



Reconstruction of Learning: Bela Negara

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Abstract:

In latsar BPSDM Program, analysis of the internal and external environment is a major step in the preparation of reconstruction study of Bela Negara. In general, Study of Bela Negara consists of three steps: strategy formulation, strategy implementation, and strategy evaluation. Strategy formulation includes developing a vision and mission, identifying external opportunities and threats to the organization, determining internal strengths and weaknesses of the organization, setting long-term goals, formulating alternative strategies, and choosing specific strategies to be implemented. The atmosphere and environment are critical components in the formulation of organizational goals, so that organizational improvement requires all relevant information towards achieving Latsar quality. With a good organizational culture, organizations will develop far compared to organizations with weak culture. Analysis of the internal and external environment that integrates culture and the main task of this organization requires a learning process that includes the development of abilities in cultural transformation and transformation in Latsar Education. The research method used is a qualitative method with approach of feomenology. Research location in BPSDM Jambi.

Keywords: Reconstruction, Study of Bela Negara, Latsar

INTRODUCTION

In latsar learning in order to keep moving forward, the implementation of learning must pay attention to internal and external conditions and situations. In education, analysis of the internal and external environment is the main step in the preparation of the reconstruction of Bela Negara learning. This is often overlooked, because education today places more emphasis on superiors' instructions which are sometimes less relevant to needs of environment. Education is an open system, so that educational organizations are not only influenced by environment, but also must depend on environment. From these quotes it can be concluded, that in strategic planning, must consider the internal and external environment of the organization. Organization as an open system, in order to survive must be able to adapt and adapt its environment. The reconstruction of Bela Negara learning was formed to show the

existence of latsar education which involves the analysis of internal factors and external factors in the form of logical identification. Organizational environment is an important factor in the preparation of reconstruction of Bela Negara learning. In general, the reconstruction of Bela Negara learning consists of three steps: strategy formulation, strategy implementation, and strategy evaluation. Strategy formulation includes developing a vision and mission, identifying opportunities and external threats to the organization, determining the internal strengths and weaknesses of the organization, setting long-term goals, formulating alternative strategies, and selecting certain strategies to be implemented. The organizational environment can be divided into two, namely the external environment which generally describes the forces outside the organization, for example market conditions, economic conditions, and others. Second, the internal environment, namely the factors within the organization that create the cultural and social milieu in which it takes place towards latsar goals. There are two factors that become the basis for organizational planning and determinants of organizational goals, namely, first, the atmosphere or circumstances within the organization, and secondly, the external environment. This is reaffirmed, regarding the brief description above leads us to a conclusion that climate and environment is critical component in organizational planning and formulation of organizational goals. So that organizational improvement requires all relevant information regarding internal and external conditions.

In order for latsar participants to have behaviors that lead to encouragement to always carry out sustainable development, Reconstrution of Bela Negara must internalize basic values which include; 1) honesty, 2) humility, 3) hard work, 4) patience, 5) openness, and 6) courage. It is hoped that this basic belief will become the basis of the overall behavior of the people in the organization. The expected behavior is the behavior to always develop in a sustainable manner. If these values have become a culture, then the behavior of the people in the organization to always develop will be very good. The main characteristic of existing values practice in the organization is the presence of high initiative, and low monitoring of the behavior that is required in the organization.

RESEARCH METHOD

The research method used is a qualitative method of phenomenological study approach. In the values of Latsar CPNS at BPSDM Jambi, several ways are mentioned to analyze and clarify a reconstruction of Bela Negara learning that has been programmed. One approach that can be used as an instrument in basic strategy selection is by systematically identifying various factors to formulate organizational strategies. Implication values are used to compare external factors and internal factors. External factors consist of opportunities and threats, while internal factors consist of strengths and weaknesses. The complexity in the reconstruction of learning is quite difficult to do alone, several things that are a challenge for students to develop the learning include; 1) developing the value of Bela Negara through exemplary; 2) internalizing same values to everyone in learning, 3) communicating effectively to all education participants, 4) requiring development and the ability to take initiative. Based on these challenges, Widyaaiswara must form a team of development or cultural change. The task of the development team is basically to create scenarios for the development of Bela Negara values and to oversee the reconstruction of learning to be successful. In detail, these tasks can include; 1) explain to all components of Latsar participants about the importance of the values to be developed and their relationship with the vision of Bela Negara, 2) explain how the performance will be produced from the values of defending the country, 3) asking for input and ideas, 4) creating a

grand scenario, 5) developing a communication strategy, 6) consolidating / communicating the progress that has been made, and 7) making an action plan.

RESEARCH RESULTS AND DISCUSSION

Human resource education and training institutions such as BPSDM are a determining factor for the personality development of latsar participants, both in ways of thinking, behaving and behaving. This institution acts as a substitute for the family and widyaiswara as a substitute for parents. Thus, the institution should strive to create a conducive climate, that is, it can facilitate students to achieve their development tasks, both in terms of management and professional personnel. An effective institution is an institution that can promote, enhance or develop academic achievement, social skills, courtesy and student skills that enable students to continue to higher education or work. Thus an effective institution can be conditioned by the management system of the institution itself, which includes curriculum, and infrastructure.



Picture 1. Book of Bela Negara
(Source: LAN RI)

The Bela Negara Latsar participants which is carried out in Jambi BPSDM environment gets special priority from all elements. To maintain and care for value of Bela Negara, most important factor is found in widyaiswara. The philosophy and values adopted will be one of the important factors in an effort to maintain the sustainability of the values of Bela Negara that exist in the CPNS background education stage. Through these values, Widyaiswara shows confidence in the reliability of his values and then implements it in his daily behavior. With this behavior, widyaiswara will have the ability to provide inspiration. Second, Bela Negara Education for latsar member is cared for through a mass habituation process for all people in the institution. For this reason, a system and organizational design is made that encourages the implementation of a behavior based on the values of defending the country.

Third, value of Bela Negara can be maintained through regulations and enforcement of the Bela Negara learning process. Although the reconstruction of Bela Negara learning must be internalized in conditions that can be accepted by the Latsar participants in a state of being not forced, nevertheless, there must still be efforts to maintain and force it to be implemented, especially in special conditions. Fourth, internalized through the education and training process

of Bela Negara. Education and training are important things in educational efforts to "pass down" values to Latsar participants. Through education and training the values of Bela Negara can be socialized and understood to all components so that they are then embraced and implemented in everyday life. Reconstruction of Bela Negara learning begins with cultural transformation compared to management in general, which has been taught so far, which begins with educational transformation. It is much heavier in implementation, requires a team that has good character and high technical skills, but will have perfect success, not only for the institution, but also for the whole environment.

CONCLUSION

From the description above, it can be concluded that climate and environment are critical components. So that the reconstruction of the Bela Negara learning requires all relevant information through the SWOT analysis process. Planning, organizing, mobilizing, and controlling in the reconstruction of Bela Negara learning will run well after cultural transformation has been carried out. Structural arrangement and system creation will be very good if it is "animated" by the values that are the pillars of culture. Therefore, learning to defend the country must balance the competence that is included in cultural transformation with competencies that are included in value transformation. Cultural transformation competencies are related to; 1) the ability of participants to formulate the values of Bela Negara, implement them in their lives, 2) the ability to set an example and inspire others, 3) The ability to change themselves and others. Meanwhile, value transformation competencies are related to; 1) skills and using the functions of the implementation of Bela Negara, 2) skills in designing organizations and developing vision achievement systems, 3) skills in designing priorities and budgets, 4) skills in finding alternative funding sources. Based on these competencies, a curriculum from education is then compiled. Determine the required subjects, competencies, learning strategies, and assessments that must be carried out.

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