

## **Model Integrated Softs skills Based Eastern Values to Create Character Graduates**

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**Abstract:** *Integrated learning soft skills are part of efforts to form a personality. The process of learning soft skills are integrated in the learning hard skills is a good reason to create graduates with character. The purpose of this research is: to create a model of integrated soft skills in the learning process based values eastern. This type of research used in this research is descriptive quantitative research. The method used is to use the approach to curriculum integration in a condition skirting by combining two models are connected and nested. The learning process refers to learning activities that better describe the role of faculty, students and media learning and classroom atmosphere created by the lecturer. Soft skills learning is done in a continuous process. Outcomes resulting from this research is model integrated soft skills based eastern values. Soft skills are based on the values of oriental from the eastern Javanese wise words with regard to the value intrapersonal and interpersonal skills: 1 “Pengeranasare” (God does not sleep). 2) “Ajiningdirianainglatiajining raga anaingbusana” (personality of a person can be seen in the words and the performance). 3) “Madepmantep” (Confidence). 4) “CrahAgaweBubrahrukunAgawesantosa” (job if done together the result is much better than do individual / team work ability). 5) “Ingngarsa sung tuladha, Ingmadyamangunkharsa, Tut wurihandayani” (leadership is a leader if in the future must be a good example, in the middle is able to provide encouragement, and on the back capable of giving a boost). 6) “Pasrahmarang GustiPengeran” (Surrender to God, followed by the business). 7) “Gawebecikmaranglian” (Do well to others).*

**Key words:** *Integrated soft skills, values of eastern, character graduates*

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### **I. PRELIMINARY**

Indonesia is geographically located between the continents of Asia and Australia, the eastern part of the world. This makes the complexion oriental culture and the identity of the character of Indonesian society. Noble values is a legacy handed down from the predecessor to be passed to the next generation that reflects the personality of the nation east thick-spoken gentle, polite to hang out and get dressed, nature is not individualistic, mutual respect and helping each other with no strings attached, the habit of keeping mutual ties between people, hardworking, religious, are values cherished eastern nations. But the State of Indonesia, which was known as a country with eastern culture today as a country that has almost no character. Oriental cultural values that once held in high esteem has begun to fade in the younger generation. Cultures have no shame (corruption is everywhere), the culture of cheating, student brawls, the younger generation is no longer respect for older, less cultural cooperation and even no more pride in their own nation. Conditions eastern erode values as described above must not go unpunished. Educational or teaching in universities should not merely transfer knowledge alone, but further than that which can change or shape the character and the character of the individual (soft skills) in order to become better, more courteous in ethics, aesthetics, and behavior in daily life day (Santoso 2010). The process of learning in Higher Education should give a portion of the balance between hard skills and soft skills. Soft skills should really be considered when want to make graduates who excel in the face of job competition. According to Chaturdevi, et al. (2011) mastery of skills related to graduate work (hard skills) is not enough, it takes control of soft skills, especially for career development. Through soft skills one learns how to communicate with others and himself (Djafrie, 2012). Harvard University research results of soft skills to contribute 80% to the success of one's career. Hard skills are the knowledge or skills in academic fields that are objective, such as mathematics, economics, and others. While soft skills are non-academic skills that are subjective or skills related to himself (intrapersonal skills) and skills associated with others (interpersonal skills), Sailah, in Aribowo 2008. Universities should be able to produce graduates who have the character combination both hard skills and soft skills. The ability of the hard skills and soft skills can be developed in everyday life through an integrated learning process together (Djafrie, 2012). It is time for integrated learning soft skills become a necessity. It constituted a state that the learning process has been more emphasis on hard skills. Hard skill mastery emphasis solely on the grounds that the acquisition of hard skills more easily observed and faster visible results, while soft skills are not easy to teach, difficult to observe and measure (Coates, 2006). According to Chaturdevi, et.al 2011 stated that a good soft skills can improve mastery of the hard skills. Meanwhile, according to Ratnasari, 2014 and Rani 2014, soft skills will continue in the databank can increase a person's

potential, making it more competitive and changing demands of the workplace. Integration of soft skills in the learning process can improve intra and interpersonal skills of the students, in addition to upgrading the hard skill (Ratnasari, 2014). Facing this competitive era, soft skills are basic competencies that determine success for someone in the world of work and the development of his (Kaipa and Milus. 2005, Mitchell, 2008). According Prasetyanto 2008 and Purwanto 2011, Social skills (soft skills relating to others) who built both within an organization will improve individual performance.

Research purposes:

1. Creating an integrated model of soft skills in the learning process-based eastern values.
2. Preparation of the Individual Talent book that includes an integrated soft skill-based oriental values.
3. Preparation of Economic Mathematics book that includes an integrated soft skill-based oriental values.
4. Create a graduate of College of character through learning soft skills-based integrated oriental values.

## **II. REVIEW OF THEORY**

### **A.Character Education**

Development of human resources is a top priority in the national development of Indonesia which is not only the cognitive aspects but also character (Khoir, 2012). Nature of education initiated by the government in the National Education Law No. 20 of 2003: Education is a conscious and deliberate effort to create an atmosphere of learning and the learning process so that learners are actively developing the potential for him to have the spiritual power of religion, self-control, personality, intelligence, noble character, as well as the skills needed him, society, nation and state.

Character is a term derived from the Greek word which means to mark, that mark a person's actions or behavior. According to Hutabarat, 2011. Someone called character when his behavior in accordance with moral norms, therefore, each person needs to get a character education or training soft skills. Character education is the process of awakening the individual who intended to form the whole person through the cultivation of personal value to the main civilization (Kusuma, 2010). According to Goleman on the success of a person in the community, 80 percent are influenced by emotional intelligence, and only 20 percent is determined by intelligence (IQ). While there are many parents who are still concerned with intelligence for the development of their children. Character education (soft skills) is an effort that should involve all the parties include the family, school, and community. Character education will not succeed if the environment that affects not support each other. Superior human resource is a resource that not only have the hard skills, but also supported by a strong soft skills in other words where the hard skills to soft skills should be balanced, line and line.

### **B. Hardskill and Softskill in the workplace.**

According to the magazine Tempo, the world of work selecting universities that graduates have important characters that are considered important by the world of work, namely: 1) Willing to work hard, 2) confidence is high, 3) have a vision of the future, 4) Able to work in teams, 5) Have confidence mature, 6) Ability to think analytically, 7) Adaptable, 8) Ability to work under pressure, 9) Proficient speak English, and 10) Ability to organize the work. According to McClelland main factors of success of the young executive of the world is self-confidence, adaptability, leadership and ability to influence others, is none other than soft skills. Good communication skills in an organization will be able to improve an individual's performance. According Prasetyanto 2008 and Purwanto 2011, good communication within an organization will improve the performance of individuals. According to Zhang, 2012. Hard and Soft skills to Communicate with end users to resolve conflicts, and to bring different functions together toward a common goal.

C. Soft Skill Integrated Integrated learning soft skills is to do a balanced combination between mastery learning soft skills and hard skills mastery. Integrated learning strategy is not just translate the curriculum into learning action plan, organize materials, or facilitating learning with a variety of methods, but rather on developing students' ability to learn. Integrated learning in which the values of soft skills learning outcomes will be measured through the learning targets. If this is done on an ongoing basis it will form a strong character by having the students hard skills and soft skills are good (Ratnasari, 2014). Implementation of integrated learning, students are expected to be prepared to understand each soft skills will be integrated in the design of learning activities. The correct understanding of students on soft skills and active participation of students is part of the learning process. Experience lecturers are also very helpful in the learning process is integrated in order to improve the soft skills and hard skills of students. Learning soft skills are emphasized on the acquisition of affective aspects include component-based soft skills eastern values. While learning hard skills emphasis on cognitive aspects. Integrated learning soft skills that emphasizes a balanced combination of skills hard skills and soft skills. And be sustainable (process continues). Soft skills learning is integrated in this study were divided into three phases: the planning phase, implementation phase and evaluation phase.

1. Planning Phase learning is done by taking into account the attributes of the soft skills required by the user and oriental values will be integrated in the learning process.
2. Implementation Phase of learning that draft model of integrated learning soft skills (principal/ sub subject) based on the values of oriental with connected and nested models.
3. Phase Evaluation was conducted in three phases: before, during and after the learning or measure on-going performance. It is intended to obtain a variety of information on an ongoing basis in terms of student progress hard skills and soft skills. Evaluation is also done by comparing the competencies Soft skills and hard skills that are targeted to the competence generated.

Through evaluation mechanism with a continuous improvement approach. According to Munawarotul (2013) showed that soft skills determine a person's responsiveness. According to Purwandari (2007) using a model-based learning soft skills with an emphasis on interactive and communicative methods that can develop communication skills, an understanding of the norms, ability to cooperate, to manage conflicts and the ability to participate. Internalization of soft skills learning model that will be developed in this study attempted to enter eastern values. If this is done on an ongoing basis it will form a strong character based oriental values.

### **III. RESEARCH METHODS**

#### **A. Types of Research.**

This type of research used in this research is descriptive quantitative research. Early stage research has been carried out questionnaire together information about the needs of soft skills by the user. Questionnaires given to the manager or owner of a manufacturing company in East Java. Results of the questionnaire determine the attributes of the soft skills required by the user. After learning soft skills required attributes user is used as the basis for determining the soft skills based on the values of oriental ranked by necessity. The next step is the implementation of the learning process in the class room. The method used is to use an integrated approach to the curriculum in the discipline by combining two models are connected and nested. Connected model is a curriculum model that uses the relationship of each subject (student) and learning materials, so that the connected model, the integration of soft skills will enhance the ability of the hard skills. While Nested models oriented towards the achievement of multiple skills and multiple targets. This model further ensure the internalization of soft skills will be easily achieved. The parameters used in this study are: Soft skills-based oriental values are integrated into the subject. Measurement based on the target behavior of soft skills that have been determined. Each of the subjects and sub-subjects in the learning activities in which the integrated values of soft skills. Measurable learning outcomes through learning targets. Soft skills are integrated emphasis on the values of oriental. Students are prepared to understand each soft skills will be integrated in the design of learning activities. Students correct understanding of the soft skills and active participation of students is part of the learning process.

#### **B. Method of Data Collection.**

Data collection method in this research is through observation, questionnaires and interviews and lecturers active role as facilitator and coaching. Learning strategies developed problem-solving based, meaning that the integrated soft skills fostered through the tasks done in groups or independently. The learning process refers to learning activities that better describe the role of faculty, students and media learning and classroom atmosphere created lecturers. The role of professors as managers of learning helps students to conduct soft skills as learning targets, foster the desire and passion to realize the soft skills during the learning process. Lecturers should be able to bring a fun learning environment to motivate the students will value the importance of mastering soft skills associated work requirements, or with the success of the work. Lecturers act as facilitators and coaching. Experience lecturers are also very helpful in the learning process is integrated in order to improve the soft skills and hard skills of students.

#### **C. Methods of Analysis**

Soft skills learning is done in a sustainable situation, (continues process), the evaluation carried out in three stages before, during and after the learning (on-going measure performance). Evaluation and revision is done in a sustainable manner. It is intended to obtain a variety of information on an ongoing basis in terms of cognitive development of students (hard skills) and affective (soft skills). Measurement of soft skills using non-test measuring devices, such as the study of perception, opinions and categories. The instrument used is chosen with consideration of such complementary observations, questionnaires, portfolio, self-expression, and self-evaluation.

#### **THE RESULTS ACHIEVED.**

Learning outcomes in accordance with the target set should then be made wherever possible learning fun for the students, with the achievements of hard skills and soft skills. An effective learning process would be very important, because it will affect the achievement of learning outcomes for students. So that learning can be fun, it should be entered in the learning process is something that makes enjoy, among others, the values of soft skills

to be achieved in the learning process as well outcomes hard skills in the course subject. Through an interesting learning media that can be presented in the form video playback, games, question and answer, lectures and other interesting methods will support outcomes soft and hard skills. The values of the integrated soft skills that means here is a values-based soft skills eastern values (values taken from the eastern).

A. Stages Research.

The stages of research:

1. Determining the subjects and sub-subjects.
2. Determine the soft skills that will be integrated on the subject and sub-subject.
3. Determine the soft skills required attributes user (questionnaire: soft skills required by the world of work in manufacturing companies in East Java)
4. Determine the attributes of soft skills based on the values of eastern
5. Integrating values in the eastern principal or sub subject and determine targets/competencies to be achieved (hard skills/soft skills) in a principal/sub subject
6. Creating an integrated learning model design by incorporating the values of oriental.
7. Implementation of an integrated model design soft skills eastern values in the learning process Mathematical Economics and Mega Creativity (Questionnaire before and after implementation)
8. Socialization models to students in 5 University in Malang (questionnaire before and after dissemination)
9. Making Math book design with soft skill-based integration of eastern and book value of the Individual Talent

B. Determine Attribute Soft Skills needed User.

Based on the attributes of the soft skills needed world of work (based on the results of questionnaires soft skills required by the workforce in the management employees). The soft skills to be achieved in this study is covering ability intrapersonal skills (soft skills related to self) and interpersonal skills (soft skills relating to others). Following is the order of the soft skills required by the world of work is based on the perception of management employees in manufacturing companies in East Java: 1) Honesty. 2) The ability to work together. 3) The ability to communicate. 4) Has Initiative. 5) Ethical. 6) Easy to Adapt 7) Leadership. 8) Resistance Facing Pressure (Stress) 9) Confident 10) Ability Attributes soft skills required by the world of work, and then integrated into the learning process that translates the attribute-based soft skills eastern values. The values of oriental is the oriental values based on the wise words of Javanese culture. Chosen wise words from Javanese culture on the grounds that the wise words of the Java language is a discourse of parents and want to share them with future generations in order to live better. The advice should be the principle of life for people who understand in detail the meaning contained in the words of the wise. With previous experience of those who want to share them with children and grandchildren so that their lives could be better than a previous life they are going through. Word to the wise Java language does not only apply to the Java alone, but for everyone who use it as a lesson and motivation to get a better life. Here are the values oriental chosen by the researchers to be implemented in the learning process in the classroom on the course Mathematical Economics and Mega Creativity. Chooses this course as the integration of soft skills in the learning process because researcher currently support the course. This model is expected to be used as a learning model that integrates values based soft skills eastern values in the learning process. The expected result is that after students graduate, students not only have the ability to have the hard skills but also soft skills superior capabilities that will shape the character of the nation as a nation east.

C. Attribute Soft Skill based on the values of eastern here are the Soft Skill-based oriental values are integrated in the learning process. Values are oriental in oriental values are taken from the wise words of the Java language. There are many wise words of the Java language. Researchers chose seven words of wisdom with the excuse of skill intrapersonal and interpersonal skills and have the same meaning as the soft skills required by today's working world. Here is atribut soft skills based on the values of oriental drawn from the wise words of the Java language that is integrated in the learning process: 1) "Pangeranikuorasare" (God does not sleep), 2) "Ajiningdirianainglati, ajining raga ana ingbusana". 3) "Madepmantep" (confidence). 4) "CrahAgaweBubrah, rukunAgawesantosa" (Something that worked together the result is better than doing it individually). 5) "Gawebecikmaranglian" (good in others). 6) "Ingngarsa sung tuladha, ingmadyaMangunkarsa, tut wuriHandayani" (if in the future leader must be able to give an example, in the middle gives the spirit and in the back is able to provide a boost). 7) "PasrahmarangGusti Pengeran" (Surrender to God to keep trying).

Integrating values in the eastern principal or sub subject and determine targets/competencies to be achieved (hard skills/soft skills) in a principal/sub subject to be able to think creatively and are able to create creative idea, it requires the learning process fun. Aside from being a fun learning process, and is expected to eliminate the taste is difficult in the learning process, must engage the other side which is very beneficial for the future success of students after their plunge in the wider world. What is meant is the need for value-laden soft skills in every rule that exists in every material as a very important added value for students. The value of soft skills in question are the values of the soft skills based on the values of the



Eastern (taken from the wise words of the Java language). Integration of values-based soft skills oriental values will instill good soft skills in students. After taking the course with the integration of soft skills based on the values of eastern, students are expected to understand the values of soft skills based on the values of oriental understanding of good against the values of the soft skills-based oriental, examples of action, ongoing evaluation in the classroom at the end will be embedded values good soft skills for students. So that students will have a high confidence of being able to understand and try to develop its own potential. If the integration model of values-based soft skills these oriental values applied in the learning process it is hoped will continue to uphold the nation's character as a nation east. Students are the young generation as the nation's future. Equipped to live in a society should be planted as early as possible. Moreover, the government is also very concerned about the universal success of education in Indonesia. Not just successful and graduated with good grades, but also a success with the soft skills that will contribute very positively in the life of the nation. "Madepmantep" one of the values-based soft skills eastern invites students to be confident and have a clear vision. Start early so that students already have a positive mind set towards himself and others. Positive thoughts about the mission that clearly should have been initiated and supported during college. No more students are confused what work will be selected after college because they realize the potential of its earlier self. The ability of a good soft skills for students will increase the ability of the hard skill. Soft skills eastern values-based learning model that is designed is trying to uncover a little secret veil of life, because it is loaded with wise words taken from the words of wisdom of Java language. Message-based soft skills eastern values that are implemented in this subject, namely the load horizontal and vertical loads, which is essential for student success. Evaluation of soft skills achievements carried out before, during and after the learning process (ongoing process). Evaluation is done continuously by the lecturer before, during and after the lectures take place. Lecturer acts as a facilitator, coaching and a good example in improving the soft skills of students. Target-based soft skills oriental values are integrated in the basic and sub subject. Lecturer evaluate changes in the behavior of students each week. Lecturers also continues to provide an example, remind to increase the soft skills of students before during and lectures. Lecturers noted any changes in student behavior and the development of soft skills from week to week. Games, questions, observations, records and questionnaires to help faculty in the process of evaluating the success of targeted soft skills. Evaluations conducted ongoing process. Soft skill integration model used to determine the success of students in improving the ability of students in the intra and interpersonal skills. The results showed that soft skill in the world of work (based on employee perceptions of management of manufacturing companies in East Java is = f (Integrity, Confidence, ability to cooperate, Leadership, and the ability to respect others + e). The model generated during the lecture with integration soft skills based on the values of eastern and then disseminated in Colleges in Malang. Results are expected by the socialization model of soft skills in Higher Education is a change in a positive mindset college students that the world of work requires soft skills is much greater than on the hard skills. It is supporting research Chaturdevi, et al. (2011) which states that Soft skills should really be considered when want to make graduates who excel in the face of job competition. Changes in mindset is expected to change the behavior that soft skills are good, if done continuously or sustainable will result in a positive mindset change. Positive mindset change will change behavior, and behavior change will change of habits. Soft skills are basic competencies that determine success for someone in the world of work and the development of his (Kaipa and Milus. 2005, Mitchell, 2008).

#### IV. CONCLUSION

1. The order of soft skills required by the world of work based on the result of questionnaire to management employees in manufacturing companies in East Java areas follows:

<i>Soft skills</i>	<i>Percentage (%)</i>
1. <u>Integrity</u>	12,96
2. <u>Ability Work Together</u>	10,32
3. <u>Ability to Communicate</u>	10,14
4. <u>Have Initiative</u>	9,8
5. <u>Ethical</u>	8,6
6. <u>Easy to Adapt</u>	6,9
7. <u>Leadership</u>	5,7
8. <u>Resilience Facing Pressure (Stress)</u>	5,4
9. <u>Confidence</u>	5,3
10. <u>Ability to Organize</u>	4,9

2. From the questionnaire result to management employees in manufacturing companies in East Java, the resulting research model: Soft skill in the world of work = f (Honesty, ability to cooperate, ability to communicate, Own Initiative, Ethical, Adaptable, Leadership, Resilience deal with stress, Capability respect for others, confident and ability to organize)
3. Soft skills are based on the values of oriental integrated in this study is taken from the values taken from the eastern Javanese wise words with regard to the value intrapersonal and interpersonal skills: 1) "Pengeranasare" (God does not sleep). 2) "Ajining dirianinglati ajining raga anang busana" (personality of a person can be seen in the words and the performance). 3) "Madepmantep" (Confidence). 4) "Crah Agawe Bubrahrukun Agawesantosa" (job if done together the result is much better than do individual / team work ability). 5) "Ingngarsa sung tuladha, Ingmadyamangunkharsa, Tut wurihandayani" (leadership, a leader if in the future must be a good example, in the middle is able to provide encouragement, and on the back capable of giving a boost). 6) "Pasrahmarang Gusti Pengeran" (Surrender to God, followed by the business). 7) "Gawe becik maranglian" (Do good to others)

4. Integration Soft skills-based oriental values are expected values into the Nation's cultural eastern east will continue to be upheld and inherited by the children of the nation.
5. The results showed that soft skills can be taught or passed on. But to instill good soft skills take sustained by example, games, teaching methods, observations, questionnaires and guidance continuously and sustainably, it is necessary for the integration of soft skills in the learning process.
6. A person who has a good soft skills, can increase hard skill.
7. Socialization model of soft skills in Higher Education is expected to change the positive mindset of students that the world of work requires soft skills is much greater than the hard skills. Mindset change is expected to alter the behavior that has a nice soft skills if done continuously or sustainable.

## V. SUGGESTIONS

1. Learning Soft skills can't be done instantly. Therefore, learning soft skills must be performed continuously (ongoing process) and carried simultaneously on all subjects and in a conducive environment. Model soft skills expected to be implemented in all subjects so that a positive mindset change will change behavior, and behavior change will change the positive habits.
2. Learning based soft skills eastern values in this study were implemented in the course Mathematical Economics and Mega Creativity is expected to be a model for learning other subjects.

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