate policy integration through political coordination mechanisms, networked governance, or administrative coordination capacities (Domorenok, Graziano, and Polverari 2021). Contemporary attempts to integrate policy integration and capacity into a more comprehensive conceptual framework have taken a policy design perspective, suggesting that effective integrated policy designs require analytical, operational, and political capacities (Wu, Howlett, and Ramesh 2018).

Overcoming the Covid-19 pandemic has posed a multifaceted difficulty, especially when addressing issues related to language and behavior. These obstacles have had substantial effects on the dissemination of information regarding public health, the ability to obtain medical care, and compliance with safety protocols. This was further complicated by the emotional reactions on social media sites, where collective sentiments varied from endorsement to complete refusal of the imposed restrictions (Miftah et al. 2023). Therefore, the Covid-19 task force issued the 3M Behavior Change Guidelines (Wearing Masks, Maintaining Distance, Washing Hands), which were translated into 107 languages and dialects from 100 large ethnic groups in Indonesia to change people's behavior and curb the rate of virus transmission (Kompas 2020; MCIT 2020).

The pandemic has emphasized the significance of transparent, precise, and widespread communication to control the transmission of the disease. Therefore, effective forms of strategic communication are essential in dealing with crises (Li and Lee 2024; Macagno and Trevisan 2024). Furthermore, the COVID-19 epidemic has accelerated the process of digital transformation, enabling individuals to access diverse educational resources across multiple media platforms (Fang et al. 2022; Nanda, Widianingsih, and Miftah 2023; Widianingsih et al. 2023). This study examines the impact of communication strategies through behavioral change guidelines translated into 107 languages and dialects from 100 large ethnic groups on virus transmission during the Covid-19 pandemic crisis in Indonesia.

II. METHODOLOGY

This study employed ethnography (Bartl, Kannan, and Stockinger 2016; Nascimento, Suarez, and Campos 2022; Sharma, Ahuja, and Alavi 2018) follow by causal mechanism test (Beach 2016) and descriptive retrospective analysis (Hess 2004; Hess and Faarc 2004; Khairani et al. 2018) which includes artifacts from policy integration with policy instruments and policy frame indicators, strategic communications indicators, and cognitive dissonance with the following dataset.

Table 1 Dataset

Category	Item	Description
Policy Instruments
Policy Frames
Levels of Compliance
Population Size and Density

The stages of this study involve gathering data on the policy integration framework, strategic communication, and cognitive dissonance. This includes collecting information on policy instruments, policy frames (Maggetti and Trein 2022; Trein, Meyer, and Maggetti 2019), levels of compliance with social distancing, virus transmission, population size and density. The artifacts found from the policy integration framework, strategic communication framework, and cognitive dissonance were then categorized into causal mechanism tests consisting of a straw in the wind test, hoop test, smoking gun test, and doubly decisive test (Beach 2016).

Table 2 Causal Mechanism Test

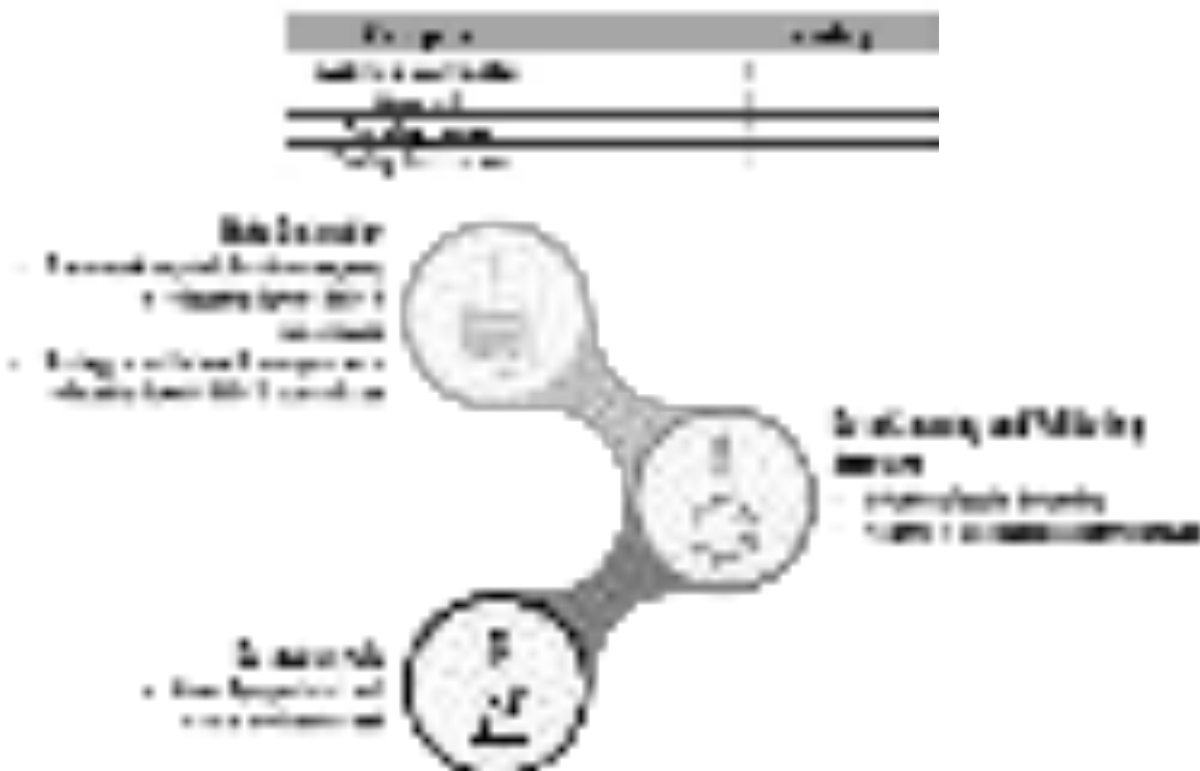


Figure 1 Research Stages

III. RESULT

During the Covid-19 pandemic, the transmission of the virus in Indonesia escalated quickly in urban areas, particularly in cities like Bandung, which possess distinctive features impacted by factors such as city planning, population density, and high levels of urban mobility (Miftah et al. 2019, 2021; Sutriadi and Miftah 2020). The island of Java had the most significant virus transmission, specifically in DKI Jakarta, West Java Province, Central Java, East Java, and Banten Province. Nevertheless, the level of linguistic and ethnic variety in this province was comparatively lower than in other provinces. On the island of Java, it is an island inhabited by seven major ethnicities with various languages and dialects such as Javanese Banten dialect, Sundanese Banten dialect, Betawi, Javanese Krama, Javanese Cirebon-Indramayu, Sundanese, Javanese Tegal dialect, Madura, Javanese Surabaya dialect, and using from Banyuwangi.

Table 3 Province and Guidelines in Local Language

To comprehend adherence to each province's code of conduct, the number of infractions and level of compliance must be analyzed. Through monitoring violation data and measuring community compliance, we can assess the extent to which the code has been successfully internalized and implemented in daily practice. This information is important to describe effectiveness of strategic communication is in encouraging compliance with the code, as well as to identify areas that require further attention in efforts to increase. Based on figure below are data of violation based on province in Indonesia.



Figure 2 Violation Based on Province in Indonesia

Based on the availability of policy instruments owned by each province to support the handling of the Covid-19 pandemic, the causal mechanism test weighting is obtained as shown in the following table.

Table 4 Policy Instruments and Causal Mechanism Test

No.	Province	Policy Instrument	Code	Category
1	Aceh	3	BL.PI3	Smoking gun
2	Bali	3	DK.PI3	Doubly decisive
3	Bangka Belitung	3	A.PI3	Doubly decisive
4	Banten	4	BD.PI4	Doubly decisive
5	Bengkulu	4	AB.PI4	Doubly decisive
6	Central Java	4	DM.PI4	Smoking gun
7	Central Kalimantan	3	BH.PI3	Doubly decisive
8	Central Sulawesi	4	D.PI4	Doubly decisive
9	D.I. Yogyakarta	4	H.PI4	Doubly decisive
10	East Java	4	L.PI4	Doubly decisive
11	East Kalimantan	4	KB.PI4	Doubly decisive
12	East Nusa Tenggara	3	DA.PI3	Smoking gun
13	Gorontalo	4	KH.PI4	Smoking gun
14	Jambi	4	KT.PI4	Doubly decisive
15	Lampung	3	BN.PI3	Doubly decisive
16	Maluku	4	BM.PI4	Smoking gun
17	North Maluku	3	BE.PI3	Smoking gun
18	North Sulawesi	4	DE.PI4	Smoking gun
19	North Sumatera	3	DG.PI3	Smoking gun
20	Papua	3	DR.PI3	Doubly decisive

No.	Province	Policy Instrument	Code	Category
21	Riau	4	EB.PI4	Doubly decisive
22	Riau Islands	3	PA.PI3	Smoking gun
23	South Kalimantan	4	BM.PI4	Doubly decisive
24	South Sulawesi	3	DC.PI3	Smoking gun
25	South Sumatera	4	DD.PI4	Smoking gun
26	Southeast Sulawesi	4	DN.PI4	Doubly decisive
27	West Java	4	DT.PI4	Smoking gun
28	West Kalimantan	3	DB.PI3	Smoking gun
29	West Nusa Tenggara	4	BA.PI4	Doubly decisive
30	West Sulawesi	4	BG.PI4	Smoking gun
31	West Sumatera	4	BB.PI4	Smoking gun

Most policy instruments that support institutional capacity, including communication strategies, have been accommodated by the government. However, despite various efforts that have been made, violations continue to occur. This is due to various other variables that influence people's behavior, such as habits that have been formed over the years, beliefs held firmly by individuals or groups, and strong religious factors. For example, despite the ban on homecoming, many people still try to return to their hometowns because of traditions and religious beliefs that consider homecoming a moral and social obligation.

IV. DISCUSSION

Based on the results of this study, it shows that there are other variables that influence violations during Covid-19. For example, habits that have been formed over the years, strong religious beliefs, and certain cultural beliefs and norms that are difficult to change in a short time. Studies have shown that habit strength predicts adherence to preventive measures like physical distancing and hand washing, with habit formation more evident in physical distancing behaviors (Zhang et al. 2022). The interaction between habit and behavioral intention can strengthen behavior-intention consistency for preventive actions. Recognizing the habitual nature of health behaviors has implications for intervention strategies, potentially focusing on modifying environmental stimuli rather than promoting consciously mediated change (Gardner, Rebar, and Lally 2019). Habits such as gathering with extended family or close friends at various social events are one of the causes of violations, even though there is a ban on gathering.

Other factors, such as economic pressures forcing people to work outside the home, social pressure from communities, inaccurate or misleading information about the virus, and social restrictions, also contributed to violations. Studies from Thailand reveal that these workers experienced dramatic income reductions, job losses, and increased debt (Komin et al. 2021). The informal sector's vulnerability to COVID-19 is further exacerbated by crowded working conditions and limited access to healthcare (Nguimkeu and Okou 2020). Government measures to contain the virus, such as lockdowns and curfews, disproportionately affected informal workers who lack social protection and rely on daily earnings (Sene 2023).

V. CONCLUSIONS

Based on the research, the availability of policy instruments has not been able to suppress the level of violations completely. There are other variables that were not analyzed in this study. With that, for further research, it can analyze other variables such as community habits, culture that is practiced, beliefs that are held, and others. In addition, because this study focuses on Indonesia, further research can be conducted in other countries, such as in the form of comparative studies on handling the Covid-19 pandemic.

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VIII. BIODATA

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FROM DATA TO DECISION: BANDUNG'S VISUAL ANALYTICS IN COVID-19 RESPONSE

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ABSTRACT - In the face of the COVID-19 pandemic, governments worldwide have grappled with complex challenges, necessitating swift and strategic responses. This study delves into the Bandung City Government's approach to managing the surge in COVID-19 cases. Utilizing data visualization tools from the Bandung City Government COVID-19 Surveillance System, we conducted a retrospective descriptive study and chart review. Our analysis spans from March 2020 to December 2021, focusing on the correlation between data trends and governmental interventions aimed at curbing the virus's spread. The findings reveal that Bandung's response was multifaceted, emphasizing isolation, epidemiological surveillance, treatment, health protocol monitoring, and social safety net reinforcement. The study underscores the critical role of consistent government intervention in effectively combating the pandemic. Additionally, it suggests the need for further research into the pandemic's economic ramifications to fully comprehend the trade-offs involved in crisis management.

KEYWORDS: data visualization; decision making; policy integration; retrospective analysis; chart review

I. INTRODUCTION

Policy integration is one approach in analyzing cross-cutting issues, where analytical capacity in the decision-making process such as the exchange of information between actors, stakeholders, and support skills from policy actors in analyzing information becomes one of the crucial capacities in policy integration (Biesbroek and Candel 2020; Mickwitz and Kivimaa 2007; Tosun and Peters 2018; Trein, Meyer, and Maggetti 2019). Policy Integration developed from the notion of policymaking in which actors from two or more policy domains integrate aims and concerns derived from one policy domain into another to solve a policy problem (Tosun and Lang 2017), and effective governing must-have capabilities to regulate or at least influence actors and interactions within the decision-making and implementation process (Lang 2019). In this study, policy integration is seen as a 'process' where each process can occur at every stage in the policy cycle that involves actors in policy designing (Candel 2019). Those actors should have rational and knowledgeable with a great deal of administrative and analytical capacity (Haelg, Sewerin, and Schmidt 2020).

The cross-cutting issues and trade-offs due to the COVID-19 pandemic crises have resulted in different challenges and policies for governments (Han et al. 2020; Mei 2020; Sharifi and Khavarian-Garmsir 2020). Following the announcement of the COVID-19 pandemic crisis in Indonesia, the Indonesian government acted by issuing Decision of the Ministry of Health No: HK.01.07/MENKES/104/2020 on 4 February 2020 (Miftah, Widianingsih, et al. 2023; Miftah, Ida, et al. 2023). The regions with the highest number of cases are those characterized by high levels of mobility and migration, namely DKI Jakarta, West Java, Central Java, East Java, East Kalimantan, and South Sulawesi Provinces (Gugus Tugas Percepatan Penanganan Covid-19, 2020). Bandung City, the capital of West Java Province, is one of the cities at a high risk of transmission of the COVID-19 virus due to its dynamic city mobility, population density, and unique spatial structure. (Borowska-Stefańska et al. 2024; Miftah et al. 2018, 2019, 2021; Sutriadi and Miftah 2020). Early on, the transmission of the virus in the city of Bandung was characterized by fluctuations. Mathematical calculations were frequently overlooked due to the intricate nature of managing a pandemic that involves multiple stakeholders, trade-offs between the health and economic systems, and challenges associated with using data for decision-making. (Miftah, et al. 2023).

Data and information have an essential role in a comprehensive response to the outbreak and minimizing the effect of the pandemic (Budd et al. 2020; Righi et al. 2021). An integrative approach between 'techno-driven and 'human-driven supported by data visualization also will help provide critical information, swift and better-quality information for social influence and community response (Höchtel, Parycek, and Schöllhammer 2016; Raineri and Molinari 2021; Sharifi and Khavarian-Garmsir 2020). However, data are often incomplete, uncertain, and difficult to analyze quickly due to the complexity and volatility of the pandemic phenomenon that tends to mislead decision-making and stakeholder's perceptions (Cairo 2015; Engledowl and Weiland 2021; Rabetti Giannella and Velho 2021). This study aims to describe policies in the city of Bandung in response to the analysis and visualization of COVID-19 pandemic data.

II. METHODOLOGY

This study used retrospective descriptive study and chart review (El-Jardali et al. 2014; Hess 2004; Walt et al. 2008) conducted thorough Bandung City Government COVID-19 Surveillance System from March 2020 to December 2021. The government intervention in suppressing the transmission of COVID-19 is also observed. The chart review is the accumulation of daily confirmed case of COVID-19 which are collected and compiled in *covid19.bandung.go.id* or mostly known as Pusicov (*Pusat Informasi COVID-19 Kota Bandung/Bandung City COVID-19 Information Center*). Government interventions that observed in this research include regulations and protocols published by Bandung City Government. Date observed in this research are from March 4th, 2020, to December 9th, 2021.

III. RESULT

The result presented in this section is the addition of monthly confirmed COVID-19 case in Bandung City from the initial outbreak in March 2020 to December 2021. The detailed data can be seen in Figure 1.

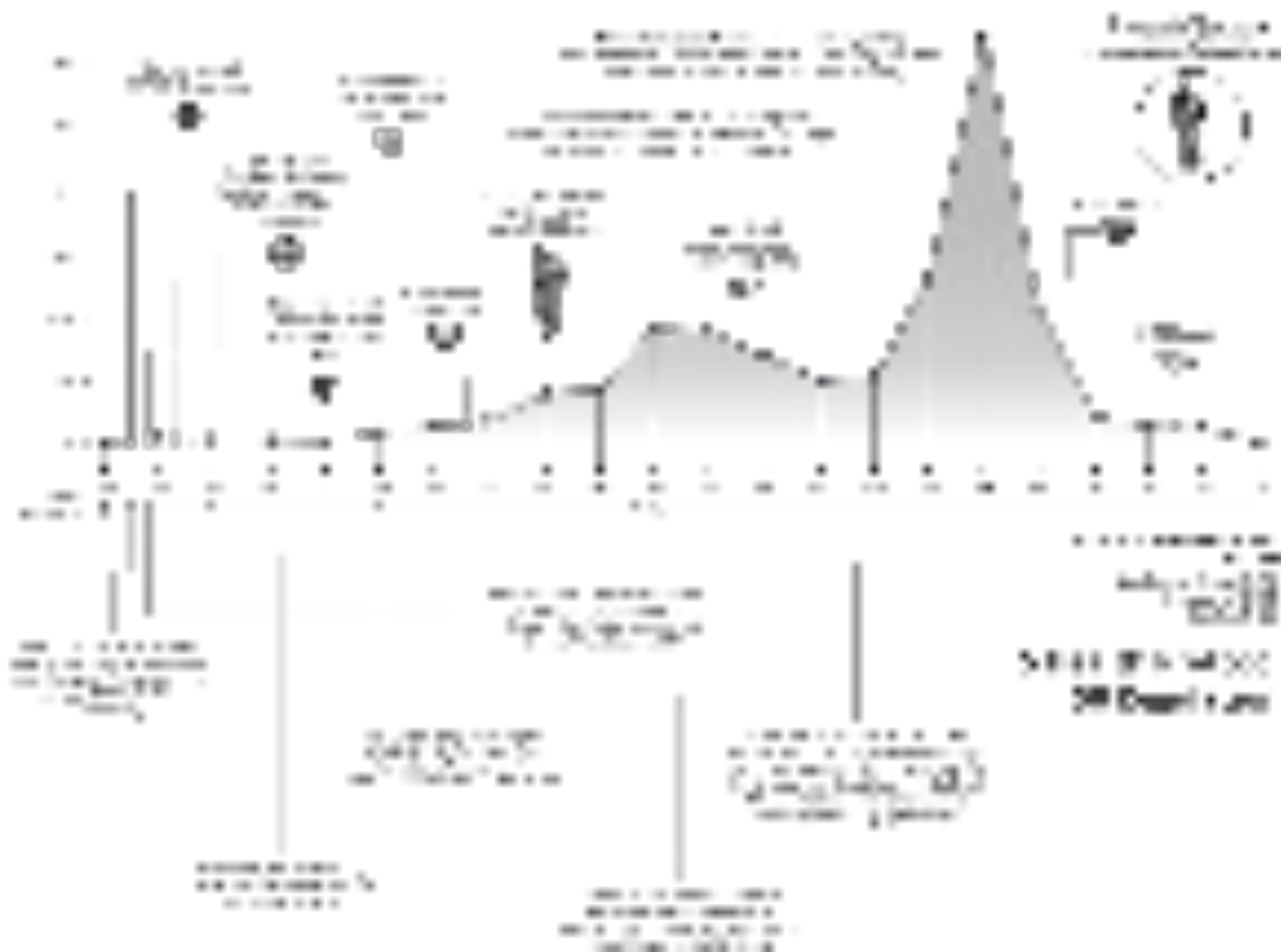


Figure 1 Confirmed Cases of COVID-19 and Bandung City Government Response (March 2020–December 2021)

Among the confirmed case data, there are also several events that happened during the surveillance of the virus spread especially in Bandung City. The chronological timeline of COVID-19 related events in Bandung City during March 2020 to December 2021 per month are:

- a. March 2020:
 - The first positive case of COVID-19 was recorded in Bandung City.
 - Mayor of Bandung declared the state of emergency of COVID-19 in Bandung City.
- b. April 2020:
 - A large scale of social restriction (PSBB/*Pembatasan Sosial Berskala Besar*) was issued in Greater Bandung Area.
- c. June 2020:
 - The traditional market COVID-19 cluster was recorded in Bandung.
- d. July 2020:
 - New normal (AKB/*Adaptasi Kebiasaan Baru*) was introduced in Bandung.
- e. September 2020:
 - Confirmed case of COVID-19 reached 1.000 cases in Bandung City.
- f. January 2021:
 - A proportionate large scale of social restriction was in effect in Bandung City.
- g. February 2021:
 - Confirmed case of COVID-19 reached 10.000 cases in Bandung City.
- h. August 2021:
 - Confirmed daily case of COVID-19 reached the highest number since March 2020 (9.118 cases in a day).
 - After August 1st, 2021, the daily confirmed case started to decrease significantly.
- i. September-December 2021:
 - Over the last four months, the number of confirmed COVID-19 cases each day has decreased but has not surpassed 200.
 - Significant increases of confirmed cases in Bandung City occurred in mid-December 2020, January 2021, and July 2021 prior to the high mobility related to year-end and Eid holidays.

In the regulation was issued in June 2021 as a 6th addendum of the proportional large scale of social restriction in Bandung City. The regulation allows almost all of economic sector including department stores, restaurants, groceries, etc., to open normally with implementing the health protocol as following:

1. Operational hours allowed for department stores are from 10.00 a.m. to 19.00 p.m.
2. Operational hours allowed for restaurants and any other food and beverage vendors are from 6.00 a.m. to 19.00 p.m.
3. Operational hours allowed for traditional markets are from 4.00 a.m. to 10.00 a.m.
4. The maximum guest capacity is 50 % of its total capacity.

Those protocols are also applied in place of worship (mosque, church, etc.), hotel, wedding venues, etc. Regarding travel restriction, the regulation also obliges traveler or commuter from/into Bandung City area to be declared not contracted by COVID-19 by attaching the antigen or PCR test which has negative result. This measure is taken to ensure that only healthy people can travel to prevent the spread of COVID-19 in Bandung City. Events allowed regarding to this regulation are wedding events, non-COVID-19 related funeral, and *khitanan*. Along with that, the Bandung City Government has issued 50 regulations and 5 protocols related to COVID-19 situation from 2020 to 2021.

IV. DISCUSSION

The response of the Bandung City Government in preventing the spread of COVID-19 virus and suppressing the increase of confirmed case in Bandung City is mainly related to the isolation and travel restriction policy, disease surveillance, special care treatment for COVID-19 patients, health protocol monitoring, and the reinforcing of social safety nets. The government interventions consistency takes a big role in suppressing the number of COVID-19 spread and is the key to handling the pandemic situation which takes its toll on any aspect including social and economy in Bandung City. The regulation relaxation during 2020 and 2021 resulted in high mobility of people which caused the increase of confirmed case. The increase of confirmed case is also caused by the lack of enforcement whereas traveler and commuter do not feel necessary to stay at home or implement the health protocol. On the other hand, the restriction also made a tradeoff between the health system and the economic situation because the travel or commuting restriction, which is issued to protect the health of Bandung City resident, causes the downfall of the economic level in Bandung City.

V. CONCLUSIONS

The retrospective descriptive study and chart review used in this research shows the correlation between the visualized data of COVID-19 pandemic situation in Bandung City and interventions done by the Bandung City Government. The results show that the Bandung City Government response in order to suppress the spread of the virus is adjusted following the confirmed cases of COVID-19 that is published by the Bandung City Government COVID-19 Surveillance System. However, this research has not described the social and economic impact of the COVID-19 pandemic related to the policy making process. Further studies from this research can include the exploration of the comparison between the health and economy policy priorities related to the travel restriction.

VI. ACKNOWLEDGEMENT

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10. **Keusahawanan sosial sebagai pemangkin integrasi/ *Social entrepreneurship as a catalyst for integration***

PENGARUH KEMAHIRAN KEUSAHAWANAN DALAM KALANGAN BEKAS BANDUAN

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ABSTRAK

Tidak banyak kajian tempatan yang meneliti secara spesifik aspek kemahiran keusahawanan dalam kalangan bekas banduan walaupun ia merupakan aspek penting dalam menyediakan peluang pekerjaan baharu dan seterusnya membantu proses pengintegrasian semula dan menangani masalah residivis dalam kalangan bekas banduan setelah mereka dibebaskan. Oleh itu kajian ini dijalankan bertujuan untuk menganalisis faktor peramal yang mempengaruhi kemahiran keusahawanan dalam kalangan bekas banduan. Kajian ini dijalankan dengan menggunakan reka bentuk kuantitatif secara tinjauan keratan-lintang (cross-sectional study). Seramai 354 orang bekas banduan yang telah dibebaskan daripada tahanan tetapi masih berada dalam tempoh pengawasan pihak Jabatan Penjara Malaysia (JPM) telah dipilih sebagai responden kajian. Data kajian dianalisis dengan menggunakan analisis regresi berganda (stepwise) melalui perisian *Statistical Package for the Social Science for Windows*. Hasil kajian mendapati faktor kreativiti dan inovasi merupakan faktor peramal utama yang mempengaruhi kemahiran keusahawanan dalam kalangan bekas banduan dengan menyumbang sebanyak 61 peratus varians ($R^2 = .610$) terhadap kemahiran keusahawanan. Selain itu, faktor literasi keusahawanan dan keyakinan diri juga turut mempengaruhi kemahiran keusahawanan dalam kalangan bekas banduan. Hasil kajian ini memberi sumbangan signifikan kepada pihak yang berkepentingan dalam membantu menyediakan program atau modul latihan kemahiran keusahawanan yang berkesan dengan mengambilkira aspek kreativiti dan inovasi, literasi keusahawanan dan keyakinan diri untuk meningkatkan kemahiran keusahawanan, menjayakan proses pengintegrasian semula ke dalam masyarakat dan mewujudkan peluang pekerjaan baharu kepada bekas banduan.

Kata kunci: Kemahiran, keusahawanan, keyakinan diri, kreativiti, literasi

PENGENALAN

Proses pengintegrasian semula bekas banduan ke dalam masyarakat bukan perkara yang mudah akibat daripada pelbagai cabaran persekitaran yang perlu dihadapi oleh banduan. Statistik Jabatan Penjara Malaysia (2022) melaporkan bahawa peratusan residivisme dalam kalangan bekas banduan meningkat daripada 10.88 peratus (2019) kepada 15.64 peratus (2020), 15.64 peratus (2021) dan 18.6 peratus (2022). Residivisme berlaku apabila bekas banduan kembali semula ke dalam penjara akibat penglibatan semula mereka dengan tingkah laku jenayah (Esperian, 2010). Kegagalan bekas banduan untuk kembali semula dalam masyarakat menyebabkan ramai dalam kalangan mereka ditahan selepas enam bulan dibebaskan dari penjara (Petersilia, 2001). Menurut Mohd Alif, et al (2021), residivisme dalam kalangan bekas banduan menimbulkan persoalan tentang keberkesanan program pemulihan sedia ada di dalam penjara. Kadar pengulangan jenayah merupakan kayu ukur kepada keberkesanan sesebuah sistem keadilan jenayah. Hasil kajian yang dijalankan oleh Norruzeyati et al. (2020) menunjukkan bahawa faktor residivis yang berlaku dalam kalangan banduan adalah disebabkan oleh kegagalan mereka mendapatkan pekerjaan, mentaliti masyarakat yang tidak terbuka, tidak menerima kehadiran mereka, stereotaip dan penolakan ahli keluarga terhadap banduan yang telah dibebaskan. Residivisme bukan sahaja menyebabkan berlakunya peningkatan kadar jenayah tetapi meningkatkan kebimbangan masyarakat terhadap aspek keselamatan diri, komuniti dan keamanan sesebuah negara (Thomas et al., 2002).

Menurut Yusuf (2009), setiap individu itu berpeluang untuk menjadi seorang usahawan. Sekiranya mereka ingin memulakan perniagaan aspek kemahiran dan ilmu asas berkaitan keusahawanan adalah diperlukan (Azmi, Nik Hairi & Lee, 2012; Buerah & Hussin, 2014; Hussain & Norashidah, 2015). Van Gelderen (2007) mendefinisikan kemahiran keusahawanan sebagai kebolehan yang diterjemahkan dalam bentuk tindakan seseorang usahawan. Beliau menyatakan bahawa kemahiran keusahawanan merupakan keupayaan untuk memulakan sesuatu perniagaan, mengurus perniagaan, membuat keputusan, mengenal pasti peluang, mampu mengurus masa, bijak berinteraksi, mampu menyelesaikan masalah secara kreatif dan berupaya mengurus tekanan. Kajian yang dijalankan oleh Zaidatol Akmaliah dan Amir Sadeghi (2012) pula menekankan aspek penting berkaitan dengan keusahawanan antaranya perlu ada kemahiran yang berkaitan dengan keupayaan untuk membuat pemasaran atau promosi, kemahiran membuat keputusan, berani mengambil risiko, kemahiran komunikasi dan kemahiran dalam mengurus hal yang berkaitan dengan teknikal. Menurut beberapa kajian terdahulu, antara kemahiran yang ditekankan oleh para majikan untuk mengambil pekerja adalah mengutamakan calon yang mempunyai ciri-ciri keusahawanan (Deveci & Seikkula-Leino, 2018). Kajian yang dijalankan oleh Siti Noradilah, et al (2023a) mendapati 56.2 peratus dalam kalangan bekas banduan menunjukkan tahap motivasi yang tinggi untuk menceburi bidang keusahawanan. Kajian juga mendapati 55.6 peratus dalam kalangan bekas banduan menunjukkan tahap literasi keusahawanan yang tinggi dan sederhana (43.2 peratus) dan hanya 1.2 peratus sahaja dalam kalangan mereka menunjukkan tahap literasi keusahawanan yang rendah (Siti Noradilah, et al (2023b). Keputusan dapatan kajian ini memberikan gambaran dan petunjuk bahawa wujudnya kesesuaian dan keperluan oleh pihak yang berkepentingan untuk membantu membangunkan modul-modul asas keusahawanan bagi melatih dan memberi kemahiran keusahawanan kepada bekas banduan. Kemahiran yang dilatih bukan sahaja menyediakan ilmu keusahawanan tetapi dapat digunakan oleh bekas banduan untuk terlibat dengan aktiviti keusahawanan dan boleh menjana pendapatan. Memandangkan aspek keusahawanan dilihat penting dalam menyediakan peluang pekerjaan kepada bekas banduan, maka kajian ini dijalankan bertujuan untuk mengenalpasti faktor peramal yang mempengaruhi kemahiran keusahawanan dalam kalangan bekas banduan. Hasil kajian memberi implikasi positif terhadap keperluan penyediaan modul latihan kemahiran keusahawanan kepada bekas banduan oleh pihak berkepentingan khususnya Jabatan Penjara Malaysia. Ia juga secara tidak langsung menyokong Teras Strategik 1 Dasar

Keusahawanan Nasional (DKN) yang bermatlamat untuk membudayakan keusahawanan dalam segenap lapisan Masyarakat.

METODOLOGI

Kajian ini dilaksanakan menggunakan reka bentuk tinjauan keratan-lintang secara kuantitatif. Ia dilakukan secara survei dengan menggunakan borang soal selidik kajian. Dalam kajian ini, populasi kajian merujuk kepada bekas banduan atau dipanggil sebagai orang yang diparol (ODP) yang telah dibebaskan daripada hukuman Penjara tetapi masih berada di bawah pengawasan pihak Jabatan Penjara Malaysia (JPM). Sejumlah 354 bekas banduan yang berada di enam buah zon di Malaysia telah dipilih sebagai sampel kajian. Antara negeri dan zon yang terlibat dalam kajian adalah seperti berikut:

1. Zon utara (Pejabat Parol Pulau Pinang),
2. Zon tengah (Pejabat Parol Selangor dan Negeri Sembilan),
3. Zon utara (Pejabat Parol Kedah),
4. Zon timur (Pejabat Parol Terengganu),
5. Zon selatan (Pejabat Parol Johor) dan
6. Zon Sabah/Sarawak (Pejabat Parol Sabah).

Data kajian dianalisis dengan menggunakan “Statistical Package for the Social Science for Windows” (SPSS for Windows). Borang soalselidik kajian ini terdiri daripada beberapa domain kajian iaitu berkaitan dengan:

Bahagian A: Kemahiran Keusahawanan: mengandungi 37 soalan yang berkaitan dengan aspek Kemahiran seperti Kemahiran komunikasi, Kemahiran penyelesaian masalah, Kemahiran mengurus, Kemahiran penggunaan teknologi maklumat dan Kemahiran kepimpinan dengan nilai kebolehpercayaan yang tinggi iaitu

Bahagian B: Literasi Keusahawanan: mengandungi sembilan (9) soalan yang berkaitan literasi keusahawanan bekas banduan dengan nilai kebolehpercayaan yang tinggi iaitu 0.856.

Bahagian C: Kreativiti dan Inovasi: mengandungi lapan (8) soalan yang berkaitan dengan aspek kreativiti dan inovasi yang dimiliki oleh banduan parol yang boleh membantu mereka untuk terlibat dalam bidang keusahawanan seperti menghasilkan sesuatu idea yang baharu dan kemahiran berfikir yang kritikal dengan nilai kebolehpercayaan yang tinggi iaitu 0.905.

Bahagian D: Keyakinan Diri: mengandungi sembilan (9) soalan yang mengukur aspek keyakinan diri seperti kesungguhan, kemampuan dan kepercayaan yang dimiliki oleh banduan parol terhadap diri mereka sendiri untuk terlibat dalam bidang keusahawanan dengan nilai kebolehpercayaan yang tinggi iaitu 0.933.

Bahagian D: Kesanggupan Mengambil Risiko: mengandungi sembilan (9) soalan yang mengukur aspek kesediaan banduan parol untuk berdepan dengan pelbagai cabaran dan rintangan dalam aktiviti keusahawanan dengan nilai kebolehpercayaan yang tinggi iaitu 0.913.

Bahagian E: Motivasi Keusahawanan: mengandungi sepuluh (10) soalan yang mengukur faktor dorongan dan keinginan banduan parol untuk terlibat dengan aktiviti keusahawanan dengan nilai kebolehpercayaan yang tinggi iaitu 0.903.

Kesemua skala yang digunakan dibangunkan oleh Fauziah, et al (2003) dan item yang digunakan dalam kajian ini berbentuk Likert empat skala di mana pilihan-pilihannya disusun mengikut kesesuaian iaitu (1) sangat tidak setuju, (2) tidak setuju, (3) setuju dan (4) sangat setuju.

Proses Pengumpulan data: Proses pengumpulan data dimulakan dengan mengambil langkah membuat permohonan untuk mendapatkan kebenaran dan kelulusan etika daripada Ketua Pengarah, Jabatan Penjara Malaysia bagi menjalankan kerja-kerja pengutipan data. Selepas permohonan menjalankan kajian diluluskan oleh Ketua Pengarah Penjara, urusan menghubungi pihak Penjara di bawah pengurusan Pejabat Parol dilakukan bagi menetapkan tarikh yang bersesuaian untuk kerja-kerja pengumpulan data berdasarkan jumlah responden yang telah ditetapkan mengikut negeri/zon. Setelah persetujuan kedua-dua pihak dicapai maka kajian dilakukan mengikut persetujuan dan tarikh yang telah diatur. Bagi tujuan pengumpulan data di Pejabat Parol Malaysia, sesi taklimat telah diberikan kepada Pegawai Parol yang bertugas dan responden yang terlibat dalam kajian sebelum kerja-kerja pengutipan data dilaksanakan. Sesi taklimat ini adalah penting bagi memastikan semua maklumat dalam borang soal selidik difahami, dilengkapkan dengan baik dan kerja-kerja pengutipan data dilaksanakan dengan lebih teratur.

HASIL KAJIAN DAN PERBINCANGAN

Berdasarkan hasil analisis yang dijalankan ke atas 354 orang bekas banduan berdasarkan Jadual 1, daripada lima (5) pembolehubah yang dianalisis menggunakan pendekatan *stepwise* untuk menentukan faktor yang mempengaruhi kemahiran keusahawanan, hanya tiga (3) faktor peramal sahaja yang telah dikenalpasti menunjukkan pengaruh signifikan kepada kemahiran keusahawanan dalam kalangan bekas banduan. Hasil analisis kajian mendapati faktor peramal kreativiti dan inovasi [$F(1, 352) = 551.258, p < .05$] telah menyumbang sebanyak 61 peratus varians ($R^2 = .610$) terhadap kemahiran keusahawanan dalam kalangan bekas banduan. Hasil kajian ini membawa maksud bahawa faktor kreativiti dan inovasi ($Beta = .620, p < .05$) merupakan petunjuk utama yang menyumbangkan kepada kemahiran keusahawanan dalam kalangan bekas banduan. Hasil kajian juga mendapati faktor peramal literasi keusahawanan juga dilihat telah menjadi penyumbang kepada kemahiran keusahawanan kerana kombinasinya dengan faktor peramal kreativiti dan inovasi ($Beta = .147, p < .05$) telah menambah sebanyak 2.3 peratus kepada varians ($R^2 = .633$) dalam kemahiran keusahawanan [$F(2, 351) = 302.877, p < .05$]. Manakala kombinasi faktor peramal untuk keyakinan diri ($Beta = .127, p < .05$) pula telah dikenalpasti menambah sebanyak 0.7 peratus kepada varians ($R^2 = .640$) dalam pemboleh ubah kemahiran keusahawanan [$F(3, 350) = 206.966, p < .05$].

Jadual 1:Keputusan Analisis Regresi Berganda: Faktor yang Mempengaruhi Kemahiran Keusahawanan dalam Kalangan Bekas Banduan (n=354)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	R	R2	ΔR
	B	Std. Error	Beta					
(Constant)	.580	.105		5.537	.000			
Kreativiti dan Inovasi	.540	.044	.620	12.384	.000	.781	.610	.609
Literasi Keusahawanan	.129	.032	.147	4.003	.000	.796	.633	.631
Keyakinan Diri	.101	.041	.127	2.488	.013	.800	.640	.640

Jadual 2 merumuskan bahawa faktor peramal iaitu kreativiti dan inovasi, literasi keusahawanan dan keyakinan diri merupakan faktor peramal yang telah menyumbang kepada kemahiran keusahawanan dalam kalangan bekas banduan. Ini bermakna untuk meningkatkan aspek kemahiran keusahawanan bekas banduan, maka program-program yang berbentuk kreativiti dan inovasi, literasi keusahawanan dan keyakinan diri perlu diperbanyakkan dalam kalangan bekas

banduan. Ini kerana ketiga-tiga aktiviti dan program yang berkaitan dengan tiga (3) faktor peramal yang telah dinyatakan berupaya meningkatkan aspek kemahiran keusahawanan dalam kalangan bekas banduan berdasarkan kajian empirikal yang telah dilaksanakan.

Jadual 2: Faktor Peramal Mempengaruhi Kemahiran Keusahawanan Dalam Kalangan Bekas Banduan

Hasil kajian ini dilihat selari dengan kajian yang dijalankan oleh Okpura (2007) yang mendapati bahawa penekanan terhadap aspek kreativiti dan inovasi merupakan elemen penting untuk membantu meningkatkan kemahiran keusahawanan (Okpura, 2007; Fauziah, et al, 2016). Juliana et al (2021) juga memberi pandangan dan penekanan yang sama bahawa aspek kreativiti dan inovasi dalam perniagaan membantu usahawan melakukan sesuatu produk baharu yang lebih berinovasi dalam menjalankan perniagaan dan bersaing dengan yang lain. Selain faktor kreativiti dan inovasi, hasil analisis regresi berganda yang dilakukan melalui kajian ini juga mendapati bahawa faktor literasi keusahawanan ($Beta=.147$, $p<.05$) turut menjadi penyumbang kepada faktor peramal kemahiran keusahawanan. Keputusan kajian ini bermaksud bahawa untuk meningkatkan kemahiran keusahawanan dalam kalangan bekas banduan, penekanan harus diberikan bukan sahaja tertumpu kepada aspek kreativiti dan inovasi malah perlu juga memfokus aspek yang berkaitan dengan literasi keusahawanan. Literasi keusahawanan merupakan sebagai salah satu faktor penting yang diperlukan oleh seorang usahawan untuk melakukan perniagaan. Pengetahuan atau celik untuk memulakan aktiviti keusahawanan ini memberi impak tertentu dalam tingkah laku seseorang individu untuk memulakan perniagaan (Kasmawati et al., 2022). Manakala kajian yang dijalankan oleh Siti Noradilah, et al (2023) mendapati daripada 354 orang bekas banduan yang terlibat dalam kajiannya, sejumlah 55.6% dalam kalangan bekas banduan menunjukkan tahap literasi keusahawanan yang tinggi. Hanya 1.2% dalam kalangan bekas banduan menunjukkan tahap literasi keusahawanan yang rendah manakala sejumlah 43.2% lagi menunjukkan tahap literasi keusahawanan yang sederhana. Selain faktor kreativiti dan literasi keusahawanan, analisis kajian ini juga pengesahkan bahawa aspek keyakinan diri ($Beta=.127$, $p<.05$) merupakan aspek penting lain yang mempengaruhi kemahiran keusahawanan dalam kalangan bekas banduan. Menurut Shahrin dan Noraini (2008), ciri penting bagi seorang usahawan yang berjaya adalah yakin dan percaya kepada diri mereka sendiri. Pengukur kejayaan seorang usahawan yang terlibat dengan dunia perniagaan adalah dikaitkan dengan tahap keyakinan diri yang tinggi. Lebih tinggi keyakinan diri, maka lebih tinggi keupayaan untuk memula dan mengembangkan lagi perniagaan (Mohamad Ayub & Radin Siti Aishah, 2019).

KESIMPULAN

Kesimpulannya, melalui kajian ini telah berjaya mengenalpasti faktor peramal yang mempengaruhi kemahiran keusahawanan dalam kalangan bekas banduan. Antara faktor peramal yang telah dikenalpasti boleh membantu meningkatkan kemahiran keusahawanan dalam kalangan bekas banduan adalah faktor peramal kreativiti dan inovasi, literasi keusahawanan dan keyakinan diri. Hasil kajian ini seterusnya mencadangkan kepada pihak yang berkepentingan

tentang keperluan untuk mewujudkan program-program latihan kemahiran yang menekankan ketiga-tiga aspek tersebut kepada bekas banduan dalam usaha untuk memperkasa aspek keusahawanan dalam kalangan mereka. Ia juga sebagai alternatif untuk mewujudkan peluang pekerjaan yang baharu kepada bekas banduan dan seterusnya membantu proses pengintegrasian semula mereka ke dalam masyarakat. Hasil kajian ini juga dilihat memberi implikasi positif terhadap pembudayaan keusahawanan dalam kalangan bekas banduan dan menyokong Teras Strategik 1 Dasar Keusahawanan Nasional (DKN) yang bermatlamat untuk membudayakan keusahawanan dalam segenap lapisan masyarakat.

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**Perspektir Gender Dalam Kewirausahaan Sosial Sumba Hospitality Foundation (SHF)
untuk Pembangunan Pariwisata Berkelanjutan**

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Abstrak

Sumba termasuk bagian dari Nusa Tenggara Timur (NTT), dimana berdasarkan perhitungan indeks kemiskinan menempati peringkat ketiga termiskin dari lima provinsi di Indonesia setelah Papua dan Papua Barat. Persentase penduduk miskinnya sebesar 20,23 % atau 1.149.170 orang (Badan Pusat Statistik, 2022). Beberapa faktor penyebabnya seperti tanah yang kering, akses air bersih dan fasilitas sanitasi, kesehatan, pendapatan tidak layak, serta pendidikan. Terkait pendidikan, anak perempuan dan laki-laki putus sekolah di Sekolah Menengah Pertama (SMP) di Sumba (Sumba Barat Daya, Sumba Timur, Sumba Barat, dan Sumba Tengah) sebesar 320 siswa (Portal Data Kemendikbudristek, 2024).

Kondisi tersebut tidak terlepas dari ketimpangan pembangunan Indonesia yang menyebabkan kualitas Sumber Daya Manusia khususnya Perempuan di Sumba masih tertinggal dibandingkan wilayah lainnya akibat budaya patriarkhi yang masih dominan. Hasil Indeks Pemberdayaan Gender (IDG) NTT tahun 2023 sebesar 75,10 di bawah Indeks Pemberdayaan Gender (IDG) Indonesia yaitu 76,90 (Badan Pusat Statistik, 2024). Program pengarusutamaan gender dan pemberdayaan Perempuan di NTT masih di bawah IPG nasional. Perlu Upaya maksimal untuk program keadilan dan kesetaraan gender di NTT.

Sementara itu, kekayaan alam yang eksotis dan budaya yang unik serta kaya mampu menarik banyak wisatawan nasional dan internasional untuk berkunjung. Kontribusi pariwisata menjadi strategis karena potensi budaya, kesenian, dan produk kerajinan berbasis kearifan lokal yang banyak dan bervariasi. Sumba menjadi salah satu area wisata populer di dunia karena kekayaan alam dan budaya, serta terbukti dari adanya hotel terbaik di dunia yaitu hotel Nihi Sumba berada di Sumba. Hotel-hotel terbaik lainnya seperti Lelewatu Resort Sumba, Sima Hotel Sumba, Rua Beach Resort, dan Bobocabin Umarato Sumba. Pengelolaan pariwisata oleh investor asing membuat penduduk menjadi termarginalkan dalam pengembangan pariwisata di daerahnya.

Kondisi kemiskinan dan banyaknya anak putus sekolah menarik perhatian pendiri SHF untuk melakukan pemberdayaan generasi muda berbasis gender melalui pendidikan, pelatihan, dan pengalaman kerja untuk memutus lingkaran kemiskinan. Penelitian dilakukan untuk menjawab permasalahan, *“Bagaimana perspektif gender dipergunakan dalam kewirausahaan sosial oleh pengelola Sumba Hospitality Foundation (SHF) untuk Pembangunan Pariwisata Berkelanjutan?”* Metode yang dipergunakan dalam penelitian ini adalah penelitian deskriptif kualitatif yaitu metode penelitian yang memanfaatkan data kualitatif kemudian dijabarkan secara deskriptif untuk menganalisis kejadian, fenomena, atau keadaan sosial. Teknik pengumpulan data dilakukan dengan wawancara dan observasi pengelola dan siswa-siswa SHF di Sumba Barat Daya. Teknik analisis data kualitatif dilakukan melalui tahapan (Miles, Huberman, dan Saldana, 2014) seperti: **Pertama**, kondensasi data (proses pemilihan data, pengerucutan, penyederhanaan,

peringkasan data, dan transformasi data); **Kedua**, penyajian data; dan **Ketiga**, menarik kesimpulan atau verifikasi data.

Hasil temuan menunjukkan bahwa ekofeminisme sebagai salah satu aliran dalam gerakan feminis yaitu dengan mempertimbangkan pengembangan hubungan antara perempuan dan alam menjadi salah satu dasar gerakan di SHF. SHF melihat bahwa kemiskinan penduduk Sumba sebagai bagian dari adanya dominasi patriarki masyarakat Sumba karena masih adanya persoalan terkait ketidaksetaraan gender, ketidakadilan sosial berbasis gender, dan masalah lingkungan khususnya pariwisata yang perlu memperhatikan pembangunan pariwisata yang berkelanjutan. Hasil riset Kleden (2017) terkait ketidakadilan gender nampak jelas dari tradisi perkawinan di Sumba seperti belis dan hasil riset Kelen (2022) tentang kawin tangkap, dimana perempuan hanya dianggap sebagai hak milik dalam budaya patriarkal dan patrilineal. Mereka tidak ikut terlibat dalam pengambilan keputusan terkait hak atas tubuhnya.

Ekofeminisme adalah cabang teori feminis yang mempertimbangkan hubungan antara perempuan dan alam. Para ahli teori ekofeminis berpendapat bahwa dominasi patriarki masyarakat dikaitkan dengan kesetaraan gender, keadilan sosial, dan masalah lingkungan. Istilah ekofeminisme pertama kali diciptakan oleh feminis Perancis Francoise d'Eaubonne, gerakan ekofeminisme tumbuh dari berbagai gerakan sosial dan termasuk dalam gerakan feminis, ekologi, dan perdamaian. Istilah ekofeminisme menjadi populer dalam konteks banyaknya protes dan aktivisme menentang perusakan lingkungan (Shiva & Mies, 2014).

Pengelola memilih dan menerima siswa-siswi berbasis gender yaitu laki-laki dan perempuan miskin sejumlah 80 an siswa per tahunnya. Mereka dipilih dari empat kabupaten di Sumba yaitu Sumba Barat Daya, Sumba Timur, Sumba Barat, dan Sumba Tengah. Program ini bertujuan untuk memberikan keterampilan yang dibutuhkan agar mereka dapat bekerja dan berkontribusi pada industri pariwisata yang berkelanjutan, yang pada gilirannya membantu meningkatkan kondisi sosial dan ekonomi mereka. Siswa Perempuan dipilih untuk diperkuat dan difasilitasi sehingga menjadi lebih kompeten dalam pengelolaan sumber daya kepariwisataan di Sumba. Keterlibatan siswa perempuan diperlukan untuk membongkar pandangan orang tua (budaya patriarki), dimana hotel bukan tempat untuk perempuan. SHF memberikan sosialisasi dan menjelaskan dengan menggunakan prinsip keadilan gender bahwa perempuan punya kesempatan sama dengan anak lelaki.

Bidang pelatihan perhotelan bisa dipilih salah satu dari lima bidang yaitu front office, housekeeping, kuliner, restaurant and bar, dan spa dan kebugaran. Sekolah hotel di SHF termasuk siswa tinggal di asrama secara penuh waktu, memperoleh makanan dan minuman, serta perawatan Kesehatan. Kelas tanpa dinding atau ruang kelas terbuka sebagai tempat belajar siswa, mereka mendapatkan pelajaran dari tim pengajar dan sukarelawan lokal dan internasional. SHF membuka pendaftaran sukarelawan untuk menjadi pengajar maupun pendamping siswa, mereka berasal dari banyak negara. Sebagian besar pembelajaran disampaikan dengan Bahasa Inggris dan kurikulumnya menyeimbangkan antara mata pelajaran perhotelan, kelestarian lingkungan dan pariwisata, perspektif gender dalam teori maupun praktik, serta kewirausahaan,

Penerapan perspektif ekofeminisme oleh pendiri dan pengelola SHF yaitu dengan menggunakan pandangan yang holistik, pluralistik, dan inklusif, dimana membantu siswa-siswi dalam mengembangkan relasi setara antara lelaki dan perempuan, mencegah munculnya kekerasan berbasis gender, serta menjaga lingkungan alam sebagai tempat dimana mereka hidup. Ajaran etika lingkungan untuk mencintai alam sehingga terus berlangsung. Dunia alam tidak lepas dari dunia pariwisata, dimana Sumba dominan dengan keindahan alamnya yang masih alami. Pembangunan pariwisata berkelanjutan sebagai bagian penting dalam pembelajaran, siswa-siswi

diajarkan untuk menjaga keberlanjutan ekonomi, lingkungan, dan sosial budaya. Siswa-siswi berperan dalam menjaga alam dan pariwisata yang penuh tanggungjawab. Kesadaran akan menjaga kelestarian lingkungan diajarkan kepada siswa-siswi di SHF. Bangunan hotel, sekolah, asrama, kamar guru, restoran, dan sebagainya dibangun dari bambu yang merupakan tanaman lokal penduduk. Penerangan menggunakan energi terbarukan berupa panel surya. Tanaman-tanaman sayuran dan buah-buahan dengan sistem permakultur yaitu dengan menggunakan pupuk alami (pertanian organik). Air limbah dipergunakan untuk mengairi lahan pertanian.

SHF merupakan bentuk kewirausahaan sosial global (*The Global Social Entrepreneur*) yang mengutamakan pemenuhan misi sosial dan menciptakan nilai sosial, terutama mendidik warga miskin lokal untuk berdaya, trampil dan cakap untuk memenuhi kebutuhan tenaga profesional jasa wisata. Kewirausahaan sosial terwujud melalui program pendidikan vokasi di bidang perhotelan dan restoran. Jenis ini menunjukkan bahwa kewirausahaan nirlaba yang berupaya meningkatkan kondisi sosial, ekonomi, dan lingkungan berbasis sekolah. Pembiayaan bersumber dari para donatur didapatkan dari dana filantropi berbagai negara untuk membiayai sekolah vokasi siswa-siswi miskin di SHF. Praktik baik sekolah pariwisata berasrama, memungkinkan siswa miskin memiliki budaya dan habitus baru untuk belajar dan sekaligus memahami ekologi berkelanjutan sekitar kampus, seperti: daur ulang limbah, panel surya, dan bertani lahan kering secara berkelanjutan. Meskipun global driven, praktik sekolah vokasi internasional tersebut mempunyai trajektori untuk meletakkan akar budaya (*embeddednes*) dengan memberdayakan penduduk lokal sebagai pengelola dan guru di sekolah. Ketergantungan pada donatur juga dikurangi dengan usaha mendirikan jasa layanan wisata dan akomodasi untuk mendukung usaha sosial tersebut.

Keywords : Kewirausahaan Sosial, Generasi Muda, Pengurangan Kemiskinan, Pembangunan Pariwisata Berkelanjutan.

OPTIMIZING THE POTENTIAL OF MICRO SMALL AND MEDIUM ENTERPRISES (UMKM) IN KRAMATMULYA DISTRICT, KUNINGAN REGENCY THROUGH THE DEVELOPMENT OF VILLAGE HEALTHY MARKETS

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ABSTRACT

Kramatmulya District is one of the areas that has a variety of food products and regional superior products because of its abundant natural resources. Therefore, there are around 2,003 Micro, Small and Medium Enterprises units that carry out buying and selling activities to meet their economic needs and the food needs of the community. However, along the way, these Micro, Small and Medium Enterprises found problems such as human resources that were less skilled, production facilities and infrastructure that were less modern, marketing that still used outdated methods and a decline in turnover of up to 30% during the COVID-19 pandemic. This healthy market is to optimize existing Micro, Small and Medium Enterprises and improve the village economy, so that it can achieve the vision and mission of Kuningan Regency, one of which is realizing Pinunjul Village. The method used is a qualitative descriptive method with a purposive sampling method for determining respondents. In implementing this healthy market, refer to the Ministry of Health Decree number 519 concerning guidelines for implementing healthy markets. The development of a healthy market also needs to be accompanied by digital marketing training to improve the quality of human resources. If the development of a healthy market and training goes according to plan, the vision and mission of Kuningan Regency will soon be realized.

Keyword : *Micro Small and Medium Enterprises, Development of Village Healthy Markets, Digital Marketing*

INTRODUCTION

Kuningan is a regency located in West Java Province, Indonesia. Kuningan Regency is approximately 43 KM from Cirebon City and 250 KM from Bandung City. This regency borders Brebes Regency (Central Java) in the East, Majalengka Regency in the West, Cilacap and Ciamis Regencies (Central Java) in the South, Cirebon Regency in the North. The Kuningan area is famous for being the place where the Linggarjati Negotiations were held.

This regency has a lot of potential, especially in terms of Natural Resources. The population of Kuningan in 2023 reached 1.3 million people (Kuningan.go.id). Kuningan Regency together with Cirebon Regency, Ciamis, Pangandaran and Banjar City are the gateways to West Java Province from the east. Kota Kuda is a nickname for this regency because the Horse is an icon and the embodiment of Si Windu, a horse owned by the Arya Kamuning family, a leader in this area during the Cirebon and Pajang Sultanates.

The tourism potential in Kuningan Regency includes 30 Tourist Objects and Attractions (Objek Daya Tarik Wisata/ODTW) which are divided into: 16 natural ODTW, 12 special interest ODTW and 2 cultural ODTW. Localized tourism objects in one area in the

western part have the potential to be developed as interesting and attractive tourism-linkages, especially if supported by the distribution and number of lodgings or hotels that are evenly distributed.

METHODOLOGY

The research method used in this study is a qualitative method. This paper is a descriptive analysis using a qualitative approach.

This research uses 3 data collection techniques, namely:

1. Library study
2. Observation

In addition to interviews, this study also conducted an observation method. According to Nawawi & Martini (1991), observation is the systematic observation and recording of the elements that appear in a symptom or symptoms in the object of research. In this study, observation is needed to be able to understand the process of the interview and the results of the interview can be understood in the context.

3. Interview

The interview guidelines are used to remind the interviewer about what aspects must be discussed with the informant in villages at Kramatmulya District, as well as a *checklist* to see if these relevant aspects have been discussed or asked.

DISCUSSION

Traditional markets and healthy markets have several things that differentiate one from the other, including:

1. Price of Goods

Goods or services traded in traditional markets and healthy markets have a price difference that is not too far apart, but healthy markets are generally more expensive because it is in accordance with the quality of the goods or products provided, such as fresh products, namely shallots, garlic, ginger, galangal, pepper, red chilies, cayenne peppers, and so on.

2. Shopping comfort

Matters related to comfort are one of the things that must be considered because not all people want to shop in places that are dirty, dirty and smell unpleasant. Healthy markets have more comfortable, safe and clean conditions compared to traditional markets in general which are narrower, cramped, stuffy and smell unpleasant

3. Product freshness

Fresh products such as fish, meat, eggs, vegetables and others in traditional markets cannot be guaranteed to be fresh as a whole because there are still some dishonest traders in selling their products such as adding preservatives to make them last longer. When compared to healthy markets, the products presented are more guaranteed because there are standards that need to be met in their sales.

The presence of this healthy market has a lot of impacts, at least there are 5 functions, namely:

1. Inspiration Function

This Healthy Market can provide inspiration to the surrounding environment to adopt a healthy lifestyle starting from the smallest environment, namely neighbors and family. For example, if a certain community has relatives who suffer from diseases due to dietary restrictions. The sellers or UMKM can take the initiative to make their own healthy food. This background can be a reference for providing healthy food to the general public to be able to continue to live healthily if supported by a healthy environment and family.

2. Economic Function

Of course, the presence of a healthy market makes people more sensitive to entrepreneurship and can develop their entrepreneurial spirit. In addition, it can also develop small and medium businesses and improve the economic welfare of farmers and partners. Because Kramatmulya District, Kuningan Regency is an area that is a vegetable commodity, it is expected to be a buffer for the family economy, especially for vegetables with high economic value.

3. Educational Function

Another thing that can be felt related to the impact of this healthy market is that it can continuously provide education related to healthy lifestyles as a whole to the community. For example, on Sundays if there are people who work in offices, they can go directly to sell. The local government is also able to provide direct training to the community or create an article on the theme of healthy lifestyle tips.

4. Relation Function

Through these educational activities, local communities can also establish as many positive relationships as possible with stakeholders or communities about healthy lifestyles. Stakeholders can promote similar food market movements, not only to provide healthier food products to the community, but also to stimulate regional economic movements and improve local environmental sustainability. With this relation function, it is hoped that UMKM can be widely known and can bring in consumers from outside the region.

5. Support System Function

This healthy market can be a meeting place for healthy lifestyle activists and regional economic drivers, and provide ongoing support to these UMKM.

(Sulaeman, 2023)

CONCLUSION

The presence of a healthy market can be a solution for Kramatmulya District in particular and the entire Kuningan Regency in general to provide a variety of business places and increase community buying and selling activities that can affect the village economy.

The development of a healthy market alone is not enough to optimize the potential of the available UMKM. Training is also needed to support the journey of this healthy market, the training that can be provided is training in the use of digital marketing through various social media platforms.

Thus, if both things, namely human resources and development, have been running according to plan and its application is maximized, it is not impossible that the vision and mission of Kuningan Regency can be achieved. Such as the realization of Pinunjul Village, where a village has advantages in terms of development, be it infrastructure, human resources or technological knowledge supported by the agropolitan sector, tourism and environmental quality.

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UNDERSTANDING THE RELATIONSHIP BETWEEN PARENTAL BURNOUT AND WELL-BEING IN WORKING MOTHERS

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ABSTRACT

This study aims to understand the relationship between parental burnout and well-being in working mothers. The primary research question investigates whether there is a correlation between parental burnout and well-being in this demographic. This non-experimental research utilized descriptive quantitative methods. 108 working mothers participated, including 27 single-child mothers and 81 multiple-child mothers, all engaged in daily professional activities. Data were collected using an offline survey methodology, wherein printed questionnaires were administered directly and responses were verbally confirmed. Statistical analysis was conducted using Spearman's Rho. The results reveal a significant negative correlation between parental burnout and well-being among working mothers, with $r(104) = -0.32$. The findings indicate that most participants experience parental burnout several times a year and sometimes feel well-being. Further examination shows no significant difference in parental burnout and well-being scores between single and multiple-children mothers. These results underscore the pervasive impact of parental burnout on the well-being of working mothers, regardless of the number of children.

KEYWORDS

Working mother; parental burnout; well-being.

I. INTRODUCTION

The dynamics of parental burnout and its impact on well-being have gained considerable attention in recent years, especially among working mothers (Wang et al., 2023). As a working mother who simultaneously does dual roles: housewife and worker (Amalia and Muliastari, 2024; Nita et al., 2024), each entails different demands and responsibilities, requiring a working mother to manage her time effectively across these roles. Besides these challenges, working mothers are also likely to experience parental burnout (Roskam et al., 2022). Parental burnout results from a chronic imbalance of risks over resources in the parenting domain which manifests itself through four core symptoms, (1) intense exhaustion in the parenting role, (2) emotional distancing from one's children, (3) feelings of being fed up, (4) contrast of parental previous self. (Mikolajczak et al., 2023). The study results indicate that mothers report higher burnout levels than fathers and working mothers experience a higher level of

burnout than non-working mothers (Fitriani et al., 2021; Mahanani et al., 2024). In the research of Wijayanto et al (2022).

The primary challenges working mothers face in balancing their roles are as follows: 1) Time management, where working mothers struggle with allocating time effectively between professional responsibilities, maternal duties, and home obligations, including childcare and personal rest. 2) Emotional management, as the dual demands of work and family often lead to mood instability and fatigue. 3) Health issues, which are often linked to emotional stress and insufficient rest, may arise from excessive exhaustion. 4) Family conflicts, where professional commitments can impede the ability to fulfill domestic responsibilities adequately. Also, working mothers who experience frustration related to their basic psychological needs (BPNs) are more likely to have conflicts where family responsibilities interfere with their work. This happens through increased maternal stress (Liang et al., 2023).

Addressing these concerns, it has been observed that working mothers experience lower subjective well-being compared to housewives (Nita et al., 2024). Female workers are often compelled to conceal their job insecurity and emotional states, leading to reported declines in well-being. Choo (2023) found that working mothers operating under adverse work conditions are likely to experience diminished well-being. Employed mothers, in particular, grapple with the stress of balancing their professional roles with family responsibilities. The ability to manage role conflict effectively can enhance the well-being of employed mothers and mitigate negative impacts (Neto et al., 2018). Working mothers facing higher work demands may encounter increased role conflict between work and family, associated with lower well-being (Choo, 2023). Conversely, high subjective well-being in working mothers tends to positively impact both their family life and work performance (Joshi, 2010, as cited in Nita et al., 2024; Sadiq et al., 2024).

Based on the previous explanation, this study aims to determine the relationship between parental burnout and well-being among working mothers. The benefit of this research is that it can serve as initial data that can be used as a reference for formulating psychological interventions for working mothers.

II. METHODOLOGY

This study is non-experimental research, utilizing descriptive quantitative methods with offline survey methodology (providing printed questionnaires) directly and verbally asking the participants for the data collection.

Participants.

This research involved 108 participants, including 27 single-child mothers and 81 multiple-child mothers who had professional activities daily.

Participants in this study were working mothers with an age range of 21—53 years old. To determine participants, this study used the convenience sampling method. The participant should fit the research criteria, that is: 1)

Individuals who have children (parents), whether biological or non-biological; 2) The child/children of the mother is/are under 18 years old; and The child/children of the mother live(s) in the same household as the mother (October–December 2023).

Data collection.

The parental burnout measuring instrument used is the Parental Burnout Assessment (PBA) from Roskam et al., (2018) which has been adapted into Indonesian by Abidin et al., (2023). This measuring instrument consists of 23 items with a reliability of = 0.93 and a validity with CFI score = 0.93 and RMSEA score = 0.072 indicating that this measurement tool possesses good construct validity. To measure *well-being*, the researcher uses WHO-5 adapted by (Siradjuddin et al., 2023). This measuring instrument consists of 5 items with a reliability of 0.858 and a validity with Pearson correlation score = 1.

Data collection was carried out offline and online using a survey method in the form of a questionnaire that was asked verbally. The questionnaire was preceded by informed consent, followed by identity and demographic information of the participant (gender, birth of date, age, nationality, place of birth, education, religion, number of biological children, and age of the child) then two measuring instruments. After collecting all questionnaires, the researchers digitally archived the data for subsequent analysis.

Data Analysis.

Pearson analysis is used as a data analysis technique to test the hypothesis model between parental burnout and well-being. To perform Pearson analysis, it is required to perform a classic assumption test first. The classic assumption test used is the normality test. Data analysis was performed with SPSS 20. Based on the results of the previous prerequisite test, the data distribution on the two variables is not normally distributed, so Spearman’s Rho analysis is used instead. The conclusion of this study will be formulated as follows interpretation of statistical analysis of parental burnout and well-being questionnaire data obtained from the on-site data collection.

III. RESULT

The total data obtained was 108 data. After that, data cleaning was carried out, leaving only 104 data that met the qualifications. The demographic information of the participants is presented in Table 1.

Table 1. Participants Demographic Information Descriptive Statistics

Category	Frequency	Percentage (%)
Age		
1	21-25	1
		0.9

2	26-30	14	13.4
3	31-35	16	15.3
4	36-40	20	19.2
5	41-45	26	25
6	46-50	18	17.3
7	51-55	9	8.6
Number of Children			
	Single-Child	35	33,6
	Multiple-Children	69	66,4
	TOTAL	104	100%

In Table 1, there is a categorization of 104 participants. Participants had an age range of 21— 53 years old with the most frequent range of 41—45 years old at 25%, then the least frequent range of 21—25 years old at 0.9%. Based on the number of children, most participants were multiple-children mothers (66,4%) followed by single-child mothers (33,6%). The data distribution on the two research variables is not normally distributed, so the researcher used Spearman's rho to examine the relationship between these two variables. Table 2. Participants Information Descriptive Statistics

Number of Children		Parental Burnout	Well-Being
Single-Child	Mean	38.00	19.66
	N	35	35
	Std. Deviation	13.412	3.152
	Minimum	23	13
	Maximum	72	25
Multiple Children	Mean	38.55	19.80
	N	69	69

	Std. Deviation	14.110	3.332
	Minimum	23	11
	Maximum	79	25
Total	Mean	38.37	19.75
	N	104	104
	Std. Deviation	13.816	3.258
	Minimum	23	11
	Maximum	79	25

In table 2, first, parental burnout, the mean was 38.37 (SD= 13.816), which means most of the participants feel parental burnout several times a year, upon closer examination, there is no significant difference in the mean scores between single-child mothers (M= 38; SD= 13.412) and multiple-children mothers (M= 38.55; SD= 14.110). Next, the well-being mean score was 19.75 (SD = 3.258), indicating that most participants sometimes experience well-being. There is no significant difference between the mean scores of single-child mothers (M = 19.66, SD = 3.152) and multiple-children mothers (M = 19.80, SD = 3.332).

Table 3. Spearman's Correlation Between Parental Burnout and Well-being

		Parental Burnout	Well-Being
Spearman's rho	Parental Burnout	1.000	-.32*
	Correlation Coefficient		
	Sig. (2-tailed)		.001
	N	104	104
	Well-being	-.32*	1.000
	Correlation Coefficient		
	Sig. (2-tailed)	.001	

N

104

104

*. Correlation is significant at the 0.01 level (two-tailed)

Based on Table 3, the correlation score between parental burnout and well-being is -0.32. Therefore, it can be concluded that there is a significant negative correlation between parental burnout and well-being among working mothers, with $r(104) = -0.32$.

IV. DISCUSSION

The statistical tests in this study reveal a significant negative correlation between parental burnout and well-being among working mothers, with $r(104) = -0.32$. These findings align with previous research (Mikolajczak et al., 2017; Mikolajczak et al., 2019), which has demonstrated significant impacts of burnout on parents' mental well-being.

Firstly, burnout has a substantial correlation with mental health among parents, aligning with previous research findings. These studies have demonstrated that parents experiencing parental burnout due to prolonged exhaustion from parenting duties exhibit high levels of stress and diminished mental well-being. Secondly, the correlation between parental burnout and mental health is significant for both fathers and mothers (Chen et al., 2022). Our findings support prior research that suggests mothers are more susceptible to mental distress than fathers due to parenting challenges, which reflects the traditional gender roles in China where women predominantly undertake home care responsibilities (Chen et al., 2022). Recent studies have demonstrated that parental burnout can be highly detrimental (Zou et al., 2022). Prolonged exposure to this negative condition results in a significant decline in life satisfaction and subjective well-being and is highly likely to lead to depressive symptoms. For instance, Ren et al. (2024) found that parental burnout significantly correlates with a reduction in parental well-being.

V. CONCLUSIONS

In conclusion, this study found a significant negative correlation between parental burnout and well-being among working mothers. The results are consistent with prior research on the relationship between parental burnout and well-being. Future research should include a broader demographic range, considering factors such as the number of children, socioeconomic status, age of the youngest child, and work arrangements. By examining these factors alongside age differences, a more nuanced understanding of the relationship between parental burnout and well-being can be achieved. Additionally, this research can serve as a baseline for developing optimal policies for working mothers.

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VIII. BIODATA

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Pengaruh Sistem Nilai Kasundaan terhadap Perilaku Berwirausaha pada Wirausahawan Sunda di Jawa Barat: Peran Mediasi Intensi Berwirausaha, Efikasi Diri Berwirausaha, dan Orientasi Berwirausaha

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ABSTRACT – Penelitian ini bertujuan untuk mendapatkan gambaran Konsep Nilai Budaya terhadap Perilaku Kewirausahaan, yaitu pengaruh Sistem Nilai Kasundaan terhadap Perilaku Berwirausaha melalui Intensi Berwirausaha, Efikasi Diri Berwirausaha, Dan Orientasi Berwirausaha. Pengujian hipotesis pada penelitian ini menggunakan *Path Analysis*. Sampel penelitian ini yaitu 417 wirausahawan di Jawa Barat. Alat ukur penelitian ini yaitu skala Sistem Nilai Kasundaan, *entrepreneurial intention*, *entrepreneurial self-efficacy*, *entrepreneurial orientation*, dan *entrepreneurial behavior*. Hasil penelitian menunjukkan bahwa Sistem Nilai Kasundaan berpengaruh positif terhadap *entrepreneurial behavior* yang dimediasi oleh *entrepreneurial intention*, *entrepreneurial self-efficacy*, dan *entrepreneurial orientation*. Penelitian ini menunjukkan Sistem Nilai Kasundaan berpengaruh paling tinggi terhadap *entrepreneurial orientation*, sedangkan pengaruh paling rendah terdapat pada efek mediasi pada *entrepreneurial self-efficacy*. Penelitian ini membuktikan bahwa *entrepreneurial intention*, *entrepreneurial self-efficacy*, dan *entrepreneurial orientation* mampu berperan sebagai mediasi dalam hubungan sistem nilai kasundaan dengan perilaku wirausaha pada pengusaha Sunda.

KEYWORDS: *Behavior, Culture, Entrepreneurial, Sundanese, Values*

1. INTRODUCTION

Pada tahun 2024, Pemerintah Indonesia menargetkan pertumbuhan rasio kewirausahaan mencapai 3,95% guna mendukung struktur ekonomi nasional lebih kuat (kemenkeu.go.id, 2022). Rasio tersebut masih tertinggal dari negara ASEAN lainnya, seperti Thailand dan Malaysia yang melebihi 4% serta Singapura 8,7%, sedangkan rata-rata rasio negara maju wirausaha diatas 10%. Kementerian berusaha menyelenggarakan berbagai program untuk mendukung pengembangan spirit dan aktivitas kewirausahaan pada berbagai sektor dan lapisan masyarakat. Aktivitas kewirausahaan dapat dipengaruhi oleh kondisi dan karakter masing-masing wilayah, khususnya nilai budaya dan kekhasan daerahnya. Penelitian terbaru menunjukkan nilai budaya berperan dalam aktivitas berwirausaha bahkan dalam lingkup nasional (Calza et al., 2020).

Di Indonesia, Jawa Barat merupakan daerah dengan perkembangan wirausaha yang pesat pada tahun 2016, yaitu menduduki urutan pertama provinsi yang memiliki kontribusi ekonomi kreatif sebesar 31,96% (Jabarprov.go.id, 2019). Masyarakat Sunda menganut nilai - nilai yang disebut dengan Sistem Nilai Kasundaan (SNK), yang terdiri dari *Cageur, Bageur, Bener, Pinter,*

Singer (Reiza, 2011). *Cageur* merupakan sehat jasmani dan Rohani. *Bageur* yaitu berperilaku baik, sopan santun, bertata krama. *Bener* yaitu jujur, amanah, perilakunya selaras dengan apa yang dikatakan. *Pinter* adalah memiliki ilmu pengetahuan, cerdas, dan keingintahuan yang tinggi. *Singer* adalah kreatif dan inovatif. Sistem nilai tersebut tertanam pada diri individu Sunda sehari - hari termasuk dalam menjalankan wirausaha (Nugraha, 2013).

Penelitian awal oleh Nugraha (2013) menunjukkan bahwa pengusaha UMKM di Jawa Barat kurang menunjukkan kapabilitas sosio-psikologis kuat sehingga daya saing usaha (*competitiveness*) menjadi rendah. Mereka tumbuh sebagai wirausahawan lebih karena usaha turun temurun, tanpa mencoba melakukan pengkajian seksama terhadap keberhasilan dan kegagalan yang dialami. Hal ini membuat mereka cukup rentan terhadap perubahan tidak terduga dan kurang kompetitif (Nugraha, 2013). Oleh karena itu, timbul pertanyaan mengenai nilai-nilai masyarakat Sunda khususnya pengusaha di Jawa Barat yang menghasilkan perilaku dalam berwirausaha. Berdasarkan tersebut menjadi peluang untuk menelaah lebih lanjut peran Sistem Nilai Kasundaan terhadap perilaku kewirausahaan.

Perilaku berwirausaha (*entrepreneurial behavior*) merupakan proses mengidentifikasi berbagai peluang dan mewujudkan ide-ide menjadi suatu tindakan (Wang et al., 2022). Perilaku ini merupakan hasil dari pengalaman, keterampilan, kemampuan, kognisi, pembelajaran, niat, dan motivasi individu (Bird et al., 2012). Indikator perilaku ini diwujudkan dengan menginisiasi hubungan investor, mempersiapkan rencana dan implementasi ide bisnis. Perilaku kewirausahaan dibentuk oleh *values* yang dimiliki individu, yaitu nilai dapat mendorong motivasi individu berprestasi dan melakukan insiatif (Baughn & Neupert, 2003). Perilaku berwirausaha ini dapat ditinjau dengan *Theory of Planned Behavior* (TPB), bahwa suatu perilaku dibentuk oleh nilai-nilai, intensi berwirausaha (EI), keyakinan berwirausaha (ESE), dan orientasi berwirausaha (EO).

Intensi berwirausaha (EI) merupakan keinginan melakukan suatu tindakan berwirausaha. Intensi dianggap sebagai prediktor dari perilaku terencana termasuk kewirausahaan (Norris F. Krueger, Reilly, & Carsrud, 2000). Intensi mencakup tiga faktor motivational yang memengaruhi perilaku yaitu, *attitude toward behavior* merupakan penilaian pribadi yang positif atau negatif menjadi seorang wirausaha. Kedua, *subjective norms* (SN) merupakan persepsi terhadap tekanan sosial yang dirasakan untuk melakukan atau tidak melakukan perilaku kewirausahaan. Ketiga, *perceived Behavioral Control* (PBC) merupakan persepsi terhadap mudah atau sulitnya melakukan perilaku wirausaha (Ajzen, 1991). Intensi juga dibentuk oleh faktor internal individu, salah satunya *value* karena menjadi pedoman prinsip dalam menjalani hidup (Hueso et al., 2021)

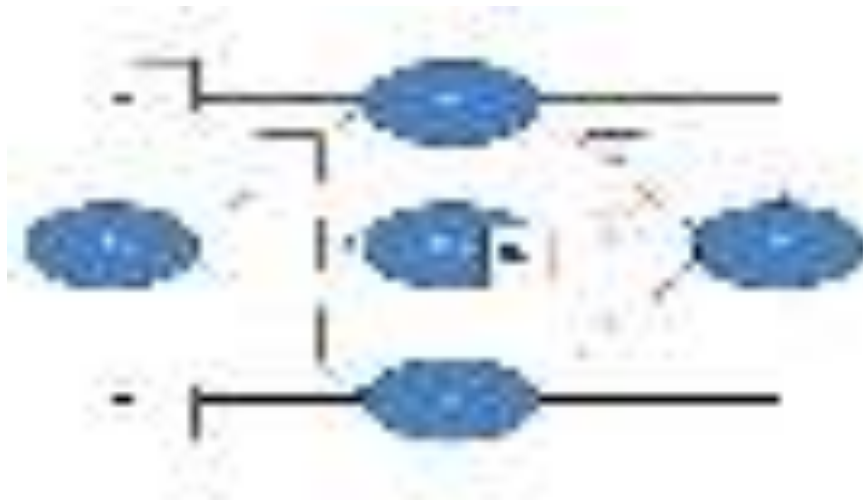
Perilaku kewirausahaan juga dibentuk berdasarkan efikasi diri berwirausaha, yaitu perasaan mampu untuk melakukan kewirausahaan dan menyelesaikan tugas-tugas kewirausahaan dengan berhasil. Pengusaha dengan keyakinan tinggi lebih terdorong menyelesaikan tugas daripada pengusaha yang memiliki efikasi diri yang lebih rendah (Darmanto dan Yuliari, 2018). Dalam melakukan aksi, orientasi berwirausaha juga berperan penting mengarahkan pelaku usaha mencapai hasil lebih tinggi, karena merupakan strategi yang berkaitan erat dengan kebijakan dan kerja praktik untuk mengembangkan tindakan kewirausahaan untuk menciptakan keunggulan secara kompetitif (Martens, Machado, Martens, Pires, & Rodrigues, 2017). Orientasi berwirausaha memainkan peran sebagai penghubung antara nilai budaya dengan perilaku berwirausaha. Chew et al. (2022) menemukan bahwa nilai budaya memiliki pengaruh terhadap orientasi berwirausaha. Lalu, Chowdhury dan Audretsch (2021) menemukan orientasi berwirausaha memiliki pengaruh signifikan terhadap aktivitas berwirausaha.

Menjadi seorang wirausaha, individu memiliki seperangkat nilai yang terinternalisasi untuk mengekspresikan diri dengan cara yang unik. Berdasarkan penelitian sebelumnya, nilai budaya memiliki pengaruh terhadap efikasi diri berwirausaha (Jung et al., 2001; Morrison, 2000; Naktiyok

et al., 2010), intensi berwirausaha (Linan, 2008), dan orientasi berwirausaha (Soininen et al., 2013), yang pada akhirnya berpengaruh terhadap perilaku berwirausaha (Chen et al., 2011; Stevenson & Jarillo, 1990). Nilai budaya yang hidup pada pengusaha Sunda memiliki kekhasan atau keunikan tersendiri sehingga dapat memunculkan adanya *indigenous entrepreneurship* atau gaya khas pengusaha Sunda. Nilai-nilai hidup pengusaha Sunda diduga memiliki pengaruh terhadap perilaku berwirausaha melalui intensi, orientasi, dan efikasi diri (*self-efficacy*) berwirausaha. Berdasarkan penjelasan tersebut, penelitian ini bertujuan melihat pengaruh sistem nilai budaya terhadap perilaku wirausaha yang dimediasi oleh *entrepreneurial intention*, *entrepreneurial self-efficacy*, dan *entrepreneurial orientation*. Berikut kerangka hipotesis penelitian ini.

Gambar 1.

Kerangka Hipotesis



II. METHODOLOGY

Penelitian ini merupakan *causality research non-experimental* yang bertujuan menjelaskan hubungan antar beberapa variabel melalui pengujian hipotesis. Pendekatan kuantitatif digunakan dengan pengumpulan data melalui survei menggunakan kuesioner. Teknik *convenience sampling* digunakan dengan jumlah sampel sebanyak 417 pengusaha di Jawa Barat. Populasi penelitian ini adalah pelaku usaha atau pengusaha di Jawa Barat, salah satu atau kedua orang tua bersuku Sunda atau telah menetap di tatar Sunda yang mengakui dan menerapkan nilai Kasundaan. Prosedur penelitian ini mengikuti kaidah etik penelitian psikologi dan telah mendapatkan persetujuan dari Tim Komisi Etik Universitas Padjadjaran. Metode analisis yang digunakan adalah *Path Analysis*.

Instrumen penelitian yang digunakan di antara lain, skala Sistem Nilai Kasundaan (37 item) terdiri atas dimensi *cageur*, *bageur*, *bener*, *pinter*, dan *singer*. Kedua, skala *entrepreneurial intention* (28 item) yang terdiri atas dimensi *attitude toward behavior*, *social norm*, dan *perceived behavioral control*. Ketiga, skala *entrepreneurial self-efficacy* (20 item) terdiri atas dimensi *searching*, *planning*, *marshalling*, dan *implementing* (Mueller & Goic, 2003). Keempat, skala *entrepreneurial orientation* (35 item) terdiri atas dimensi *innovativeness*, *risk taking*, *proactiveness*, *competitive aggressiveness*, dan *autonomy*. Terakhir, *entrepreneurial behavior* (30 item) terdiri atas dimensi *opportunities*, *innovation*, *autonomy*, dan *balanced nature*.

III. RESULT

Uji asumsi klasik dilakukan untuk melihat kriteria untuk dilakukan analisis jalur. Berdasarkan uji normalitas ditemukan bahwa nilai kolmogorov-smirnov adalah sebesar 0,07 dan lebih besar dari nilai signifikansi 0,05. Secara statistik maka H_0 diterima, data residual berdistribusi normal. Uji multikolinieritas dilakukan dan menunjukkan semua variabel memiliki nilai tolerance di atas 0,10 dan VIF di atas 10, maka tidak terjadi multikolinieritas. Uji glejser juga dilakukan untuk melihat adanya gejala heteroskedistisitas dalam data. Hasil analisis menunjukkan nilai signifikansi sebesar 0,241 dan lebih besar dari nilai signifikansi 0,05. Maka hasil analisis statistik menunjukkan bahwa tidak terjadi gejala heteroskedistisitas pada data. Dapat disimpulkan data memenuhi kriteria uji asumsi klasik untuk dilakukan analisis jalur.

Adapun hasil yang didapatkan dari analisis jalur adalah sebagai berikut:

Gambar 2

Hasil Analisis Jalur Model Penelitian

Tabel 1

Besaran Koefisiensi Hubungan antar Variabel

Hubungan	Koefisien	p-value	Keterangan
Sistem Nilai Kasundaan □ <i>Entrepreneurial Behaviour</i>	0.384	< 0.001	Berpengaruh
Sistem Nilai Kasundaan □ <i>Entrepreneurial Intention</i>	0.706	< 0.001	Berpengaruh
Sistem Nilai Kasundaan □ <i>Entrepreneurial Self-Efficacy</i>	0.586	< 0.001	Berpengaruh
Sistem Nilai Kasundaan □ <i>Entrepreneurial Orientation</i>	0.776	< 0.001	Berpengaruh
<i>Entrepreneurial Intention</i> □ Entrepreneurial Behavior	0.286	< 0.001	Berpengaruh
<i>Entrepreneurial Self-Efficacy</i> □ <i>Entrepreneurial Behavior</i>	0.309	< 0.001	Berpengaruh
<i>Entrepreneurial Orientation</i> □ <i>Entrepreneurial Behavior</i>	0.322	< 0.001	Berpengaruh
Sistem Nilai Kasundaan □ <i>Entrepreneurial Intention</i> □ <i>Entrepreneurial Behavior</i>	0.206	< 0.001	Berpengaruh
Sistem Nilai Kasundaan □ <i>Entrepreneurial Self-Efficacy</i> □ <i>Entrepreneurial Behavior</i>	0.181	< 0.001	Berpengaruh
Sistem Nilai Kasundaan □ <i>Entrepreneurial Orientation</i> □ <i>Entrepreneurial Behavior</i>	0.249	< 0.001	Berpengaruh

Dapat disimpulkan bahwa seluruh hipotesis penelitian diterima. SNK berpengaruh langsung terhadap intensi berwirausaha, efikasi diri wirausaha, dan orientasi berwirausaha. Begitupun ketiga variabel mediasi berpengaruh langsung terhadap perilaku berwirausaha. Intensi berwirausaha, efikasi diri berwirausaha, dan orientasi berwirausaha masing-masing berperan sebagai mediator SNK terhadap perilaku berwirausaha.

IV. DISCUSSION

Studi ini menunjukkan Sistem Nilai Kasundaan (SNK) berpengaruh signifikan terhadap intensi, efikasi diri, dan orientasi berwirausaha, yang pada akhirnya berpengaruh signifikan terhadap perilaku berwirausaha. Menurut Lewin (1951) bahwa perilaku merupakan hasil individu dan lingkungannya yang tertuang dalam formulasi $B = f(P,E)$. B merupakan perilaku yang dapat diamati dan sebagai sesuatu yang ditampilkan oleh individu. P adalah faktor yang berkaitan dengan keadaan mental individu (kognitif, emosi, dan motivasi, sifat, sikap). Sedangkan, E adalah faktor di luar individu termasuk aspek fisik, ekologi, dan sosio-kultural. Dengan demikian, perilaku seseorang berhubungan dengan karakteristik pribadi dan situasi sosial. Perilaku berwirausaha orang Sunda (B) merupakan hasil pembentukan lingkungan budaya Sunda (E) melalui nilai-nilai yang ditanamkan baik oleh orang tua maupun masyarakatnya. Faktor P (person) sebagai hasil pembentukan yang kompleks terutama berkaitan dengan pengembangan mental individu yang didalamnya terbentuk nilai CBBPS (*Cageur, Bageur, Bener, Pinter, dan Singer*).

Hasil penelitian ini sejalan dengan studi sebelumnya bahwa nilai-nilai budaya memengaruhi aktivitas kewirausahaan (Calza et al., 2020). Sistem Nilai Kasundaan (SNK) berdampak terhadap efikasi diri berwirausaha (ESE), intensi berwirausaha (EI), dan orientasi berwirausaha (EO). SNK menjadi landasan pengusaha Sunda untuk memberikan keyakinan bahwa dirinya mampu bergelut dalam kewirausahaan (ESE). Nilai tersebut menumbuhkan keyakinan akan kapabilitas menyelesaikan tugas dan berhasil dalam membuat suatu usaha baru (Brändle et al., 2018). Memulai wirausaha adalah proses sosial, karena seorang wirausahawan berinteraksi dengan orang lain dalam masyarakat saat mengumpulkan sumber daya yang diperlukan untuk menemukan peluang. Sikap ini dipengaruhi oleh nilai dan norma-norma masyarakat. Hal ini menunjukkan bahwa sebagian besar pengusaha Sunda masih melestarikan nilai-nilai kebudayaan yang ada dalam melakukan aktivitas wirausaha.

Penelitian ini juga menunjukkan bahwa SNK memengaruhi intensi berwirausaha. Ajzen (1991) menyebutkan bahwa *subjective norms* dan *perceived behavior control* dapat memprediksikan niat (EI), kemudian dapat mengerahkan untuk melakukan suatu perilaku. Persepsi orang terdekat memberikan dampak positif terhadap intensi berwirausaha, mereka yang memiliki latar belakang wirausaha dan nilai-nilai tertentu di keluarga yang menghargai kewirausahaan akan lebih mungkin memulai sebuah usaha (Linan, 2008). SNK juga terbukti berpengaruh signifikan terhadap orientasi berwirausaha (EO) karena mencakup karakteristik dan nilai yang dianut individu yaitu sifat pantang menyerah, berani ambil risiko, kecepatan, dan fleksibilitas yang dapat mengerahkan pengusaha mencapai hasil lebih tinggi.

Penelitian ini juga menunjukkan bahwa efikasi diri (ESE), intensi (EI), dan orientasi berwirausaha (EO) berpengaruh positif signifikan terhadap perilaku berwirausaha (EB). Sejalan dengan Shaheen dan Al-Haddad (2018), tingkat efikasi diri wirausaha (ESE) berpengaruh signifikan terhadap perilaku berwirausaha (EB). Kapabilitas mampu mengubah kepercayaan seseorang dalam menyelesaikan tugas dan berhasil membangun suatu usaha baru, serta lebih mungkin menjalankan aktivitas wirausaha. Adapun intensi berwirausaha dapat menjadi antededen positif dari perilaku berwirausaha (Duong, 2023). Semakin tinggi niat individu melakukan perilaku, maka semakin tinggi kemungkinan untuk melakukannya. Orientasi berwirausaha pun terbukti memiliki hubungan positif dengan perilaku berwirausaha (Rafiki et al., 2023), sehingga pengembangan orientasi berwirausaha memiliki peran yang penting sebagai pendorong untuk pembangunan berkelanjutan pada usaha.

Peran efikasi berwirausaha, intensi, dan orientasi berwirausaha sebagai mediator yang signifikan antara SNK dengan perilaku berwirausaha diperkuat oleh hasil studi Le et al., (2023). Nilai budaya dan penilaian sosial dapat memfasilitasi aktivitas kewirausahaan, individu akan memiliki keyakinan lebih tinggi tentang kemampuan dan kompetensi untuk menjalankan usaha bisnis, sehingga mendorong untuk memiliki intensi lebih tinggi menjadi wirausahawan (Turró et al., 2014). Le et al. (2023) menunjukkan peran mediasi positif signifikan pada keyakinan diri berwirausaha dan intensi berwirausaha dalam pengaruh nilai budaya terhadap perilaku Berwirausaha. Efikasi diri dan intensi berwirausaha mentransfer efek nilai-nilai budaya ke dalam perilaku berwirausaha, sehingga memperkuat dampak nilai budaya pada perilaku berwirausaha (Uysal et al., 2022). Dampak SNK terhadap perilaku berwirausaha orang Sunda akan lebih tinggi ketika individu memiliki keyakinan tentang kemampuan dan kompetensi berwirausaha serta intensi yang lebih tinggi menjadi wirausahawan (Adebusuyi et al., 2022).

V. CONCLUSIONS

Sistem Nilai Kasundaan berpengaruh terhadap perilaku berwirausaha melalui intensi, efikasi diri, dan orientasi berwirausaha pada pengusaha Sunda. Perilaku berwirausaha merupakan hasil pembentukan lingkungan, nilai-nilai yang dianut yang pada akhirnya memengaruhi sikap, kepercayaan diri, dan niat untuk melakukan aktivitas. Studi selanjutnya perlu menjelaskan kajian budaya lebih mendalam terhadap perilaku berwirausaha sehingga dapat diterapkan pola pengembangan perilaku berwirausaha berdasarkan kekayaan budaya lokal. Dalam upaya membentuk pengusaha Sunda yang tangguh perlu ditingkatkan perilaku berwirausaha melalui pengembangan aspek intensi berwirausaha, efikasi diri berwirausaha, dan orientasi berwirausaha secara komprehensif melalui pelatihan yang didasarkan kepada etnisitas.

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VII. BIODATA

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Aryo Bima Fathoni Cahyono, S.Psi mahasiswa Magister Psikologi Profesi Universitas Padjadjaran yang mendalami area kajian Psikologi Industri dan Organisasi baik sebagai profesi maupun dalam penelitian.

The Impact of Environmental, Social, and Governance (ESG) Disclosure on the Profitability Levels of Companies in the Environmental Sector in Indonesia

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ABSTRACT

The purpose of this research is to examine (1) the impact of Environmental, Social, and Governance (ESG) disclosure on the stock prices of companies in the environmental sector listed on the Indonesia Stock Exchange (IDX), and (2) the current state of ESG disclosure in Indonesia. The analysis method used is multiple linear regression with panel data. The sample was selected using purposive sampling, examining data from 45 companies over the observation period from 2018 to 2023. The results of the study indicate that, individually, the independent variables represented by environmental, social, and governance disclosures do not affect profitability levels. ESG disclosure should be a consideration for investors in the future.

KEYWORDS: Environmental, Social, Governance (ESG), environment, investment, Indonesia Stock Exchange.

I. INTRODUCTION In the finance and investment sectors, there have been recent advancements, especially in practical approaches. The specific practice is sustainable investing, which focuses on environmental, social, and governance (ESG) factors. According to Stobierski (2021), sustainable investing involves considering these ESG factors before allocating funds to a company or business. This approach is believed to positively impact social and environmental areas and result in better returns. The implementation of ESG factors in international markets has shown promising outcomes. Henisz, Koller, & Nuttall (2019) indicate that ESG can add value in various ways, including through a strong value proposition. This can enable companies to enter new markets and expand existing ones, thus enhancing their profitability.

II. METHODOLOGY The analysis method used is multiple linear regression with panel data. The sample was selected using purposive sampling, examining data from 45 companies over the observation period from 2018 to 2023. The results of the study indicate that, individually,

II. RESULT ESG disclosure should be a consideration for investors in the future

II. DISCUSSION

The adoption of ESG principles in investment practices has gained global traction. According to an RBC survey (2018), 72% of respondents from the US, Canada, Europe, and Asia have incorporated ESG factors into their investment decision-making processes. A key objective of this strategic plan is to prioritize the integration of ESG aspects into all developmental activities, aiming to build a comprehensive sustainable finance ecosystem (Financial Services Authority, 2021).

With the disclosure of ESG information and regulatory measures from authorities, public awareness of sustainable investing is anticipated to grow. From the perspective of companies, revealing ESG information can attract investors focused on sustainability.

Furthermore, ESG disclosures can improve a company's corporate image. A better image and reputation can draw in more customers, enhancing the company's loyalty base.

V. CONCLUSIONS

1. Environmental, Social and Governance disclosure does not have a significant impact on the profitability levels of companies in the environmental sector.
2. Environmental, Social, and Governance (ESG) disclosures in Indonesia, when considered together, have a positive effect on company profitability.

Given the simultaneous impact of ESG disclosure on company profitability, it is expected that Indonesian companies will begin to pay more attention to sustainability aspects, particularly ESG, in their business operations.

The disclosure of these sustainability aspects is anticipated to serve as an attraction and communication medium to stakeholders and potential investors, demonstrating that the company is committed to incorporating ESG into its performance, thereby gaining support from company stakeholders to achieve its objectives..

VI. ACKNOWLEDGEMENT

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PENGENDALIAN TOKO MODERN (MINIMARKET) DAN PASAR TRADISIONAL

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ABSTRACT

Along with the rapid development in Indonesia, there has been an increase in the economy, services and trade sectors. This drives the complexity of living needs in big cities, triggering the growth of minimarkets as the main choice for meeting daily needs. This phenomenon also shows changes in consumer preferences who are now tempted by various retail promotions that are growing rapidly, making shopping part of their lifestyle. In recent years, the minimarket retail sector in Indonesia has continued to experience significant growth, both in the number of physical stores and online expansion. Changes in consumer behavior, technological advances and government policies also influence the dynamics of this sector. Large chains such as Indomaret, Alfamart, Lawson, and Family Mart are changing their business models, offering more than just daily necessities to ready-to-eat food. In 2022, Indomaret will have 19,996 outlets, an increase of 4.5% from the previous year, while Alfamart will have 17,394 outlets, an increase of 8.3%. The growth of minimarkets has had an impact on traditional markets, offering convenience and speed of shopping that has led some customers to switch. However, control of modern stores in Indonesia is not yet running according to regulations, steps such as Establishing Standards, Measuring Performance, Comparing Performance Against Standards, and Considering Corrective Action are needed to improve control.

Keywords: Retail Industry Transformation; Changes in Consumer Behavior; Dynamics of Traditional and Modern Markets.

ABSTRACT

Seiring dengan pesatnya pembangunan di Indonesia, terjadi peningkatan ekonomi, layanan jasa, dan sektor perdagangan. Hal ini mendorong kompleksitas kebutuhan hidup di kota-kota besar, memicu pertumbuhan minimarket sebagai pilihan utama dalam memenuhi kebutuhan sehari-hari. Fenomena ini juga menunjukkan perubahan preferensi konsumen yang kini tergoda oleh berbagai promosi ritel yang berkembang pesat, menjadikan belanja bagian dari gaya hidup. Dalam beberapa tahun terakhir, sektor ritel minimarket di Indonesia terus mengalami pertumbuhan signifikan, baik dalam jumlah toko fisik maupun

ekspansi daring. Perubahan perilaku konsumen, kemajuan teknologi, dan kebijakan pemerintah turut memengaruhi dinamika sektor ini. Jaringan besar seperti Indomaret, Alfamart, Lawson, dan Family Mart mengubah model bisnis mereka, menawarkan lebih dari sekedar barang kebutuhan sehari-hari hingga makanan siap saji. Pada tahun 2022, Indomaret memiliki 19.996 gerai, meningkat 4,5% dari tahun sebelumnya, sementara Alfamart memiliki 17.394 gerai, meningkat 8,3%. Pertumbuhan minimarket berdampak pada pasar tradisional, menawarkan kenyamanan dan kecepatan berbelanja sehingga beberapa pelanggan beralih. Namun, pengendalian toko modern di Indonesia belum berjalan sesuai peraturan, diperlukan langkah-langkah seperti Establishing Standards, Measuring Performance, Comparing Performance Against Standards, dan Considering Corrective Action untuk meningkatkan pengendalian.

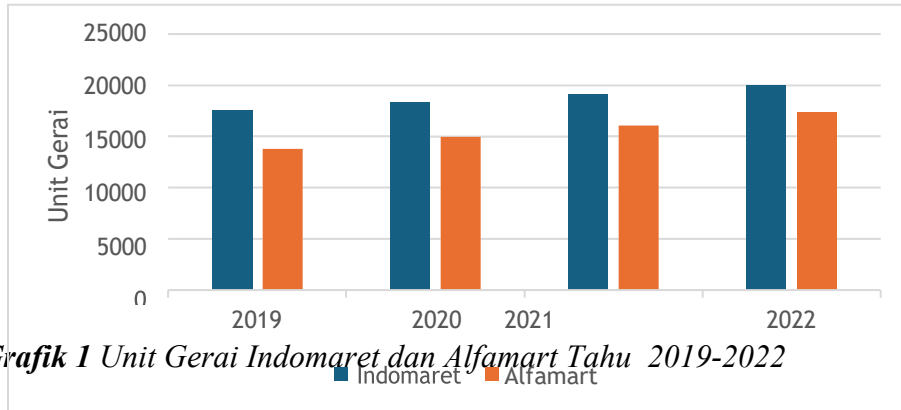
Kata Kunci: Transformasi Industri Ritel; Perubahan Perilaku Konsumen; Dinamika Pasar Tradisional dan Modern.

I. INTRODUCTION

Seiring dengan perkembangan pembangunan di Indonesia yang pesat turut mempengaruhi pertumbuhan ekonomi, peningkatan pelayanan jasa, peningkatan sektor perdagangan, pertambahan jumlah penduduk akan mendorong semakin kompleks kebutuhan hidup masyarakat kota-kota besar sehingga banyak mini market di bangun di sekitaran kota-kota besar, fenomena ini juga menjadi bukti bahwa pilihan masyarakat dalam memenuhi kebutuhan barang cenderung mengalami perubahan. Dengan berkembangnya minimarket di Indonesia, konsumen semakin tergoda oleh berbagai promosi. Industri ritel mengalami transformasi pesat, sehingga belanja tidak lagi hanya tentang memenuhi kebutuhan sehari-hari, melainkan juga menjadi bagian dari gaya hidup (Arianty et al., 2024).

Dalam beberapa tahun terakhir, sektor ritel di Indonesia, terutama minimarket, terus mengalami pertumbuhan yang signifikan. Fenomena ini mencakup berbagai aspek, mulai dari peningkatan jumlah toko fisik hingga ekspansi toko daring (online). Perubahan perilaku konsumen, kemajuan teknologi, dan kebijakan pemerintah turut memengaruhi dinamika sektor ritel. Dengan semakin terbukanya akses informasi dan meningkatnya daya beli masyarakat, peluang dan tantangan dalam bisnis ritel semakin menarik untuk diikuti. Jaringan besar seperti Indomaret, Alfamart, Lawson, dan Family Mart telah mengubah model bisnis mereka, dari hanya menawarkan barang kebutuhan sehari-hari hingga menyertakan makanan siap saji.

Pada tahun 2022, Indomaret memiliki 19.996 gerai, tumbuh 4,5% dibandingkan dengan tahun sebelumnya, sementara jumlah gerai Alfamart juga bertambah 8,3% menjadi 17.394 gerai dan laju pertumbuhannya terus meningkat sampai sekarang (Adi Ahdiat, 2023).



Source : databoks : Jumlah Gerai Indomaret dan Alfamart Terus Bertambah sampai 2022

Dengan pertumbuhan pesat minimarket di Indonesia memang berdampak pada pasar tradisional di setiap kota. Minimarket menawarkan kenyamanan dan kecepatan berbelanja, sehingga beberapa pelanggan beralih dari pasar tradisional ke minimarket. Sebagai contoh di kota Bandung terdapat minimarket yang berdekatan dengan pasar tradisional jarak antara keduanya hanya sekitar 210 meter atau kurang dari 0,6 kilometer (Ahmad & Fikriya, 2023).



Gambar 1 Jarak Minimarket berdekatan dengan pasar tradisional di kota Bandung

Source : jabarekspres : Penjualan Jadi Korban, Pedagang Pasar Harap Jarak Minimarket Ditertibkan

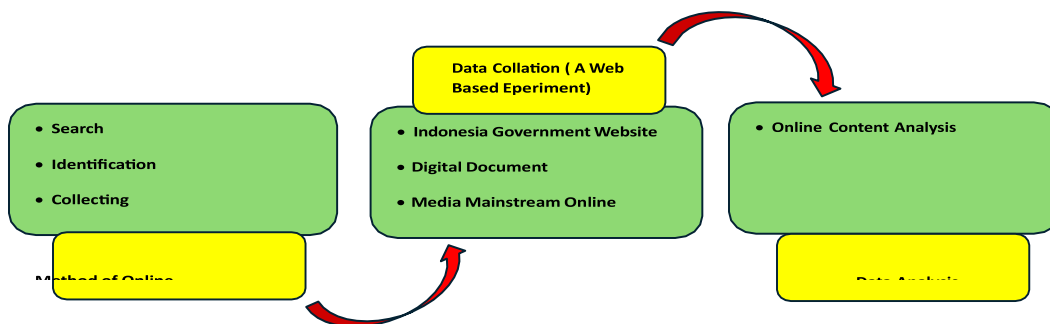
Dari uraian diatas bahwasannya pengendalian toko modern (*mini market*) di Indonesia belum berjalan sesuai dengan peraturan yang berlaku, perlu adanya langkah-langkah pengendalian *Establishing Standars, Measuring Performance, Comparing Performance Against Standars, dan Considering Corrective Action.* (Ricky W. Griffin, 2016).

II. METHOD

Penelitian ini menggunakan metode penelitian online (ORM) (Eid & Diener, 2006). untuk memeriksa dinamika minimarket di Indonesia dengan memperhatikan tren digital dalam terhadappelanggaran minimarket di Indonesia yang menyalahi aturan. Metode penelitian online ini terkait dengan metodologi penelitian yang sudah ada, tetapi fokusnya adalah menemukan kembali fakta, informasi, dan kondisi baru melalui pencarian teknologi dan internet. Meskipun metode ini relatif baru dan terus berkembang, penelitian ini dapat menghasilkan temuan baru yang belum pernah dibahas dalam penelitian tradisional (Widianingsih et al., 2023). Pendekatan metode ini didasari oleh pertumbuhan media sosial, informasi dari berita online, kompleksitas, dan peluang baru yang muncul di internet.

Penelitian ini mengumpulkan data melalui ‘eksperimen berbasis web (Eid & Diener, 2006). Pengumpulan data berbasis internet berbeda dari pengumpulan data secara offline, meskipun tidak sepenuhnya berbeda. Dalam eksperimen berbasis web, peneliti menelusuri seluruh data digital tentang minimarket melanggar aturan di Indonesia yang terdapat di berbagai situs web, termasuk situs pemerintah Indonesia, penelitian sebelumnya, dokumen digital, media online, dan media arus utama online.

Penelitian ini menggunakan metode ‘analisis konten online’ (Eid & Diener, 2006). Teknik analisis ini mengacu pada kumpulan teknik penelitian yang digunakan untuk mendeskripsikan dan menarik kesimpulan tentang materi online melalui pengkodean dan interpretasi yang sistematis (Widianingsih et al., 2023). Dengan pendekatan ini, peneliti dapat memperoleh kesimpulan dan wawasan baru terhadap kasus yang diteliti.



Gambar 2. Langkah-langkah penelitian Metode Penelitian Online (ORM).

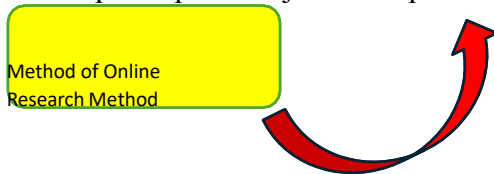
Langkah-langkah penelitian ini bermula dari penelusuran, identifikasi, pengumpulan, dan pemetaan data digital yang berasal dari artikel yang dimuat di media masa dan publikasi jurnal.

III. RESULT

Pada dasarnya tempat perbelanjaan pemenuhan kebutuhan masyarakat yang berada di kota Bandung dapat di bagi menjadi dua (Soliha, 2008) mengartikan pasar tradisional adalah sebagai berikut: “Toko yang bersifat tradisional adalah sejumlah pengecer atau pedagang eceran yang berukuran kecil dan sederhana, misalnya toko-toko kelontong, pengecer atau pedagang eceran yang berada di pinggir jalan seperti kios-kios, pedagang eceran yang berada di pasar tradisional seperti los, tenda dan lain-lain. Kelompok bisnis ritel ini merupakan kelompok usaha kecil dan memiliki modal yang sedikit dengan menggunakan fasilitas yang sederhana. Sementara toko modern merupakan pengembangan dari pasar tradisional. Toko modern merupakan suatu pasar yang berfungsi sebagai penyedia barang dan jasa dengan mutu pelayanan yang bagus kepada para konsumen serta menggunakan manajemen modern, canggih dan profesional dan biasanya berlokasi di kawasan perkotaan (Pontoh et al., 2024)

Dalam pendirian toko modern (mini market) harus memiliki izin pendirian, pertauran tersebut tertuang dalam (Peraturan Presiden Republik Indonesia Nomor 112, 2007) Suatu toko modern (minimarket) harus memiliki izin pendirian yang disebut dengan Izin Usaha Toko Modern (“IUTM”) yang diterbitkan oleh Bupati/Walikota. Kemudian kewenangan untuk menerbitkan IUTM ini dapat didelegasikan kepada Kepala Dinas/Unit yang bertanggung jawab di bidang perdagangan atau pejabat yang bertanggung jawab dalam pelaksanaan Pelayanan Terpadu Satu Pintu setempat.

Pemerintah juga telah mengatur Jarak antara Pusat Perbelanjaan dan Toko Swalayan dengan Pasar Rakyat atau Toko eceran tradisional serta harus memperhatikan kondisi sosial ekonomi masyarakat setempat serta keberadaan Pasar Rakyat dan UMK-M yang ada di zona atau area atau wilayah setempat tertuang dalam (Peraturan Menteri Perdagangan No. 23, 2021). Selain memerhatikan jarak antara pusat perbelanjaan dan pasar tradisional pemerintah juga mengatur



mengenai batas luasan pendirian minimarket yang tertuang dalam (Peraturan Pemerintah Nomor 29, 2021).

Dengan begitu banyaknya peraturan yang ada bukan menjadi jaminan para pelaku usaha minimarket ini taar aturan sebagai contoh di kota Bandung masih terdapat pelanggaran dimana minimarket ini melanggar karena tidak memiliki izin operasional dan melakukan gangguan ketentraman dan Keamanan Umum serta Perlindungan Masyarakat (Trantibumlinmas) sertamelewati jam operasional (Diskominfo Kota Bandung, 2024).



Gambar 3. Penyegeelan Minimarket di Kota Bandung Karena Menyalahi Aturan yang Berlaku

Selain dari perlanggaran izin operasiaonal minimarket yang terletak di tengah pasar tradisional juga menjadi perhatian karena dapat merugikan pedagang tradisional (Emir Yanwardhana, 2021). Adapun dikota Semarang jumlah bangunan minimarket yang ada tidak proporsional atau lebih banyak dari kebutuhannya. Over kapasitas hingga 56 minimarket dari total92 gedung yang ada. Hal ini tentu berdampak pada pendapatan para pedagang di pasar tradisional dan toko kelontong (Pramukti & Tyas, 2019).

IV. DISCUSSION

Demi penataan toko modern (*minimarket*) di Indonesia terdapat beberapa langkah yang perlu dilakukan agar minimarket di Indonesia lebih terkendali yang akan peneliti tuliskan dalam pembahasan sebagai berikut:

1. Establishing Strandars

Merupakan langkah awal pengendalian di dalam teori.(Ricky W. Griffin, 2016) Standar dapat juga disebut sebagai kriteria untuk menilai kinerja organisasi atau unit kerja dari organisasitersebut. Dalam menetapkan standar terdapat indikator-indikator yang harus dipenuhi,

diantaranya ialah:

a. Terdapat Standar / Pedoman yang Jelas

Dalam pengendalian toko modern (*minimarket*) di Indonesia, Pemerintah Pusat beserta memiliki beberapa aturan dasar yang digunakan dalam mewujudkan pengendalian penataan *minimarket* terkait izin usaha, tentang zonasi jarak antara *minimarket* dan pasar/warung tradisional yang sudah di atur dalam (Peraturan Pemerintah Nomor 29, 2021).

b. Terdapat Alur Kerja yang Jelas

Dalam (Peraturan Menteri Perdagangan No. 23, 2021) menetapkan bahwa Dinas Penataan Ruang bertanggung jawab dalam pengaturan tata ruang di kota/kabupaten terkait di Indonesia. Sementara itu, Dinas Perdagangan dan Perindustrian bertugas mengawasi dan membina toko modern (*minimarket*) di kota/kabupaten. Di sisi lain, Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu (DPMPTSP) memiliki peran dalam memberikan Izin Usaha Toko Modern (IUTM) kepada pelaku usaha yang mengajukan izin berdasarkan (Peraturan Pemerintah Nomor 24, 2018). Selain itu, Satuan Polisi Pamong Praja (Satpol PP) bertugas menegakkan Peraturan Daerah (Perda) dan Peraturan Kepala Daerah (Perkada) yang berlaku terkait *minimarket*.

2. Measuring Performance

Selanjutnya langkah kedua dalam proses pengendalian adalah mengukur kinerja. Pengukuran kinerja adalah aktivitas konstan dan kontinu (berkelanjutan) bagi sebagian besar organisasi.

a. Pengawasan

Pengawasan *minimarket* di Indonesia dilakukan oleh Dinas Perdagangan dan Perindustrian Kota-kota yang ada di Indonesia. Pada dasarnya pengawasan dilakukan untuk memastikan bahwa *minimarket* di kota-kota yang berada di Indonesia mengikuti peraturan / pedoman-pedoman yang berlaku mulai dari perizinan, penataan toko modern (*minimarket*) hingga tata ruang. .

b. Hasil Pengawasan

Dinas Perdagangan dan Perindustrian (dagin) kota/kabupaten terkait sebagai pengawas masih belum optimal melakukan pengawasan terhadap *minimarket* hal ini sejalan dengan

masih adanya minimarket yang melanggar aturan di beberapa kota yang ada di mulai dari perizinan (Diskominfo Kota Bandung, 2024) dan jarak zonasi dengan pasar tradisional (Muhammad Al Hafizh Putra Reza, 2023) .

c. Pelaporan Hasil Evaluasi Pengawasan

Dinas Penataan Ruang khususnya seksi pengawasan akan melaporkan ke seksi penertiban agar ditindaklanjuti. Sedangkan Dinas Perdagangan dan Perindustrian akan melaporkan kepada Satpol PP untuk ditindaklanjuti.

3. Comparing Performance Against Standards

Penetapan standar dan pengukuran kinerja adalah persiapan, sedangkan perbandingan kinerja adalah tugas aktif atasan. (Peraturan Pemerintah Nomor 24, 2018) mengatur tentang Pelayanan Perizinan Berusaha Terintegrasi Secara Elektronik. PP ini mencakup berbagai aspek terkait perizinan berusaha, pelaksanaan melalui sistem OSS, dan reformasi sektor perizinan Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu (DPMPTSP) memiliki peran dalam pelaksanaan pelayanan perizinan berusaha melalui OSS berdasarkan peraturan ini, namun implementasinya masih memiliki kekurangan.

4. Considering Corective Action

Mengambil tindakan merupakan tahapan terakhir dari langkah-langkah pengendalian. Oleh karena itu tahapan ini memiliki arti penting bagi keberhasilan suatu tujuan organisasi guna mewujudkan perbaikan terhadap penyimpangan-penyimpangan yang ada. Di dalam mengambil tindakan terdapat aspek penting yaitu:

a. Terdapat Langkah Atau Tindakan Untuk Perbaikan

Tahapan ini merupakan konsekuensi dari hasil pengendalian. Jika masih terdapat kekurangan atau pelanggaran, tindakan perbaikan atau sanksi akan diberlakukan. Satuan Polisi Pamong Praja (Satpol PP) memiliki kewenangan untuk melakukan tindakan perbaikan. Tugas pokok dan fungsi Satpol PP adalah sebagai penegak peraturan daerah. Prosedur penindakan yang dimiliki oleh Satpol PP meliputi teguran, peringatan, hingga segel atau penghentian kegiatan.

b. Adanya Usaha Untuk Meminimalisir Pelanggaran yang Dilakukan

Dalam upaya mengurangi pelanggaran terkait minimarket berbagai dinas berperan

sesuai kewenangannya. DPMPTSP memverifikasi izin usaha dan memberikan fasilitas serta layanan bantuan. Distaru menyebarkan peraturan minimarket secara terbuka melalui internet Dinas Perdagangan dan Perindustrian mensosialisasikan aturan kepada pelaku usaha, dan Satpol PP memberikan sosialisasi agar pelaku usaha mematuhi aturan. Meskipun demikian, masih banyak pelanggaran yang terjadi, menunjukkan bahwa pendekatan ini belum sepenuhnya efektif.

V. CONCLUSION

Pengawasan dan pengendalian toko modern (minimarket) di Indonesia dilakukan oleh berbagai instansi pemerintah seperti Dinas Perdagangan dan Perindustrian, DPMPTSP, dan Satpol PP. Namun, masih terdapat minimarket yang melanggar aturan, seperti perizinan dan jarak zonasi dengan pasar tradisional. Terdapat permasalahan terkait proporsi minimarket yang tidak seimbang dengan kebutuhan di beberapa kota, yang berdampak pada pendapatan pedagang pasar

tradisional dan toko kelontong. Meskipun upaya telah dilakukan oleh berbagai instansi pemerintah untuk mengendalikan minimarket, masih diperlukan langkah-langkah lebih lanjut untuk meminimalisir pelanggaran dan meningkatkan pengawasan secara optimal.

Dengan demikian, pengendalian toko modern (minimarket) di Indonesia merupakan isu

penting yang memerlukan kerjasama antara berbagai pihak terkait untuk mencapai penataan yang lebih baik dan perlindungan terhadap pasar tradisional.

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