

The Innovation of Soft Skill Development for Building the Character of Political Party: the R & D Implementation on the National and Islamic based Political Parties in Medan City

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ABSTRACT: Observing the behavior of Indonesia political parties' functionaries, it is found that not only deep despair of public feeling on democracy, but also dramatically increasing of negative public perceptions of Indonesia politicians. It is concerned with the number of scandals and crimes that involved the political parties' functionaries. Public listened the news from the media which presented the political figures breaking the values of religions, socio-culture and law to hold power in legislative and executive chairs. This work aims to apply the values of soft skill to find an alternative solution. The soft skill combines the interpersonal- a competence to communicate with other and intrapersonal skill- a competence in managing or controlling oneself. This soft skill implementation, the continuation of previously study which applied some processes: final try out, revision of operational model, refinement of model, test administered, finalized of model, the implementation and dissemination to the political parties in Medan. This research found that the problems are lack of values of the soft skill among politicians based on the six indicators i.e. leadership, independency, teamwork, oral and written communication, logical and analytic thinking, and integrity are above 50%, after the implementation of soft skill, the score increases between 70-80%.

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I. INTRODUCTION

The continuation of negative image of the functionaries of the political parties in Indonesia is a sort of public reality. Some people regard the political parties are meaningless for the people, in contrast, the politicians only work for their personal goals. The highly percentage of swing votes in general election indicates public disappointment. During five years, the surveys on political parties that have been conducted by a few institutes also indicated that low performance of political parties. Public already criticized the dysfunctions of political parties in grasping aspirations, ethical education of politics, recruitment of cadres with unethical ways, mobilization of people, check and balance with government. The decreasing of positive perceptions of politicians in Indonesia is due to the growing of corruptions that systematically managed by the famous political figures. Their notorious actions in corruptions and lack of ethic, for instance the disloyalty- the high frequency of moving out from one party to another one, the faked sworn in the courts, illegally polygamies, intimidations, black champagne. The data show that corruption scandals which involve politicians are as follows: 1) The Party of Indonesia Democracy of Struggle (PDIP), as many as 84 cases; 2) The Party of Golkar is 60 cases; 3) The Party of National Mandate (PAN) is 36 cases; 4) The Party of Democrat is 30 cases; 5) The Party of Development Unity (PPP) is 13 cases; 6) The Party of National Awakening (PKB) is 12 cases; 7) The Party of People's Heart Care (Hanura) is 6 cases; 8) Party of Great Indonesia Movement (Gerindra) is 3 cases; 9) The Party of Crescent (PBB) is 2 cases; 10) The Party of Prosperous Justice (PKS) is 2 cases; and The Party of Justice and Indonesia Unity (PKPI) is 1 case.¹

The degradation of character building values of present generation needs a comprehensive improvement of national political sector. Until today the aspirations of people are expected to be processed by the political parties. Thinking of the role of political parties is very centralized in Indonesia democratization process of course the better system of cadres' recruitment is helpful.²

It is urgently needed a developmental research based on the reality analysis of misconducts of politicians behavior; anarchy, social conflicts, impolite language, lack of cultural values. Despite the practices of Indonesia

¹Kompas, March 23 (2014)

²Iskandar, 'Civil Society dan Pendidikan Karakter Bangsa' [Civil Society and Character Education Nation], *Jurnal Inovasi dan Perekaya Pendidikan*, 3:1 (2010).

local genius commonly found in society, there are also *gotong royong* (collaborative value) with plurality and politeness. But now the homogenization and unfair competition appear in political system. The uncertainty of national identity and character is concerned with: 1) disorientation and the failure of internalization of social values and Pancasila (the Five- Principle of Indonesian ideology), 2). The limit of integrated policies of Pancasila's values, 3). The changes of social and ethical values in society, 4). The decreasing of nation cultural values.³

Forming a characterized political party begins with the improvements of membership, of cadres, of task and functions of political party based on the state's ideology- Pancasila. The strategic steps for forming a characterized political party include an innovative model of soft skill. The political parties should consider the soft skill training to improve the politicians. Following the idea of Suyanto (2011), there are nine pillars of universal values that build national characters: 1) Praise God and care for all the creatures, 2) Independency and responsibility, 3) Honesty and integrity, 4) Honor and politeness, 5) Devotion, help other people, 6) Confidence and hard working, 7) Leadership and justice, 8) Good behave and humble, 9) Tolerance, peace and unity. Those social values should have been inherent in the political parties of Indonesia. From the arise problems, there are some research questions in this study: 1) How the national and Islamic based political parties in the governmental structure mediate aspirations from constituents, 2) What the main factor that makes some questions are addressed to the role of political parties and lack of social values of functionaries which create apriority of some people who think that political parties are meaningless and the political parties should have been demolished, 3) What type of urgent strategy that currently needed to improve the internalization of values of Pancasila in the soft skill of politicians, 4) What kind of the implementation of a model of soft skill for the development of characterized political parties.⁴

The purposes of this paper are to report the research and development results that cover; 1) the description of the ways of national and Islamic based political parties in the governmental structure mediating aspirations from constituents, 2) The analysis of the main factor that makes some questions are addressed to the role of political parties and lack of social values of functionaries which create apriority of some people who think that political parties are meaningless and the political parties should have been demolished, 3) The result of the tryout of soft skill training for political parties, 4) The innovative development of soft skill that applicable for the formation of character building of political parties. Through this research and development, the data of corruption cases that involve political parties revealed. There are some violent actions found that connected to political parties functionaries. It is finally expected that this research contribute on the program of soft skill.⁵

This research and development has been conducted in the two-year project. The project I results in: 1). Collecting the data of survey national political parties, 2) probing and analyzing factors which decrease public perceptions of political parties. The second year for Project II concerning with the tryout of soft skill model for national political parties, and create an innovative program for building the character of national political parties.

II. THEORETICAL REVIEWS

Definition of Soft Skill

Soft skill is defined as a self-empowerment which supports someone to be accepted either in his environment or in larger society. Referring to the Suyanto's ideas of soft skill, this research is designed with the formation of soft skill. The training and development of soft skill is aimed at the formation of human mentality (personal skill and interpersonal skill), the best character of individual. Basically soft skill is a non academic competence which used as social capital to reach the goals and get success in his carrier and even more achievement in social life.⁶

Innovation development of soft skill becomes a model of character building has been previously carried out in University of Muhammadiyah of North Sumatra (UMSU). The indicators that proposed by Suyanto has been modified in UMSU for having a tryout in the student leadership of extracurricular activities. The sample of this study was students from Teachers College (FKIP), Social & Politics (ISIPOL), Economy (FE), Law, Islamic Religion (PAI), Engineering (FT) and Agriculture (FP). The indicators of soft skill include leadership, independency, team working, anticipate technology, entrepreneurship, communication, logical and analytic

³Prayitno, *Pendidikan karakter Dalam Membangun Bangsa* [Character Education in Building The Nation] (Medan: Pasca Sarjana Unimed, 2010).

⁴Suyanto, 'Urgensi Pendidikan Karakter' [Urgency of Character Education], 2011, <https://www.jumali264.wordpress.com/2011/01/22/urgensi-pendidikan-karakter/#more-1485>

⁵Juhanaini, 'Research and Development', Metode Penelitian dan Pengembangan, 2011, https://www.file.upi.edu/Direktori/FIP/JUR._PEND._LUAR_BIASA/196005051986032-JUHANAINI/Presentasi_Research_and_Development.pdf

⁶Ibid

thinking, and good behavior.⁷ The following chart is the result of tryout in the student leadership in university.

Due to positive results of tryout in the university, the soft skill research was extended to a wider scope, the political parties. Both students and political parties' functionaries are as human beings that need the attitude, humanity, and self-confidence. The soft skill in social life contains responsibility, creativity, honesty to come over the hard skill. If one has a hard skill without the soft skill, he would find it difficulty in competition in job vacancies. One needs a good attitude in the soft skill framework. The soft skill forms one character which is placing someone in communication, responsibility, suitable decision for the profession, collaboration in the team work, leadership and others.

Political parties and Character Building

Carl J Friedrich formulates a political party as a group of organized people to get power and maintain it to improve the quality of its members in terms of wisdom of justice as well as materials.⁸ The goals of political parties are to provide the candidate of the public leader from the political parties and to get more voters in general election. Additionally, political parties specifically are to: 1) increase participation of members and public in political process and governmental system, 2) struggle for political parties the realization of dreams in the social life, nation, and state, and 3) build the ethic and culture of politics in the social life, nation, and state.

III. RESEARCH METHOD

Research and Development Model

This research was carried out using the Model of Research and Development for 2 years. Step of the first year, a) research and data collection phase (library research, field surveys, initial archive).⁹ This step is used to answer the research problem number 1 and 2, then b) planning phase model, c) the first tryout, d) revision of models by experts, and e) try out by spread the questionnaire to the political party cadres of Islamic parties (PKS and PBB) and national parties (Golkar, PAN and Gerindra). The second year step is to answer the problems of research No. 3 and 4. In the final model for creating a character building through soft skill in the city of Medan.

Data collection Techniques and instruments

a) questionnaire: to capture the views and attitudes of the respondents about 1) commitment of the cadres towards the values of soft skill that must be attached to the body of a political party, 2) recruitment for membership in political parties should give priority to the soft skill elements, 3) method of implementation should be done for the construction of the soft skill cadres of political parties, 4) materials, and 5) types of evaluation and output for measuring the success of the construction of the soft skill.

b) interview: probing the leadership of a political party or a recruitment section, and the membership,

c) archive study for collecting the vision and mission of the party, programs, actions and aspirations pulling,

d) psychological scale to determine whether the values of soft skill training meets the criteria : Very Self-Described (VSD), Self-described (SD), Less-Self Describe (LM), No Self- Describe self (NDS). The answers to this psychological test to be a benchmark for the researchers, that the application of the model of soft skills through training is to get the internalized the character of party members.¹⁰

Population

The population in this research is all of functionaries of the national and Islamic-political parties based in the city of Medan.

Sample

The technique of sampling is the purposive sampling¹¹ in which the 10 of 21 districts in Medan city selected. There are functionaries national and Islamic-based Political parties. Thus, the cluster sampling technique was subsequently selected only 5 of the 10 sub districts. From these sub districts, there were 10 respondents who took the training. Here researchers did not distinguish cadres, members and the functionaries, all of them returned to the decision of the political parties which sent them. The researcher made an assumption that all of

⁷Alesyanti, *Penerapan Softskills bagi Mahasiswa Universitas Muhammadiyah Sumatera Utara* [Application of Soft skills for Students of UMSU] (2009), pp. 9

⁸Tawakal, '*Peran Partai Politik Dalam Memobilisasi Pemilih: Studi Kegagalan Parpol pada Pemilu Legislatif di Kabupaten Demak*' [Role of Political Parties in Voters Mobilization: Study of Political Parties Failures in General Election in Demak Regency] (Master Thesis, Universitas Diponegoro, 2009).

⁹Sandjaya dan Heriyanto, *Panduan Penelitian* [Guides for Research] (Jakarta: Prestasi Pustaka Publisher, 2011).

¹⁰Sugiyono, *Metode Penelitian Administrasi* [Administrative Research Methods] (Bandung: Alfabeta, 2007).

¹¹Mustafa, *Teknik Sampling* [Sampling Techniques] (Jakarta: Erlangga, 2000).

the cadres, either as members and functionaries, are under one political commitment, vision and mission. They are in the flagship of their parties.

Technique of Data Calculations

The data calculations are analyzed by the following:

1. A qualitative triangulation approach with following steps: a) collect, discuss, tabulates data, document, review, survey introduction, library study, b) verify the validity of the data with the documents and selected theory, c) verify the validity of the data to the authentic documents and key persons (Check and Recheck).
2. Administer the test of validity of questionnaire with the correlation formula (the Pearson Product Moment). The formula of Product Moment is as follows:

$$\frac{N \cdot \sum XY - (\sum X)(\sum Y)}{\sqrt{\{N \cdot \sum X^2 - (\sum X)^2\} \{N \cdot \sum Y^2 - (\sum Y)^2\}}} \quad (1)$$

Where rxy is coefficient of correlation between X and Y, X is total score each item from all test respondents, Y is total score total entire items from overall respondents trials, and N is number of test respondents.

The validity of a test is carried out on every item now with the real extent of $\alpha = 0.05$ and $\alpha = 0.10$ outside the real extent of the item now declared invalid.

After value of rxy obtained, and then transferred into the t-test formula, with the following:

$$t = \frac{r\sqrt{N-2}}{\sqrt{1-r^2}} \quad (2)$$

where t is test of significance of the correlation, and r is correlation coefficient.¹²

The validity test of the criteria is if t calculated > t tabel $\alpha =$ real level, then an item will be declared valid if t calculated > t1 $\alpha-1/2$ where t1-1/2 distribution list obtained from the α t with probability (1-1/2 α) and degrees of freedom = (N-2), If t value is lower than t Table the hypothesis is rejected. Finally the calculation of percentage for the competence of political parties in understanding the test model and answering the test is done.

IV. TECHNIQUE OF DATA ANALYSIS

The research analysis used is based on the quantitative and qualitative techniques. The quantitative analysis is carried out to obtain the validity of test and analyzed the initial and final models with correlation Product Moment and test-t. While the qualitative analysis is used to describe the results of the implementation and dissemination of the final model development of soft skills to measure whether the values of soft skill is already reflecting their behavior. The results of soft skill development model of socialization for the five political parties, researcher wants to find out whether the value of leadership, self help, cooperation in team work, oral and written communication, logical and analytical thinking, and lofty morals are able to perform in parties by the members. The psychological scale is a tool for data collection of behavior.¹³ The data was analyzed by following formula;

$$P = \frac{f}{N} \times 100 \% \quad (3)$$

Results and Discussion

The phenomenon of the existence of the national and Islamic political parties based in the Government structure as mediator of public's aspirations

Political parties should have controlled the behavior of cadres who hold the parliament and government offices. In reality, the controversial situation appears; it looks quite powerless of the political parties toward the representatives in the Parliament or the Government. This is because most of the functionaries of political parties are also the members of the parliament or held in the Government. In fact, in some cases, the political parties tend to protect the politicians if they involved in the cases of violation of the law. The political parties are more concerned with personal affairs and group. Political parties are more aggravated in the public eyes. Meanwhile, 45 percent of respondents still believe the other parties would realize public aspirations.¹⁴ It shows that the voters appear increasingly to be rational.

¹²Ibid

¹³Ibid

¹⁴Kompas, August 17 (2015)

Based on the above phenomenon, it is already predicted that society would change their political choices in the upcoming elections. It is found the political parties are in contrast to the people, especially after the elections. The political parties during the campaign and the election agenda are different from other situations. Although there are many issues of the poor but political institutions as representatives of the people have not been unable to cope the poverty. Although they representatives, however, very little struggles that they conduct for the people. When the changes occur in the economy of the country, representative institutions' responses tend to be slow and give rise to create programs for the people. In sum, the role of political parties and representatives in the Indonesia democracy system for the people is still far from expectations. In order to make better the performance of the agency representatives and political parties, they have to be more proficient, let alone became the representatives of the people who sit in government offices. The strategies the agenda and programs for the people's needs should be planned well, so they reach the place in the heart of people. It makes the trust better and less integrity of politicians of the representative institutions. Therefore, the creative programs of political parties and representative institutions perform work properly i.e. setting the democracy to the people. To realize, the people's expectations, the party cadres need a spriritual values of soft skill. It will be able to push their heart and mind to behave as code of conduct requirement.¹⁵

Questioning Factors on the role of political parties

The deep root problems as addressed in introduction, as worsening factors of the political parties figures in the public eyes are associated with their behavior, such as 1) poor performance of agency representatives and political parties in a democratic system of Pancasila; 2) The representatives of people who have voted frequently neglected their performance as representatives of the people: 3) lack of attention towards people expectations because the domination of their parties interests : 4) political parties are used to have ruling power in the name of people voices: 5) Agenda and programs of political parties have not meet the essential needs of the people.¹⁶ So many cases of abuses of the law, ethics and morals by the party cadres who are in Parliament office as well as unelected.

The reality shows that the understanding the values of soft skill by the members of the political parties is far from the codes of conduct. Based on such phenomena, researcher raises some questions. Those are to find out the values of soft skill what they have not understood as a great value that they need to revitalize in carrying out the mandate of the people. The results of the study shows that there are six indicators of soft skill that needs to be developed for the members of political parties, namely; through the recruitment process, and the party cadre recruitment. These are values that shape the political parties as the political vehicle of the people's aspirations. The failure of those missions resulted in many questions appear. Based on the above table, the value of technology and entrepreneurial response has a value $\leq 50\%$, it shows that both these indicators, there is a soft skill values that need to be developed on the political parties.¹⁷

The urgently strategic improvement for the political parties based on the soft skill: To meet the public expectations in the Pancasila bases State.

A political party is a media or means of citizen in taking apart in the process of preparation and implementation of public policy and in the determination of who would the organize of the state, at various level of the State agencies in the center and the district government offices. However, in its application, we often heard the sad news about the actualization of the political parties in taking part on the power in the country. But on the field, the behavior of the arrogance of those who thus brought thoughts of society towards the negative. Imitation performed the public against the conduct of the party rulers, elaborating a concept of occurrence of new norms in society.¹⁸ Therefore necessary improvements towards the emergence of a new pattern of norms by the existence of political parties, eliminate the destructivisme action in a society that is increasingly becoming a-jad. Cadres need to be prepared in a landscape of norms, attitudes, and noble, polite way of communicating, responsive technology that would filter out the moral and ethical values, positive attitude, leadership, planting and building self-reliance. Some efforts that have to be done such as bottom up, through the innovation process of recruitment and cadre recruitment. They are not the apparition, which suddenly appeared when the scramble for legislative candidates, while during this time they never was born and raised by a party where they take shelter. They are now very ambitions and power. Researchers believe that cadre was born and grew up in the

¹⁵Prayitno, *Dasar Teori dan Praktis Pendidikan* [Basic Theoretical and Practical Education] (Jakarta: Grasindo Gramedia, 2009).

¹⁶Y. Y. Payora, 2011. www.blogspot.com.

¹⁷Karp, Jeffrey A. and Susan A. Banducci, *Party Mobilization and Political Participation in New and Old Democracies* (SAGE Publications, 2007).

¹⁸Quari, *Agama Nilai Utama Dalam Membangun Karakter Bangsa* [The main value of religion in building the nation's character] (Medan: Pasca Sarjana Unimed, 2010).

format of a party that has a noble mission, then the application is not overly democratisation to be realized. In this study researchers tried to offer a model of soft skills to be the concept of innovation development for the formation of a political party character. The model construction of soft skill will begin the process of recruitment, and the cadre recruitment, as well as through the training process, the workshop and socialization.

V. CONCLUSIONS

The phenomenon of the presence of national and Islamic political parties in the structure of government is concluded that the political parties in the running for the people's democracy is still far from expectations.

The factors that led to the existence of political parties a big question, that there are six indicators of soft skills is not attached to members of political parties, namely through the recruitment process, and the party cadres. These values are the main factors that the existence of political parties as mediators of aspirations and public vehicles.

Settling an urgent strategic for the shaping the character of political party cadres, -based soft skills, there is a need to prepare programs at the levels of the norm, of noble character, of a polite way of communicating, of responsiveness to technology in order to filter the values, morals and ethics. The internalizing of leadership attitudes, and build independence should be considered. The efforts of researchers have to offer bottom-up, through the innovation process of recruitment and regeneration is very crucial. Through the implementation of the soft skill model, it would meet the expectations of public.

Implementation of soft skill development model for the formation of political parties character with the six indicators of soft skills already shaped the behavior of the political party cadres. The average total value of LM and self-described approximately 234 and the total lack of self-described and do not describe as much as 66. For the six indicators soft skill, the negative items, which is the average value of the total value of LM plus by 107.5, while the average total value of LM and do not describe as much as 192.5. The results showed that the respondents clearly stated that the negative items for leadership, independence, teamwork, oral and written communication, logical and analytical thinking and noble character do not depict their behavior

VI. SUGGESTIONS

The Minister of Home Affairs (Depdagri) needs to consider the reassessment and revision regulations of political parties in Indonesia. Efforts of creating back the function and role of the political organizations as the political vehicle of the constituents and channel of the aspirations. The urgent action is character development efforts of cadres of political parties through internalization of values of soft skill. The political parties need a phase process of recruitment and recruitment of cadres in which the values of soft skill should become social capital for politicians.

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