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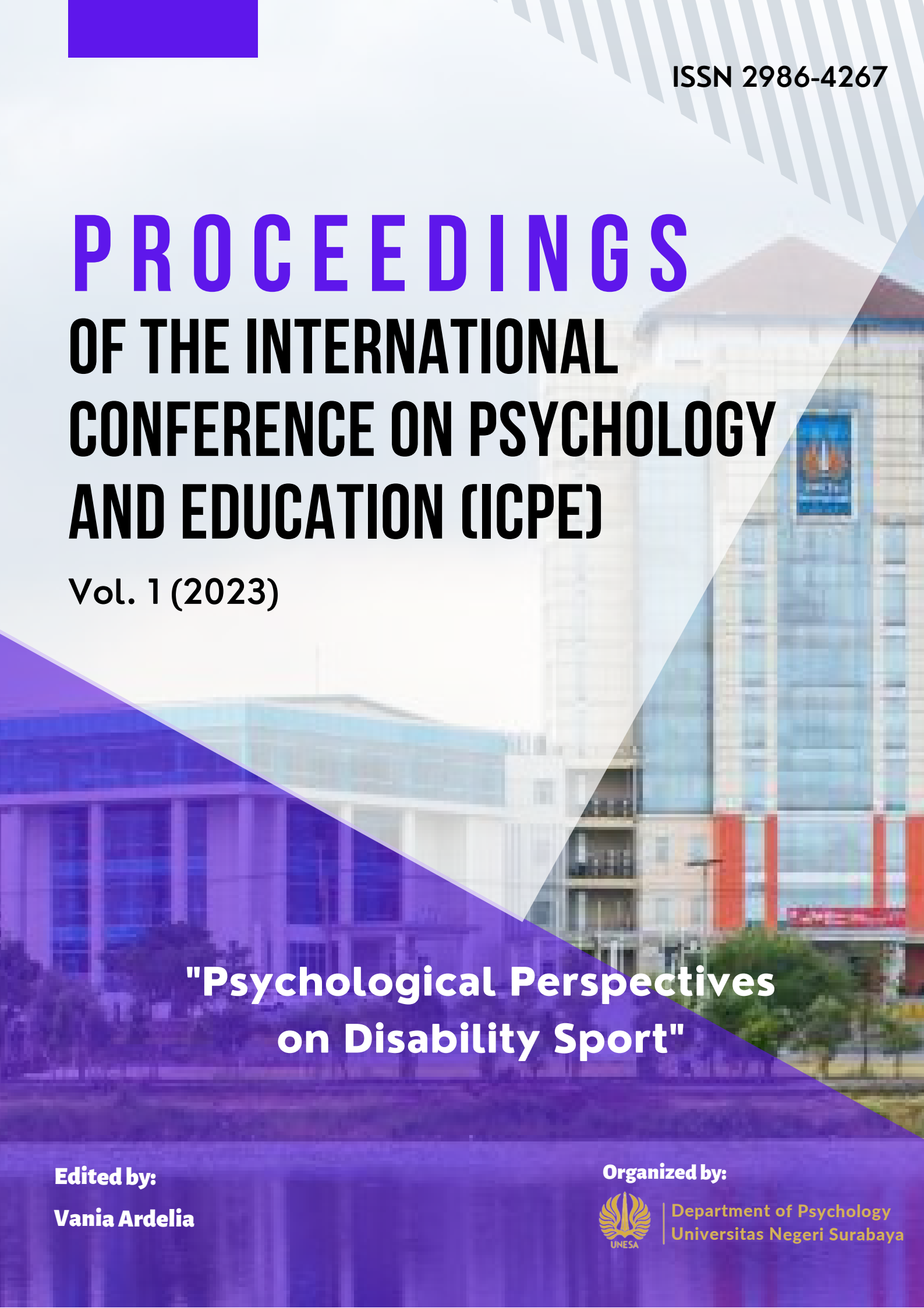

"Psychological Perspectives on Disability Sport"

Edited by:

Vania Ardelia

Organized by:

Department of Psychology
Universitas Negeri Surabaya

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OF THE INTERNATIONAL CONFERENCE ON PSYCHOLOGY AND EDUCATION

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"Psychological Perspectives on Disability Sport"

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PREFACE

The 1st International Conference on Psychology and Education (ICPE) was held virtually via Zoom Meeting on October 12th, 2022. This international conference is a breakthrough pioneer in the Department of Psychology, Faculty of Education, Universitas Negeri Surabaya to initiate scientific contribution to the academic world. This conference aims to be a medium for academics from Psychology and Educational Science background to discuss and exchange the most recent ideas on the field. This conference had qualified keynote speakers who had immense experiences in the field, namely Prof. Dr. Martin Giese from Heidelberg University of Education Germany, Univ-Prof. Dr. Sebastian Ruin from University of Graz Austria, Dr. Iriani Indri Hapsari, M.Psi., Psikolog from Universitas Negeri Jakarta Indonesia and Satiningsih S.Psi., M.Si. from Universitas Negeri Surabaya Indonesia.

This year's conference theme is "Psychological Perspectives on Disability Sport", and presenters who submitted papers had been selected to have their papers published in National ISBN Indexed Proceeding. This conference was attended by researchers and participants from universities in Indonesia and abroad, practitioners, technocrats and undergraduate students.

Department of Psychology, Faculty of Education, Universitas Negeri Surabaya would like to thank and highly appreciate the hard work of committee members, reviewers and other parties who helped to succeed this conference. We also would like to thank our keynote speakers and participants for sharing and hope that this discussion in this conference would be greatly beneficial. Lastly, we also would like to express our gratitude to the authors for contributing their research result to the conference.

Yohana Wuri Satwika, S.Psi., M.Psi., Psikolog
ICPE 2022 Chairman Committee

KEYNOTE SPEAKERS PROFILE

1. **Prof. Dr. Martin Giese**

   Prof. Dr. Martin Giese is a Professor for Sports Science and Sport Pedagogy at the Heidelberg University of Education (Germany). His research focuses on Sport Pedagogy, PE, Bildung, Inclusive Education, APE/APA & Visual Impairment. Prof. Dr. Martin Giese is also joining several professional associations such as German University Association, German Society for Educational Science, and many more. He also has received several awards and actively became reviewer for scientific journals.

2. **Univ-Prof. Dr. Sebastian Ruin**

   Univ-Prof. Dr. Sebastian Ruin is a Professor for Movement and Sport-Pedagogy. He is also the Head of Department (Movement- and Sport-Pedagogy) at the Institute of Movement Science, Sport and Health. He is also active in contributing as Editor and Reviewer for several well-known scientific journals.

3. **Dr. Iriani Indri Hapsari, M.Psi., Psikolog**

   Dr. Iriani is a lecturer at Faculty of Psychology Education in Universitas Negeri Jakarta (UNJ). Dr. Iriani obtained her Doctorate of Psychology at Universitas Padjajaran with ADHD theme research. She is a Clinical Psychologist focusing on Children and Adolescents. She also actively participating in social communities such as Founder of ADHD Friend Community, Community of "*Psikologi Peduli ADHD*", and Clinical Psychology Association. Most of her research are related to Children with ADHD, and up until now are actively conducting research.

4. **Satiningsih S.Psi., M.Si.**

   Satiningsih is a lecturer at Department of Psychology, Faculty of Education, Universitas Negeri Surabaya. She obtained her master of science in Psychology from Universitas 17 Agustus 1945 Surabaya. Satiningsih is an expertise with tremendous experience in Special Needs Children and Disability. Most of her research are related to disability. She also actively participating in social activities such as became counselor at Office of Population Control, Women's Empowerment and Child Protection in Surabaya Government and counselor at Lentera Hati Ananda Surabaya.

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Case Study of Risk Factors Caused Paranoid Type Schizophrenia Disorder

Inocencia Vivinca Arhadita[1], Nanda Audia Vrisaba[1]
[1]*Departemen of Psychology, Faculty of Education, Universitas Negeri Surabaya*
inocencia.19113@unesa.ac.id; nandavrisaba@unesa.ac.id

Abstract: Schizophrenia is a psychological disorder characterized by thought processes that are separated from reality, causing individuals to have a chaotic and frightening world. One type of schizophrenia that is often encountered in Indonesia is paranoid schizophrenia characterized by sufferers who often experience auditory hallucinations, visual hallucinations, various types of delusions or delusions accompanied by feelings of fear and anxiety. In the research method used is a case study with a qualitative approach. The assessment techniques used are participant observation or direct involvement in the subject's life during daycare rehabilitation, semi-structured interviews with patients and significant others (SO) and psychological tests (HTP, BAUM and DAM). The research subject is a male patient with the initials WH aged 37 years who has experienced history of relapes 8 times. The results showed that there were two factors causing the symptoms of schizophrenia in the subject, namely internal and external factors. The results of the study also analyzed the subject's psychological disorders based on Alfred Adler's parenting theory regarding being pampered or pampered which influenced the emergence of neurotic disorders in the subject. Based on the research, it can be explained that adherence to taking medication, supervision of the family environment and the institution is very influential on the subject's recovery during the treatment period.

Keywords: *Paranoid Schizophrenia, Study Case, Rehabilitation Patient*

1 INTRODUCTION

Schizophrenia is a word that comes from Latin, namely "schizo" which means split, and "phrenia" which means mind. (King, 2010). Schizophrenia is a psychological disorder characterized by thought processes that are separated from reality, causing individuals to have a chaotic and frightening world. King (2010) defines schizophrenia as a long-lasting disorder characterized by the appearance of odd thoughts, impaired communication, and inappropriate emotions. Individuals who suffer from schizophrenia will experience a split between thoughts, feelings, emotions and actions from themselves. Schizophrenia causes individuals to be unable to recognize the limits of the reality of everyday life and can occur repeatedly or continuously (Stauffer et al., 2011). Schizophrenia is a chronic and complex mental health disorder characterized by a range of symptoms, including delusions, hallucinations, disorganized behavior, and impaired cognitive abilities (Patel, 2014). Schizophrenia can also be characterized by cognitive symptoms, such as impaired attention, memory function, or executive function. In addition, relapse rates may occur due to positive symptoms, such as suspicion, delusions, and hallucinations (Mimica et al., 2019).

According to a study conducted by Saha et al. (2005) schizophrenia affects 4-7 people out of a total of 1000. In Indonesia, the prevalence of people with severe mental disorders reaches 6% with an age range of <15 years or the equivalent of 14 million people. According to the results of the study (Zahnia & Sumekar, 2016) it was found that Indonesia is a country with a population that has a high prevalence of schizophrenia. However, there is no accurate prevalence of schizophrenia. Based on data from Riskesdas (2013), the prevalence of schizophrenia in Indonesian society in 2016 reached around 400,000 people as much as 1.7 per 1,000 population. Sari (2019) explained that relapse is an event in which symptoms appear in patients with schizophrenia in uncertain conditions. Relapse that is not handled properly will actually have a negative impact on the community, families and sufferers themselves, so professional help is needed to treat and supervise people with schizophrenia carefully and carefully (Amelia & Anwar, 2013). One type of schizophrenia that is often encountered in Indonesia

is paranoid schizophrenia. Paranoid schizophrenia is characterized by sufferers who often experience auditory hallucinations, visual hallucinations, various types of delusions or delusions accompanied by feelings of fear and anxiety (Nevid, S, 2014).

The cause of schizophrenia is still unknown, but several factors are thought to be driving the emergence of symptoms in people with schizophrenia, including genetic, psychosocial, environmental and neurotransmitter factors. A study explains that identical twins have a 50% higher risk of developing schizophrenia, in contrast to fraternal twins or dizygotic twins who have a 15% risk (Patel, 2014). Simanjuntak (2008) also stated that people with schizophrenia who experience distortion in an unfavorable relationship with a caregiver will influence and cause a feeling of a source of pressure (stressor) in him. Meanwhile, several epidemiological studies have shown that people with a history of psychoactive substance abuse doubled experience more psychotic symptoms such as schizophrenia (Kim et al., 2017; Rømer et al., 2017; Tyler et al., 2016). Another factor is the parenting style adopted by the parents and applied to the child. Parents who tend to pamper their children will foster minimal social interest, feelings and the desire to continuously pampered (Feist & Feist, G, 2006). According to Adler (Feist& Feist, 2016) a pampered child does not have an abundance of affection but a lack of feelings of love. A pampered child is too protected and guarded. The tendency to not be able to solve personal problems is often found in pampered children. A child who is usually spoiled by his mother will feel scared if his mother is not near him.

Based on the explanation above, researchers are interested in knowing the risk factors or things that can cause a person to experience paranoid schizophrenia. In addition, researchers also want to know what factors cause people with schizophrenia to experience recurrence or relapse repeatedly.

2 MATERIALS AND METHODS

This research will be conducted using qualitative research methods and study case approach. Qualitative is a method in research methodology that is used to explore in order to understand the behavior and meaning of individuals and groups more deeply in the problems in life that occur (Cresswell, 2013). The purpose of using qualitative methods is to be able to express problems based on a natural background and interpret the phenomena studied in depth (Denzin & Lincoln, 2013). The case study approach focuses on certain cases in depth so that can identify social relationships, concurrent processes and categories recognizable, distinctive, and unique. The study was conducted for 14 days at the Rehabilitation Installation of Mental Hospital X Jakarta. The purpose of the study was to look at the psychological picture of paranoid schizophrenia sufferers along with analysis related to internal and external factors that cause symptoms of paranoid schizophrenia disorder. The assessment technique used is a document study, namely the subject's medical record, supported by participant observation, anamnesis with the subject and alloanamnesis with significant others (subject manager, subject's mother, subject's roommate) supported by semi-structured interview guidelines and psychological test tools (HTP, BAUM and DAM). Some of these assessment techniques are used to provide information related to the needs of the research. The subject of the study was a patient with the initials WH aged 37 years who had experienced history of relapse (Hospital Admission) 8 times and has obtained personal and institutional approval to conduct a case study on the subject. The following is the identity of the research subject:

Table 1. Subject Identity

Name	**: WH**
Place and date of birth	: Jakarta, 04 April 1985
Age	: 37
Sex	: Man
Ethnic	: Javanese
Religion	: Islam
Last Education	: Senior High School
Job Tittle	: -
Marital status	: Not married

Address	: West Jakarta
Order in Family	: 3 of 3 siblings
Hobby	: Motor racing and swimming

3 RESULTS

In this case study, the client was diagnosed with paranoid schizophrenia in 2005 at RSJ X Jakarta and had a history of relapse and was treated at RSJ X JAKARTA 8 times. Clients often experience relapse or relapse due to non-compliance with taking the recommended medication and also due to aggressive behavior such as getting angry, hitting a friend's face and punching a glass at home. The main symptom of paranoid schizophrenia that appears from the client is the appearance of auditory hallucinations such as hearing orders to harm the mother, visual hallucinations in the form of seeing a scary black shadow and delusions of grandeur, namely the belief that he has led a war. Based on the results of the study, it was found several risk factors that cause client suffering paranoid schizophrenia, including:

Long-term Use of Marijuana

That the problem began with the client who first tried marijuana type drugs in 1998. Since consuming marijuana, the client claimed to always feel addicted and there would be several complaints such as excessive dizziness, fatigue that came continuously and feverish. Since he felt himself getting better when taking drugs, there was a very strong feeling to continue taking. Then, the client thought of lying to his parents by asking to add to his daily allowance which would be used to buy a packet of marijuana from his friend. In 2002, the client admitted that he began to feel that something was wrong with his vision (positive symptom), namely seeing a very large black shadow, about the size of a door and wide body (positive symptom, visual hallucinations). In 2005 the client was brought to the RSJSH because of his tantrum with his friend, the client was ordered by a whisper (positive symptom, auditory hallucination) to hit his friend. After the client returned, he did not take medicine according to the doctor's prescription. While at home, the client's friends kept coming to his house and kept bringing things that his mother didn't understand and believed to be drugs. Until 2006 and 2007, the client experienced another relapse, was hospitalized and stopped taking medication because he did not take medication according to a doctor's prescription. The client had suffered a minor head injury in 2009 due to a wild motorcycle race at night. In order to overcome the hallucinations, the client constantly buys marijuana and shabu-shabu. After being unemployed for a long time, the client had time to fill his time by working as a courier at a private company in West Jakarta in 2013. The client's job only lasted for two months because of the feeling of laziness and unmotivated that arose in him. Then, the client was hospitalized again with the same chronology, namely dropping out of taking medicine and uncontrolled behavior. And so on until 2015, 2017, and in 2019 the client felt someone was peeking and watching him. The client was raging and hitting things. Until 2021, the client's anger was so high that he almost hit his mother, according to the client it happened because he heard orders to do it. During the rehabilitation process, clients are often found to be hallucinating or having delusions of grandeur (delusions).

Permissive or Indulgent Parenting

Baumrind in Santrock (2011) that four kinds of parenting style, one of which is permissive style. In permissive style, parents are very involved in their child’s upbringing and less demanding with their children. Parent let children do whatever they what and less control to them. However, the result for their children don’t learn to control behavior and always expect that they what will be fulfilled. Based on client’s case, his parent never rejected what he want, so permissive parenting has an impact on his behavior. Client has weak self-control, so it is make him easy to be influenced by his social environment or his peer group. Client knows that marijuana is not good, but he finds difficult to resist the influence of his friend and knows that effects of marijuana is calming enough for him. Client’s mother also never forbids when his friend keep coming, even though mother knows that client’s friends will give bad influence to client.

Maladaptive Coping Strategy

Adaptive coping is when someone could be flexible, efficient, and focused on their problem, while maladaptive coping strategies tend to be socially inappropriate (Holubova et.al., 2015). Usually, someone will tend to use repetitive coping strategies that they find effective for them. Coping strategies are used to manage and overcome difficult life events or when someone suffering stressful situation. People who experienced psychotic disorder, like paranoid schizophrenia, have been found tend to use maladaptive coping strategies (Holubova et.al., 2015). Based on client's case, he usually used maladaptive coping strategies. When he gets a problem, he will tend to avoidant with his problem and he will consume marijuana to make his condition better and forget his problem. Client cannot solve his own problem, so the problem is not resolved properly. When he faced a big problem, such as when he loses his father in 2004, he was unable to defend himself. His father's death was a traumatic event that triggered him to develop symptoms of schizophrenia.

4 DISCUSSIONS

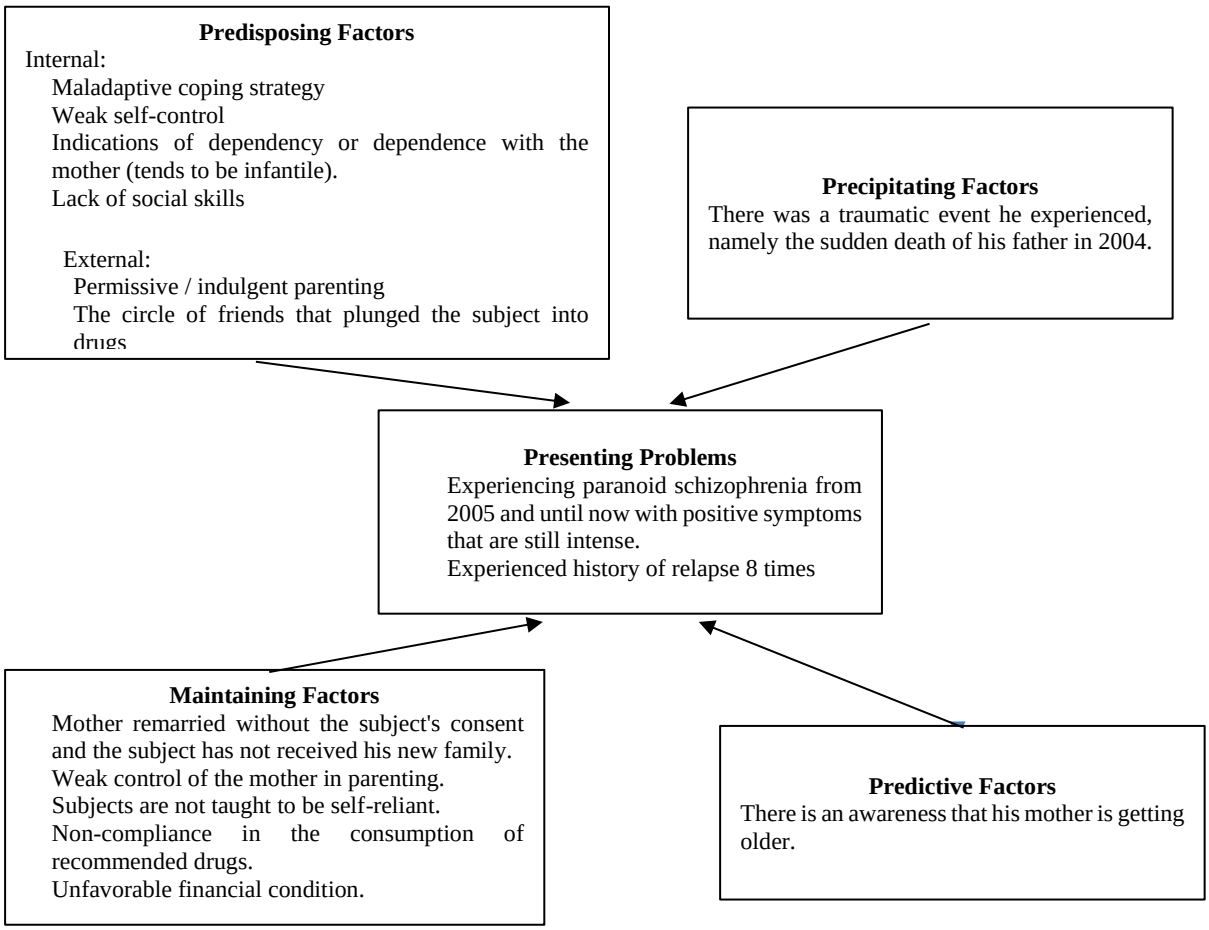

Figure 1. Dynamics of Subject Conditions

Based on the dynamic chart of the condition of the subject above, it can be explained based on predisposing factors, precipitating factors, maintaining factors, and predictive factors. In predisposing factors, it explains the risk factors that allow the subject's current condition. The risk factors that cause WH clients to experience disturbances can be viewed from internal factors, namely ineffective coping strategies, such as when he started entering junior high school, WH clients said that his friend offered him a marijuana to try, the client felt that marijuana was a sin and not in accordance with the teaching religion. However, because of his lack of self-control as a teenager, he encouraged clients to try marijuana. Since then, WH's clients have continued to consume drugs as a coping strategy, such as in 2004, the death of his father which brought grief to him. Several studies have explained how addictive substances consumed in quantity can trigger the emergence of schizophrenia symptoms in patients (Wilkinson et al., 2014).

In addition, the attitude of the WH client is still very dependent on the mother and the manager or person in charge. The subject's attitude of dependence on external parties, especially the mother, is the most dominant risk factor that affects the emergence of schizophrenia symptoms in the subject. During class, WH tend to be less firm in their choices, for example, the rehabilitation class which is almost entirely chosen by the Manager of The Day (MOD). Reinforced by the results of observations, how the client depends (dependent) all choices to the mother or other external parties that make him comfortable. Because since childhood he was accustomed not to determine the direction of his life personally. Judging from the first external factor is parenting. Adler's theory explains how a child who grows up with a pampered lifestyle will continue to grow up feeling comfortable and enjoying being pampered and developing a parasitic relationship with his mother (Feist & Feist, G, 2006). The client who since childhood has never experienced rejection from his parents regarding his request, is an individual who grows up without understanding the environment well because the client is the only child after the death of his two brothers. The second external factor is the influence of peers. The incident where the client was strongly influenced by his friend's offer in junior high is evidence that peer control does have an effect. Kusumastuti dan Hadjam (2019) through his study has also explained how the role of family control is very large in preventing drug abuse in adolescents. When the client has tried drugs, there will be physical and psychological dependence (Sumiati, 2009). Another factor that triggers the emergence of complaints is the financial situation of the client's family who slumped. The client's family cannot afford to pay for night care, lodging for rehabilitation patients. So they only rely on BPJS to participate in day care. The RSJ agency does not recommend this, but financial conditions cannot be forced.

The death of his father in 2004 was a traumatic event which became a trigger factor that caused the WH client to fall and be diagnosed with depression (based on medical records). Clients overcome feelings of loss by applying ineffective coping strategies, namely choosing to calm down using drugs. In 2005, the first WH client entered RSJ X Jakarta with positive symptoms, which until the research period was still quite intense. Aggravating the next factor is a history of drug withdrawal. Basically every human being is always struggling to get to a better life and reach the final goal (Feist & Feist, G, 2006). According to Alder, humans are born to be weak creatures and must struggle to be able to fulfil the tasks or roles they face. In the case of the WH client, he experienced inferiority because he was diagnosed with paranoid schizophrenia, then the client should achieve superiority or success by trying to get better or minimize the growing symptoms.

Several other factors that maintain or cause the client's condition does not lead to a better condition, including specifically related to the surrounding environment, namely the WH Client's mother. The WH Client's mother remarried without the consent of the WH Client. The WH client also showed minimal interest in discussing his mother's marriage with his stepfather, the client felt that his mother's attention would shift if the marriage occurred, the client continued to deny discussing the existence of a new family he had. This feeling comes along with the reason that since childhood, WH clients have never been trained to do everything independently or also known as maintaining factor.

In addition, another maintaining factor is the WH Client's non-compliance to take the drugs recommended by his doctor. clients tend to have a negligent attitude to taking medication. There is a possibility that this attitude is shown to attract attention from others so that he can be served. According to Sari (2019) adherence to taking medication is one of the keys to the success of a treatment that can prevent relapse in schizophrenic patients. The last factor in the case of the WH client is the awareness that the mother's age is getting older, there is a fear in the client that he must quickly get out of rehabilitation and accompany his mother in her old age, but this awareness does not continue to be real action.

5 CONCLUSIONS

Based on the data obtained through observation or direct involvement in the subject's life during daycare rehabilitation, semi-structured interviews with patients and significant others (SO) and psychological tests (HTP, BAUM and DAM) that the client has paranoid schizophrenia disorder (F20.0). Internal risk factors that come from within the WH client are non-adherence to taking medication, dependent behavior supported by a diagnosis (suspect) of dependent personality disorder which is evident from the pattern of behavior towards the mother. to use drugs as a solution to the problems they face. Behavior that avoids the problem is also the cause. While external factors come from parenting and peers. Since childhood, parenting encourages clients to become

individuals who grow and depend on others. In relation to the results of the analysis using Alfred Adler's individual psychological theory, it is increasingly clear that WH clients have barriers to achieving superiority because they do not have an ultimate goal, clear encouragement and very minimal social interest. As a result of these factors, the symptoms of schizophrenia shown by the client are still quite intense. and often.

ACKNOWLEDGEMENTS

The researcher would like to thank the subject of WH and his family, the institution of Mental Hospital X in West Jakarta, and the Department of Psychology, State University of Surabaya who have supported and helped provide the data needed for the continuation of this research.

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Description of Work Motivation of The Management of HMJ Islamic Psychology UIN Antasari Banjarmasin During Pandemic

Yulia Wahyu Anggraeni[1], Selma Jasmine Lubuk[2], Indah Fatriana[3], Abdul Jalil[4], Shanty Komalasari[5], Ceria Hermina[6]

[1]UIN Antasari Banjarmasin, A. Yani KM. 4,5, Banjarmasin, South Kalimantan, Indonesia
[2]Faculty of Ushuluddin and Humanities
yuliawahyu07@gmail.com

Abstract: The pandemic has had an impact on system changes in the organization, thus creating its own challenges for the management. To face this challenge, work motivation is needed by each individual who joins the HMJ Islamic Psychology organization to achieve a common goal until the end. The purpose of this study, among others, is to find out a description of the work motivation of administrators who continue to carry out activities during the pandemic. The method used is descriptive qualitative approach and data collection techniques using unstructured interview techniques. The results of the study showed that the work motivation of the HMJ Islamic Psychology board was still in the good category even though they were active during the pandemic.

Keywords: Pandemic, Work Motivation

1 INTRODUCTION

According to (Hasibuan, 2015) Motivation in Latin "move" has the meaning of encouragement or moving. Motivation can be said as a factor driving a person's behavior. Motivation itself can also be said as an encouragement so that an individual or group can carry out activities with the aim of achieving the wishes of the organization. Meanwhile, the notion of motivation according to (Robbins, 2013) is a benchmark for the level, persistence, and goals of an individual with his efforts in achieving a goal. Meanwhile, according to (Sunyoto, 2013) work motivation is a condition that causes an individual to be encouraged in activities in order to achieve what is desired. As stated by (Nawawi, 2009) where motivation is a condition of an individual that causes or motivates the individual to do something consciously, but there is still a possibility if the individual is in a forced condition and does something he does not like, so that what he did in the end became ineffective. Motivation has become a very important part. Because, every individual basically has motivation and there are also some individuals who may be more active than other individuals. In general, people will be even more active at work if they do not get obstacles in realizing something that is in accordance with what they expect. If the work drive is strong, there will also be a great opportunity for the individual to focus more on his goals. There are even individuals who prefer the encouragement of work without rewards because they have found happiness and pleasure in what they do (Mardiana and Saleh, 2021). However, the emergence of this pandemic caused all activities to be limited. One of the organizations affected by the pandemic is the HMJ Islamic Psychology organization at UIN Antasari Banjarmasin. The pandemic period is a situation where everything is not as usual for all people, groups, and organizations. During the pandemic, of course, all activities must be stopped and it is difficult to carry out activities. The existence of this pandemic has forced the government to issue a policy to overcome or break the chain of transmission of Covid-19 in Indonesia. One of the things the government does is to keep a distance and stay away from various activities that cause crowds and gatherings of many people (Siahaan, 2020). Meanwhile, the definition of the organization is as a gathering place for several people to achieve mutually agreed goals, meaning that in an organization there needs to be meetings and associations of people to carry out various activities (Duha, 2020).

The organization is actually a forum for students to channel their aspirations and experiences. However, because of this pandemic situation, it certainly brings its own challenges for administrators within the organization

to carry out activities and carry out work programs that have been designed. Every organization has its own goals and objectives to be achieved. Therefore, the purpose of an organization is to integrate a common goal and desire of members in the organization. Thus, to achieve this goal, it is necessary to have work motivation from the management itself. (Rosi Utari and Rosa Susanti, 2020). The Islamic Psychology Department Student Association or HMJ Islamic Psychology is a student organization in the Psychology Department which is a place for aspirations, communication, and also the integrity of Islamic Psychology students, Faculty of Ushuluddin and Humanities UIN Antasari Banjarmasin. Within the HMJ Islamic Psychology organization there are members and administrators of the HMJ Islamic Psychology. Members are students majoring in Islamic Psychology. Meanwhile, the management are people who have positions in the management structure which consist of the general chairman, deputy general chairman, general secretary, deputy general secretary, general treasurer commonly referred to as core management and 5 fields which also have a head of field, secretary of the field, and members of the field. Related to the current conditions, namely the pandemic period, the administrators also experience obstacles to carry out activities directly (offline) and can only be done online (online). If you have to carry out activities directly, it can be said to be quite difficult because you need prior permission from the Department of Islamic Psychology. Based on what has been described, researchers are interested in knowing what the description of the work motivation of the management at HMJ Islamic Psychology UIN Antasari Banjarmasin during this pandemic is like so that they can carry out and carry out activities well.

2 MATERIALS AND METHODS

Work motivation

According to (Hasibuan, 2015) motivation comes from the Latin, namely, "movere" which means encouragement or movement. Meanwhile, according to the term, motivation is an effort made to do work effectively and can achieve the goals that are expected to be realized. (George and Jones, 2005), says that motivation is a psychological push to an individual in determining the direction of the individual's behavior in terms of the level of effort made and the level of persistence or resilience in the face of a problem. Meanwhile, according to (Melayu, 2001), motivation is something that is done so that someone does a movement or does work by protecting both the individual and the future and of course so that the goals to be achieved are realized and as an effort to achieve satisfaction.

The word motivation is a word that comes from the word motive, which means the strength in a person that makes him move or do something (Badrianto, 2021). The power that is inside or outside a person that makes him move to make a movement to do a job in order to achieve the goals that have been made is motivation. This power is called motivation. Motivation is usually called something that causes a relationship when someone is faced with a certain situation. Motivation helps someone to do a job so that it is done as well as possible according to what was previously planned. Because motivation is the achievement can be achieved and as expected. (Puspanegara, 2012) Motivation has the main benefit of making a person very enthusiastic in doing work activities so that they are carried out well and the purpose of motivation in general is to move someone so that a desire and willingness to do something arises so that they can get results or achieve a goal. certain goals (Purwanto, 2006). Meanwhile, according to (Hasibuan, 2006), mentions the purpose of motivation, among others: increasing morale, increasing discipline, increasing a sense of responsibility and maintaining stability. Based on the above understanding, the researcher can conclude that work motivation is a condition in which a person is driven and moved to do something in order to achieve the goals to be achieved.

Work Motivation Factors

Fuad et al. (2006) stated that there are factors that can influence work motivation, including: personal needs, goals and views of individuals or most people as well as efforts in creating these needs, goals, and views. If, every board member is happy with his job, considers the task given to be full of obstacles, and is happy with the organizational environment, then in general, the board will usually try as much as possible to carry out the assigned task with enthusiasm and will make a full contribution. (Saydam, 2006) says that work motivation can be caused by various things, either in the form of internal factors (inside) or external factors (outside). Internal factors usually refer to motivation that is driven by a sense of pleasure for the work being done, and is contained

in an administrator. These internal factors will affect individual work motivation, which include: maturity of oneself, level of education, ideals as well as expectations, self-actualization, fatigue and boredom. Meanwhile, external factors are motivations that arise from outside the management. External factors that will affect one's work motivation include: work environment, compensation, good supervision, rewards for achievement, status and job responsibilities.

Work Motivation Indicator

Work indicators according to (Sedarmayanti, 2010) are things that can be measured and calculated as well which will be used as a basis for assessing or seeing a person's level of ability in achieving the targets and goals to be achieved. Regarding motivation indicators (McClelland, 1987) divide them as follows:

1. Responsibility, an individual who has a sense of responsibility for the task at hand, that person will try to succeed in completing it.
2. Considering risk, someone will first consider the risks that will occur before carrying out activities.
3. Feedback, someone likes feedback because they think feedback is very important to complete tasks effectively.
4. Creative innovative, someone will be creative to try new ways to complete the given task.
5. Task completion time, individuals will try to complete each task in a fast time.
6. The desire to be the best, someone will always show the best work with the aim of getting the best predicate.

There are several indicators to measure work motivation according to (Syahyuti, 2010), namely:

1. Encouragement, someone who has high work motivation then he also has a strong drive in him to do work to the fullest, and of course it will also affect the goals of an organization that is followed.
2. Morale, someone who has a high morale will bring pleasure in him and will be more active and will be more consistent in doing things.
3. Initiative and creativity: someone whose initiative is defined as the ability to start or continue a job of his own free will without the support of others. Meanwhile, creativity is defined as a person's ability to be able to create something new.
4. Responsibility, an individual who has work motivation he will have a sense of responsibility for the work given and complete it as quickly as possible.

Aspects of Work Motivation

Munandar (2011) mentions several aspects of work motivation, including:

1. Discipline, which means that the attitudes and behavior or actions of the management in carrying out activities must comply with certain rules. Decisions that have been determined and mutually agreed upon, either in writing or verbally and are able to accept the consequences if found to have violated the duties and authorities that have been given.
2. High imagination and combination power, this can create a work result and a combination of several ideas arranged more carefully or from one's own initiative, thus creating a result that will support better work quality.
3. Self-confidence, feeling confident in one's own abilities. Positive thinking power to face a reality that will happen and be responsible for the decisions that have been taken as a result can resolve the problem peacefully.

This study uses a qualitative approach to the type of descriptive research. Creswell (2016) states that the qualitative approach method is a method used to explore and understand meaning in a number of individuals/groups of people who come from social problems. In carrying out qualitative methods, of course, involves an important effort. Such as, asking some questions and procedures, and collecting specific data from participants. As for the technique used in this study, namely the interview technique. For this type of interview using unstructured interviews, this type of interview is free and does not use interview guidelines that are arranged systematically. The subjects of this study were 9 administrators of the HMJ Islamic Psychology for the period 2021-2022.

3 RESULTS

Interviews were held on March 21, 2022. Interviews were conducted with 9 administrators of the HMJ Islamic Psychology, namely five members of the field with the initials SW, SA, GK, RE, and AH; two people as secretary of the field, namely HN, RW; one person as the head of the field, namely R; and one person with the initials UN as deputy general chairman of HMJ Islamic Psychology. After completing the interview, the first thing to discuss is related to the question of whether they need motivation and how important that motivation is for them, then the result is that they really need what is called motivation, because motivation for them is very important and must always be there. The researcher found several internal factors that influenced the work motivation of the HMJ Islamic Psychology board. From these interviews, the researchers obtained the factors of the wishes and expectations of the administrators in carrying out all the expected activities. 7 out of 9 administrators interviewed said that the thing that made their motivation not decrease was by remembering their goals from the beginning of entering the organization. They all also said that they felt excited about organizing even during the pandemic.

Then, for the second question, what are the obstacles they get when organizing during the pandemic. It turns out that they all have their own obstacles and problems, some have network problems during online meetings, some are busy studying, some have difficulty getting parental permission due to the pandemic, some have not been able to contribute directly because they are still in their hometown. adapt quickly to the situation, lack of human resources, and the difficulty of communicating and coordinating directly between one administrator to another. However, even though all of them have their own obstacles but that does not reduce their enthusiasm in organizing they still enjoy the process and live it with enthusiasm. They consider what they are doing as a challenge and will not be an obstacle for them in the process, seeking experience, adding knowledge, and relationships. As is the case with the theory of affiliation needs by (Mullins, 2001) in which he argues that the theory of affiliation needs is a need that unites a relationship in an organization and makes people in the organization always eager to do various jobs and responsibilities given. Furthermore, the question regarding responsibilities in the HMJ Islamic Psychology organization, SW and GH said that if someone has entered the organization, everything in the organization has become a shared responsibility. Meanwhile, the opinion of the management who has greater responsibility, such as the deputy general chairman, the head of the field, and the secretary of the field, says that responsibility is a mandate that must be carried out as well as possible.

If it is measured based on indicators of work motivation, the results obtained from the interview are regarding the responsibilities of the HMJ Islamic Psychology board, even though in terms of time discipline, there are still many administrators who come late and also get permission when there are meetings and activities due to several things. one of them when online activities, many are constrained by the network. Then regarding creativity and innovation, the administrators of the HMJ Islamic Psychology must be able to be creative and innovate in carrying out activities or holding events even though they are carried out during a pandemic. The management was also interviewed regarding the completion of tasks, the management said that they tried their best to complete each task that had been given in accordance with the allotted time. For work morale, each of them has a fairly high work spirit because apart from adding experience, their relationships can also contribute directly to the Department of Islamic Psychology where they also have the opportunity to be known by Islamic Psychology lecturers.

4 DISCUSSIONS

The results of this study indicate that the majority of HMJ Islamic Psychology administrators have a good level of work motivation during the pandemic. 7 out of 9 administrators interviewed can be said that the thing that keeps their motivation from decreasing is remembering what their goals were from the start of entering the organization. Which means that each of them certainly has goals to be achieved, both personal goals and the goals of the organization itself. (George and Jones, 2005), said that work motivation is a psychological encouragement to an individual in determining the direction of the individual's behavior in an organization, the level of effort made and the level of persistence or resilience in the face of a problem. Motivation is a process of explaining the intensity, direction and goals as well as the process of providing encouragement to increase morale so that they

can make maximum efforts, so they can provide the best for personal goals and for the organization. Someone who has motivation tends to do what is best for the organization. The 9 administrators of the HMJ Islamic Psychology also said that they felt enthusiastic about organizing even during the pandemic because it would be a challenge and not an obstacle for them to gain knowledge, experience and relationships. They can still get it online.

Saydam (2006) stated that work motivation can be caused by various things, either in the form of internal factors (inside) or external factors (outside). Internal factors usually refer to motivation that is driven by a sense of pleasure for the work being done, and is contained in an administrator. These internal factors will affect individual work motivation, these activities become encouragement for the management in carrying out activities. And they also said that something that could motivate the management was an activity that challenged them. Furthermore, for external factors that can affect the work motivation of managers, one of which is the environment. A comfortable and fun environment, having many friends in an organization makes the administrators enthusiastic and stays at HMJ. Motivation has become a very important part in an organization. Because, every individual basically has motivation and there are also some individuals who may be more active than other individuals. In general, people will be even more active at work if they do not get obstacles in realizing something that is in accordance with what they expect. If the work drive is strong, there will also be a great opportunity for the individual to focus more on his goals. There are even individuals who prefer the encouragement of work without rewards because they have found happiness and pleasure in what they do (Mardiana and Saleh, 2021).

5 CONCLUSIONS

Based on the results of the interviews that have been conducted, it can be concluded that the current work motivation of the HMJ Islamic Psychology board can be said to be good even though they have to carry out activities during the pandemic, which is a challenge for the administrators and does not make their enthusiasm to continue their activities. For work morale, each of them has a fairly high work spirit. The researchers saw this based on the indicators of work motivation mentioned above. The administrators have responsibilities, which can be said to be good, although in terms of discipline, there are still many administrators who arrive late when there are offline or online meetings due to several things, such as the management who have their respective activities and are constrained by the network at the time of the activity or online meetings.

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Coach-Athlete Relationship and Grit on Athletes with Disabilities

Andre Genta Senjaya[1], Charyna Ayu Rizkyanti[1] and Andi Tenri Faradiba[1]
[1]*Faculty of Psychology, Universitas Pancasila, Jakarta, Indonesia*
andregentasenjaya@gmail.com; charyna@univpancasila.ac.id; atenri.frd@gmail.com,

Abstract: This study was conducted to examine the correlation between the coach-athlete relationship and grit in athletes with disabilities. An overview of the coach athlete relationship using the CART-Q (Jowett and Ntoumanis, 2004) and grit using the Grit Scale (Duckworth, Peterson, Matthews and Kelly, 2007). Research participants consisted of 38 athletes with disabilities aged 16-48 years and were selected by purposive sampling technique. The results showed that there was a significant correlation r= 0.455 between the coach-athlete relationship and grit in athletes with disabilities. This Study are expected to be an evaluation of athletes, coaches and all National Paralympic Committee of Indonesia (NPCI) administrators to pay more attention to the quality of good relationships between coaches and athletes, while maintaining enthusiasm and perseverance in training and regular long-term matches in order to maintain sports achievements.

Keywords: Coach-Athlete Relationship, Grit, Athletes with Disabilities

1 INTRODUCTION

One of the main obstacles for athletes in the training process is the problem of feeling bored in training which becomes a long-term routine and takes up a lot of athlete time, so that it can reduce performance (Satiadarma, Siregar & Dwiariani, 2013; Gunarsa, 2008). Athletes who experience boredom will make a withdrawal on the exercise. Boredom can be caused by lack of commitment and passion of athletes in training (Juriana & Jannah, 2017). Someone who has passion, enthusiasm and perseverance, persistence, hard work (perseverance) to achieve long-term goals (long-term goal) that a person wants to achieve is called grit (Duckworth, Peterson, Matthews & Kelly, 2007).

Elmuro (2016) conducted a study on 142 non-sportsman disabilities with an age range of 18 to 88 years. The results of the study show that there are differences in grit in high-achieving athletes (participating in national and international championships) and low (never participated in national and international championships). One of the factors that determine the grit of athletes is a sports coach (Moles, Auerbach & Petrie, 2017). According to Satiadarma (2000) in the world of sports, the trainer does not only act as a program, but also as a friend, teacher, parents, counselors, even psychologists for athletes. Coach is a character central for a new player is optimal because it is in the hands of the coach the potential possessed by athletes will emerge, and it is the coach who form a player's winning mentality. There is a strong relationship between coaches and athletes can produce good performance (Jowett & Ntoumanis, 2004).

In particular, the relationship between coaches and athletes is a significant determinant. It is very important in mentally preparing athletes (Jowett & Carter, 2006). Open communication with athletes can affect the athlete's mentality. Coaches can use an individual approach to athletes in prepare athlete mentality. Based on the research above, the researcher wants to conducted research on the significant relationship between Coach athlete relationship with grit for athletes with disabilities, considering that there are still limited studies of disability sports psychology in Indonesia.

2 MATERIALS AND METHODS

This research is quantitative research that uses numbers, starting from data collection, interpretation of the data, and appearance on the results (Periantalo, 2016). Quantitative data obtained through survey research (naturally) using online questionnaires (on the network) filled in by the respondent. Quantitative data obtained through survey method in the form of a questionnaire for the purpose of correlational studies in one certain period of time. This study aims to determine the correlation between coach-athlete relationship and grit on athletes with disabilities at the National Paralympic Committee of Indonesia (NPCI). Research data collection was carried out on 8 May - 30 June 2018 online with the help of the National Paralympic administration committee of Indonesia (NPCI) along with sports coaches paralympics. The questionnaire was successfully obtained and filled out by as many as 38 respondents.

3 RESULTS

Based on the research objectives, the results that there's a significant correlation between Coach-athlete relationship with Grit on athletes with disabilities at National Paralympic Committee of Indonesia (NPCI).

Table 1. Correlation Test

Variable	r (pearson)
Coach-Athletes Relationship	0.455
Grit	

The results of the Pearson product correlation test are obtained moment, to find out the relationship between the coach-athlete relationship with grit on athletes with disabilities obtained the results of Sig. of 0.004. Because the results obtained are $0.004 < 0.05$, it can be said that there is a relationship significant relationship between Coach-athlete relationship with Grit in athletes' persons with disabilities in this study. In addition, when viewed from the results of $r = 0.455$ means, the higher the Coach-athlete relationship, the higher grit on athletes with disabilities and the strength of the correlation between these variables included in the medium category (Periantalo, 2016).

4 DISCUSSIONS

The results of this correlation study show that there is a significant correlation between Coach-athlete relationship with Grit in athletes with disabilities at the National Paralympic Committee of Indonesia (NPCI). In this study, almost all athletes with disabilities have high achievements which prides itself on the quality of the relationship with a good coach and have high grit. High grit in individuals can occur because since the beginning athletes with disabilities have gone through various life challenges, starting from a long-term training process with good sports facilities minimal, to the challenges of life outside the competition. Athletes with Disabilities in this study have different barriers according to conditions each, although they are generally the same in terms of accessibility (Soleh, 2016).

Based on the researcher's interview with one of the athletes, in general friends of athletes with disabilities have the same obstacle, namely the lack of the government's attention to the accessibility of persons with disabilities, such as very limited sports facilities, access to further education, employment ost-athlete and coupled with the discriminatory view that athletes Paralympics are not real athletes and have no commitment as an athlete (Martin, Byrd, Watts and Dent, 2015).

A discriminatory view of commitment as an athlete does not break people with disabilities to excel, just like athletes with disabilities still have a spirit that never goes out and diligently practice for become a champion and feel proud of the achievements achieved. In accordance with the research results of Gilchrist, Fong, Herbison, Sabiston (2018) and Duckworth (2007) who said that grit was significantly related to taste proud and achievements that have been achieved before, the prouder and achievement, the more persistent the individual will be to carve next achievement.

Other research on the existence of complementary passion between coaches and athletes to achieve the same goal in an activity, can increase the positive relationship between coach and athlete (Lafrenière, Jowett, Vallerand, Donahue & Lorime, 2008). This is in accordance with the conditions that exist in this study, where the majority of athletes have a with the coach in a positive way. Athletes with disabilities in this study felt that he is attached in thought, feeling and behavior to the coach and have the same passion to achieve a common goal for achieve achievements.

This study also illustrates the strength of the moderate correlation (medium) between grit and Coach-athlete relationship with the direction of the relationship positive ones. The direction of the positive relationship in this study means that the higher the grit, the higher the Coach-athlete relationship. On the other hand, if the Coach-athlete relationship is high, grit will increased as well. In accordance with research conducted by Moles, Auerbach and Petrie (2017) found that coach feedback can improve grit motivation climate. Athletes who get feedback positive from the coach, tend to stick to training and match duties difficult and significantly improve sports performance for make achievements.

According to Duckworh (2016), it is assumed that grit can be developed from outside the individual, namely with a culture of unyielding that is transmitted by a leader. A leader in a sporting context usually refer to a coach. In this study, the trainer has a role to fostering, directing, placing, evaluating every athlete who developed to achieve maximum sports performance.

According to Satiadarma (2000) the coach has a very big role in the mental formation of athletes. Athletes are expected to earn a degree champion continuously through the routine training program provided by the coach. The quality of a good coach relationship can improve sports performance by providing constructive feedback. The high quality of the relationship between athletes and coaches illustrates emotional attachment to trust each other, commit based on shared beliefs, knowing the strengths and weaknesses as well as cooperate with each other to achieve common goals in achieve maximum performance.

The athletes in this study are committed to focusing on the sport certain period of time, illustrates the consistency of interest related to commitment as an athlete and perseverance in trying to complete a difficult and planned routine exercise program related to with deliberate practice (Tedesqui & Young, 2018). Consistency of interest and persistence in trying is a dimension that forms grit (Duckworth & Quinn, 2009).

According to Duckworth (2016) deliberate practice is needed to form grit from within through specific exercises only on activities that have not been mastered and difficult to do. According to Ericsson (cited in Arif, 2018) it takes approximately 60 hours a week (about 9 hours a day) in a row to get the maximum skill, need at least 10 years (a total of 31,200 hours) to become an expert in their respective fields respectively. Athletes in this study did regular exercise about 8 hours a day. In the morning and evening athletes do exercises every day.

Limitation of this study on Self-report research always has the possibility of participants doing faking good in answering the statements contained in the questionnaire. So, in future research to improve grit and Coach–Athlete Relationship Questionnaire (CART-Q) to reduce social desirability of items in the questionnaire. If you want to do research quantitatively, researchers can conduct similar research by adding the number of research participants so that the external validity of the study can be improve for the better.

According to Duckworth (2016) grit is influenced by internal factors (interest, purpose, practice, hope) and by external factors (parenting of grit, play field of grit, culture of grit). In future research, it is also faced to examine Duckworth's hypothesis regarding these factors. The results in this study are expected to be an evaluation of athletes, coaches and all NPCI management to pay more attention to the quality of the relationship good relations between coaches and athletes, while maintaining enthusiasm and perseverance in regular long-term training and matches that can improve sports performance.

5 CONCLUSIONS

Based on the research objectives that have been formulated by the researcher, then it can be concluded that there is a significant correlation between Coach-athlete relationship with Grit on athletes with disabilities at National Paralympic Committee of Indonesia (NPCI).

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Disability Sports as a Psychological Well-Being Intervention Tool for Persons with Disabilities

Dyah Permatasari[1], Mayang Ayu Angelita Sari[1], Reza Asep Adi Purnomo[1]
[1] *Department of Psychology, Faculty of Education, Surabaya State University, Surabaya*
dyah.21097@mhs.unesa.ac.id; mayang.21138@mhs.unesa.ac.id; reza.21140@mhs.unesa.ac.id

Abstract: The purpose of this study was to find out the role of disability sports on the psychological well-being of persons with disabilities. The research method uses a literature review by searching the selected keywords, namely "Disability Sports", "Psychological Well-being", and "Self-esteem". From the research that has been done, it can be concluded that sports with disabilities can improve and maintain physical and mental health, with physical and mental development, self-esteem will increase. Disability sports also motivate people with disabilities to be able to actualize themselves in all existing limitations so that psychological well-being can be achieved.

Keywords: Disability Sports, Psychological Well-Being, Self-Esteem

1 INTRODUCTION

Physical imperfections can be an obstacle in carrying out normal activities and daily life. From these conditions, it is not uncommon for people with disabilities to experience negative experiences (Tumanggor et al., 2021). The life conditions of normal individuals and individuals with disabilities are also very different. The existence of these differences will certainly affect the quality of life of the individual. Several studies have shown that people with disabilities have low levels of welfare. The low well-being is partly because they do not function optimally, feel worthless, and often have negative emotional experiences (Dewanto, 2014). In addition to this, people with physical and psychological disabilities usually experience a sense of inferiority which causes them difficulty in adjusting to society. People with disabilities often feel excessive anxiety, hopelessness, fear of meeting other people, excessive shyness and like to be alone (Hikmawati & Rusmiyati, 2011).

This general description of the quality of life and health of a person can be called the psychology of well-being. An individual can be said to have a good psychology of well-being if he is able to accept himself, is able to form a close and warm relationship with others, has a purpose in life, is able to be independent, and has the ability to develop talents and all development capabilities for himself (Sholichah et al., 2021). This also shows that the psychology of well-being is something that should be owned by every individual so that the individual can carry on his life by maximizing his cognitive aspects to be able to achieve full achievement of his potential and personally continue to develop well (Ryff & Keyes in Damayanti et al., 2021). One way to make people with disabilities have psychological well-being is to do sports with disabilities, especially achievement sports. People with disabilities also have the right, like other people, to be able to develop their potential interests and talents in the field of sports, including achievement sports based on disability categories that have been determined by disability sports rules that apply both within Indonesia and internationally (Ashadi, 2019). Sports for people with disabilities can be used as a means to develop their potential and talents, considering that every human being, apart from having weaknesses, also has their own strengths, abilities, and uniqueness. Sports activities themselves do not require many requirements and everyone has the right to participate, including people with disabilities.

2 MATERIALS AND METHODS

Sport is one of the activities needed by humans (Saputra, 2020). Exercising can maintain health and fitness for the human body. With exercise, health is maintained and prevents the occurrence of dangerous diseases, such as heart disease, osteoporosis, type 2 diabetes, forms of cancer, obesity, and injury (Prasetyo, 2013). The body becomes more susceptible to various diseases, so it must be carried out by anyone. No exception for those with special needs (disability). They also need to do exercise. The benefits of exercise for people with disabilities is an opportunity for change, an opportunity to facilitate their potential in their social needs, improve fitness, and promote self-efficacy in the midst of their limitations, which then leads to an increase in self-determination and an increase in self-esteem (Saputra & Leonardo, 2020). For people with disabilities, exercise is not just about maintaining health, it can be more than that. Sports can help them to reduce stigma and discrimination related to their physical and physical disabilities, because sports can change people's attitudes towards people with disabilities by showing their skills in sports (United Nations, 2016). Disability achievement sports or what can also be referred to as 'disability sports' are achievement sports that strongly refer to sports carried out by people with disabilities. Just like non-disabled athletes, Paralympians (disabled sports athletes) can also participate in coaching with the aim of sporting achievements (Ashadi, 2019)

According to Diener, et al. (2009) Welfare consists of three things, namely: positive and negative thoughts, positive and negative experiences, and psychological well-being. Having positive thoughts and reducing negative thoughts can help individuals in gaining well-being. Individuals who have more positive experiences than negative experiences are more prosperous. Psychological well-being is represented as a maximal human function which includes meaning and purpose in life, mutually supportive and beneficial relationships, involvement and interest, contributing to the welfare of others, competence, self-acceptance, optimism, and respect for oneself and others (Dewanto & Retnowati, 2015). There is a positive correlation between self-esteem and psychological well-being, the higher the self-esteem, the higher the individual's psychological well-being (Triwahyuningsih, 2017).

Psychological well-being is a concept related to everything that is felt by individuals regarding their activities that occur in everyday life. Psychological well-being is a basic construct that conveys information about how individuals evaluate themselves, their quality and life experiences. Psychological well-being is a term used to describe a person's psychological health based on the fulfillment of positive psychological functioning criteria (Ryff, 1995). Psychological well-being is a healthy psychological condition, which is characterized by the optimal functioning of positive psychological aspects in the process of achieving self-actualization. Ryff (1989) constructs six aspects of psychological well-being, namely self-acceptance, positive relationships with others, autonomy, environmental mastery or expertise, life goals, and self-development.

The existence of disability sports can certainly help people with disabilities to be able to achieve psychological well-being. The participation of persons with disabilities in sports for persons with disabilities available nationally and internationally can be an effective means to improve their quality of life. Based on the opinion above, currently people with disabilities have the same rights in their activities (Wilson & Clayton in Setyaningrum, 2021). This is because the reality on the ground shows that not all persons with disabilities have limited lives. This is due to the discovery of individuals with disabilities who are able and able to develop and engage in active activities (Pinanty & Qodariah , 2019). According to Bangun (2016), the increased ability to be independent in this bio-psycho-sociological aspect of life means an increase in ability and quality of life which means an increase in the welfare of life (in Saputra, 2020). The rights of persons with disabilities have also been considered by the government, this is so that persons with disabilities do not experience discrimination which can prevent them from being able to actualize themselves so that they have a good psychology of well-being or psychological well-being. This can be seen from the government's efforts in 2011 to ratify the convention on the rights of persons with disabilities, which can be seen from the ratification of the Convention on the Right of Persons with Disabilities. This appreciation for the existence of people with disabilities is part of the government's role, one of which is in sports (Setyaningrum, 2021).

The research method used to write this article is literature review. Literature review is a critical review that seeks to summarize and evaluate a collection of writings on a particular topic (Knopf, 2006). The sources of writing used in this article are based on journals and books that have been sorted according to the criteria. In the search for sources, several keywords related to the research title were used, namely "Disability sports", "Psychological well-being", and "Self-esteem". The pages used as sources of journal search data are Sinta,

Scimago, Google Scholar, Psynet, Pubmed, and Research Gate. After doing a search, authors finally found the journal that was judged to be the most suitable. Overall, there are seven stages carried out in order to write this scientific article, namely determining the title, choosing the keywords that will be used as guidelines for searching the literature, searching for literature on the specified page, collecting the literature that has been found, re-sorting so that each journal used is truly appropriate, literature studies in the form of writing results and discussions, and drawing conclusions from the results and discussion of research that has been carried out. The limitation experienced by the author in making this article is the lack of availability of the latest journals related to the topic of this research.

3 RESULTS

Research conducted by Kinasih (2010) and Perwitasari (2012) states that individuals with disabilities have a low level of welfare. Due to their physical limitations, individuals feel worthless and often have bad experiences. Limitations of physical function also make it difficult for people with disabilities to access work, this is because people with disabilities are considered less productive (Dewanto & Retnowati, 2015). This has a negative impact on persons with disabilities such as loss of role, independence, status, and financial stability (Falvo, 2005; Clifton, 2005; Sulistyorini, 2005; Bastaman, 2007 cited in Dewanto & Retnowati , 2015). Physical limitations also cause people with disabilities to feel different from others, which causes low self-esteem. Therefore, it is necessary to have an activity that can increase their confidence.

One of the activities to create self-confidence in people with disabilities can be done by exercising. This is in accordance with the article by Scifo et al. (2016) which states that sports activities are an opportunity to move, and contribute to body development, with the end result being able to improve and maintain mental and physical health. With the development of mental and physical health, self-confidence will increase. Roebyantho (cited in Muzaqi et al., 2020) argues that the social welfare experienced by people with disabilities will be closely related to phenomena in the community that can be resolved optimally because social needs are fulfilled so that they will create a sense of security, and have the same opportunities for freedom as the general public.

For people with disabilities, the environment provides many puzzles in it. The dilemma of differences that exist in physical conditions, becomes a gap for them to develop. The environment places a lot of emphasis on differences and stigmatizes or hinders disability from developing because they feel that disability is different (Silva & Howe, 2018). However, with the persistence that exists, people with disabilities try to show that they are the same, by doing the same activities as normal people in general, such as exercising. If understood from different perspectives, the differences will actually support positive development and provide a place for people with disabilities. In the field of sport itself, for example, to get wide recognition in the field of sports, people with disabilities can exercise and gather in a branch of parasport which generally sports activities are the same as normal people in general (Silva & Howe, 2018). Of course, with this equality, inequality will decrease and people with disabilities will feel valued and their social welfare will increase when they are accepted in the environment, and get recognition for equality.

4 DISCUSSIONS

The persistence of people with disabilities to improve their social welfare in sports activities sometimes still faces various obstacles. They feel a lot of injustice because of the lack of support from various parties. For example, the welfare of the amputated soccer team, to get just social support, is still not getting enough attention from the community and the government. How not, they always find it difficult to get facilities and funding to accommodate the sports activities they do (Snaz, 2022). There should be an institution that oversees disability in achieving social welfare in the field of sports. In this regard, it may be possible to assist the global body of the International Paralympic Committee as a supporter of the rights of persons with disabilities in addressing injustice, discussing a case that is sensitive to the experience of persons with disabilities to obtain similar social welfare in the field of sports. (Dowling et al., 2018).

Sports for people with disabilities are still a soft place to be a political attraction and a place for political manipulation by the government, with empowerment not always reaching the daily lives of people with disabilities (Silva & Howe, 2018). So that the influence of various parties to assist the social welfare of persons with

disabilities is also great, not just exploitation. But helping them achieve their social welfare in terms of exercising whether it's being an athlete or just exercising in general, with the government providing adequate facilities.

We support in the future to carry out further research on the welfare of persons with disabilities when they exercise, both in general sports and as athletes. This research can be a new reference for other researchers in the future, because the topic in this study tries to raise an issue that is rarely raised. But on the other hand, there are still many shortcomings in the making of this paper. Because the data presented is less accurate and raises the existing topic. In addition, the data presented is not corroborating and cannot provide data with certainty. It is hoped that in the next research with a similar topic, the researcher can refine the data so that the paper will be even better.

5 CONCLUSIONS

Based on research that has been carried out through the literature study method, it can be said that the existence of disability sports can improve the psychological well-being of people with disabilities. This is because people with disabilities can see various aspects and can be motivated to continue to be able to actualize themselves in the midst of limitations. By making this disability sport a means of self-actualization for people with disabilities, it also allows people with disabilities to accept their existing limitations and make peace with themselves. In addition, disability sports can improve physical and mental development, in line with this self-esteem also increases as well as psychological well-being for people with disabilities. Increasing self-esteem and psychological well-being is needed to be able to achieve psychological well-being for people with disabilities. We suggest that in the future, people with disabilities will pay more attention to their welfare, especially through sports with disabilities, for example the government builds sports facilities for people with disabilities. People with disabilities can also get up immediately and actualize themselves with sports activities.

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An Overview of Attractive Marketing Content on Tiktok App Users

Nabila Athifa Wediana[1], Firosa Amalia Zain[1], and Cindy Trisna Anggraini[1]
[1]*Psychology, State University, of Surabaya Ketintang Surabaya, Indonesia*
nabila.19169@mhs.unesa.ac.id; firosa.19104@mhs.unesa.ac.id; cindytrisna.19099@mhs.unesa.ac.id

Abstract: Content marketing is one of the media or marketing strategies to share content containing persuasive information about a product with consumers. The purpose of this study is to examine how marketing content is attractive to users of one of the most popular applications in use, namely Tiktok. This research was conducted using a qualitative approach, namely case studies and analyzed by thematic analysis to specifically identify patterns from the available data sets through the depiction of patterns from the content marketing phenomenon on Tiktok. Data collection was done by interview, observation, and FGD. The participants of this study were 10 people, with the criteria of having an interest in marketing content and making product purchases on Tiktok. From the results of data analysis, the authors found that users of the Tik Tok application had an interest in the marketing content presented. In an effort to improve marketing strategy, producers need to pay attention to supporting factors such as presenting attractive marketing content by paying attention to the aspect of observing marketing content, contributing factors, and decision making by consumers.

Keywords: Attractive, Content Marketing, Tik Tok

1 INTRODUCTION

Tik Tok application is one of the trending applications for use today. Tik Tok is a place to express creativity through short videos that create a genuine, inspiring, and fun experience. Tik Tok is a short music video platform introduced by Zhang Yiming in 2016 and owned by the company ByteDance. Tik Tok has become an application that has been quite viral in Indonesia since 2018 and was chosen as the best application on the Google Playstore (Adawiyah, 2020). Indonesia is a country with the fourth largest Tik Tok application downloader in the world which has around 50 million active users. Tik Tok became the most downloaded media as of July 2020 where most of its users are Generation Z (Agustina & Sari, 2017). Content on Tik Tok has various themes, such as entertainment, marketing, lifestyle, education, and information media. The more interesting and creative the video that is distributed on the platform, the more interest it will attract from users. The form of creative videos on Tik Tok is in the form of marketing content, one of which is wrapped with the label "Racun Tik Tok". In the use of content marketing, creativity and reliable content with products that are trending in society have an attachment to being able to make marketing techniques a high attraction (Nimkar & Gupta, 2020). With interesting content, content marketing is useful for building a relationship between a brand and consumers which will increasingly attract consumers to make purchases (Ansari, Ansari, Ghori, & Kazi, 2019). With the existence of marketing content in the form of "*Racun Tik Tok*" which ultimately creates curiosity and interest from the audience so that it affects purchasing decisions. This trend also causes Tik Tok to be dominated by millennials.

Research conducted by Genoveva (2020), states that content marketing is widely found on various social media, but this marketing strategy attracts more attention to consumers who use the Tik Tok application. The slogan "Racun Tik Tok Check" also supports a successful marketing strategy in influencing purchasing decisions by users (Dewi, 2021). In the relevant research conducted by Grantia, et al. (2022) showed that 8 of the student respondents who currently use Tik Tok say that they are interested in the content of "*Racun Tik Tok*" with an average time of 4-6 hours/day of playing Tik Tok. The respondents responded to this interest by making purchases

on the items mentioned in the existing content. Users who have an interest in Racun Tik Tok mention that the short content is able to contain reviews or comments that can be taken into consideration in making purchasing decisions (Grantia, et al., 2022). The success of making marketing content ogled by users so that they have an interest in the product can also be seen from the Tik Tok account "Bittersweet by Najla" where the account successfully got 8.6 million followers and 187.4 million likes. Research by Agustina & Sari (2017) states that the "Bittersweet by Najla" account has a successful strategy in attracting consumers to watch the food content served until they make a purchase, one of which is because of the influencer factor that is able to attract consumer's attention. The use of influencer marketing factors by Bittersweet by Najla has succeeded in attracting the attention of consumers in improving the brand image of the product. Influencers displayed on marketing content make Tik Tok users give their free time to watch the video until the end. Furthermore, research conducted by Alamanda (2022) discusses the Tik Tok application and Instagram reels that can be used as a business promotion content platform by entrepreneurs today. Alamanda (2022) states that the content displayed on Tik Tok is able to attract consumers to make purchases. The form of video content marketing that is carried out is by uploading videos wrapped in entertainment and attractive discounts so that the audience also increases. Seeing from the above phenomena that have been discussed by previous research, it can be concluded that Tik Tok users can have an interest in marketing content presented through short Tik Tok videos with creativity, entertainment, store discounts, influencers, and other factors. In addition, the *Racun Tik Tok* phenomenon makes marketing content on the Tik Tok application increasingly available for use because the audience can turn into consumers after seeing the marketing content presented. Based on this, the research team wanted to conduct research to find out how content marketing on Tik Tok can attract its users, especially teenagers, who are the biggest users of the Tik Tok application.

2 MATERIALS AND METHODS

Materials: Content Marketing

Content marketing is one of the methods used by most industries because they see huge marketing opportunities in the digital era. According to (Kotler et al., 2017) Content Marketing is a marketing approach that involves creating an accurate and up-to-date information gathering process, and providing interesting and useful content to consumers or a well-defined audience. Another opinion from JRowley (cited in Pandrianto et al., 2018) states that content marketing is management that clearly identifies and uses strong analysis to attract the attention of potential customers distributed through digital media. Therefore, it can be concluded that content marketing is one of the methods used by producers to build profitable relationships with consumers through market analysis in order to produce interesting and persuasive content.

Content marketing is created with the aim of having consumers become interested in buying the products displayed. According to Sanjaya (2020) content marketing has a technique, namely in creating and distributing content, it is necessary to make it meaningful and interesting, so that consumers can capture attention and build relationships with the target audience. When content is creative, can answer needs, and clearly explains information, it becomes a stimulus that it is interesting content. The dimensions of content marketing according to Karr (2016) include (1) Reader Cognition, namely customer responses to company content, whether the content is easy to understand or digest, including visual, audible, and kinesthetic interactions needed to reach all readers; (2) Sharing Motivation, sharing information is very important in the social world, because it can expand the company's reach to customers broadly and relevantly; (3) Persuasion, how a content created can attract consumers to come and be encouraged to become a customer; (4) Decision Making, individuals do an election first before making a choice for decision making, and each individual has the right to make his decision; (5) Factors, external and internal factors can also affect the marketing content presented by a company. These factors can come from environmental factors, friends, family or the company itself.

Method: Case Studies

This study uses a qualitative approach with a case study method to examine the phenomenon of content marketing on TikTok. According to Creswell (2009; Kusumastuti & Khoiron, 2019), qualitative research is used to understand and explore the meaning of social or humanitarian problems. In this research, the author wants to

know the specific phenomenon of how interesting content marketing is. The case study method was chosen because this study aims to confirm cases in certain contexts (Yin, 2009). The participants of this study were 10 women and men aged > 16 years, with the criteria of being users of the Tik Tok application and having an interest in marketing content on TikTok. The reason for setting a minimum age limit for respondents is not only to make it easier for researchers to find participants, but also in that age range, based on demographic data, the TikTok application is dominated by teenagers (Ginee, 2021).

Case studies allow researchers to use theory. The data collection was carried out using a semi-structured interview technique, which was carried out using open-ended questions based on the dimensions of marketing content according to Karr (2016). The reason for using semi-structured interviews is to deepen the answers of the respondents. The interview technique also allows the researcher to make adjustments to the questions when the respondent's uniqueness is encountered. In addition to interviews, researchers also collect data by observation and FGD. Data were analyzed using thematic analysis, namely to identify patterns or to find themes through data that had been collected by researchers (Braun & Clarke, 2006). The theme analysis technique was chosen because the author wanted to identify specific patterns from the available data sets through the depiction of patterns from the content marketing phenomenon on TikTok. In the process, the writer observed the results of the verbatim interviews and FGDs, coded them, and looked for themes. This technique allows researchers to use theory to gain a deeper understanding of the data.

3 RESULTS

A total of 10 participants who joined this study were consumers who had experience being interested in content and even making purchases on the Tik Tok application. Generally, the participants in this study were in the adolescent age range. Based on data by Donny Eryastha the Head of Public Policy of TikTok Indonesia, the use of TikTok is dominated by generations Y and Z who are in the teenage age range of 17-24 years (Rakhmayanti, 2020).

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Table 1. Table of Participants

No	Participants	Gender	Age	Work
1	FM	Woman	21	Student
2	HA	Woman	21	Student
3	RR	Woman	20	Student
4	AD	Woman	20	Student
5	NF	Woman	18	Student
6	AT	Woman	18	Student
7	AB	Man	22	Student
8	IF	Woman	21	Student
9	IR	Woman	20	Student
10	AM	Woman	21	Student

Teenagers as users as well as consumers in the world of marketing have a significant contribution to influencing the development of marketing flows. From what was originally only a visualization of images through the Instagram platform, many industries have switched to using video to attract consumers' attention by utilizing the TikTok platform.

The author collects data through interviews and FGDs with participants using Karr (2016) dimensions including

Reader Cognition, Persuasion, Contribution of External Factors, and Decision Making. The data results are described below:

Reader Cognition

Subjects will give different responses in understanding the content of marketing content that is presented to the audience interactively, whether visually, audibly, or kinesthetically, which is needed to be able to reach more consumers. The subject's response to the content depends on how the content creator presents or describes the product. According to the subject's opinion as a Tik Tok user, content can be said to be interesting and interactive when the content created is in accordance with the marketing target and provides detailed information regarding the products offered in the content so that the audience can easily understand the content delivered.

> *"... It seems that today's sellers have indeed implemented communications that attract customers. And, the information is also not too difficult, there are no more difficult terms. So consumers usually don't have too much trouble seeing the information in the content…"* (IR, November 26, 2021).

The subject also said that marketing content that has new characteristics or innovations is easier to remember, so that when they find the product, the subject will immediately remember the marketing content.

> *"Usually the ones that are easy to remember are more fun, sis. He has a new innovation. It's because there are a lot of people who create content like that so that the audience will remember them more for their unique characteristics. The characteristic is that this account tends to come here, so that's the characteristic that attracts viewers more often" (NF, November 30, 2021).*

Marketing content on Tik Tok is also considered to have a strong enough appeal because it displays content that has aesthetics and is made as creative as possible in terms of packaging so that when the subject watches it, they feel comfortable seeing it and are interested in the products offered.

> *"In my opinion, for example, about skincare, the video is aesthetic, the lighting is good, the results are also visible. So it shows the progress of the skin when using skincare, what it looks like (...) I think it's easy because the information has been explained in the video, even if it's not, it's usually added in the caption or in the comments section."* (TN, 29 November 2021).

Sharing Motivation

Sharing motivation in marketing content is in the form of presenting important information in the content so that customers have sufficient and relevant information to generate trust and the company can expand the market network. The subject as a Tik Tok user who saw marketing content stated that the content displayed contained fairly clear information ranging from product information to how to use the goods.

> "*Yes, there is, for example, there is content that has recommendations, so it's not just photos of goods, but there are real goods and they demonstrate the benefits. For example, a vacuum cleaner, they doing like that*" (RR, 29 November 2021)

> "*His trademark is that he is always detailed, showing his products, like zooming in on the texture of the product, and seeing the progress day by day, week by week. I think that's quite interesting and to be honest.*" (HA, 29 November 2021)

Persuasion

Marketing content has persuasive value when it makes consumers interested in learning more about the product. The content he watches has persuasive value based on what the subject conveys. This is shown by the enthusiasm of the subject to know more about the product when he sees the displayed content. The subject begins to look for reviews of other content creators related to the product.

"There are some products that interest me, so I immediately stalked the store to have a look. The first time I bought

the mask, it was from Miso, so I went straight to the TikTok shop to have a look. Maybe there is a mask I need"

(RR, 29 November 2021).

> *"What intrigued me was that they could provide information about what they had to offer in various ways. For example, they immediately apply it to the items they have. " So, they don't need to give an explanation or provide education about the content or content they want to convey. But they only apply these items to their belongings or illustrations that have provided education to the audience."* (AB, 30 November 2021).

In certain products, content creation techniques are needed to show the method or result. For example, in cleaning products, manufacturers need to provide content in the form of things that show that the cleaning product has a function according to its name and tagline. That way, consumers can be interested in and have more confidence in a product rather than just relying on persuasive communication.

Contribution of External Factors

Consumers reveal that the content of marketing content has a persuasive purpose and unique characteristics in terms of packaging that are creatively and communicatively designed by content creators on Tiktok. This affects the products displayed so that consumers are interested in the content. Content that attracts consumers is content that makes them curious and want to know more about the product, even considering the characteristics or uniqueness of the content delivered. Consumers revealed that they purchased products available on Tiktok several times because they were interested and entertained by the content presented.

> *"His trademark is that he is always detailed in showing his products, like zooming in on the texture of the product, and seeing the progress day by day, week by week. I think that's quite interesting, to be honest."* (TN, 30 November 2021).

> *"...unless the content is interesting and funny, It's like, uh.. there's a song like that, a separate song, for example, like yesterday, Fadil Jaidi made, what did he make, did he make..., he endorsed, about chicken, then he made a chicken song, like that chicken, so that song became iconic for me, and that makes me remember..."* (IR, 26 November 2021).

In addition to content that has distinctive and entertaining characteristics, on the other hand, consumers also reveal that the use of interactive language attracts attention. Content creators such as TikTok influencers package content in a communicative way that can make consumers feel involved in the content presented.

> *"...but suddenly it was like, 'Hey, come back to me now. Where are we going to paint?' which is not made anyway, like being scolded by his parents. Then, in the comment section, the audience becomes even more curious, wanting to try painting here. 'Please, paint here.' So it's as if there is a flow but the flow is like, Let it flow, just flow."* (NF, 30 November, 2021).

Several other factors from content marketing that are able to attract consumers so that they motivate them to buy products on Tiktok, namely that consumers also get influence from other people or their social environment, such as friends to get product recommendations or further information about the product.

> *"Yes, very influential. Because when someone in my neighborhood has a product like that, I will usually be interested and make me buy the product. For example, I have item A. I will be more interested in buying the item because my social environment has it, and I also know the benefits of the item directly. So, in my opinion, this social environment affects product purchases after the content marketing factor."* (AB, 30 November 2021).

"Usually when I explain what kind of product this is and what the changes on her face are like, did the acne go away or what?" So it's described like that in detail." (TN, 29 November , 2021).

Decision Making

Decision-making is done by Tik Tok users who have seen a video in the form of branding or promotion through content marketing strategies. According to consumers, after seeing the content marketing strategy in the Tik Tok application, consumers do the following things in making decisions:

Decision-making by consumers to make purchases is partly influenced by the interest in the products offered through content marketing that appears on the Tik Tok application. For products that are currently being heavily promoted on Tik Tok, more and more Tik Tok users are watching and interested in the content.

"If the decision might be 50%, it's just a reference material, like because I want to buy this. Sometimes it's usually on Tiktok that there are more reviews, they're not as popular as TikTok sometimes people who want to review just get a review. So it can be 50-70% in influencing choices." (NF, 30 November 2021).

"From my point of view, so far, during the Tiktok boom, I almost bought things, but after that, I didn't use them. When I bought it, I was tempted, like the marketing content. Tempted by promotions of goods and the lure of postage like that. Then many influencers finally join in like promotions. That's all sis." (RR, 30 November 2021).

Consumers make considerations after seeing content marketing on a video on Tik Tok before making a purchase. One of the things to do is to look for more information about complete product information in the reviews that have been given to the product. If the available information and reviews show satisfaction for consumers, then the Tik Tok user will also make a purchase.

"Well, that's what I did, for example, I looked at the information about the product, what the ingredients are, then from there I can consider whether I will buy it or not." (IR, 26 November 2021).

"Usually I open the account, like looking for a good serum or toner, so I see there and the reviews too, don't forget to look at the document review. Then I started looking for the product, if the price is affordable and the test is a lot, maybe I will try to buy it. I've already bought one." (TN, 29 November 2021).

"Oh yeah, usually when you look at the star rating, it's seen from the buyer's review. Well, usually I see buyer reviews with photos. So not only from the star rating but also from buyer reviews. But even so, it doesn't guarantee, because from the online shop itself, the delivery is different, sometimes the goods are different, it can't always be done." (RR, 29 November 2021).

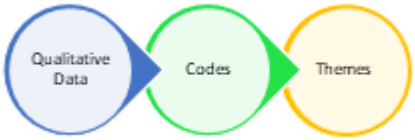
"So, when there is create content that offers or promotes it, I'm sure most of what you get is the best stuff. So that person can't promote an item that makes other people interested in it, so the next step is to look for information about customer reviews that have been purchased or received. So they can know about the specifications of the authenticity and quality of the product." (AF, 30 November 2021).

4 DISCUSSIONS

Research related to content marketing has been widely studied by previous researchers. However, in this content marketing case study, the author examines more of the description of marketing content that is attractive to TikTok application users. Based on the results of data analysis using thematic analysis, the authors group them into 3 main themes that support marketing content called "attractive" by consumers. The three main themes are

content marketing observe, external factor contribution, and decision-making. The picture below is a process diagram of data analysis techniques using thematic analysis:

Diagram 4. Thematic Analysis



During the data reduction process, the author was able to understand the reasons why TikTok became the producer's choice in an effort to make customers interested in their products, as discussed in the following sub:

Observe

Content marketing techniques on the TikTok platform show that creativity and reliable content with products that are trending in society have an attachment to being able to make marketing techniques a high attraction (Nimkar & Gupta, 2020). From the interviews, consumers prefer marketing content that shows product specifications because it is easy to understand through trials. The process of how consumers are interested in content is shown when consumers give content likes and share buttons. That's when content marketing has an influence on engagement. Research by Litmanen & Sari (2021) also found that content marketing has a significant effect on customer engagement as indicated by consumer interest in audio-visual content that is made attractive and easy to understand.

Moreover, for consumers, the content available on TikTok is not only seen as a promotional medium, but also an entertaining and educational medium. In the context of marketing, consumers realize that some of the content displayed contains market language, so they will be more interested if content creators package product messages by positioning themselves as consumers. Marketing content is created with the aim of increasing consumer awareness of the brand so that it affects consumer loyalty (Satria & Agustine, 2019). Therefore, producers need to create an interesting experience for consumers when viewing content because the first thing TikTok users do is observe content. When in these observations, the content that is seen is interesting, consumers will perceive the product or brand well.

Factor Contribution

The marketing content created by content creators on Tiktok for marketing purposes has several factors that influence how consumers perceive the content, so that consumers are interested in the products presented. From the results of data collection through interviews and FGD with the subject, it was found that these factors include the influence of the social environment where the subject comes from, product packaging, the benefits and value of a product, and who brings the product.

The factor that makes consumers interested, apart from the content side of the product, is the role of Tiktok influencers. The Tiktok platform, which is currently popularly used by many content creator accounts as influencers, has an influence on the audience or followers so that it can attract consumer interest and reach a wider audience (Sihura et al., 2022). The content is presented with the characteristics of each creator in an informative and interactive way. These characteristics are able to form a popular figure so that it can influence people who witness the contents of the content (Nasution, 2021). Content creators also have a brand name that will affect the products displayed in the content. Based on previous research, the content presented by influencers has shared and provided benefits to the audience regarding problem solving consumer needs, and this is able to determine the right decision-making choices (Pratama, 2022). In addition to the role of influencers, the influence of the consumer's social environment also plays a role in encouraging consumers to trust the content delivered (Evelina & Handayani, 2018).

Decision Making

The content marketing strategy carried out by business actors on the Tik Tok application in promoting their products/brands certainly has the aim of attracting consumers, especially until consumers make purchases. Based on the results of research conducted by Dewa & Safitri (2021), Tiktok is also an effective promotional media in terms of marketing. Consumers will have a sense of interest and make a choice before making a purchase decision. Purchase decisions made can be influenced by emotions that arise as well as visible facts (Karr, 2016). The marketing content displayed is able to influence Tik Tok users in the form of videos that are creative, interesting, external factors, and end in determining purchasing decisions. Based on the results of interviews and FGDs, the subjects stated that they felt interested in the product but to reach a purchase decision, they had to go through a process of accepting the facts or emotions at the time. The decision making by consumers on the theory and the results of previous research is also mentioned by the subject in this study. The subject stated that after being interested in a marketing content seen through the Tik Tok application, the subject searched for further information about the products offered through an existing review. If the reviews show positive results that add to the attractiveness of the product to the subject, the subject will immediately make a decision to make a purchase. On the other hand, there are subjects who make these decisions by being influenced by emotions that arise such as when they see the product being promoted is a trending product, so that consumers will be more competitive and have a sense of curiosity to immediately make a decision to make a purchase. From the existing explanation, it can be concluded that Tik Tok consumers respond to a sense of interest in the products in content marketing by making purchasing decisions. The results obtained will go through 2 processes and can determine whether consumers make purchases or vice versa.

5 CONCLUSIONS

From the results and discussions that have been carried out, the authors found that Tik Tok application users who have an interest in marketing content presented by business actors on the Tik Tok platform are due to unique, creative, trendy, and informative video packaging techniques. In addition, external factors can affect the interests of users, namely through marketing ideas by using influencers in promoting products. TikTok users will find it interesting, especially if the influencer that appears is their favorite and has a sense of trust from the users. The trend factor is also quite helpful because the dominant users of the Tik Tok application are millennials who are very easy to follow the flow of technological developments, so they have a special interest in having items that are trending among them. The end result of the interest process above is the determination of the decision making that will be carried out, whether the process that is passed will have an impact, namely whether the user makes a purchase or vice versa.

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Speech Delay Intervention through Milieu Teaching Approach in Reading and Singing Activities: A Single-Case Study

Roisatul Hidayah[1], Raden Roro Anisa Anggi Dinda [1], Melisa[1], Elga Andriana[1]
[1]*Faculty of Psychology, Universitas Gadjah Mada*
roisatulhidayah@mail.ugm.ac.id; radenroroanisaanggidinda490699@mail.ugm.ac.id; melisa1994@mail.ugm.ac.id; elga.andriana@ugm.ac.id

Abstract: This study aims to provide interventions to parents about understanding milieu teaching methods in reading and singing activities, as well as encouraging the child to produce new vocabulary. Participants in this study were one boy aged 2 years and 5 months who was diagnosed with speech delay and his parent. This research design is a case study with psychoeducational for subjects. The intervention design was carried out in three stages, baseline, psychoeducational, and maintain. As a result, this study has succeeded in providing parents with an understanding of milieu teaching approach technique in reading and singing activities. This implies that the approach is appropriately applied for the parents in this study. On the other hand, by the end of the intervention session, the subject had not been able to produce words. Several factors such as physical condition, environment, and time management, influence the intervention in this case. Intervention results will reach the maximum and comprehensive point if carried out consistently and continuously.

Keywords: Milieu Teaching, Psychoeducation, Speech Delay, Story Book, Singing

1 INTRODUCTION

Speech delay is a general term that refers to impaired speech and language in children. A speech delay is when a child's conversation is more inherent than expected, characterized by a pattern of voice or speech errors that do not match his age (Shriberg L. D., 1993). The milestones of language development in children have something in common. But there is a slight difference in the number of words as well as the mention of phonemes. This happens because each language in the world has a different level of uniqueness. In this study, the developmental milestones used referred to the Indonesian Pediatric Association (IDAI). According to IDAI (2019), by the age of two, 50% of a child's speech should be understandable to others. If there is no two-word phrase that can be understood at the age of 2 years, parents are advised to see medical personnel therefore detection and intervention can be carried out. If there is a delay in speech, the child still can develop optimally. Delay in speech is something to be watched out for. A 29-year longitudinal study using secondary data conducted by Law et al. (2009) said that children who had language developmental delays were at higher risk of experiencing social, emotional, behavioral, and cognitive problems in adulthood. In terms of delays, intervention plays a significant role. Morgan (2007) says that 40% of children who have a speech delay and do not do any treatment will have a persistent delay until three years later. Therefore, it is necessary to intervene in order to catch up the child's developmental language delay.

In the study, the intervention focused on MR, a 2-year-old, 5-month-old boy who could only say the word "ayah". Prior detection has been carried out by psychologists and MR is stated to have a speech delay. The results of the assessment carried out at the beginning revealed that MR awareness levels are low, eye contact is weak, and focus is very easily distracted. The oral motor organs also appear stiff, and MR is not flexible in moving the mouth and producing sounds. MR's pregnancy history is also quite risky. MR's mother often bleeds, and she was hospitalized five times during pregnancy. The interventions carried out in this study are complementary to the prior interventions carried out by psychologists. This intervention study is not the main intervention however it is in line with what psychologists have done.

The main approach in this intervention is milieu teaching (MT). MT is a naturalistic intervention approach that uses conversation-based strategies to improve language and communication skills in children (Kaiser, Hancock, and Nietfeld, 2010). MT has been studied for more than 20 years as part of speech delay interventions and is indicated to improve children's vocabulary (Robert & Kaiser, 2012) as well as increase the frequency of child communication (Kaiser et al., 1993). In this study, MT practice was carried out through two activities, singing, and reading, because these two things are effortless for parents to do. According to Setiowati

(2018), singing can have a considerable influence on children's language development. In addition, singing is increase word proficiency in children with speech delay (Ardianti, 2021). Reading activities were also chosen as part of the implementation of the intervention because reading makes parents pronounce certain sentences repeatedly to stimulate children to imitate them (Senechal, M., & LeFevre, J., 2001). Several studies that have been carried out have shown that children who actively participate when read a book produce more words, have a richer vocabulary, and can catch up with speech developmental delays (Senechal et al., 1995; Senechal, 1997; Hargrave and Senecal, 2000). The main objective of the intervention in this study is to get parents actively involved in the intervention by providing an understanding of the milieu teaching method as part of the intervention, as well as encouraging MR to be able to produce new vocabulary.

2 MATERIALS AND METHODS

Design study & participant

This study was conducted in the form of psychoeducational on one family, parents with a child who is diagnosed with speech delay. Primary data were obtained from the results of semi-structured interviews with the mother to dig up information at the beginning and at the end of the intervention to find out the development of intervention outcomes. Secondary data were obtained from the observations of psychologists who had handled the child.

Table 1. Subject Characteristic

Subject Characteristic	
Child's name	MR
Child's Age in Months	29
Child's Gender	Male
Mother's Age in Years	39
Number of Siblings	2
Disability	Speech delay
Speaking Ability	1 word

Procedure

Materials

To support the ongoing intervention process, researchers provided intervention booklets, informed consent, and intervention evaluation sheets. The intervention booklet contains the aim of this study, theoretical description based on scientific journal, and applicable step to do intervention. At the beginning of the meeting, the researcher explained the method and gave directions to prepare a special room to practice milieu teaching. Furthermore, the researcher provided three suitable books to support the practice of milieu teaching in reading activities. For singing activities, the researcher suggested several songs along with how to apply them to MR.

Intervention Methods

This study uses a psychoeducational intervention design for subjects with an Enhanced Milieu Teaching (EMT) approach in reading and singing activities. The following are the steps given to the subject's parents to make them more actively involved in the intervention process.

The principal of Enhanced Milieu Teaching (EMT):

1. Take at least 45 minutes a day
2. Parents provide a special place to study
3. Actively communicate with children (two-way and alternately) during the learning process
4. Seeing and responding to every form of child's reaction, expanding child's s communication skills by repeating and adding 1-2 words.
5. The crucial point in the EMT method is "wait, ask questions, give choices, encourage talk".

EMT in Reading Activities

1. Inviting children to read in a special place (where the EMT is held)
2. Children choose books of their own choice. For example: "Which book do you want? This or that one?"
3. Parents point to each picture and talk to the child clearly. For example: "This is a picture of an elephant, this is a horse".
4. Waiting for the child to speak and responding according to the child's words or babbling.
5. Encourage children to pronounce words.
6. Provide one book per week for easy recall.
7. Saying thank you for your child's participation in learning.

EMT in Singing activity

1. Applying songs every day for children.
2. Singing with instruments.
3. Using one song and repeated every day.
4. Encourage the child to finish the song.
5. Separation and emphasis per syllable can help children understand and remember words, so it can stimulate children to pronounce words.

3. RESULTS

Baseline observation

The subject of this study was MR, 2 years 5 months boy, the youngest of three siblings, who had a speech delay. The results of the interview showed that MR conditions while in the womb classified as risky, because the mother often bleeds thus, she had to hospitalized five times during pregnancy. The amniotic fluid ruptured 2 weeks before the due date and MR was born by cesarean section.

MR's mother started to suspect MR's delay since she saw his child had different language development than his peers. MR has not been able to speak, tends to be silent and does not respond to commands given to him. When he wants something, the way MR communicates is only by pointing to the desired object and crying. At the current age, MR can only produce the words "ayah" with unclear articulation. The pronunciation is likened to swallowing something stuck in the throat, which is heavy, and vaguely it sounds like it is muttering. Seeing that condition, his mother was encouraged to do several consultations with professionals such as psychologists, therapists, and doctors.

The results of the assessment carried out by psychologists stated that the level of MR awareness is low so that eye contact is weak. He is not good at responding to the given stimulus and the focus was easily distracted. Physical assessment showed that his response to sounds is weak, the motor oral organs appear stiff, it seems not flexible to moving the mouth. On the other hand, proprioceptive sensory is observed well enough to control his gestures. With these results, the psychologist suggests doing a medical check-up to see the function of hearing.

The data obtained are a reference in preparing follow-up interventions for mothers and MR. Periodic evaluations are carried out in four meetings, during which the intervention process took place the researchers paid attention to its development. The interventions carried out not only focused on the child, but also the mother, because the orientation of this study as follow-up intervention was helping parents to be able to do therapy independently to overcome MR's speech delay.

Intervention for Parents

The intervention given to parents is carried out in conjunction with the child intervention. At the first meeting, the researcher explains the concepts and procedures to the parents for how to conduct therapy. As for the following meeting to the end, intervention activities are carried out by directly practicing therapy to the child under researcher's supervision and guidance. At the second meeting, in carrying out therapy, the parent's teaching method is still inaccurate and not as systematic as in the guidance. For example, at the beginning of the activity, parents should inform and invite the child to participate in the learning process. However, MR' mother deliver the activity directly, such as singing and reading without precaution, so MR looks confused and mostly silent during the activity. But, after some correction and modification from the researcher, at the third and fourth meetings, significant changes were seen in parents. They are proficient in carrying out therapy with the milieu teaching method in reading and singing activities well.

The parent carries out therapy with a procedure corresponding to the previously prescribed one, however, from the final evaluation form, there are some points that they missed. Form 21 evaluation points, 18 points were ticked by parents. The other three points that have not been carried out are the beheading of words in singing shorter or per word, the emphasis of words to stimulate the child to perfect the word, and to provide a special room for therapy. The three points are not carried out for several reasons. First, the input from the therapist to the parents to not beheading words when singing to the child, this input is given because this will make the child harder to do and respond to the activity. Second, they are not having the opportunity to provide a special room for therapy due to the busy daily activities, there is a lack of time to be able to prepare it in a brief time and they decide to take advantage of something that is available at home. But in general, what parents have done is enough to describe the achievements that desired and planned in the beginning of intervention, to be able to become independent therapists has been fulfilled properly.

Intervention in Children

Independent therapy carried out by parents using the milieu teaching method has not brought significant changes in adding vocabulary to children. The child still has difficulty in getting the words out. Even though at the fourth meeting, the children began to try to pronounce the word "nen" the articulation was still not clear.

Interventions are carried out in the morning for one hour every day. The activities given are reading and singing alternately during the therapy. However, several times, MR are only interested in reading, so they do sing activity infrequently. During intervention time, MR showed feelings of pleasure, enjoyment, and enthusiasm. In the reading activity, three books were provided with three different themes, animals, colors, and toilet training. The children's favorite books were books with toilet training, while the least desirable were books with color themes.

In carrying out singing activities, MR also feels happy and enthusiastic, even though he is not focused on his mother. The songs only tend to be listened to without asking MR to follow or continue the sentences of the songs being sung. In addition, there are differences between the methods provided by researchers and those requested by psychologists. In the method given by the researcher, the song is sung by breaking the sentence into several words and giving emphasis to the syllable. But it was not recommended by psychologists because it would make children feel confused. The song that is often sung is" Dua Mata Saya" dan "Satu Satu Aku Sayang Ibu."

Evaluation

During the intervention process, it is necessary to carry out supervision and observation to evaluate all therapeutic activities, so that the obstacles encountered during the intervention process can be taken into consideration for future studies. As an evaluation, the researcher has provided a sheet for filling out intervention and evaluation activities in the form of a daily journal, and a final evaluation sheet.

However, in practice, this method cannot be done properly due to the condition and situation of parents who are busy and coincide with Eid. Then the evaluation media switched to using WhatsApp, and this method also has not been realized properly. Finally, the researcher provides an evaluation sheet in the form of thickening box for entire and overall intervention, without breaking it down to daily section, as it the easily way to carried out by the mother. This method is the most effective and efficient evaluation method for parents who are busy with daily activities such as MR mothers.

Another obstacle found during the intervention process was inconsistencies in the implementation of therapy by parents. Then, the intervention process was also temporarily paused because it coincided with Eid Al-

Fitr with the condition of the family being busy gathering at home making it difficult to condition the implementation of therapy. In this intervention, the available time is quite short, only 3-4 weeks.

4 DISCUSSIONS

According to the theory of the Bioecological Model of Development (Bronfenbrenner and Morris, 2006), parents play an important role in the development of their children's speech and language. Parents are considered as intermediate factors in interaction between nature factors (biological, genetic, innate) and nurture factors. Parents with speech delay children, who are involved in interventions, either directly or indirectly, will form a mutually supportive relationship with the speech therapist. It can improve children's speech and language development (Goodall and Montgomery, 2014).

At the time of the intervention process, at least parents have three roles (Davies et al., 2017). The first is an advocacy role where parents can seek help and guidance regarding their child's condition and development. The second role is the role of the intervener in which the parent can learn and adapt the intervention of the therapist so that he can become a supportive intervener for his child. The third is to divide the responsibility regarding the child's language development with the therapist. Parents cannot simply give the responsibility to the therapist completely thus if the child's language development seems stagnant, the therapist is not the one who can be critize. Parents must be actively involved in assisting, evaluating, and implementing interventions so that children's language skills can develop optimally.

On baseline conditions, MR parents, especially mother, are seen performing all three roles well. From the beginning of MR indicated speech delay, his parents were active in finding out and learning about the intervention methods suggested by the therapist. However, MR mothers find it difficult to synergize the therapy time. At first everything went well for two weeks but as it entered the fasting month, the daily routine changed so that the time for therapy at home became shifted and chaotic.

In this intervention study, MR parents were already very cooperative. Based on the self-report, she said that she followed all the rules and methods given in this intervention, but it is difficult to do daily reports due to her busy schedule. The consistency of interventions also experienced some disturbances because they were carried out ahead of Eid al-Fitr. Until the end of the intervention period, MR has not been able to add new vocabulary. The short and intermittent observation time of the intervention, regarding to the holy month of Ramadan and Eid al-Fitr, is the main inhibiting factor in the progress of the intervention of this case. According to Davies et al. (2017), consistency plays a significant role in speech therapy for children's language development.

In addition to the time factor, there are also biological and physical factors that are still not detected well. According to the psychologist who treats MR, he is indicated had hearing loss. However, at the time of the baseline interview until the end of the intervention time, the hearing examination (BERA) could not be carried out optimally because there was mucus that interfered with the examination. When this intervention took place, MR was in the treatment period to remove the mucus. In addition to hearing conditions, the motor oral organs also appear stiff. Physical and biological conditions are one of the risk factors that are quite high for children who experience speech delay. There are significant differences between children who have physical impairments and those who are not in language development. Children who have physical impairments are at risk of speech and language delay (Sunderajan & Kanhere, 2019).

In addition to the physical condition, the condition of the mother during pregnancy is also a concern for psychologists at the time of prior detection. This risky pregnancy condition has a significant correlation with developmental delays in children (Torabi et al., 2012).

The many limitations in this case study make the intervention goal of adding vocabulary has not been achieved. However, this intervention has a positive impact on domains other than vocabulary. MR showed his own interest in reading books, especially in toilet training book. MR often asks his mother to read him a book, even MR can do sequences of activities according to the instructions in the book, such as turning on the lights, opening the door, and washing hands after leaving the toilet. MR also often showed various objects in the book and asked his mother to show the original objects at home. For example, like soap. MR was able to point to the picture of soap in the book and led his mother to the bathroom to get soap like the one in the book.

The results of this study revealed that consistency and length of therapy are important things that must be considered when intervening. The method of intervention, which in an online way, is also considered to have

a hand in the failure to achieve the objectives of the intervention related to the achievement of vocabulary, since these interventions tend to depend on the parents. Although the monitoring was carried out twice after understanding and briefing, it was considered insufficient. Researchers should be directly involved when parents practice milieu teaching so that researchers can see and correct whether the course of the intervention is in accordance with the directions and guidelines given.

After the evaluation, it was seen that the intervention target in the form of adding vocabulary was not appropriate. The outcome of this intervention was not decided by the researchers alone but through discussions with MR parents, especially mothers, who expected the addition of new vocabulary in the child, even though in the detection of psychologists, there is still attention disorder in MR. If this disorder has not been resolved, it will be difficult to intervene with methods that require a long span of time, such as reading a book.

The use of the milieu teaching as a method of speech delay intervention is appropriate, but its effectiveness depends on the individual child and the surrounding environment. The basis of the intervention, especially for follow-up interventions such as this case study, would be better to consider and discuss with the psychologist who handled the detection and carried out the initial intervention, so that the objectives of the intervention could reach its maximum potential.

5 CONCLUSIONS

Language development is a crucial factor in social, emotional, behavioral, and cognitive relationships in adulthood. If a child experiences a delay in this development, it is important to intervene. Interventions carried out with psychoeducational designs have a good impact on the knowledge and understanding of MR parents on milieu teaching approaches in reading and singing activities. This activity is quite easy for parents to implement and quite fun for children, so the intervention process is convenient to carry out. The results of the intervention showed that parents understood and were happy with the milieu teaching method as a means of intervention, but in this study, there was no addition of new vocabulary to MR. There were many factors such as the length of the intervention, the consistency of the intervention, physical disorders that had not been detected, that influenced the outcome of this study. The results of the intervention will reach the maximum and comprehensive if carried out in a consistent and continuous time.

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The Influence of Economic Status and Resilience on Family Caregiver's Anxiety of Schizophrenia Patients During Covid 19 Pandemic

at Plosoklaten Comunity Health Center Kediri

Dhenok Sekarningrum[1], Tatik Imadatus Sa'adati[1] and Nur Aziz Afandi[2]
[1]*Islamic Institute of Kediri, Ushuluddin Dan Dakwah Faculty Islamic Psikology Study Program*
dhenoksekar134@gmail.com; imakediri@iainkediri.co.id; nurazizafandi@gmail.com

Abstract: Schizophrenia is a severe mental disorder characterized by strange behavior, delusions and hallucinations. To fullfill the schizophrenia needs, of course, need others helps. The other words, the patients who are caring at home, Family caregiver has important roles in caring them. The aim of this research is to know the influence of Economic status and Resilience on family caregiver anxiety of schizophrenia patients during covid 19 Pandemic at Plosoklaten Comunity Health Center Kediri. The subjects of the research are 50 family givers of schizophrenia patients. There are 3 variables in this research. Variable 1 is using the Economic Status Scale, Variable 2 is using a resilience scale, and Variable 3 is measuring anxiety by the DASS test. The significance value of X1 and X2 on Y is 0.001 <0.05 and the calculated F value is 8.254 > F table 3.18, which means that there is a simultaneous effect between economic status (X1) and resilience (X2) on anxiety.The value of 2 is 0.260 which is equal to 26%. So, it means that there is a simultaneous influence between economic status (X1) and resilience (X2) on anxiety (Y) by 26%. While the remaining 100% - 26% = 74% is influenced by other variables outside of this research.

Keywords: Schizophrenia, Economic, Status, Resilience, Anxiety, Caregiver.

1 INTRODUCTION

Based on global data, 1% of the world's population has schizophrenia.(APA, 1995). While in Indonesia as many as 400,000 people / 1.7 per 1000 population in Indonesia get schizophrenia or psychosis.The family prevalancies who have schizophrenia patients is around 6.4% in East Java province, in rural areas is around 7,0%, and 6,4% in cities (Ministry of Health Basic Health Research Data, 2018). In the district of Kediri in 2014 schizophreniawas the first ranked in mental disorders in east Java, with the population of the patients are 1,374 males and 813 females. Then in 2020, the patients of schizophrenia were increased. They were 3,399 patients. (Special Health Section of the Kediri District Health Office, 2014).

To response the increasing of schizophrenia in Kediri regency, the goverment formed Community Mental Health Implementing Team, SK TPKJM (Tim Pelaksana Kesehatan Jiwa Masyarakat) which has function solving mental problems across sectors. UPT Plosoklaten community health center is a health center located in Brenggolo Village with a population around 36,112. the geographical conditions, some societies stay in the highlands and others are in the lowlands. the Plosoklaten health center is one of the health centers that has 61 patients with schizophrenia active who were detected, suspected and the patients who have not detected. The Plosoklaten Public Health Center became the health center which has selected to participate in the Kediri District Mental Health Jamboree in 2019.

The current pandemic condition is a new situation for family caregivers in the Plosoklaten area, therefore it is necessary to have the ability to respond to this condition wisely to be able to rise and survive (resilience). Revich and Shatte (in Tahamata, n.d) argue that resilience is the ability to be able to respond positively and constructively when individuals are faced with a severe and psychologically pressing problem.

The ability to manage themselves to get spirit back to rise on the family caregiver will certainly affect on accompaniment which have given to patients. When the caregiver has not been able to rise up, then he/she feels hopeless in caring the patient, the most likely the caregiver will leave the patient alone without continuing treatment. Especially, in the abnormal condition such as phisical distancing. It means that the limitation space to preventing COVID-19, as the government command.

Novi says that anxiety in caring of schizophrenia patients is new challenge for family caregivers to deal with the pressures they are faced. Based on previous research, a person with psychological stress / anxiety requires the ability on himself to be able to reduce anxiety with resilience.The close relation between resilience to anxiety was also conveyed in a research result. From the hypothesis test carried out, it was obtained a significant value of 0.018 ($p < 0.05$), which means that there is a significant relationship between resilience and anxiety.

The existence of anxiety in family caregivers is the main basis for this research. This is to determine the effect of economic status and resilience on anxiety variables in the area of the Plosoklaten Health Center, exactly in Brenggolo Village, Plosoklaten District, Kediri Regency. Caregivers with high socio-economic conditions and good self-management will reduce the anxiety level and vice versa,or even caregivers with high or low socioeconomic status, good or bad self-management, have relatively the same level of anxiety.

2 MATERIALS AND METHODS

This research used quantitative research. which was the process of gaining knowledge by using data in the form of numbers as an instrument that could be used to find information that you wanted to know with descriptive statistical approach and inferential. The technique of this research was regression or influence because it consisted of three variables, so it used multiple linear regressions. This technique aimed to determine the magnitude effect of variable X with variable Y.

The spesification of this research method was non-experimental quantitative research which was focused on survey research. The variables of this research were economic status, resilience, and anxiety. The purpose of the reseach was to determine the effect of economic status and resilience on anxiety in family caregivers of schizophrenia patients during the COVID-19 pandemic at the Plosoklaten Public Health Center, Kediri Regency.

The population in this research were 61 family caregivers of schizophrenic patients at the Plosoklaten Health Center, Kediri Regency. However, for several reasons, namely 3 subjects had physical limitations in filling out questionnaires, 3 subjects could not be found at their homes, 2 subjects had unspecific addresses, so that they could not be found and 3 subjects filled out the questionnaire incompletely so that they could not be analyzed. Based on those obstacles, there were 50 families as research subjects.

The research instruments used in this research, were:

a) Economic Status Scale

The economic status scale is a scale that is used to measure economic status based on the aspects expressed by Soekanto & Soerjono (2010) namely the measure of wealth, the measure of power, the measure of honor, and the measure of knowledge.

b) Resilience Scale

The resilience scale is a scale used to measure resilience based on the theory of Reivich & Shatte (2002) with resilience aspects, namely, emotion regulation, impulse control, realistic optimism, causal analysis, empathy, self-efficacy, reaching out.

c) The Anxiety of Caregiver Family of schizophrenic

Anxiety in caregiver families of schizophrenic in this research was measured using the DASS test, consisting of 42 items divided into three scales, namely depression, anxiety and stress with a total of 14 items on each scale.

3 RESULTS

a) This The results of Anxiety of Family Caregivers of Schizophrenia Patients on covid 19 pandemic at the Plosoklaten Public Health Center were catagorized by 5 levels. Those were very severe (20%), severe (6%), moderate (24%), mild (2%), and normal (48%).

b) The results of Economic status of Family Caregiver of Schizophrenia Patients During the Covid-19 Pandemic at the Plosoklaten Public Health Center, Kediri Regency were catagorized by 5 levels. Those were very high categorization of economic status (6%), high (12%), moderate (48%), low (34%), and very low (0%), so that the average economic status of the family caregivers of Schizophrenia patients was at a moderate level. It was 48%.

c) The results of Resilience Level of Family Caregivers of Schizophrenia Patients During the Covid-19 Pandemic at the Plosoklaten Public Health Center, Kediri Regency were very high (10%), high (20%), moderate (26%), low (42%), and very low (2%). It could be concluded that the average resilience level in family caregivers of schizophrenia patients during the covid-19 pandemic at the Plosoklaten health center was low (42%).

The F test in this research aimed to determine whether there was an influence between the independent variable (X) on the dependent variable (Y) simultaneously or together. It was known that the significance value of the influence of independent variable (X) on dependent variable (Y) simultaneously is 0.001 and the calculated F value is 8.254. It was based on: The significance value of X1 and X2 on Y is 0.001 <0.05 and the calculated F value is 8.254 > F table 3.18. It meant that there was a simultaneous influence between economic status (X1) and resilience (X2) on anxiety(Y) so that Ha was accepted and Ho was rejected.

The determination coefficient was the next stage in multiple linear regression analysis after the t test and F test, the determination coefficient aimed to investigate what percentage of the economic status influence (X1) and resilience (X2) on anxiety (Y) simultaneously or together. This was the percentage result from determination coefficient:

Table 1. Model Summary Table

Model	R	R Square	Adjused R Square	Std. Error of the Estimate
Global	.510[a]	.260	.228	14.866

a. Predictors: (Constant), economic status, Resilience
b. Dependent Variable: anxiety

From the model summary table above, it was known that the value of R Square is 0.260, which was derived from squaring the value of the determination coefficient (R) which was 0.510 x 0.510 = 0.260. The value of R2 was 0.260, it equaled to 26%. So it meant that there was a simultaneous influence between economic status (X1) and resilience (X2) on anxiety (Y) of 26%. While the remaining 100% - 26% = 74% was influenced by other variables out of this research.

4 DISCUSSIONS

Having family members of schizophrenia patients is not easy. There are many adjustments that the family caregivers were faced time by time. Previous research study was conducted by Mirza, Raihan, and Hendra which showed the measurement results on family caregivers of schizophrenia patients using the DASS (Depression Anxiety Stress Scale) obtained normal results even though the caregivers had been in care for patients for a long time (Mirza, at al, 2015). The family caregivers said that when they first found out if their family members had schizophrenia, they felt sad, worried, anxious, until they didn't expect it. But over time these feelings began to decrease this was because they had begun to accept the patient's condition.

The condition or cycle is experienced by the family caregiver of schizophrenia patients is in accordance with the theory of The Five Stages of Grief, which is a theory that explained the emotional response when a person

was in a state of sorrowingbecause of death or illness. The five stages weredenial, anger, bargaining, depression, then acceptance.That was a process that had been passed by family caregivers of schizophrenia patients which results in their anxiety levels being normal or very low because they were already at the acceptance stage. (Hango, 2015)

Based on the results of this research, it was known that the economic status of family caregivers of schizophrenia patients was at a moderate level, this could be seen from the observation that there were family caregivers of moderate economic conditions who still had pets such as cows, goats. It was proved by when researchers visited the caregiver's house, they had just returned home from grazing, even though 50% of them worked as farm laborers.

Besides farming, there were also those who opened a workshop business, sold vegetables around, hadcages of hens, had a rengginan business. Even though this was a pandemic period of course it was affecting their income but in reality the caregivers were still doing their activities to earn income, including the family caregivers who worked in the fields. They were assumed that when they were in the fields and under the sun, it made them healthier and able to avoid viruses.

However, for family caregivers who worked in schools, such as teachers, the economic impact was not felt. The reason was they could do online learning and still get a salary, even though there were caregivers who were honorary teachers. For family caregivers of schizophrenia patients in the Plosoklaten area as long as they could still work and earn income to buy foods, they would feel bless and traquil. On the other hand what made family caregivers of schizophrenia patients were more traquil was treatment for their schizophrenia patients given less of payment by community health centers, either by injection or by taking the medichines. And others patients got Indonesia Health Card, KIS (Kartu Sehat Indonesia) from goverments.

Resilience is a person's ability to adapt and manage himself/ herself from negative situations or difficult situations. Based on the distribution of questionnaires resultsin this research, the average family caregiver had a low resilience level. The low resilience of the family caregiver of schizophrenia patients at the Plosoklaten Public Health Center could be interpreted through the resilience aspect. There was found that the lower aspect was found in empathy aspect. In the empathy aspect, although the caregivers had been caring for patients for a long time, their lack of knowledge about mental disorders made it difficult to them to understand what the patient feelings were. For example, when the patients suddenly screamed or even stayed silent until they cried or even talked by themselves the caregivers had not been able to understand what the patients wanted. So that when the patient was relapsed by starting to talk to himself or getting angry, it meant that the medicine was late or it was time to take medicine, that is all. That was the reason why the caregiver was necessary to have better skills to understand schizophrenia patients. Then the bored feeling when caregivers had to listen to patients' stories. Family caregivers complained about uncomfortable feeling if the patient kept talking. This means that caregivers hadlow self-adjustment. Whereas, the role of the family was very important in improving the recovery of the patient, one of the ways was family as a place for the patients to share the stories.

The actions that showed a lack of empathy for the family caregiver of schizophrenia patients was the effect of low anxiety in the caregiver. Based on Eisenberg's Empathy Theory, it was explained that empathy was manifested in two ways, namely sympathy and personal pressure (Fitria, et.al., n.d). Sympathy could be interpreted as an attention to people who needed help or were in a sad or pleasant situation. While personal pressure was an aversive emotional reaction that existed in the individual to others' emotions or others' conditions such as "anxiety or discomfort", in personal pressure involved an egoistic motive to reduce the pressure on him. When the emphaty in a person existed in personal pressure, it meant that he/ she had the lower his moral reasoning. (Eisenberg, 2000)

Family caregivers of schizophrenia patients who had difficulty in understanding the condition of schizophrenia patients bored feeling when they had to listen to the patients' talk was a form of empathy in the personal pressure form. So, this caused the low resilience condition of family caregivers. Because the reaction of appearing of aggressive emotions schizophrenia patients wasan anxiety of egoistic motives could reduce anxiety in them.

5 CONCLUSIONS

Low anxiety is caused by the length of time caring for the patients. Then the condition of economic status at a moderate level can affect anxiety because of the accepting personality on the family caregiver. In this research,

resilience with anxiety had a positive influence because the aspect of forming resilience, namely empathy, respondents tended to have empathy in personal pressure. It could be concluded that simultaneously economic status and resilience affected anxiety by 26% and the remaining 74% was influenced by another variables out of this research.

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The Experience of Patient Alcohol Addictions in Cognitive Behavior Therapy

Arif Dwi Cahyono
Master of Science Psychology, Faculty of Psychology, University of Surabaya, East Java, Indonesia
Arif.cahyono25@yahoo.com

Abstract: Cognitive Behavior Therapy (CBT) was behavior modification techniques and changing maladaptive beliefs. This study aims to obtain a comprehensive picture of the application of Cognitive Behavior Therapy in helping individuals overcome alcohol addiction. This study uses a study case qualitative research method. The study patient was an alcoholic during 23 year. Data collection was done by triangulation method, namely in-depth interviews (depth interviews) face to face with observations and interview. The research procedure was carried out in three stages, namely the research preparation stage, the research implementation stage, and finally the research result evaluation stage. The results of the study showed that the application of Cognitive Behavior Therapy to individuals who experienced alcohol addiction showed significant changes in patient cognition, emotion and behavior. Through cognitive restructuring techniques, patient distorted cognitions become more rational. Patient were able to manage a good lifestyle, were independent in their work, respect the people around them. Changes in cognition in patient led to reduced alcohol consumption behavior.

Keywords: Cognitive Behavior Therapy, Alcoholics, Addiction

1 INTRODUCTION

At this time, the level of alcohol consumption is not only carried out by adults, but has occurred in adolescents and is included in the category of concern and this situation has occurred in several areas in Indonesia. Alcohol has now become a lifestyle for some Indonesians. Although it has benefits if consumed in the right levels, alcohol can cause health side effects but many teenagers and older adults consume excessive alcohol so that it has an impact on their health.

In the current era, the habit of consuming alcohol in alcoholics is not a new phenomenon, but a routine that is difficult to break. Alcohol is a chemical compound that can cause effects on the human body. Alcohol is a liquid containing elements of ethanol and carbohydrate substances obtained through the process of fermentation and distillation (Lestari, 2016) in Fahrurrazi & Nurjannah, 2021. These symptoms can result in mild, moderate to severe symptoms. Alcoholics can feel the effects on their body health, ranging from short-term to long-term (Fahrurrazi, Nurjannah, 2021). Meanwhile, alcoholism is defined as a disorder and damage to the individual's soul caused by forcing oneself to consume alcohol on an ongoing basis. So that patients who consume it excessively can make it a habit (Chaplin, 2002). According to research in the United States which states that approximately 30 to 45 percent of all adults have experienced at least one brief episode of alcohol-related problems, generally an alcohol-induced amnesic episode such as blackouts or even driving a motor vehicle while intoxicated (DWI), and about 10 percent women and 20 percent of men meet the criteria for a diagnosis of alcohol abuse during their lifetime, and 3 to 5 percent of women and 10 percent of men meet the criteria for a diagnosis of more serious alcohol dependence during their lifetime (Kaplan, 2004).

The Central Statistics Agency (BPS) noted that alcohol consumption by people aged 15 years and over in Indonesia has decreased since 2017-2021. In 2021, alcohol consumption in Indonesia will be recorded at 0.36 liters per capita, down 7.7% from the previous year of 0.39 liters per capita. Viewed by region, alcohol consumption by rural residents will reach 0.6 liters per capita in 2021. This number is slightly down from the previous year which reached 0.61 liters per capita. Meanwhile, alcohol consumption in urban areas was recorded at 0.18 liters per capita last year. That number is down compared to 2020 which was 0.22 liters per capita. Alcohol consumption by population on 15 years old and over (2017-2021). Although there is a decrease in the number of alcohol consumption in Indonesia. The author interested in analyzing and knowing the impact of individuals who consume alcohol for 23 years and the author wants to highlight the current state of alcohol use/consumption, what causes it and how it impacts, especially on health problems using CBT techniques.

CBT is counseling that can be done to improve and treat mental health. At this stage the subject is directed to modifying the function of thinking, feeling and acting, by emphasizing the brain as an analyzer, decision maker, asking, acting, and deciding again. Meanwhile, the approach to the behavioral aspect is focused on building a good relationship between problem situations and the habit of reacting to problems. A person must be able to change his own way of thinking and behavior in order to achieve the future he wants (Cherry & Rachel, 2022). The other research from Kasandra (2003) use cognitive behavior modification, is a behavior modification therapy that uses cognition as the "key" of behavior change. The therapist helps the client by removing the client's bad thoughts and beliefs, and then replacing it with a better thought pattern construction (Kasandra, 2003). Bush revealed that Cognitive Behavior counseling is a combination of two approaches in psychotherapy, namely Cognitive Therapy and Behavior Therapy. Cognitive therapy focuses on thoughts, assumptions and beliefs. Cognitive therapy facilitates individuals learn to recognize and change errors in thinking or irrational thoughts into rational ones. While behavior therapy helps individuals to form new behaviors in solving problems. The Cognitive Behavior approach does not focus on the past life of the individual but focuses on current problems by not ignoring the past. In general, the Cognitive Behavior Counseling process is opening, core stages and termination (Kasandra, 2003).

Spiegler & Guevremont (2003) stated that CBT is a psychotherapy that focuses on directly modified cognition, that is, when individuals change their maladaptive thoughts (maladaptive thoughts), they also indirectly change their apparent behavior (overt action). Beck (in Spiegler & Guevremont, 2003) states that one of the main goals of CBT is to assist individuals in changing irrational thoughts or cognitions into more rational thoughts.

The previous studies have shown that the recommended treatment method in dealing with alcohol addicted patients is to use CBT such as the research from Fahrurrazi &Nurjannah (2021) that the results of the study showed that the application of cognitive behavior therapy-based Islam on individuals who experience addiction to alcohol showed significant changes in cognition, emotions and behavior of patient. Through the technique of cognitive restructuring, cognition patient who distorted changed to be more rational. Patient are able to set a good lifestyle, independent in work, respect people around and back to the right path in accordance with the teachings of Islam. a change in cognition in patient encourage the reduction behavior of consuming alcohol. And research studied from Julia D. Buckner, & Deborah Roth Ledley, & Richard G. Heimberg, & Norman B. Schmidt (2008) that Treating Comorbid Social Anxiety and Alcohol Use Disordersand Combining Motivation Enhancement Therapy With Cognitive-Behavioral Therapy and the results that Social anxiety disorder (SAD) and alcohol use disorders (AUD) co-occur at particularly highrates, resulting in greater impairment than either disorder alone. Thus, the development ofeffective treatments for patients with SAD and comorbid AUD is an important clinical andresearch aim. Yet little work has examined treatments for SAD with comorbid AUD. Given the efficacy of motivation enhancement therapy (MET) for AUD and cognitive-behavioral therapy(CBT) for SAD, combining MET with CBT may decrease symptoms of both AUD and SAD.The present case study outlines the successful use of combined MET-CBT to treat a 33-year-oldman with a long history of generalized SAD with AUD. Following 19 sessions of MET-CBT,the patient was considered in remission for both disorders, with notable decreases in socialanxiety and alcohol-related problems (with continued gains at 6-month follow-up). Althoughthese data are preliminary, they indicate that the combination of MET and CBT may be a viableapproach to the treatment for patients with SAD and comorbid AUD.

In this study, there were research subjects, namely men aged 36 years who were addicted to alcoholic beverages. According to Kaplan (2004) repeated use resulting in failure to fulfill main role obligations, repeated use in dangerous situations, repeated alcohol-related legal problems. For example: being arrested while driving

under the influence of alcohol. Continued use despite social or interpersonal problems caused or exacerbated by alcohol. In this case the subject also experiences alcohol dependence, namely events that occur within a year for example, in terms of tolerance, increasing the amount to achieve the effect, decreasing the effect of the same amount, withdrawal state, spending a lot of time getting alcohol, using or recovering from its effects, giving up or reducing essential activities because of alcohol, drinking more or for longer than intended, persistent desire or unsuccessful attempts to reduce or control alcohol use, continue to use despite knowledge of psychological problems caused or exacerbated by alcohol (Fiellin DA, Reid C , O. Connor PG, 2000).

The patient's condition is a young adult which is the beginning of a new life, after individual through adolescence, the individual will be faced with various kinds of challenges and changing roles, the many demands and tasks that must be fulfilled, making this period colored with emotional tension that make individuals seek outlet and pleasure with consuming alcohol (Hurlock, 2012).

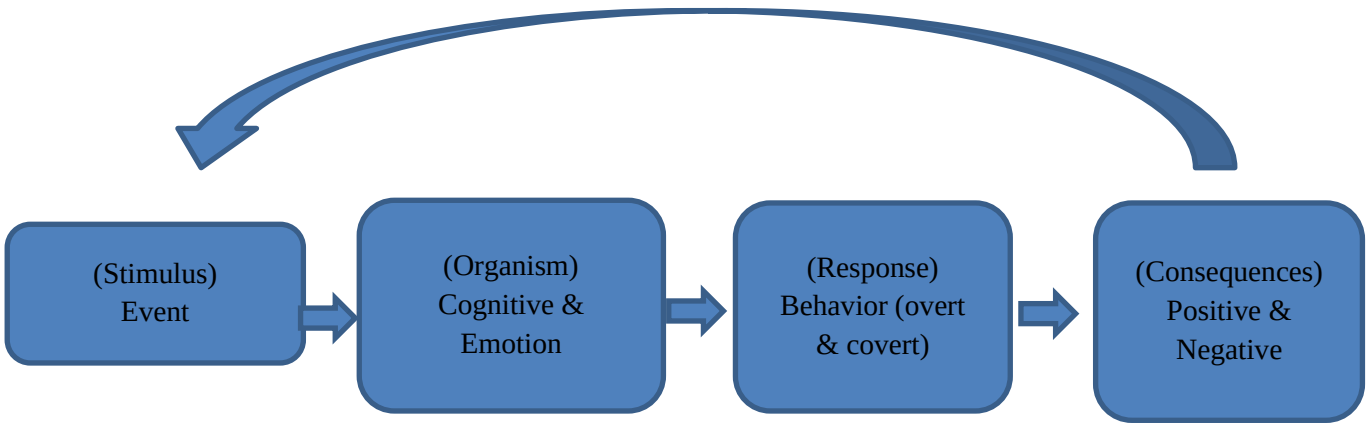
The health effects of consuming alcoholic beverages excess, among others, organic mental disorders. This will result in changes in behavior such as acting violently so that it has problems with the family, society and growth of that person alone. Physiological changes, such as crossed eyes, red face, walking staggers, then psychological changes, such as difficulty concentrating, talking rambling, irritable, then the dose taken will be even greater because of addiction. This condition creates a negative effect on the individual's life, on the family and the environment.

In this study using the theory from Spiegler and Guevremont (2003) which aims to carry out CBT techniques on alcoholic patients so that patients are able to carry out normal and happy activities without alcohol. In this study, the author also acts as a counselor.

The authors using the basic principle of CBT based on studies expressed by (Beck, 1964):

The first principle: Cognitive-Behavior Therapy is based on the ever-evolving formulation of the counselee's problems and the counselee's cognitive conceptualization. The counseling formulation continues to be improved along with the development of the evaluation of each counseling session. The second principle: Cognitive-Behavior Therapy is based on a common understanding between the counselor and the counselee on the problems faced by the counselee. Third principle: Cognitive-Behavior Therapy requires collaboration and active participation. Fourth principle: Cognitive-Behavior Therapy is goal-oriented and problem-focused. Fifth principle: Cognitive-Behavior Therapy focuses on current events. The sixth principle: Cognitive-Behavior Therapy is education, aims to teach the counselee to become a therapist for himself, and emphasizes prevention. Seventh principle: Cognitive-Behavior Therapy lasts for a limited time. Eighth principle: Structured Cognitive-Behavior Therapy sessions. The ninth principle: Cognitive-Behavior Therapy teaches clients to identify, evaluate and respond to their dysfunctional thoughts and beliefs. Tenth principle: Cognitive-Behavior Therapy uses a variety of techniques to change thoughts, feelings, and behavior. Socratic questions make it easier for counselors to conduct cognitive-behavior counseling.

To understand the problems experienced by clients more precisely based on a cognitive behavior approach, it is necessary to do a functional analysis or problem analysis based on the S-O-R-C principle (stimulus, organism, response, consequences) (Spiegler & Guevremont, 2003). To make it easier for readers to understand, the following is presented in the form of an S-O-R-C . analysis diagram:



Note:

1. Stimulus (S) : Events that occur before the individual shows a certain behavior.
2. Organism (O) : Patient with cognitive and emotional aspects in it.
3. Response (R) : What is done by an individual or organism, often also called behavior, whether visible or not.
4. Consequences (C) : Events that occur after or as a result of behavior.

The clarifying the client's problem as functional analysis of SORC behavior on case XYZ and etiology is alcohol addiction.

S	O	R	C
1. When many problems, anxiety, or stress the subject drinks alcoholic beverages. 2. When his friends invite them to hang out, they must drink alcoholic beverages, sometimes the drinks are mixed or mixed with other mixtures 3. If there is no activity the subject does more drinking activities 4. If while working as a beverage seller during the event, the subject is often invited by his professional friends to drink alcoholic beverages.	1. <u>Thinking :</u> The subject thinks that by drinking alcohol, he can control his anxiety or stress <u>2. Feeling :</u> By drinking alcohol, he feels calmer and is appreciated by others. Subjects will feel satisfied that they can get pleasure or sensation in drinking alcoholic beverages.	Frequency: the subject drinks alcoholic beverages 2-5 times a week Intensity: strong Duration: until drunk, don't finish drinking if you haven't been drunk heavily. a) Latency (distance between stimulus and first response): 2 hours b) Length of time:> 4-5 hours daily c) Interval between response (distance between first and next drink, next to next): 2 hours	Positive : 1. Complimented by friends who are drinking. 2. Feeling in the same circle with friends who are drinking. 3. Feel satisfied and proud when you get a relaxed and comfortable sensation after drinking. 4. After drinking the subject felt himself useful and cared for by his family and others. Negative: 1. Drunk 2. Lost control 3. Arrogant 4. Easily angry 5. Sensitive 6. The talk is rude 7. Tremor 8. It's hard to think

S	O	R	C
			9. Doesn't care about his family 10. Difficult to socialize with the surrounding community

Based on the explanation that has been stated above, researchers are interested in seeing how the results of applying cognitive behavior therapy in individuals who are addicted to alcoholic beverages are. The goal of treatment is to help individuals who are addicted to alcohol gain insight to reduce alcohol consumption by at least half the time they usually consume alcohol and the author show the experience of patients alcohol addiction using CBT (Cognitive Behavior Therapy).

2 MATERIALS AND METHODS

This study uses a qualitative approach. According to Bogdan and Tyalor (Moleong, 2007: 4) define qualitative methodology as research procedures that produce descriptive data in the form of words written or spoken of people and observable behavior. According to them, this approach is directed at the setting and the individual holistic (whole). So, in this case, it is not permissible to isolate individuals or organization in variables or hypotheses, but it is necessary to view them as part of something whole (Ikhasanudini, shidiq, 2020).

In this study used case study research or field study (field study) is intended to study intensively about the background of the problem situation and the position of an event that is currently taking place, as well as environmental interactions certain social units that are given. Research subjects can be: individual, group, institution or society. Case study research is in-depth study of a particular social unit and the results of that research provide a broad and in-depth picture of a particular social unit. Subject researched is relatively limited, but the variables and the focus under study are very wide dimensions (Danim, 2002).

In this context alcoholics. As a sole informant who is addicted to alcohol, the subject is 36 years old, currently he works as a beverage seller during events. The subject consumed alcohol for the first time when he was in high school until now. His addiction to alcohol is shown by his attitude in consuming alcohol, which is at least 2-5 times a week. The method of data collection is done by triangulation method, namely in-depth interviews (depth interviews) face to face with observation and scale. This research procedure is grouped into three stages. The first is the research preparation stage, the second is the research implementation stage, and the third is the research result evaluation stage. Treatment will be carried out flexibly depending on the availability or readiness of the subject. The total number of meetings for the implementation of the intervention was 3 meetings with the time of each intervention being 60 minutes. The time and number of meetings will be adjusted based on the treatment needs in the counseling process. So, the amount of time needed for the implementation of therapy is 2 weeks.

In this research, XYZ is a man who already has a wife and has 3 children from his 2nd wife. Previously the subject had 2 children from his first wife but divorced, the divorce was triggered because the subject had an affair with his ex-girlfriend so that she became pregnant and had twins. The subject is a male alcoholic in the category of alcoholism based on the results of a questionnaire using the Michigan Alcohol Screening Test (MAST) measuring instrument. So that currently an intervention is carried out that aims to change the behavior of alcoholics to alcohol-free behavior.

DESIGNING A TREATMENT PLAN TO CHANGE THE MAINAINING BEHAVIOR

1. Form/Type of Intervention

The application of Cognitive Behavior Therapy (CBT) through cognitive restructuring techniques which emphasizes the subject's wrong way of thinking that self-esteem is only obtained from consuming alcoholic beverages which ultimately reduces addictive behavior. (Young, 2007) suggests cognitive restructuring to change these distorted thoughts into more rational thoughts. Therefore, one form of treatment applied is CBT which is

intended to help individuals gain insight into their problems so that they can replace distorted thoughts into rational thoughts.

2. Intervention Stage Design

The intervention will be carried out in 2 weeks with a total of 3 meetings divided into broad activities, namely the introduction of the intervention, implementation of the intervention and follow-up activities related to the intervention process. Each meeting is 90 minutes long.

IDENTIFYING THE MAINTAINING CONDITIONS OF THE TARGET BEHAVIOR

1. Maintaining Antecedents

XYZ's daily activity is working as a drink seller at events, so XYZ has a lot of free time. In addition, XYZ also lives with his family, his wife works every day with a duration of 9 hours at the company so there is no activity to help his family while at home. Then, his wife also works as an employee in a private company which requires her to work every day to meet her daily needs. To be able to fill her spare time and to be happy because of the reflection of drinking alcoholic beverages and being triggered to drink with a duration of 4-5 hours a day for 5 days a week.

2. Maintaining Consequences

Positive :

a. Complimented by his drinking friends.
b. Feels in the same circle with his friends who are drinking.
c. Feel satisfied and proud when you get a relaxed and comfortable sensation after drinking.
d. After drinking the subject felt himself useful and cared for by his family and others.

Negative:

a. Heavily drunk
b. Lost control
c. Arrogant
d. Easy to get angry
e. sensitive
f. Rude talk
g. Tremor
h. It's hard to think
i. Doesn't care about his family
j. Difficult to socialize with the surrounding community

3 RESULTS

The results of this study indicate that the application of Cognitive Behavior Therapy (CBT) to individuals who are addicted to alcoholic beverages shows a distorted cognitive change to become more rational so that the behavior of drinking alcoholic beverages is reduced. In the implementation of CBT, patient experienced the same cognitive distortion as jumping to a conclusion, namely negative conclusions obtained from irrelevant evidence and magnification, namely seeing something further or more important than the truth. Subject considers that drinking alcoholic beverages can make him feel useful and cared for. After the treatment is given to the subject, there is a distorted cognitive change that becomes more rational through cognitive restructuring techniques combined with behavior modification to strengthen the desired behavior. (see below table 1).

Table 1.

Meeting I: Thursday, July 16, 2022; 17:00-18:30 WIB					
Time	**Step**	**Activity**	**Method**	**The Goals**	**Success Indicator**
5 minutes	*Opening*	Greet the subject and his family, then ask for time to have a private chat with the subject and ask what activities have been done in the last 1 week	Casual chatting	Establish report cards with the subject.	The subject feels comfortable and open with the conditions that have occurred in the last 1 week.
15 minutes		Explain the purpose and process of the intervention to be carried out, including it - Number of encounters - Agenda/session -Activity -Goals and Goals	Exposure	Subjects gain an understanding of CBT interventions for alcoholics.	The subject understands the purpose and process of the intervention to be carried out.
40 minutes	Explanation of the Impact of Addiction Drinking liquor/alcohol	Psychoeducation regarding the impact of alcoholism addiction and Schedule activities - Explaining the impact of alcohol addiction by watching the video https://www.youtube.com/watch?v=HhmXo_t47hI - Make a schedule of daily activities so far in tabular form. - Researchers share self-records.	-Video Watch Demonstration -Discussion Negotiating the expected behavior after therapy Before intervention: 3-4 hours per day After therapy: 1.5 hours per day Negotiation result: 1 hour per day	- The subject understands the concept of the impact of alcohol addiction - Subjects can reflect on the lessons learned from the video. Subjects can schedule daily activities based on a priority scale.	- Subjects can apply the priority scale. - Subjects can apply the daily activity schedule - The subject begins to write a daily journal in the form of a self record.
30 minutes	Significant person provides encouragement, advice and input on	Invite to chat with his wife and parents about other subjects such as prospects or opportunities that the subject can do at this time - Begins to help realize that a lot of time is wasted when the subject is drinking.	Two-way communication with casual chat	Communicating with the subject and directing and providing emphasis on words so that the subject can understand the impact	The subject is aware that drinking is not the only place to show his functioning, to his family and the

the subject	- Asking if you are not tired of drinking continuously, ranging from tired of health to money to buy liquor. - Wife and Parents give advice to the subject to think about the future of the subject		of drinking alcoholic beverages so that the subject can think rationally that many things can be lived in this life without drinking alcohol. Provide information to the subject that the surrounding environment including parents, wife and children are very supportive in their healing so that they stop drinking.	surrounding environment The subject is interested in new opportunities other than drinking alcohol, namely wanting to focus on work and to make his family happy.
		Meeting II: Sunday, June 19, 2022; 10:00-11:30 WIB		
45 minutes *Monitoring*	- This session discusses the schedule of activities and commitment to their implementation. - Reviewing the procedures for implementing the daily schedule of activities that have been made (period of 3 days). - Checking the daily journal (self record) that was given at the initial meeting	Discussion	- Subjects can begin to understand distorted thinking - Make the subject understand the importance of making a priority scale in his life.	- Subjek melakukan perilaku sesuai dengan skala prioritas - Subjek menyadari pemikiran yang salah yang terdistorsi
45 minutes *Follow up*	-Identify the obstacles experienced during 1 week. -Determine solutions to overcome these obstacles	Discussion	Helping the subject to complete the task given for the intervention and resolve the obstacles experienced.	- Subjects can identify obstacles in the intervention process. - Subjects can think of solutions to obstacles that occur.
		Meeting III: Sunday, June 26, 2022; 10:00-11:30 WIB		

45 minutes Evaluation	- Reflecting on the intervention process that has been carriedDiscussion out. - Evaluation of activities that have been carried out for 1 week. Evaluate the intervention process and perceived changes in carrying out daily activities.	-	- Subjects can evaluate and tell the changes that are felt. - Subjects gain insight from a series of intervention processes
45 minutes Closing	- Closing (making a commitment to continue to stopDiscuss and make deals drinking alcohol independently). - Expressing hope that by teaching this CBT technique, subjects can apply it in everyday life, so that it can help them to follow lessons more effectively. - Researchers provide motivation to the subject. - The researcher would like to thank the subject and significant person for their contribution to the intervention.	Helping the subject- Subjects can realize thatcommit and consuming alcohol orconsistently alcohol has a negativecontinue this CBT impact rather than aindependently. positive impact. Helping the subject to realize that the subject needs to control himself by making a priority scale to implement quitting alcoholic beverages.	- Subjects can be consistent to do the activity schedule for 1 week.

Daily Journal Sheet (Self Record).

When you want to consume alcoholic beverages, write down the reasons you did before, during and after consuming alcoholic beverages in the column below, and write down the hours you start consuming alcoholic beverages until you finish consuming alcoholic beverages for 1 week.

Date	STIMULUS	THINKING / FEELINGS WHEN CONSUMING ALCOHOLIC DRINK	START HOUR	END HOUR	DURATION	THINKING / FEELINGS SHOULD
June 16, 2022	Alcohol drinks	Feelings are normal and there are no feelings of anxiety or confusion	9 PM	12.30 AM	3,5 hours	I shouldn't drink alcohol anymore because I want to quit
June 19, 2022	Alcohol drinks with friends	Confused and feel guilty about yourself	11 PM	12 AM	1 hours	I shouldn't go with my friend drinking but I don't feel good if I refuse his invitation
June 20, 2022	Alcohol drinks	Confused and can't sleep	10.30 PM	11 PM	30 minutes	I should be able to control myself so I don't drink and I go straight to sleep and close my eyes
June 23, 2022	Alcohol drinks	Confused and heart pounding	10.30 PM	10.55 PM	20 minutes	I have to destroy this drink but it's hard to destroy it
June 26, 2022	Alcohol drinks	Confused	9 PM	9.15 PM	15 minutes	I will finish this drink soon but gradually.
June 30, 2022	Alcohol drinks	Guilty	9 PM	9.15 PM	3 minutes	I finished the rest of the drink in the bottle, after that I threw it away and didn't buy any more drinks

Priority scale sheet

Write down your activities that you usually do for 1 week in the column below and put a check mark (ν) in the column that you think is in accordance with the situation / condition of the activity. Then rank all your activities from very urgent and important (give #1) to non-urgent and unimportant give #7)

Before Intervention

No	Activity	Category				Rating #
		Urgent	*Not Urgent*	*Important*	*Not Important*	
1	Drinking alcoholic beverages	✓				1
2	Business working				✓	5
3	Sport				✓	6
4	Pray				✓	7
5	Smoking	✓				2
6	Food and beverages		✓			3
7	Communication with wife and children			✓		4

After Intervention

No	Activity	Category				Rating #
		Urgent	*Not Urgent*	*Important*	*Not Important*	
1	Drinking alcoholic beverages		✓			6
2	Business working			✓		2
3	Sport		✓			7
4	Pray			✓		4
5	Smoking		✓			5
6	Food and beverages		✓			3
7	Communication with wife and children	✓				1

4 DISCUSSIONS

Aaron Beck & Ellis revealed that cognitive behavior therapy can be applied if it is caused by distorted cognition, with the goal of therapy being to challenge the distorted cognition so that it can be modified to become more rational so as to lead to adaptive behavior (Spiegler & Guevremont, 2003). The behavior of individuals who become alcoholics has a negative effect, not only on the individual himself but also on the surrounding community. Alcoholics tend to make people around them feel insecure and comfortable. The behavior of consuming alcohol is carried out as an effort to overcome emotional problems such as depression, anger, anxiety, boredom, frustration and marital problems. However, continuous alcohol consumption results in memory loss, hangovers and numbness.

The results of this study indicate that CBT can be applied to reduce the individual's duration of consuming alcoholic beverages. This is also in line with research conducted by Young (2007) which shows that CBT can be applied to overcome alcohol addiction. Beck and Ellis (in Spiegler & Guevremont, 2003) state that CBT can be applied if it is caused by distorted cognition, with the aim of therapy is to challenge the distorted cognition so that it can be modified to become more rational so that it leads to adaptive behavior.

Another form of cognitive distortion found in both patient was jumping to a conclusion, namely making negative conclusions without clear facts or evidence to support their conclusions (Burns in Woolfe & Dryden & Strawbridge, 2003). King & Delfabro (2010) stated that one of the factors that can support a person to stop the behavior of consuming alcoholic beverages is the existence of social support from parents or the environment.

Data Recapitulation of CBT Implementation on the subject;

Note	**Subject**		
CBT Technique	**Cognitive Restructuring**		
Response before and after Therapy	drinking alcoholic beverages can make him feel useful and cared for, can feel happy all the time, the burden of life becomes lighter	Trying to convince myself to eliminate automatic thoughts	Alcohol addiction makes me a useless human being and makes me arrogant and have bad behavior in my family and society.
Changes experienced	Progressive		
Follow Up	Able to manage a good lifestyle, able to respect family and surrounding community, consume alcohol and the negative impact it has on people health, more responsibility towards his wife and children, able to work and actively earn money for the family		

Success in the process of implementing CBT is influenced by factors of reward & punishment and support from the environment. In the process of implementing CBT, the reward and punishment method is quite successful in reducing the hours of drinking alcoholic beverages.

5 CONCLUSIONS

This CBT treatment has been carried out on XYZ patients showing changes in distorted cognitive becomes more rational, especially when the client deal with encouraging situations himself to drink alcohol. This can be seen in clients who state that alcohol cannot make themselves become calmer, healthier.

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Work Stress in Islam

Anida Yuliani[1], Maulida[1], Muhammad Rolly Fadlani[1], Maulida Ariani[1], Shanty Komalasari[1], Ceria Hermina[1]
[1]*Antasari State Islamic University Banjarmasin,*
anidayulianiay@gmail.com, llidamaulidaaaa@gmail.com, mrollyfadlani@gmail.com, maulidaaaarianiii@gmail.com, shantykomalasari@uin-antasari.ac.id, ceria.hermina@gmail.com

Abstract: Stress is a negative reaction that may occur in an individual due to the burden due to a large number of demands, constraints or opportunities, this study uses literature data and documentation or literal studies. Literature data that in some cases will be combined with existing reference sources. Work stress is a root or work stressor that results in individual reactions such as physiological, psychological, and behavioral. In conclusion from work stress in Islam, stress is a form of a dirty heart because of sins committed by man himself. The way to manage is to draw closer to Allah Almighty. namely by reading the Qur'an, thinking and praying in accordance with the sunnah taught by the Prophet Muhammad SAW.

Keywords: *Stress, work, Islam*

1 INTRODUCTION

In daily life, of course, we are not separated from a job, either the lightest work or heavy work that drains physically and psychically, and in a job there is something that is in accordance with the plan we have prepared or even not according to what we prepared so that feelings of unsatisfiance arise, such as worry, sadness and confusion. This condition can cause psychic disorders, in the field of psychology it is known as a stressful condition, if it is too severe the condition faced can make this condition worse. Stress gives a lot of good and brings bad if the symptoms are left excessively and without control (Ma'arof & Haslinda, 2004).

Excess stress can affect an individual's ability to deal with the surrounding environment. Stress is a negative reaction that may occur in an individual due to the burden of demands, constraints or opportunities that are very much (Stephen & Merry, 2010). Stress is a person's response to situations and events that are considered threatening to him (Santrrock, 2017). Situations like this will be difficult to handle by someone who has stress, usually it will take a long time and even fail to overcome it, so they will have difficulty in working and doing activities. Stress in Islam is a trial given by Allah Almighty. based in surah Al-Baqarah verse 155 which "and truly we will give you trials, with a little fear, hunger, lack of treasure, soul and fruits and give glad tidings to those who are patient". At the heart of the discussion of the verse God gives people hunger, fear, lack of wealth and others. In accordance with the verse, that the trials that come will become pressures and burdens in a person so that there is stress that can interfere in carrying out a job. Therefore, the reason why the author raised this theme is to understand what stress is, the characteristics of stress, stress-provoking factors and how to manage work stress according to Islam.

2 MATERIALS AND METHODS

This study is in the form of a literature study or literature data that aims to reveal theories that are relevant to the discussion being studied. The technique carried out is in the form of collecting a number of data formulated

in the form of writings, notes, documents, and based on understanding, reading, and reviewing the sources of books. Literature data or literature studies in some existing cases will be combined with existing reference sources.

3 RESULTS AND DISCUSSIONS

Understanding Stress

Stress is an unable part of human life. The word stress comes from the *Latin Stringere* which means pressure (Wangsa, 2009). Stress in the Dictionary of Psychology is an undesirable reaction that arises due to the high demands given by the environment to a person (Chaplin, 2006). Stress is a person's reaction to changes that occur in the environment that require self-adjustment. Stress is about a crisis that affects a person's emotions, thought processes, and conditions or situations (Handoko, 2001).

Work stress is a root or work stressor that results in individual reactions such as physiological, psychological, and behavioral. The potential of the work situation or environment as a work stressor. Work stressors are all work matters that are perceived by employees as conditions that can cause work stress (Waluyo, 2009). Work stress is the feeling that employees are forced to feel when facing a job (Mangkunegara, 2013). It arises from a correlation of man to his work and is devoted by man such as modifications to humans that require them to carry out deviations from their normal habits or functions.

The term "Stressor" denotes a condition or event that is valued as hostility in that it gives rise to a stress response that overloads the physiological or psychological resources of a person that may provoke an individual (Anisman & Merali, 1999). It is based on the opinions of some of the figures above that the definition of work stress is about a relationship between work and humans in the form of a crisis condition that produces a contradiction between the psychic and the physical and then affects a person's emotions, thought processes, and conditions or situations (Asih, Widhiastuti, & Dewi, 2018).

Stress Symptoms

Some of the stress symptoms mentioned by CIPD (2008) state that people who experience stress tend to increase the consumption of alcohol and cigarettes. Symptoms of stress can be represented in terms of emotional, behavioral, and cognitive perspectives, including (Nekzada & Selamawit, 2013).

From an emotional point of view:

- Restless
- Depression or fatigue
- Grumpy or frustrated
- Apathy or saturation

In terms of behavior:

- Having an accident or making a mistake
- Have problems eating or sleeping
- Taking drugs
- There are problems with his social behavior

In terms of cognition:

- Weakening of concentration and memory
- Weakening of the ability to decide things
- Lack of creativity and problem solving
- Excessive criticism
- Increased absences in work and schedule changes

In terms of physique:

- Sweating, dizziness, nausea and shortness of breath
- Aches and pains
- Frequent infections
- Asthma, skin and heart problems

Therefore, this section in identifying stress symptoms should be the first step in understanding whether an employee is experiencing stress at work or not. That way one can understand more about the causes and symptoms about stress management mechanisms appropriately.

Stress-Provoking Factors

Stressors are a stress-causing factor. Stressors between individuals have their own variations. Individuals who have the same stressors as other individuals do not necessarily have the same stress influence, so in the way of handling stress that everyone has is different (Wallace, 2007). The same stressor can be perceived differently, i.e. as a threatening event or a harmless event. The assessment of this has a strong influence on the response that will arise from a person's thinking (Waluyo, 2009). Relationships established between individuals and the environment can cause work stress. Stress arises because of an individual's answer in the form of emotions, physiologists, and thoughts to a situation, situation or an event that determines a person for his work (Wijono, 2015).

Conditions that often trigger stress for employees, namely: excessive workload, the presence of time pressure, poor quality of supervision, unsafe political climate, inadequate work implementation feedback, insufficient authority in carrying out responsibilities, *role ambiguity*, frustration, conflicts, differences in company and employee values, as well as the existence of various forms of changes that occur. Work stress can also be caused by problems that occur outside the company "off the job". Possibilities that can occur include: financial strength, child problems, physical or health problems, household problems, change of place of residence, personal problems (Handoko, 2001).

Factors that may be able to trigger stress at work are categorized into five namely intrinsic factors in work, role in organization, career development, relationships in work as well as structure and organization. First, the intrinsic factors in work are physical and task. Physical disturbances and the number of tasks that are done can be a burden in doing a job so that it has the potential to trigger stress. Secondly, the role of the individual in the organization which means that each employee has tasks that must be performed in accordance with applicable regulations. Third, career development is a stress generator due to job uncertainty. Fourth, relationships in work are not good judging by low self-confidence and interest in problem solving. Fifth, less participation in structural and organizational decision-making (Munandar, 2001).

Stress According To Islamic Views

After Christianity, Islam is the second religion that has the most adherents in the world. Islam is not only a religion but also a culture. Islam is a complete code for human beings to be even better, happier and more successful in the afterlife. Islam is related in every aspect of life. In Arabic 'Islam' which means 'inhibition'. The Islamic guideline is the Qur'an, a book handed down to the prophet Muhammad SAW through the angel Gabriel of Allah Almighty. and hadith is a word and behavior that is recited to the Prophet Muhammad SAW.

In the conditions of science in the development of the times of Islamic civilization, Muslim figures were born in various fields. In the field of Psychology such as Al-Farabi who wrote *the Treatise fi al-'aql*, Ibn Maskawaih who compiled *the book Tahdhib al-Akhlak*, Ibn Sina with *the work of al-Shifa'*, Al-Mawardi and al-Ghazali with his work *Ihya' Ulum al-Din*. In addition there is also Ibn al-Jawzi with his book *al-Tib al-Ridhni* and Ibn al-Qayyim with *al-Tib al-Nabawi*. Muslim scholarly studies are more about or talking about the soul, mentality, human behavior and the relationship of the concept of tazkiyyah al-nafs to draw closer to Allah (Sham et al., 2015).

Therefore, from an Islamic perspective, stress is meant pressure and is commonplace in human life who are always faced with various kinds of tests and trials. Only patience and devotion will determine the stage of

acceptance of a person in the test he faces as in the Qur'an Surah Al-Baqarah verse 155 and verse 214, then it is from this test and distress that ends up manifesting stress or pressure on those whose souls are weak.

In Islam, stress is associated with the state of a dirty heart in man because of the sinful deeds he committed to Allah (Dora, Kadir, & Arif, 2006). People who have a good adaptive response can prevent the occurrence of stress that can endanger their lives, can adjust in any environment and the activeness of the elements of the psyche in each person is the main condition for stress management (Selye, 1952).

In the world of modern technology, stress is a common term such as smartphone, internet, laptop, wi-fi and others. Stress can be defined as the individual response of any change in its environment. Stress is something that makes us tense, both emotionally, physically, and spiritually. The techniques or methods used to deal with stressors in everyday life can be referred to as stress management techniques. There are so many stress managements that we can apply individually or with the help of experts and also manage stress in the effectiveness of Islamic psychology. Islam provides individuals with codes of conduct, ethics, values, oral that help them in the tolerance and development of adaptive strategies to deal with stressful life events. Some of the techniques of managing stress will be discussed based on the Qur'an and Hadith (Thaqib, 2021).

1. Remembering Allah Almighty and reading the Qur'an

   Islam advocates always remembering Allah and reading the Qur'an to deal with stressful situations in everyday life. "*And the infidels said, "Why not pass down to him (Muhammad) the sign (miracle) of his Lord?" Say (Muhammad), "Verily Allah leads astrays who He wills and instructs those who repent to Him,*". "*(i.e.) people of faith and their hearts become at peace by remembering God. Remember, only by remembering God will the heart be at peace*." (**Q.S Ar-Ra'd 13:27-28**).

   He trusts all that is good for you, he has faith in God, trusts believers, and becomes a mercy to those who have faith among you."

2. Prayer

   Prayer is the second pillar of religion in Islam, there are many studies that show that prayer has the ability to manage stress. Prayer is the best medicine to cure stress. (footnote) Prayer is also a conversation between the creator and his creation. "*.. He trusts all that is good for you, he has faith in Allah Almighty, trusts believers, and becomes a mercy to those who have faith among you*." (**Q.S At-Taubah 9:61**).

3. Dhikr

   The practice of dhikr is familiar to Muslims. Since the time of the Prophet Muhammad SAW. until now dhikr is still practiced by Muslims who want to purify their hearts, calm the soul, and draw closer to Allah Almighty. Dhikr is read to the heart and re-read both singly and in groups. There are many benefits that can be obtained from dhikr, in addition to getting great rewards from Allah SWT, it also provides functional benefits in the form of peace of mind and soul (Bunyamin, 2021).

4. Exercise

   Exercise is one of the best methods to manage stress. Physical activity can reduce stress by releasing endorphin hormones which are also called 'happiness hormones'. Exercise keeps individuals healthy both physically and mentally. Islam is a religion that states that the importance of sports. "*Rasulullah SAW. competed with me and I won. Then I stopped, so that when my body became a little fat, the Messenger of Allah SAW, competed again with me and he won."* (**HR. Ahmad and Abu Daud**).

   There is also a sport that the Prophet muhammad saw. "*Everything that does not contain dzikrullah is a vain deed, a joke and a game. Except for four things, namely, husband and wife, practicing horses, practicing archery, and swimming*." (**HR. An-nasa'i**).

4. CONCLUSIONS

Stress is an unable part of human life. The word stress comes from the *Latin* namely *Stringere* which means stress Stress in the Dictionary of Psychology is an undesirable reaction that arises because of the high

demands given by the environment to a person Work stress is a feeling forced by employees when facing a job (Mangkunegara, 2013). It arises from a correlation of man to his work and is specialized by man as a modification to humans that requires them to carry out deviations from their normal habits or functions. Symptoms of stress can be seen in terms of cognitive, emotional, behavioral effectiveness. In terms of cognitive effectiveness, namely in the form of weakening of concentration and memory, from an emotional point of view, namely *gelisah*, anger and saturation arise, in terms of behavior in the form of disorders in eating and sleep, from a physical point of view, you will often experience dizziness and aches and pains. Conditions that often trigger stressed employees are excessive workload, pressure, poor quality of supervision. In Islam stress is often associated with a dirty heart because of the sinful deeds committed by man to Allah Almighty. in Islam stress is commonplace in human life, which is always faced with various kinds of trials and trials. Trials and hardships are a form of stress or pressure for those who have a weak soul. In Islam there are several techniques in managing stress based on the Qur'an and Hadith. that is, such as remembering Allah and reciting the Qur'an, Prayer, Dhikr and Sports.

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Emotional Regulation Among Athletes with Disabilities

Rafinaxa Fathir Arisislam[1], Eva Nandha Jalma Yael[1], Endang Lestari[1], Maya Nisaul Magfiroh[1], Miftakhul Jannah[1]

[1]*Department of Psychology, State University of Surabaya, Surabaya, Indonesia*

rafinaxa.21004@mhs.unesa.ac.id; eva.21045@mhs.unesa.ac.id; endang.20020@mhs.unesa.ac.id; mayanisaulmagfiroh@gmail.com; miftakhuljannah@unesa.ac.id

Abstract: People with disabilities often find it difficult to achieve emotional balance, especially those who become professional athletes. This study aims to discuss the regulation of emotions in athletes with disabilities in East Java. This research approach uses a quantitative descriptive method. The population in this study were athletes with disabilities NPCI East Java with a total of 69 people with an age range of 14-57 years and gender as many as 56 men and 13 women. To obtain data, this study used Gross and Thompson's (2007) emotional regulation scale. The data analysis technique used descriptive statistics presented in tabular form. Based on the results of data analysis, it was found that out of 69 athletes with disabilities, there were 19 people with a low level of emotional regulation, 49 people with a moderate level of emotional regulation, and 1 person with a high level of regulation.

Keywords: Emotion regulation, disability sports, disabled athletes

1 INTRODUCTION

Sport is a structured and directed activity that helps in cultivating, motivating, and increasing various positive potentials that are physical, spiritual, or social (Wijayanti et al., 2016). In sports, there are various positive things ranging from the value of competition, struggle, cooperation, respect, communication, integration, physical endurance, togetherness, responsiveness, honesty, mental responsibility, leadership, wisdom in decision making, and sportsmanship (Kemenpora, 2017). Sports activities are favoured by many people because they do not require many requirements and everyone has the right to follow them (Wijayanti et al., 2016). As an activity that promotes healthy life and inclusiveness, sports can also be done by persons with disabilities. Persons with disabilities are people who have physical, mental, intellectual or sensory limitations for a long time, which when faced with various obstacles, this can make it difficult for them to participate fully and effectively in society based on equal rights (Wijayanti et al., 2016). Sports for people with disabilities is a means to explore their potential, interests, and sports talents (Wijayanti et al., 2016). Sport itself, seen from its purpose, can be divided into two types, namely recreational sports and competitive sports. Recreational sports have the aim of entertaining while building and developing physical fitness, while competitive sports have the goal of becoming a champion and getting achievements in a competition. Sports achievements not only require technical skills in sports and physical health, but also on the psychological state and mental toughness of an athlete (Kliwon & Sarwanto, 2019). The tight schedule of training and preliminary rounds, the complexity of the strategies drawn up, and more patience to stay focused when dealing with enemies when competing, sometimes create a burden if the athlete is not mentally ready to face it (Safitri & Jannah, 2020). Before competing, an athlete must ensure that he is in a good psychological condition (Arnold et al., 2017).

One form of psychological coaching that needs to be developed for an athlete is emotion regulation (Alfarabi et al., 2017). Emotional regulation is closely related to the state of the individual's mood in dealing with a situation that is influenced by cognitive, psychological, or behavioral (Safitri & Jannah, 2020). The concept of emotion regulation is very broad and includes conscious and unconscious psychological, behavioral, and cognitive processes. In addition, emotion regulation also adapts to emotional situations where the stimulus comes from the environment (Kliwon & Sarwanto, 2019). According to Gross, emotion regulation is a process, which takes place outside and within the individual, conscious and unconscious of the influence of the emotional components that combine, make it happen, follow the situation from the facts, and the consequences will occur (Gross &

Thompson, 2007). Gross then divides emotion regulation into two components, namely reappraisal and suppression. Reappraisal is a cognitive change in offering the negative impact of emotions and explaining aspects of the event of the release of positive emotions. Suppression is a form of modulating response that inhibits behaviour continuously through suppression of emotions. Gross & Thompson (2007) then divides the regulatory aspects into 3, namely: emotions monitoring, emotions evaluating, and emotion modification. Emotions monitoring is an individual's ability to understand and be aware of the processes that occur in him, his feelings, thoughts and the background of his actions as a whole. Emotions evaluating is an individual's ability to see their experiences from the positive side and can make people to learn from their experience. Emotions modification is an individual's ability to survive while facing problems and continue to get through all obstacles in his life. Meanwhile, there are 4 factors that influence emotion regulation, these are: age, gender, religiosity and personality of each individual (Rusmaladewi et al., 2020).

According to the results of research belong to Gross & Thompson (2007) said individuals who have good emotional regulation will reassess emotions and can control instructions on anxiety suppression, on the contrary individuals who have poor emotional regulation cannot reassess emotions in order to control themselves. According to research from Kliwon & Sarwanto, (2019), there is a correlation between emotion regulation on athletes' sports performance. Meanwhile, according to research conducted by Nugroho, emotion regulation is an important psychological component that needs to be fostered by coaches of athletes with disabilities (Nugroho et al., 2019). Athletes who are able to regulate emotions well tend to show more positive forms of emotion, on the other hand, if athletes are less able to regulate emotions, they tend to express negative emotions. Athletes who have good emotional regulation are able to overcome the sports anxiety they experience by preparing and sorting out the right response or attitude in regulating their emotions, proving themselves for their abilities, and focusing on the efforts that have been made to keep their emotions stable and not confused by their mind or negative emotions which is sports anxiety when going to compete (Safitri & Jannah, 2020). Based on what has been described above, an in-depth study or research is needed to determine the condition of emotional regulation in athletes with disabilities in the hope that coaches and athletes with disabilities themselves have an incentive to regulate their emotions.

2 MATERIALS AND METHODS

This type of research is called descriptive statistical research using quantitative methods. Statistical research is research that provides information on the presentation data with tables, diagrams, and graphs. This study uses a quantitative approach with data collection techniques in the form of a questionnaire (questionnaire). The population in this study were 69 athletes with disabilities from East Java, consisting of 56 men and 13 women, with an age range of 14-57 years. The sampling technique in this study used saturated sampling, where all members of the population were sampled. In this study, the population of athletes came from ten sports which are athletics, boccia, badminton, chess, blind judo, shooting, archery, swimming, cerebral palsy football, and table tennis, with three categories of disability, namely physical, intellectual disability, and disability. sensory disability. In this study, the analyzed variable was a single variable in the form of emotional regulation in athletes with disabilities. This research instrument is based on Gross & Thompson (2007). Emotional Regulation Questionnaire (ERQ) instrument, which is able to measure the reassessment of how a person can reassess and make decisions that have an impact on their emotions and measure the emphasis or emotion of the individual. The results of the regulation scale are measurements of positive and negative emotions. The emotion regulation scale in this study consisted of ten items, which are six reappraisal items and four suppression items (Safitri & Jannah, 2020). The range of assessment scores on the questionnaire for each question item is 1-4, so that the total minimum score for filling out the questionnaire is 10 and the maximum value is 40. The results of the answers on this instrument will be calculated using the help of Microsoft Excel 2013 with the formula:

$$x = \frac{x - x\,min}{3}$$

$$x = \frac{40 - 10}{3}$$

$$x = 10$$

In order to determine the worth of emotion control in athletes with disabilities, a table with three categories of emotional regulation—low, medium, and high—will be interpreted descriptively.

3 RESULTS

Table 1. Age of Disabled Athletes

Age Range	Score
14-21	26
22-28	13
29-35	9
36-42	7
43-49	9
50-57	5

Table 2. Category of Disability

Category	Score
Physical Disability	38
Intellectual Disability	3
Sensory Disability	28

Table 3. Disability Sports

Sports	Total
Athletic	13
Boccia	1
Badminton	9
Chess	13
Blind Judo	4
Shooting	2
Archery	2
Swimming	8
Cerebral Palsy Football	9
Table Tennis	8

Table 4. Category of Emotion Regulation

Range	Category
10-19	Low
20-20	Medium
30-40	High

Table 5. Category of Subject According to ERQ

Range	Category
10-19	Low
20-20	Medium
30-40	High

Table 6. Category of Emotion Regulation According to ERQ

Category	Frequency	Percentage
Low	19	27,54%
Medium	49	71,01%
High	1	1,45%
Total	69	100,00%

4 DISCUSSIONS

Based on the results of the hypothetical average calculation, the majority of athletes with disabilities have a moderate level of emotional regulation. Specifically, there are 49 people or 71.01% of the 69 athletes with disabilities who are the subjects of this study. Emotional regulation in athletes is very important to support their activities in order to achieve the best performance. Therefore, when an athlete has difficulty regulating his emotions, he will also experience difficulties in carrying out his activities as an athlete. The subjects in this study were 69 people who came from 10 sports and had a fairly varied age range. The 10 sports included 13 athletics, 1 boccia, 9 badminton, 13 chess, 4 blind judo, 2 shooting, 2 archery, 8 swimming, 9 cerebral palsy football, and tennis. A table for eight people as for the age range of the subject itself, it is an athlete aged 14–57. In detailed 1 athlete aged 14 years old, 1 athlete aged 15 years old, 1 athlete aged 16 years old, 2 athletes aged 18 years old, 4 athletes aged 19 years old, 5 athletes aged 20 years old, 7 athletes aged 21 years old, 3 athletes aged 22 years old 34 years three people, 35 years two people, 37 years one person, 40 years two people, 42 years one person, 45 years one person, 50 years two people, 52 years one person, 56 years one person, and 57 years one person. The results of this study is different from the research conducted by Kliwon & Sarwanto (2019), where it was found that the majority of Surakarta City NPC athletes had good emotional regulation. That could happen because there is difference in research subjects.

5 CONCLUSIONS

Based on the research data, it can be concluded that from the 69 athletes with disabilities in East Java consisting of ages 14–57 and divided into 10 sports is known that the emotional regulation of athletes with disabilities in East Java is mostly in the moderate category with 49 people. Then, in the low category there are 19 people, and in the high category, there is only 1 person. This category was calculated and adjusted with the ERQ scale instrument adapted from Gross and Thompson.

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Spiritual Welfare in Elderly Al-Hikam Review Contributors at Al Ukhuwah Mosque Surabaya

Ahmad Khoirudin[1], Suryanto[2], Dyan Evita Santi[3]

[1] Faculty of Psychology, Psychology Masters Study Program, University of 17 August 1945 Surabaya
[2] Faculty of Psychology, Airlangga University Surabaya
[3] Faculty of Psychology, Psychology Masters Study Program, University of 17 August 1945 Surabaya
1532100028@untag-sby.ac.id ; Suryanto@psikologi.unair.ac.id ; Arma_luna@yahoo.com

Abstract

Spiritual well-being is a sense of harmony and closeness between oneself with others, nature and with the highest life. The purpose of this study is first to describe the spiritual well-being of the elderly, secondly to see how big the role of al-Hikam recitation is in improving the spiritual well-being of the elderly congregation. The subject of this research is the congregation of Al-Hikam recitation of Al-Ukhuwah Bendul Merisi Mosque. The research method used is qualitative with an intrinsic case study approach. The method of collecting is through interviews and observation. The results of spiritual welfare research with four aspects, namely indicating the harmony of the four dimensions in spiritual well-being that will bring happiness and harmony to individuals. Respondents can be said to be someone who has achieved spiritual well-being on the basis of relationships between the four domains that are well established as components of total and complete spiritual well-being. Elderly pilgrims can reduce all mental disorders that they feel as a process of entering old age. Disorders in the elderly generally are anxiety, anxiety, stress, because they feel no longer productive, reduced social and in the face of death. Good spiritual well-being can stem the disturbance that is present in the congregation. Through the study of the Al-Hikam book, elderly congregations can fix and improve spiritual welfare. So that the mentality of the elderly congregation is getting healthier and awake normally

Keywords: Elderly, Spiritual Welfare, Al-Hikam

1 INTRODUCTION

As the health status and welfare of the population increase, it will affect the life expectancy of the elderly in Indonesia. Quoted from the portal of the Ministry of Health of the Republic of Indonesia, data on the number of elderly people (elderly) in Indonesia in 2021 is around 27.1 million people or almost 10% of the total population. In 2025, it is projected that the number of elderly people will increase to 33.7 million people (11.8%). The higher the number of elderly people, the higher the health problems.

The thing that must be understood, the elderly are one of the groups that must be ready to face the challenges of physical health and mental health. Amalia et al, (2019), stated that the elderly are generally susceptible to health problems, especially mental health. Regarding mental health, according to WHO 15% of the elderly have mental disorders or mental health disorders. According to Triningtyas (Triningtyas and Muhayati, 2018) the elderly have a high vulnerability to psychiatric disorders, such as difficulty in adjustment, poor self-acceptance, loneliness, depression and other psychological problems.

Generally, when a person has entered old age, he begins to feel several pathological conditions, including decreased energy and energy levels unlike in his youth, skin begins to wrinkle, bones become more fragile, memory decreases, physical condition has decreased manifold. Anxiety and anxiety in dealing with the age of late development towards death are also one of the factors of psychological disorders in the elderly. This has an impact on their lives, the elderly are required to make greater social and self-adjustment, so that the elderly are vulnerable to disorders or disorders of psychological function.

The health of the elderly will greatly affect the condition of their welfare. Law Number 13 of 1998 concerning Elderly Welfare defines the elderly (elderly) as those who have reached the age of 60 years and over (Girsang et al: 2021). The welfare of the elderly can be reflected through their health conditions. Health is a healthy condition, both physically, mentally, spiritually and socially that allows everyone to live productively socially and economically (Law No. 36 of 2009 concerning health). In 2021, as many as 42.22 % of the elderly had experienced health complaints, half of them (22.48%) were disturbed by their daily activities or were sick. According to the Director of Mental Health Development at the Ministry of Health, Eka Viora, in 2020 the number of elderly people is estimated to be 28.8 million. Of this amount, 5% of the elderly experience anxiety and depression disorders, so from here the elderly must get special attention in psychological health problems.

Quoted from the official website of the Seberang Maret University, the psychological health of the elderly is considered important to pay attention to. This is because the elderly have developmental tasks that will affect their psychology. In paying attention to the mental health of the elderly, there are actually many methods that can be used, one of which is using the spirituality method. Research experts are now starting to examine how spirituality plays a role in the healing process of a disease. The results show that individual spirituality becomes a self-healing technique known as the *placebo effect* (Frederic A. Aling, 2015). Andrew Leuchter a Professor of the University of California found that the *placebo effect* can also be an antidepressant. He conducted an experiment by comparing the treatment of depression using the drug and the *placebo effect,* the results showed that both had the same effect. (Husaini, et al, 2021).

The results of Koenig's research show that the sources of coping commonly used by the elderly when experiencing sadness, loneliness, and loss are religion and spirituality (Naediwati et al, 2013). One model of spirituality as a preventive and curative effort against psychological disorders in the elderly is *spiritual well-being*. Research that has been done by Naftali in 2017 shows that *spiritual well-being* plays a role in the psychological health of the elderly in dealing with death anxiety (Naftali, 2017).

Tumanggor (2019) says that *spiritual well-being* is a state that arises from spiritual health and can be seen from the expression of good health. In Ellison's view (Kurniawati, 2015) spiritual well-being is a condition that underlies satisfaction in life and the ability to express a relationship with God as a process of unraveling the dynamic nature of the bond between oneself and the creator with a harmonious relationship that depends on the development of each individual.

Spiritual well-being is a sense of harmony and closeness between oneself and others, nature and the highest life (Potter, 2005). Spiritual welfare consists of two dimensions, namely the vertical dimension (religion), which refers to the welfare of the individual's spiritual life relationship with respect to God and the horizontal dimension (existential), showing the individual's welfare in relation to himself, the community and the surrounding environment (Imam, 2009).

Spirituality is a basic need and the highest achievement of a human being in life regardless of ethnicity or origin. Spirituality is a belief in its relationship with the Almighty and the Creator, spiritual is also a multidimensional one, namely the vertical dimension and the horizontal dimension. The vertical dimension is the relationship with God or the Most High that guides one's life, while the horizontal dimension is the relationship with oneself, others and the environment (Stanley, 2007).

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Spiritual well-being proposed by Gomez and Fisher is defined in terms that reflect feelings, behaviors, and relationship cognitions with 4 domains which in turn provide individuals with a sense of identity, wholeness, positive satisfaction, joy, satisfaction, beauty, love, respect, positive attitude. , inner peace and harmony, and the purpose and direction of life. (Barkway, 2009) these four domains are described in the book *spiritual health* by Fisher (2011).

The four domains are: *first* , the relationship with oneself, its aspects: meaning, purpose, values, self-awareness, joy, peace, patience, identity, and self-worth; *second*, relationships with other people, aspects: morals, culture, religion, depth of interpersonal relationships, forgiveness, justice, love, hope, and trust; *third*, relationship with the environment, its aspects: caring, work (taking care), relationship with nature, and the peak of experience

that causes admiration; *fourth*, the relationship with the transcendent, its aspects: the very importance of the transcendent, the power of nature which refers to a sense that transcends space and time, intense concern, belief, worship, and worship.

Research conducted by A'la (2017) explains that spiritual well-being improves the quality of life for families of stroke patients through acceptance of reality that eliminates anxiety and depression, so that self-understanding emerges. Naftali's research (2017) spiritual well-being is influenced by the meaning of life, the concept of religion and divinity, social interaction, the concept of health and illness, welfare and spirituality and readiness to face death. The more individuals understand about the concept, the higher the level of spiritual well-being and quality of life.

Subsequent research conducted by Anitasari (2021) explained that spiritual well-being is a need that will affect the quality of life of the elderly, the higher the level of spiritual well-being the more quality of life they have. Then Anggraini's research (2021), shows that the elderly who are Muslim and worship well show high spiritual well-being so that their lives are more peaceful and harmonious.

Research conducted by Tumanggor (2021) shows that there is a relationship between *spiritual well-being* and mental health. The aspect that plays the most role in improving mental health is to improve its *spiritual well-being,* The higher a person*'s spiritual well-being*, the better his mental health. The solution offered from the research is the application of *spiritual well-being,* so that it can not only be separated from mental disorders, but is also able to improve mental health. Tumanggor (2021) continued his research on the role of spiritual *well-being* on mental health with the conclusion that spiritual *well-being* plays an important role in the development of resilience and mental health in victims of social conflict. Likewise, spiritual *well-being* plays a role in the development of mental health through resilience.

2 METHOD

In this study, the method used is a qualitative approach with an intrinsic case study type of research. On the basis of interest in the case of the elderly and trying to fully understand the concept of welfare in the elderly (Basuki, 2006). The unit of analysis in this study is the spiritual welfare of the elderly al-Hikam recitation congregation. The subjects of this study involved three elderly male members of the al-Hikam recitation of the Al-Ukhuwah mosque with the age of the first subject 65 years, the second subject 70 years, and the third subject 67 years. In addition to extracting data from the three main subjects, this study also explores data from *significant* others from mosque takmir and lectures. The data mining technique used in this research is interviews.

The interview method used in this study is an in-depth *interview*, which is to gain a thorough and in-depth understanding of matters relating to the spiritual well-being of the elderly at the al-Hikam recitation congregation. The process of organizing and analyzing data begins with organizing the data first. Against diverse data, the authors organize the data neatly, systematically and as completely as possible (poerwandari, 2011). The data analysis technique used in this study is thematic analysis with a *theory driven approach* where thematic development is carried out based on Fhiser 's (2011) theory. This analysis is used because of its suitability with the problems revealed in this study, so that it can be developed by adhering to existing theories.

3 RESULTS

Based on the results of interviews with respondents, the researchers obtained data regarding the *spiritual well-being of the* elderly at the Al-Hikam recitation congregation in Surabaya. Where this study discusses the book of Al-Hikam which contains spirituality material that is relevant to life. To see how much influence the study of the book of Al-Hikam has in fostering the spiritual well-being of the elderly, the researcher describes the discussion in the form of a domain which is a sub-theme of spiritual welfare initiated by Fisher.

Spiritual welfare domain description

Relationship with oneself, its aspects: meaning, purpose, values, self-awareness, joy, peace, patience, identity, and self-worth. In the domain of relationship with oneself, subject I has had a high awareness of himself, where he knows himself and is aware of his age, role and everything he has to do.

In terms of the meaning of life, the subject revealed that life is a stopping station in which to prepare supplies to become a good person and eventually become a good example to descendants and society. Likewise, the good and bad of life will always be present, it's just a matter of how humans choose the right option for themselves. He knows and is aware of life that must go through a phase of age, and in the end the goal of his life is to die. This subject also realizes that old age will be accompanied by physical illnesses that come, so as a person who is in old age must be able to accept his condition (*self-acceptance*) and make peace with himself over his physical problems.

However, in this subject I still have a sense of impatience for what is desired. Sometimes he still forces others to do what he wants and doesn't accept rejection. Then he is also still often ignited by emotions if there are things that are not in accordance with his values.

In subject II, he has also known himself better since following the study of al-Hikam. Sometimes, according to the study, the subject sits pensively and often thinks about his role in this world. The subject also explained that humans in this world must know themselves in order to know themselves and not to take wrong steps.

In subject III, they have accepted their own condition, which is that with old age they must bear the burden of the physical illness they suffer. However, he still patiently lived it, because he was a human created and he believed that he was able to live it. In terms of self-worth, he realizes that he is indeed old, so he must behave properly.

In the dimension of relationships with other people, subject I shows appreciation for relationships with other people. Subjects uphold the difference in mindset and opinion. Likewise, in dealing with people they do not know, the subject can open up to anyone and understand if there is a difference in the subject's habit which is a negative thing.

In subject II, it prioritizes harmony with people who are already known, for example neighbors. The subject often gave food to neighbors and also when he went to the mosque he often brought food to the congregation to eat together after the recitation. In subject III, has a loving personality as well. He stated that humans are destined to be social beings, so they must live in harmony together and remind each other if they are wrong, and always invite in terms of goodness and happiness.

In the dimension of the relationship with the environment, subject I has routine activities every morning when at home. In his daily life, he and his wife clean their home environment and take care of the plants that live around the house. He also expressed his concern for the environment of the mosque and when on the road there were stones or something blocking the road, he took it and placed it in the appropriate place.

Subject II also has a high environmental concern, for him all the plants and trees that exist in this world were created for humans and humans are given the responsibility to take care of them. Even the subject puts hope in the plants in his home garden so that they can accompany his old age, he waters every morning and evening.

In subject III, it is not much different from other subjects, that this universe is where humans live, from nature they eat and later into the ground humans are buried. For him, taking care of the earth is the same as carrying out God's commands, so as a subject of worship, it is always taking care of the surrounding environment.

In the transcendent dimension, in subject I, he realizes that he is only a creature, of course there is a creator. So, he believes that all the lives he lives have been regulated, such as birth, mate's sustenance, and death have been determined. It's just that in living human life, it is often alpha from that awareness, so to feel this awareness, humans are given orders to worship.

Subject II states the same thing, everything that is done should be oriented to worship to God. The subject also stated that although he has been praying every day, he still has concerns that later in the afterlife he will not be able to meet Allah, so he shows his sincerity in serving himself.

Subject III also has the same understanding, that in worship it is not God who needs to be worshiped, but humans who need God for all their hopes through prayer. Humans are creatures who like to complain and lose hope, so this worship is ordered one of them to make people aware that only servants can convey all their desires and needs to Allah through earnest prayer.

The role of the study of the book of Al-Hikam on spiritual well-being in the elderly

Apart from the data above, the respondents when asked about their inner state, they felt more calm and peaceful when attending the Al-Hikam recitation. Where they absorb every meaning of the material in the book

and then explored by the reviewer. According to respondents, this peace and calm is a state of mind that is not too ambitious in anything, because everything in this world is the result of God's work and will surely be taken care of by God.

Respondents also at the beginning before taking part in Al-Hikam's study often experienced old age anxiety, where they experienced income degradation, social conditions were also getting narrower, could not do many things and thought about death that was getting closer. At first the respondents often experienced anxiety about this, because they felt that there were still many things that they had not been able to realize during their lifetime. Worry and anxiety about the day after death also often haunts him, the fear of going to hell and torture makes him worried and stressed.

But the respondents got a lot of explanations from the Al-Hikam material that was able to answer every anxiety, worry and anxiety experienced. Confidence and faith is also increasing. Respondents also realized that there are many charities to prepare for death, from improving oneself, spreading kindness to others, taking care of the creatures around us, such as animals and plants. Spreading kindness to others increases the respondent's ability to prepare for death. From there the respondents felt more calm and peaceful in the face of this death.

4 DISCUSSION

Harmonization of the domain of spiritual well-being in the elderly

Based on the data obtained from the respondents above, it was found that the pattern of fulfillment and level of spiritual well-being was the same. Namely, in the dimension of the relationship with oneself, the three subjects have found their true self as someone who has entered a complex old age with all the illnesses they have. Where it has become a way of life as a human being.

In the dimension of relationships with other people, the three subjects also have good attachments and believe that humans are destined to live side by side, with all their differences, which in fact all come from one, namely God. So as a creature of God must have a forgiving nature, love each other, respect cultural differences and thoughts. Likewise in terms of personal relationships which are exemplified by giving and helping each other. From here the aspect of this dimension is very obvious with the subject's behavior with other people.

In the third dimension, the three subjects also stated the same thing about environmental preservation. The subject's concern for the environment is described by taking care of plants as evidence of the maintenance of nature as well as the role of humans on earth as *caliph fi al-Ardh*. Concern for the environment by moving stones on the road is also a concern for the environment so that it is always balanced. In the dimension of the transcendent relationship, the three subjects showed a comprehensive and enthusiastic attitude. All three of them acknowledge the need for transcendence. The need as a servant to Allah who gives everything makes humans to be slaves and give up all their desires.

The subject has a high belief in the existence of God as the God who overshadows his life. The spirit of worship is also depicted comprehensively because of the fear of not meeting Allah in the hereafter. The subject also has concerns about the occurrence of *su'ul khatimah* at the end of his life. So that self-worship is always integrated in every day.

From the above analysis shows that the four domains have been well described in the respondents. This indicates the harmony of the four dimensions in spiritual well-being that will bring happiness and harmony to the individual. Respondents can be said to be someone who has achieved spiritual well-being on the basis of relationships between the four domains that are well established as components of total and complete spiritual well-being.

The urgency of spiritual well-being in the elderly

Various symptoms that appear in the elderly such as anxiety, boredom, irritability, restlessness, meaningless. In Tumanggor's view (2021) it is necessary to improve *spiritual well-being* to have a hand in overcoming mental health problems. Spiritual welfare is an individual who is in a prosperous condition from all aspects, both spiritually, mentally and religiously. Dimensions of spiritual well-being include relations with oneself (*personal*), fellow *(communal*), environment (*environmental*), and God (*transcendental*) which are the keys for each individual in the search for meaning and purpose in life, because each dimension is related to one another. The harmony of these four dimensions will give individuals happiness and harmony in life.

Individuals are said to be in a state of spiritual prosperity if they have good relations with the four dimensions which are components of total and complete spiritual well-being.

According to Piedmont, humans have three spiritual aspects, namely the experience of worship, belief and attachment. The experience of worship can make people feel happy and happy when individuals have the opportunity to enter the spiritual dimension. While belief can form something intact when individuals believe that something happening in the universe is God's will. The attachment aspect explains that every human being has a bond between one another, socially and psychologically (Azania and Naan, 2021).

Discussing faith and mental health, the relationship between the two lies in the attitude of surrender of a human being to God the Most High. This attitude will give a sense of optimism in a human being so that positive feelings arise such as happiness, satisfaction, success, feeling loved, or feeling safe. So, in these conditions humans are in a calm and normal state. (Hamid, 2017).

Faith in God is an extraordinary power in equipping religious people. With the spiritual strength he has, a person can bear the weight of life's burdens and avoid the anxiety that afflicts many people in general. Especially in modern times which are hegemonized by a materialist lifestyle (Lubis, 2016).

Belief, faith and religious experience in fact have an equally good influence on the physical health and mental health of a human being. In general, it can be said that religious people who fully implement the teachings, are mentally healthier than those who live without religion. Because from the implementation of worship practices, it turns out to have a positive impact. Among them are increasing social support, happiness, self-adjustment, better welfare, higher self-esteem so that life feels superior (Rosyad, 2016).

Conclusions and recommendations

Well-being is a state of harmonization in life in which relationships with oneself, others, nature and trends become *balanced* and harmonious. Based on the above analysis through the four dimensions of spiritual well-being to three subjects, all three of them have almost the same harmony in life. The results of the analysis show that the four domains have been well described in the respondents. This indicates the harmony of the four dimensions in spiritual well-being that will bring happiness and harmony to the individual. Respondents can be said to be someone who has achieved spiritual well-being on the basis of relationships between the four domains that are well established as components of total and complete spiritual well-being.

The spiritual well-being of the elderly congregation of Al-Hikam recitations plays an important role in the management of their souls. In fact, from the results of the study, it was found that the elderly congregation could reduce all mental disorders that he felt as a process of entering old age. Disorders in the elderly generally are anxiety, anxiety, stress, because they feel no longer productive, reduced social and in the face of death. Good spiritual well-being can stem the disturbance that is present in the congregation. Through the study of the Al-Hikam book, elderly congregations can fix and improve spiritual welfare. So that the mental health of the elderly congregation is getting healthier and normal. Equally progressive aspects or variables in one's spiritual development and strengthening. So that spiritual welfare is able to cover human anxiety about life, especially the elderly in facing the end.

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Conflict Management Resolution in Organization

Angger Sulistyarini[1], Khairun Najwah[1], Lathifah Fathimah[1], Nuriana Sari[1], Shanty Komalasari[1], Ceria Hermina[2]
[1]*Fakultas Ushuluddin dan Humaniora, Universitas Islam Negeri Antasari Banjarmasin*
[2]*Fakultas Psikologi, Universitas Muhammadiyah Banjarmasin*
f_anggersulistyarinirini@gmail.com ; khairunnajwahnajwah@gmail.com ; lathifahfathimah@gmail.com ; nurianasari328@gmail.com ; shantykomalasari@uin-antasari.ac.id ; ceria.hermina@gmail.com

Abstract: Each human life journey cannot be separated from problems. The problems faced are increasingly growing and complex. Few individuals who experience problems will feel pressure within themselves, leading to stress. One of the problems that we often encounter in the reality of life is the existence of conflict in an organization. It cannot be denied that the large number of individuals who gather in a shelter has the potential to cause mild conflicts to even serious ones, which can be caused by two factors, internal and external. Leaders, members, and the surrounding ranks will likely experience a conflict. If conflicts that occur in organizations are not managed properly, these conflicts can disrupt the organization's running. If the conflict cannot be resolved, then the problem will become more serious. Therefore, every organization must be able to manage conflict management. Implementing conflict management is to build and maintain unity within the organization. Improve the ability to resolve conflicts and examine the gaps that exist in the organization.

Keywords: Conflict Management, Organization

1 INTRODUCTION

Conflict can occur when a person perceives that other people have a negative influence or will negatively influence his interests (Robbins & Judge, 2008). The high potential for a conflict is caused by too much or very little communication. In another sense, conflict is defined as doubt or question, dispute, deviant behavior, or antagonistic interaction. The conflict within the organization contains interactions in which one party opposes the other party or tries to block the other party from achieving its goals. Meanwhile, the triggers for conflict are wide-ranging, ranging from disagreements, differences of opinion, fights, and active efforts to prevent one party from getting something it wants, as well as the existence of pitting attitudes between members of the organization. The critical elements of conflict are interdependence with the other party and an idea with incompatible goals. The conflicting parties can be individuals or entire groups within the organization. Conflict can also be interpreted as an essential organizational process that must be managed. According to experts, conflict is one of the roles for regular improvement within the organization, and conflict management also plays a crucial role in the success of its members (Syamsibar, 2021).

In general, conflict can occur if two or more perceptions or actions are considered in an incident. A conflict does not mean fighting, although the situation can be one part of the conflict. Conflict is nothing more than the existence of several choices such as competing with each other or an opinion that is not in harmony. However, in today's society, which is moving with dynamics full of competition and fast-paced dynamics, the emergence of conflict is inevitable. Wherever we are, there will always be conflicting choices. In addition, conflict is always considered something that is not profitable. Conflict also has benefits, including increasing motivation, identifying problems, making group ties tighter, adjusting to reality, increasing skills and creativity, helping to achieve goals, and encouraging growth (Sudarmanto, 2021).

Based on this, we feel that this research is necessary and hope that the theme of conflict management will be a form of a solution in dealing with various conflicts that often occur in an organization because with conflict management, any problems that occur can be resolved so that it will not have a negative influence on members and the organization itself.

2 METHOD

In this study, we used the library or literature study method, which is a method used to find ideas of reference sources in research, with various sources in the form of books, journals, and articles. This literature study examines various reference sources relevant to the topic discussed, namely Conflict Resolution Management in Organizations. Through this activity, information is obtained through the discussion. There are several steps taken by researchers in reviewing this literature, namely, looking for various research sources from national journal articles and then continuing with other literary sources, reading abstracts from these journals to ensure that these sources are relevant to the theme we raise appropriately. Studied the research journals we found and the sections in them and rewrote the literature from each data source obtained—preparation of a list of references using Zotero software and inserting citations in Microsoft Word. The information or data we obtained was sorted and re-identified through these steps to produce this article (Nasrudin et al., 2021).

3 RESULTS

Factors Causing Conflict in Organizations

Several factors can lead to conflict because an organization has various individual characteristics, so conflict is normal. A conflict occurs because there are several factors behind it (Melinda, 2017). Factors that lead to conflict include communication factors, job structure or organization structure, individual factors, environmental factors, and productivity decline factors. First, the communication factor for each organization member must have the nature of mutual respect, understanding and understanding for other members. Conflicts occur in communication factors, usually because there are differences in understanding. Communication is the most important thing to achieve a harmonious organization. Second, the factor of task structure or organizational structure, because of the mismatch between task structure, division of labor, and work procedures, can cause conflict within an organization because this causes members to misunderstand the work they have to do. Inappropriate organizational structure, the goal of getting a particular position, or things that are included in a position or part of an organization can cause conflict. For this reason, it is necessary to set a strategy to reduce conflict (Lumintang, 2015). Then the third, individual factors in organizations that cannot understand each other, either in one unit or between specific units, will cause various problems that create conflicts between individuals. Fourth, environmental factors, where when individuals work in an environment that is not conducive, it will affect the potential work done by each individual and workgroup. An unconducive environment, such as inadequate air, temperatures that are too hot, and untidy spatial planning, including workers' facilities that are not equally distributed between workers, such as members who get better facilities than other members, is what will be a source of conflict on environmental factors (Saefullah, 2005). Fifth is the factor of decreased productivity. When a person does not focus on what he is doing, his productivity will decrease, leading to conflict between members and leaders and members. An organization must have conflict in it, because conflict is a natural thing and can be expected to occur in an organization. So, six situations cause conflict in organizations, namely differences in vision and mission, differences in values, interdependence, lack of resources, and ambiguous rules that can lead to errors due to unclear rules (Nasrudin et al., 2021).

Conflict Process

A conflict can be handled properly if we apply and develop effective coping strategies. The intensity of the conflict can determine an effective strategy. The conflict has several stages, each involving emotions at a certain level and with a certain intensity (Sudarmanto, 2021). The process of conflict (conflict process) is a process that consists of five stages, namely, the potential for conflict or disharmony, cognition and personalization, intent, behavior and consequences.

Stage 1: Potential Opposition or Dissonance

The first stage is the creation of conditions that create opportunities for conflict. It is not certain that this will lead directly to conflict, but one of these conditions is necessary if conflict arises. Simply put, these conditions can be grouped into three general parts, namely: communication, structure, and personal variables.

1. Communication

A study explains that words that cause multiple meanings, differences in receiving information, and commotion in the communication channel become communication barriers, causing conflict. Then, the channel chosen for communication can also affect the level of potential clashes. Communication within an organization is a form of management that is necessary (Prasetyo, 2020).

2. Structure

The term structure, in this case includes variables such as size, tasks in a group, leader clarity, suitability of each member and goals, leadership model, compensation system, and the degree of dependence of each group. A study shows that size and specialization are the forces that stimulate conflict. Opportunities for conflict can easily occur if a group has large or many members, but the benefits of these activities will be easily realized. The potential for conflict can also occur in a group of members who are younger and have a higher turnover rate. To reduce conflict within the organization, a strategy is needed to develop an organizational structure (Tumengkol, 2016).

3. Personal Variables

This study's sources of conflict for the personal variables referred to include personality, affection, and norms. The type of personality in each individual must be different, such as individuals who have a firm, arbitrary personality that will have the potential to cause conflict. Someone affectionate or overly emotional also has the potential to cause conflict. Then, the different norms among members can potentially lead to conflict. For example, disagreements, differences in responding to a variety of issues and differences in responding to the values that occur around us.

Stage II: Cognition and Personalization

Conditions in Stage I include those that negatively affect focusing on one's or another's attention and concern. This second stage is obtained actualization in the potential differences and inconsistencies. Stage II has an important role, because at this stage conflict issues are defined. How to define a conflict will determine a path to conflict resolution. The conflict occurred due to different perceptions (Alriani, 2012). Emotions have a significant role in building a perception or view. If negative emotions arise, it will cause a decrease in trust and it is easy to judge the behavior of others negatively. Conversely, if positive emotions arise, it will increase the potential for a problem, as well as take a broader view of a situation and develop more creative and imaginative solutions.

Stage III: Intentions

The role of intentions here is to intervene in perceptions of one's emotions and external behavior, meaning that intentions have the right to act in a certain way. At this stage, intentions are made separately because we must infer someone's intentions and know what to do. Conflicts can get worse because one person cannot understand the other party's intentions, and behavior alone cannot be used as an accurate source to reflect one's intentions. Identifying intent can use two dimensions, namely dimensions of cooperative nature and assertiveness. Cooperative nature is a measure by which a person seeks to satisfy other parties, while assertiveness is a measure by which a person fights for his interests. There are five purposes for handling conflict: compete, cooperate, avoid, accommodative, and compromise.

1. Competing

Competing is analogous to when someone fights for individual interests without considering the impact of other parties who have conflicts. Someone who is competing will sacrifice the goals of others. Good relationships are needed in an organization so that competition does not occur (Muspawi, 2014).

2. Working Together

Working together in this case occurs when a party in conflict fights for and desires mutually beneficial results. They cooperate to achieve goals and collaborate to unite the various insights possessed by both parties. Collaboration in this case, can be seen from the distribution of ways to carry out tasks and responsibilities according to their respective jobs (Heridiansyah, 2014).

3. Avoid

Avoiding in this case is when someone who has a conflict but instead withdraws and even suppresses it. The way to avoid it is to ignore the conflict and avoid other parties who disagree.

4. Accommodative

Accommodative means when someone is willing to make sacrifices to please the other party, and is more concerned with the interests of other parties than personal interests, and is willing to make sacrifices in order to maintain a good relationship between the two parties.

5. Compromise

Compromise is when both parties give in to each other, and there is a strategy to divide that causes compromise. The hallmark of compromise is when both parties give up something or choose to give in.

The description is a general guide for parties in a conflict situation. Such guidelines may specify on the objectives of various parties. However, intentions of everyone are sometimes different. As long as the conflict is still ongoing, the conflict can change at any time due to the reaction of the other party's behavioral norms.

Stage IV: Behavior

Stage IV focuses a person more on thinking about conflict situations. Conflict is visible at this stage, conflict behavior is an apparent attempt to process someone's intentions clearly, but it could be that behavior that looks different from its goals. The stages of behavior include statements, actions, and stimuli that someone in conflict has made. Stage IV can also be seen as a dynamic interaction process. For example, suppose there is a student who asks something that his lecturer in class just explained. In other situations, debates that generate chaos and the potential for war fall on the upper end of the continuum. So that there was an intense conflict because of the debate that occurred. Generally, the conflicts reached here are in the upper range and dysfunctional or not functioning correctly. Functional conflict is generally confined to the lower continuum (Judge, 2008).

4 DISCUSSION

Steps Before Conflict Resolution

Two things must be considered before we determine how to resolve a conflict. *First*, we must pay attention to the issue or material of a conflict, and second, the opinions and feelings of the people involved. Therefore, the stages that we must understand and apply before deciding what method to resolve a conflict are: First, make sure that there is dissimilarity or disagreement between the conflicting parties. Usually, in communication between two or more people or a group, one party cannot control their emotions appropriately. Emotional control is included in emotional intelligence, which is the most important thing and must be possessed by every individual. Emotional intelligence is divided into two, namely personal and social abilities. These social skills contain how we maintain social relationships, manage emotions when dealing with other individuals, and social skills (leadership, teamwork, and negotiation) (Suryana, 2019).

Second, dig up information from both sides of the dispute. Try to look at the problem from different sides and reconsider what the cause of the problem is. Because materially or because of differences in perceptions caused by differences in their backgrounds. Usually, conflicts occur because of differences in perceptions between individuals under the auspices of the same organization. These differences in perceptions can result in incompatibilities between two or more people within the organization, which lead to conflicts, demands, desires, and needs (Suryani & Yoga, 2018).

Third, find out the goal or desire of both parties, because usually the thing at issue is the process or goal they want to achieve. This condition can be caused by the different interests brought by each individual and the individual's unpreparedness to cooperate with others. From this, various negative attitudes will be seen, such as wanting to win alone, feeling the most influence, and not respecting the opinion of others which is considered detrimental and hinders the goals from being achieved in the organization (Aftori et al., 2021). Therefore, it is essential to know the goals of those in conflict to find the leading causes of the dispute, making it easier for us to provide alternative solutions. If the root causes of the two conflicting parties have been found, then we can determine and develop alternative solutions to resolve the conflict. Fourth, recover the feelings of 'hurt' from those who are in an argument, ensure that both parties continue to respect and appreciate each other and eliminate the negative emotions that are in their feelings (Sudarmanto, 2021).

Conflict Resolution

The higher the complexity of an organization, it will be in line with the possibility of conflict. An organization's leaders must be able to control conflicts that are likely to occur. The strategies that can be used to minimize the possibility of conflict occurring within the organization are:

1. Avoidance Strategy

This strategy does not consider the sources of conflict, allowing conflict to occur but under controlled conditions. Avoidance or avoidance is done to put others in the proper position, cool down the heated atmosphere, and find solutions to resolve existing conflicts (Widiyanto, 2018). Avoidance strategy can be done by ignoring the conflict, which can be done if the conflict that occurs is mild and will not pose a risk in the future. Physical separation can be done if both parties do not need interaction, and separation can reduce the impact of the conflict.

2. Power Intervention Strategy (Intervention)

This strategy can be used if the two conflicting parties are unable to resolve the conflict they are facing, then the source of power can be in the form of a larger hierarchy within the organization (Dewi, 2021).

3. Deflating strategy

This strategy seeks to reduce the emotional level and anger of those experiencing conflict. This strategy focuses only limited to the surface so it does not reach the root of the problem. Two processes can be carried out in implementing this strategy: softening or minimizing the various differences between the two parties involved in the conflict by emphasizing similarities and everyday interests, compromise, or bargaining. Even though the results obtained are often unsatisfactory because one party must be willing to sacrifice to satisfy the other parties involved in the conflict. Usually, it is done if the conflict has been protracted and is detrimental to other parties under the same organization (Tumengkol, 2016).

4. Resolution Strategy

Strategy This strategy is the most effective way to resolve organizational conflicts. This strategy is divided into 4 types. The first is the interaction between parties, namely positive interaction that can reduce the current conflict to improve their relationship. Second, higher goals motivate conflicting parties to overcome existing differences and increase cooperation, provided that achieving the goals must take precedence over other interests.

Then the third is that problem solving will work well if all parties can fix their attention on the problem that is the source of the conflict. This is done by bringing together the two conflicting parties to resolve the problem and formulate a joint solution. However, this strategy requires quite a long time and a great deal of commitment. The fourth is changing the structure, which minimizes conflict by overhauling the organizational structure and prioritizing organizational interests over personal interests. Because, often the departments in an organization only focus on their goals, they do not prioritize the actual goals of an organization as a whole (Butarbutar et al., 2021).

Impact of Organizational Conflict

The impact can be interpreted as the influence or effect that is done. The impact of the conflict itself has two influential sides, where the first side leads to the positive, and the second side leads to the negative (Margaretha, 2019). If the conflict is well coordinated, then the dynamics that occur within the organization will be positive. Conversely, if the conflict cannot be appropriately coordinated, then the dynamics of the organization will be negative (Anwar, 2018).

1. Positive Impact of Conflict

If efforts to handle and manage organizational member conflicts are carried out efficiently and effectively, this will positively impact the organization. The positive impacts resulting from a conflict are increased discipline in using time, such as never being absent for illogical reasons, more respect for time or being on time, and effective in using time to make the work result increase both in terms of quantity and quality. Then, making cooperative relations increase productivity because it can be seen from the method of division of tasks and responsibilities that has been analyzed. Increasing the work motivation of each member and carrying out healthy competition, reducing the inner pressure that makes members stressed so that work productivity increases. Each member feels security, trust, appreciation of work results, and optimal self-potential (Najib, 2015). Then, making openness on unresolved problems, creating colors in the organization that does not cause stalemate and

can be used as learning material so that it is not repeated in the future and creates an attitude of caution or not being careless in making a decision (Siregar & Usriyah , 2021).

2. Negative Impact of Conflict

This impact badly influences the organization because of the lack of effectiveness in its management. The effects of negative impacts from a conflict are, decreasing work productivity, lack of participation of members in making decisions or ideas (Nasrudin et al., 2021), lack of trust(can even be a loss of trust between members), formation of camps even to the point of causing mental and physical exhaustion. Then, moral problems arise, loss of enthusiasm in the organization, which generates strong negative emotions, distracts members from the tasks they are doing and creates miss communication between members (Agustian & Darma, 2020).

5 CONCLUSION

Conflict is any relationship between individuals and those with the opposite nature. Conflict can occur anywhere, including within an organization. Several strategies can be implemented to resolve conflicts within an organization that is considered adequate for solving problems involving two conflicting parties. The strategies commonly used to deal with this are avoidance strategies, intervention from people with higher positions, deflation and resolution seeking. Of the four strategies, a resolution is the most effective strategy to use because, with this resolution strategy, the problems that occur can be completely resolved. After a conflict occurs, it will undoubtedly impact the organization and members under its aegis. The impact received can be positive or negative. With conflict management, the organization can progress without hindrance because organizational conflict has a significant influence if it is not appropriately resolved, even if it is only a minor problem. After all, small problems, if allowed to continue will get bigger. Therefore, conflict management in this organization is crucial to implement.

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Ideal Leader According to Quran

Muhammad Bahriannor[1], Nur Hana[2] Rahima Raihan Sya'bana[3] Rida Wati[4] Sri Wahyuni[5] Shanty Komalasari[6] Ceria Hermina[7]
bahriannoor2102@gmail.com[1] , nrrhana18@gmail.com[2] , raihanrahima81@gmail.com[3] , itsmeridawti@gmail.com[4] , sriwahyuni.sriww@gmail.com[5] , shantykomalasari@uin-antasari.ac.id[6], ceria.hermina@gmail.com[7]

Abstract: Leaders are people who act and are involved in change. Humans are creatures that will continue to experience the difference. The passage of time makes humans think every day. Becoming a leader seems to be an absolute thing that humans must pass. The Islamic religion has designed all the references that can guide humans to live life, that is, the Qur'an. All instructions are listed and neatly arranged, including how to become a leader and how to lead. This article will contain about the ideal leader according to the Qur'an, which will explicitly explain one of the verses related to the leader, which is QS Al-Maidah (5): 57. The ideal leader according to the Qur'an is very important to be talked over because topics related to being a leader will not stop being discussed. Humans will always experience regeneration where each generation will become a leader, even in the smallest scope, leading himself. This journal uses the literature study method, where the explanations and materials needed to complete the journal are contained in journals, books, or other sources.

Keywords: Leader, Ideal, Characteristics
s

1 INTRODUCTION

A leader is someone who has unique abilities that can influence his followers to work together to achieve predetermined goals (Sudriamunawar, 2006). Al-Qur'an is a holy book that is a guide in living life. The Qur'an contains in detail the resolution of problems and the way humans live on earth. The procedure from sleeping to sleeping again in the Qur'an is not a way to become a leader. There are many verses that talk about leaders, one of which is Q.S Al-Maidah (5): 57. Explain that we should not choose a leader who makes religion a subject of ridicule and games. A leader is a person who leads by influencing others. While leadership is how people lead it. Humans are social creatures because they need each other. The existence of a group forms a leader who will align the entire contents of the members' heads to keep going with the same decisions. The importance of a leader in social life makes people continuously learn how to be a leader.

The purpose of this paper is to present ideas regarding the ideal leader according to the Qur'an. In an era that is increasingly developing and new problems are beginning to emerge, the Qur'an can still create changes in the times. We can still use the instructions of the Qur'an because there is an explanation in it. Therefore, it is important for us to know the ideal leader according to the Qur'an because in fact this is still a topic that is needed in social life. The Qur'an cannot be camouflaged because all of its contents are revelations from the Almighty, Allah SWT. Islam calls the leader the Caliph. Being a thing that is possible, even in making decisions it needs to be easy in order to get a solution to a problem. Leaders in Islam are people who collaborate on the values of Islamic teachings in leading a group, nation or state. The caliph or a leader must have the characteristics of *shiddiq, amanah, tabligh, and fathanah*. A leader must also position himself as someone who serves with love, not as someone who has a position and sees himself imagining others.

2 MATERIAL AND METHOD

One of the leader's tasks in a group or organization is to direct the group members to achieve the targets that have been mutually agreed upon. For this target to be completed, a leader who can manage the group well and reasonably is required. Noble Prophet Muhammad who was very fair in carrying out his leadership. These characteristics include *shiddiq* which means trustworthy or honest in every word or deed, secondly, *amanah* which is to be trusted and never deny anything, thirdly *tabligh* is conveying, and finally, *fathanah* means intelligent, clever, fair, and wise (Sakdiah, 2016).

The method used is literature study, which the literature study research method is an activity regarding how to collect data by referencing, reading, or taking notes, and managing research materials (Zeed, 2008). A literature study looks for theoretical references that are associated with the topic. A literature study can acquire these references in books, journals, research report articles, and the internet.

3 RESULT

Leaders are expected to be able to provide instructions regarding policies, plans, goals, tasks, obligations, and so on to their members properly and correctly. Therefore fair and responsible leaders are required in an organization or company; fair leaders can create a growing sense of trust among members and create a good relationship between the leader and its member so that They can accomplish all organizational or company goals properly.

4 DISCUSSION

The Definition of Leader

A leader comes from the word lead in English, that is *lead*, which means to direct without stopping. Therefore, there are two groups in it, that is, those who are driven and those who lead. By adding the prefix 'pe' to become an innovator in English, leader means a person who guides or conducts.

There are several definitions of leadership, according to experts (Khasyi'in, Saman, and Syahrani, 2017):

1) A leader is someone who can lead. It means influencing other people or groups without paying attention to their explanations.
2) Leader is an individual who is capable and proficient in one area, especially skills, so they can influence other people to carry out certain activities to achieve a goal.
3) Leaders are protectors and sound examples for society. A leader knows what action to pursue, regardless of whether to do battle, whether to let individuals starve or allow them to do farm work. Imam Al-Ghazali firmly emphasized that leaders must be guided by the Qur'an, which the Qur'an is a way of life. A leader must create policies and adhere to the revelations of Allah SWT.

Etymologically, a leader is a person who can influence and convince other parties to move towards achieving common goals, with the aim that the individual concerned becomes the beginning of development and the focal point of the association system. A leader can excel in a particular field and influence other people to do something (Kartini Kartono, 2005). There are several meanings of leaders, especially:

1. Meeting focal point;
2. Caused character;
3. Specialties in making a bargain;
4. Impact capacity;
5. Behavioral measures;
6. Influence type;
7. Power relations;
8. to make goals;
9. Because of cooperation;
10. Division of work;
11. And the beginning of the structure.

The definition of what a leader is and its meaning reflects that a leader is a person who exerts a social influence on others. The leader is also a benchmark in every decision-making and cooperation in the group.

Leader in Islam

Leaders are known as *an imam* or *ulil amri* in Islam; a leader has an essential position in making a policy after Allah and Prophet; however, policies driven by a leader are limited by the rules set by Allah SWT through

the Prophet. This rule must be obeyed and not violated because the ideal leader is a leader who carries out his leadership based on religious beliefs that do not deviate from the word of God and the hadith of the Prophet (Kurniawan et al., 2020).

The issue of a leader is fundamental, amplified by historical evidence after the death of the Prophet Muhammad SAW. The Prophet's companions have emphasized the virtues of appointing a replacement leader for the Prophet Muhammad to lead Muslims. The characteristics of a leader according to Islam are: Religion of Islam, a man, has sincere and sincere intentions, does not ask to be given a position, makes God's law as a guideline, is always there when needed, does not accept gifts, can provide advice to people, has good character, behaves full of gentleness, not doubting the people, willing to take criticism and ideas given by the people (Kurniawan et al., 2020).

Several characteristics were used by the Prophet Muhammad when he served as a leader, including leadership qualities, firm, brave, fair, patient, ability to control himself, endurance, good behavior, honesty, and noble. These are what make leadership The Prophet Muhammad was victorious and elicited the obedience of his people without any coercion (Muhammad Olifiansyah et al., 2020).

According to scholars who have studied the Qur'an and hadith, at least four characters must be present in a person if he wants to be a leader. These four characters are owned by the Prophets and Apostles, including First *Shiddiq* means honest, genuine, and serious when acting to carry out his obligations both in his attitude, his words, and his actions, secondly *Amanah* means to be trusted, always taking care of all the trust entrusted to him as best as possible, whether it is the mandate of the people he leads and more importantly maintaining the mandate that Allah has given him, thirdly *Tabligh* means conveying, he must convey and inform properly and clearly to the public about all the decisions and regulations he plans, fourth *Fathonah* means smart, a Leaders should have intelligence so they can be wise when dealing with problems that arise later (Nidawati, 2018).

Leader According to the Qur'an Surah Al-Maidah (5): 57

وَاتَّقُوا اللّٰهَ اِنْ كُنْتُمْ مُّؤْمِنِيْنَ ۚ يٰٓاَيُّهَا الَّذِيْنَ اٰمَنُوْا لَا تَتَّخِذُوا الَّذِيْنَ اتَّخَذُوْا دِيْنَكُمْ هُزُوًا وَّلَعِبًا مِّنَ الَّذِيْنَ اُوْتُوا الْكِتٰبَ مِنْ قَبْلِكُمْ وَالْكُفَّارَ اَوْلِيَاۤءَ ۚ

“O Believers! Do not seek the guardianship of those given the scripture before you and the disbelievers who have made your faith a mockery and amusement. And be mindful of Allah if you are ‘truly’ believers"

Surah Al-Maidah verse 57 has *asbab al-nuzu*l, which underlies its decline is a description that reveals Rif'ah Zaid at-Tabut and Suwaid al-Haris show their Islam, even though they are fraudsters. One of the Muslims sympathized with the two men. So with this incident, Allah SWT immediately sent down this verse (Surah Al-Maidah verse 57) about where Muslims appoint impostors to become a leader for Muslims. The translation of the *Qurthubi* believers is not to employ auliya, who make a religion an object of ridicule and deception. These humans have received previous books that believe and fear Allah if they believe. This is a warning that Muslims should not seek protection against the enemies of the Muslims from the People of the Book (Jews and Christians) and polytheists. However, they have established clean Islamic law and incorporated the goodness of the hereafter as a joke and ridicule. That is because they follow their beliefs and perspectives, which are ambiguous, and their thoughts stay there (Syekh Imam Al Qurthubi, 2009).

Tafsir Ibn Kathir is a believer, not auliya, who plays with your religion (meaning) humans who got the previous book and are infidels and fear Allah if you believe. Do not take human and unreliable books as your defenders (Saman & Syahrani, 2017). The translation of Al-Madinah Al-Munawarrah, especially Sheikh Imad Zuhair Hafidz, is an appeal to the people which contains prohibitions and warnings not to make lovers and rulers enemies of Allah who generally insult His Shari'a and Shari'a, especially perhaps the People of the Book and other disbelievers. What is more, nothing is more painful than hearing insults and reproaches for something you glorify. Furthermore, those who relentlessly insult the places of worship of Allah are not qualified to be lovers and leaders. Therefore, this prohibition is stated negatively to justify the existence of this regulation. Also, the injunction to fear Allah in this verse contains a warning not to turn disbelievers into rulers and lovers, as this is not befitting of believers. If you are pious, fear Allah and do not make those who believe as rulers and lovers.

The essence of this verse is that a Muslim is not allowed to choose or make a pioneer among non-Muslims. The debate over the impossibility of Muslims choosing leaders from non-Muslims in verse above can

be organized into several groups, including (Saman & Syahrani, 2017), which reveal that: First, non-Muslims certainly do not tolerate the reality of religion which is Islam, and it is unthinkable that when they become leaders, they can do anything arbitrary to Muslims, for example making policies to ignore strict Islamic regulations. Second, non-Muslims often insult and make fun of Islam. Third, non-Muslims stop at nothing to hurt Muslims. In addition, it is unthinkable that they are happy to see Muslims in a state of deprivation, suffering lives, and their mouths and hearts harbor hatred for Muslims even though, in reality, not all are like that (based on Surah Ali-Imran verse 118). Fourth, because when non-Muslims win in terms of becoming leaders over Muslims, non-Muslims basically will minimally side with the needs of Muslims or not even in any way (in Surah at-Taubah verse 8), it is clear that they will be more take sides for the interests of non-Muslim individuals (viewed from Surah al-Anfal verse 73). Fifth, by appointing leaders from non-Muslims as leaders of the Muslim Ummah, they can name the perpetrators to get punishment from Allah SWT (in Surah an-Nisa verse 144). Sixth, appointing non-Muslims as leaders of the Muslim community will bring chaos to this earth and tremendous damage (in Surah Al-Anfal verse 73). What is meant by chaos and destruction here can mean division, bloodshed, and the mixing of Muslims and Kafirs so that it has an impact on the destruction of the religious and world order, which can harm many people. Seventh, since taking control of the government of Muslims, non-Muslim leaders can force Muslims to leave Islam (QS Ali Imran/3:100).

An example that can be taken from verse 57 is that it is not permissible to choose a leader who makes the religion an object of ridicule. Choose a good and right leader so he can be said to be the leader as meant in the surah. Importance of a leader having a forerunner in an Islamic perspective is an individual who can coordinate the quality of Islamic studies and lead an institution, race, country, or state. Leaders are *shidiq, amanah, tabligh, and fathanah*, who use attitudes, instincts, encouragement, and character traits that follow Islam to create an early nation, with the aim that other people they lead can work together to achieve common goals. What is more, Islam which involves the Qur'an as a guideline for each of its followers has given different instructions always to choose and focus on Muslim leaders who have an Islamic spirit. So with that, all efforts become simple and easy, considering that each approach depends on Islamic standards, which generally represent all lines of human life (Firdaus, 2016).

The meaning of the verse QS Al-Maidah (5): 57 contains several interpretations, that is:

1. Tafsir Al Qurthubi
   In the interpretation of al-Qurthubi explained in al-Maidah 57, there are several encouragements so that Muslims do not take shelter in the enemies of the Muslims and others who come from both Jews and Christians, even though recently they have established clean Islamic law as material for jokes and ridicule. This happened because they made their beliefs and insights that had been tarnished and their thoughts corrupted (Syekh Imam Al Qurtubi, 2009).
2. Tafsir Al-Misbah
   According to the interpretation of al Misbah, this verse explains again that there is a prohibition on appointing non-Muslims as leaders that is: "O you who believe, do not force yourself to be a leader; that is someone who has made Islam a joke like some people who have been given holy books such as the Torah, Bible and Al-Qur'an, people who are disbelievers, that is polytheists, and who only those who ridicule the religion of Islam. And fear Allah SWT, that is, avoid His prohibition if you are a Muslim who is good in faith" (Sihab et al., 2002).
3. Tafsir Ibnu Katsir
   This interpretation also explains that it is not permissible to make *ahlul* and unbelievers as leaders. The meaning of the unbelievers in this verse is the polytheists, as explained in Ibn Mas'ud's qiraah: "Do not make people who make the religion of Islam a subject of jokes and games, that is, between people who have been given a book and polytheists as your leaders." The point is, do not make your enemies and religion your friends if you are people who believe in its provisions. (Abdulla, 2021).

An essential thing in this verse is the prohibition against Muslims choosing or making non-Muslims their leaders. This is because leadership is a significant influence in the main activity to achieve the goal of success in the afterlife. Every leader and those who are led must be bound by their loyalty to Allah SWT. Bound to the goal means that when a leader is given the mandate as a leader, a goal is not only for leadership but leadership in the

scope of the overall goal, as well as regarding morale and leadership behavior. Islam and Muslims follow the deeds of the Prophet and his prophetic nature (Hamdiah, 2021).

5 CONCLUSION

A leader is someone who influences others. In Islam, the leader is known as the caliph. A leader must have *shiddiq, amanah, fathanah*, and *tabligh* characteristics. The characteristics of a leader according to Islam include being Muslim, being a man, having sincere intentions, making God's law a guideline, always being there when needed, not accepting gifts, being able to give advice, having good nature, being gentle, not doubting the people, and willing to accept criticism and suggestions. The Al-Qur'an surah Al-Maidah verse 57 explains that the chosen leader is not a leader who will ridicule or belittle religion because a true leader must be able to integrate Islamic values when leading. Playing with religion is an act of infidelity. A leader can be ideal, according to Al-Quran surah Al-Maidah if he is not someone who ridicules or plays on religion but rather someone who will uphold and make religious values the basis for leading.

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Automatically Minded: A Research of Motor and Shared Intention

Diah Febri Utami[1], Anjar Tri Wibowo[2] and Muhammad Singgih Gumiwang[3]
[1]*Department of Philosophy, Vienna University, Vienna, Austria*
[2]*Faculty of Psychology, Universitas Semarang, Indonesia*
[3]*Faculty of Philosophy, UIN Sayyid Ali Rahmatullah Tulungagung, Indonesia*
utamid90@univie.ac.at; anjartriwibowo@live.com; giwang215@gmail.com

Abstract: A purposive account of action must draw to propositional attitude states like intentions, beliefs, and desires as well as to motor representations, i.e., non-propositional forms that denote, among other things, action outcomes as specified kinematic features of bodily motions. It raises the puzzle of how these two distinct types of states successfully coordinate, especially in the automatic movements cases. By using a semi-systematic literature methodology, we examine this interface matter. First, we expand on the nature of intention and its functionality. Second, we characterize motor representations in explaining intentional action and raising the complex of automatic motions. The differences in representational format challenge the interface of theory. We argue that though the low-level motor lacks cognitively penetrable, it processes such perceptual abilities regarding knowledge-involving based on sensitivity. The notion is quite interesting when it's attached to the social realm. Consider one who 'reflexively' helps her neighbor by bringing her piano; after seeing that the neighbor is struggling enough to get it downstairs. The case goes to the issue of collective intentionality as the power of minds to be jointly directed at objects, states of affairs, matters of fact, values, or goals. The question is, what is the explanatory relevance of we-intentions? Is that possible that I have an alternative intention to the 'we' while still satisfying the we-intention? Should the intentions of 'I' and 'you' be deducible from the intentions of 'we'? In the last discussion, we suggest 'meaning' beside the self-referential as a hint for the case of collective intentionality.

Keywords: automatic, intention, motor-intention, we-intention

1 INTRODUCTION

Imagine two novice boxing players in the ring; the first player is Trump, and the second one is Putin. The two of them have never met. Since they are still beginners, there is no digital source about their previous performance. Trump and Putin have the same distal intention, namely being a triumph in this game. Their proximal intention is implemented by being in the boxing ring, wearing boxing gloves and a mouthguard. While motor intention—in the standard definition—is shown when they control their actions on track with selected right movements to accomplish their proximate intention; such as when Putin's head quickly swings to the right, avoiding Trump's uppercut, and Putin's left-hand counterpunches precisely a second later. At this moment, consider this: What factor do the motor controls play in choosing the proper movement with the right speed and timing?.

Some might assume both Trump and Putin perform 'skilled action.' As its phrase, skilled action means that an individual demonstrates her ability resulting from learning and practicing, including her sensorimotor, perceptual, emotional regulation, cognition, communication, and social skills. The intriguing one is how the theorists in action point out that consciousness often interferes with skilled routines (Dreyfus, 2007; Beilock, 2010; Di Nucci, 2013; Papineau, 2013). Those researchers appeal to widespread and empirical evidence, which suggests that conscious attention to the means or mechanics of movements constitutive of skilled action can undermine that skill's fast, fluid, successful performance.

In a similar vein, the action is strongly linked to an automatic movement. Both skilled and automatic motion is regarded as mindless behavior because the actions are out-of-control process. Mylopoulos (2020) argues that they lack the flexibility and sophistication of behavior that are the product of various thoughts, such as deliberation, problem-solving, and reflection. This standard view of automatic behavior is intriguing to some consequent questions: If a skilled action is (seemingly) performed automatically and the outcome looks like an unthinkable behavior, then how can it exhibit such a high degree of intelligence as choosing the right type of movement and delivering it at the right time and speed? Moreover, though the motion is considered automatic, the debate regarding how intentionally-less of action is still ongoing. Putting it in other frames, if theorist embrace intentionality as the feature of minds in virtue of which (some) mental states have (intentional) content (i.e., the feature in virtue of which some mental states are attitudes towards something), where is the content of the

automatic movement if it should be dragged as the derivation of prior intentions? Is it in the mental states, though the mindless behavior is convinced as less awareness mode, or in the object? How could either Trump or Putin triumph in the game if he is aware of their present intention but less aware of its content? Would one still assign motor control as a mere derivation from higher intentions, with its main task "just" keeping the action on track, rather than consider automatic behavior as the sensitivity of the context in which the stimulus occurs?

Underlining the sensitivity level in automatic behavior doesn't only shift its semantic concept. Consider when some reflexive movements appear in social life, as in the above abstract with the piano case. Consider again that the neighbor actually intended not to seem rude in front of others because he realizes that he might need help in the future to bring the piano. He needs to satisfy the intention of being friendly to fulfill his other intention, i.e., looking for help to carry the piano downstairs. Does this even matter for intentionality? What are the different motivations for participating in joint action and manipulation? What is the explanatory relevance of we-intentions?

In this paper, we discuss those two themes with given more attention to the nature of automatic behavior. As explicitly stated, a robust theoretical frameworks underline either the richness of motor variability or goal achievement but fail to reconcile it with higher intentions. We will characterize motor representations in explaining intentional action and raising the complex of automatic motions after expanding on the nature of intention and its functionality. We will bring the finding as a flintstone to the subsequent discussion, i.e., of collective intentionality. Collective intentionality comes in a variety of modes, including shared intention, joint attention, shared belief, collective acceptance, and collective emotion (Schweikard & Schmid, 2020). Collective intentional attitudes permeate our everyday lives, e.g., as in the case of the piano above as well as when two or more agents look after or raise a child, grieve the loss of a loved one, campaign for a political party, cheer for a sports team, etc. Though it's relevant for philosophers and social scientists since it plays a crucial role in the constitution of the social world, in this paper, we are not going into detail. Instead, we mention the introduction of this topic briefly as a supplement for any further research.

2 METHODS

We use a literature review as the methodological tool, especially the semi-systematic ones. As Tranfield et al. (2003) argue, the literature methodology is worthwhile when the researcher wants to evaluate a theory or evidence in a specific area or to examine the validity or accuracy of a particular theory or competing theories. Meanwhile, the semi-systematic or narrative review approach is designed for topics that have been conceptualized differently and studied by various groups of researchers within diverse disciplines (Wong et al., 2013). The aim of this method is to overview research areas that change over time. When applied correctly, it becomes a valuable method for developing theories or interventions and evaluating programs (ibid).

Further, Baxter and Jack (2008) note eight steps to conducting a literature study:

1) Establish a broad case to investigate.

One of the main questions in this step is: 'is too much information already available for the case?' The intention is one of the most discussed topics, not only on the psychological or philosophical sides but also on cognitive science and economy. However, studies that take motor intentions and the adjectives attached to them as the primary focus (i.e., automation or as a series of other intentions) are still paltry. In the case of shared intention, the theme of automatic behaviors is less observable.

2) Establish the research question(s)

A research statement is essential to guide investigations. It can be conditional or non-conditional, directional or non-directional, or expressed as a null hypothesis (ibid). The primary research question concerns the sensitivity of motor intention and its impact on agent rationality. Formulating it in another way: Does motor intention have any intelligence in itself? What is the finding impact on social intention?

3) Identify the databases

Precise case(s) can be single or multiple cases. "When using multiple cases, you need to treat each case as a single case" (ibid, p. 4). We use multiple cases (motor intention and and its role in social life) to devote a chapter or section to each case. The conclusions from each part are continually used as information contributing to the whole study. However, each case should remain separate in the treatment.

4) Determine data gathering and analysis techniques

The semi-systematic study uses several different research tools to increase validity. One can use a qualitative approach and other data collection instruments. In this case, we use articles and book with the theme in question from several discipline study. This step aims to "triangulate" techniques to provide different views of the case.

5) Prepare to collect the data

We use a method of categorizing data for measuring, including preparing formats for narrative reporting and revising the research design after review.

6) Collect the data

For this point, the data is collected by systematic evidence, or the data from various sources contribute to the overall aims of the study. However, we avoid bias in a search, such as a database bias or relying on a single database for particular topic areas, source selection bias, i.e., using grey literature, theses, etc., or paper selection bias.

7) Analyse the data

As Baxter and Jack (ibid) points out, data is used to find relationships between the object of study and the research questions posed in case literature research. For this purpose, we did tabulate information to make checking easier, corroborated and supported the qualitative data obtained, and vice-versa, and investigated the patterns in the data.

8) Prepare the report

We use the standard empirical report style to make it obvious how the data from distinct resources answer or illuminate the research question. We refer to the research questions(s) with qualitative or other quotations evidence. The statement also includes evidence from published literature in the discussion section that confirms and disconfirms the data collected.

3 RESULTS

A primary matter in motor control is the sense of how the many biomechanical extents of freedom are coordinated to attain a common goal. A particularly puzzling facet of coordination is that behavioral purposes are achieved repeatedly and reliably, with motions rarely reproducible in their detail. Therefore, the options for kinematic motion are rarely limited between higher processes (thought and decision, as the derivation from distal or proximal intention) and lower processes (habits, dispositional case, automatic or reflexive movement). However, this fails to see in the robust theory of motor intention: intelligence pervades skilled action down, with fine-grained motor movements (i.e., the low process) being influenced by opportunity and perception at a very granular extent. In other words, though the low-level motor lacks cognitively penetrable, it processes such perceptual abilities regarding knowledge-involving based on sensitivity. The perceptual is led by sub-personal sensitivity because there is no content, such as intentional decisions. Therefore, low-level motor performance is a 'model-building' level of intention rather than sticking to the content or any other mental representation as in the intentional action. On the other hand, the sensitivity of bodily movement might capture the nature of intention in social understanding. It could produce a joint commitment with its obligations, i.e., a directed obligation from one person to the other, with standing to demand a specific action from the other person and produce the basis of the demand right. The obligations are internal to the shared or joint intention.

4 DISCUSSIONS

Action is not just a bodily movement. Theorists relate this notion with several concepts, such as Davidson and Ginet, who apply methodological individualism in action, Gallagher and Threvarten, who engage social perspective, or Scanlon and Raz as the proponent of reductionism for practical reasons. Since there are a bunch of action elements, in this section, we focus on intention and its functionality, especially its dilemma when facing the motoric movement. In the subsequent ones, we are going further into the function of intentionality in the social realm. Making intention the central discussion is not without rhyme. All of those theorists agree that intention is the principal element of action. For instance, Gallagher concludes that action is characterized by intention, besides the sense of agency or meaning (Gallagher 2020, p. 43). Similarly, Bratman notes that intentions contribute in an

indispensable way to the solution of the agent's coordination planning since they guide the agent's reasoning and are part of the rational disposition (Bratman 2014, p. 46).

Intentions in One Syllable

It would be incomplete if we didn't mention the level of intention to address its functionality. At least Pacherie (2007), Bratman (1987), Searle (1983), and Gallagher (2020, p. 48) propose three levels of intention:

1. Distal or D-intention: relate to prior deliberation processes that allow us to formulate our relatively long-term goals. How 'long' this long-term is undetermined; it might be within a year, a month, or a couple of hours. The phase begins when an agent forms future planning. For instance, I would like to cook *jengkol* crispy and decide to go to a market to search for the ingredients.
2. Proximate or P-intention: specify the action in terms of the particular requirements of the action situation, including the circumstances tied to particular environments. Searle calls it the 'intention-in-action.' In this stage, the agent reflectively guides the action regarding specific means-ends relations to meet the D-intention. For instance, as I walk around the market, I look at various stalls to determine if they have *jengkol*. I prefer to buy it online if there is none in the market.
3. Motor or M-intention: involve the control processes that keep the action on track; concerning the P-intention, it's involved in selecting the movement appropriate for carrying out the intended action. For instance, without conscious perceptual monitoring, I move my feet and body to not fall over in front of the *jengkol* stall or take my cell phone and touch my finger on the screen if I have to buy it online.

Nevertheless, the cosmetic and the chair analogy merely underline that D or P-Intention could be missed, not the motoric one. In other words, M-intention must always obey the distal or proximal intention. The notion is plausible when one considers that what is pervasive and inescapable for human experience and action is not just the anticipatory aspect but the full intrinsic temporality of the processes involved. As Berthoz has suggested, the Husserlian analysis of the intrinsic retentional-protentional structure of experience is an excellent model to explore this (cf., Berthoz, 2000). Husserl labels two pieces of Intrinsic temporality to find phenomenological evidence, i.e., the retention of the just past and the protention or anticipation of that which is just about to occur and considers these to be structural features of consciousness (Gallagher, 2020, p. 37). If one attends to his own experience, he has to constantly find both an anticipatory sense of what is just happened, though indeterminate, and a continuing sense of the experience one has just lived through. However, the general structure of this temporality can also be applied to movement and motor processes that are not conscious (ibid).

Let's see the diagram of Husserl's model below:

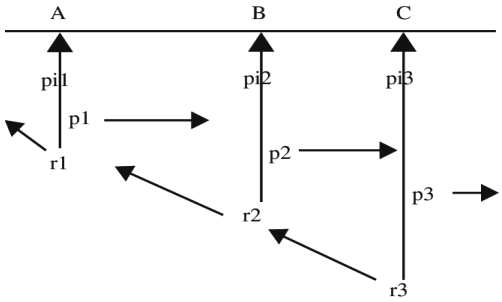

Figure 1. Husserl's model of time-consciousness (Source: Gallagher et. al., 2017)

Husserl takes the perception of a melody as his favorite example. The horizontal line ABC presents a temporal object, such as a melody of several notes. The vertical lines represent abstract momentary phases of an enduring act of consciousness. Each of those is structured by three functions:

a) primal impression (pi), which allows for the consciousness of an object (musical notes, for example) that is simultaneous with the current phase of consciousness,

b) retention (r), which retains the previous phase of consciousness and its intentional content, and

c) protention (p), which anticipates an experience that is just about to happen.

In the current 'now' phase of the living present, there is a retentioning (r3) of the previous phase, and this just-past phase includes its own retentioning of the initial phase. This means that there is a retention continuum (R3(R2, R1) and so forth--stretching back over recent (on the order of seconds) prior experience. The protentional aspect

provides consciousness with an intentional sense that something will happen. The best sign that I am anticipating the notes that will come when I am listening to my favorite music is that I am surprised or upset if someone hits the wrong note. I feel a sense of incompleteness when someone doesn't finish a sentence. This type of perceptual disappointment results from a failure to fulfill expectations; what occurs falls short of my expectations. The phenomenon of "representational momentum," in which movement or suggested movement causes the projection of a trajectory beyond what was actually experienced, has a similar pretensional aspect (Wilson & Knoblich, 2005).

Several theorists have characterized the subpersonal processes that would Instantiate the Husserlian model by using a dynamical system approach (e.g., van Gelder, 1996; Varela, 1999, Thompson, 2007). In this view, action and our consciousness of action arise in a way that involves the concurrent participation of distributed regions of the brain and their sensorimotor embodiment (Varela et al., 2001). Particularly, Varela distinguishes three relevant timescales:

- an elementary timescale, facilitating intersensory integration across modalities with differing processing times
- an integration timescale, integrating these elementary, sub-personal processes and corresponding to the experienced present, a phenomenologically fully constitutedcognitive operation
- a narrative timescale, measured in durations greater than the living present and the reflecting and re-framing of the intrinsic temporality of the other scales (adding (more) meaning retrospectively).

An exciting matter now is how are timescales and narratives connected. At this point, we argue that non-linear timescales are the atoms of narratives. They present a sense of sequentiality from non-linear perception, therefore providing a sense of time. In other words, the narrative reflects the intrinsic temporality if actions are situated in a world of meaning. Intentions are future-oriented and go beyond the limits or the present circumstances. This leads to a two-sided implication of narratives on timescales, as intentions are forward-oriented while descriptions can be backward-oriented.

Motor Without Intention

Perhaps now it is bright enough why the claim of a bodily movement as the derivation of initial intentions is robust. Actions have a flow structure and an intentional direction. Therefore, one cannot analyze any type or primary enaction just at a certain point but always as a process that involves the past and perceptions about the future. However, there is another form a motion could have. Primarily in habit or such a dispositional case, an action is assumed to be automatized motion since those exhibits will modulate the anticipatory processes of perception and action.

Automaticity is one of the most explored phenomena in psychology, philosophy, and cognitive science. Automatic processes have been investigated in the domains of perception, decision making, moral judgments, close relationships, emotional processes, face perception and social judgment, motivation, and goal-pursuit, conformity, behavioral contagion, embodied cognition, and the emergence of higher-level automatic processes in early-childhood (Bargh et al., 2012). Several theorists commit that automatic processes and behaviors do not require attention (LaBerge & Samuels, 1974; Shiffrin & Schneider, 1977; Hasher & Zacks, 1979; Logan, 1979). At least Logan (1980) and Hommel (2007) add that being uncontrolled or uncontrollable is hardly a universal property of automatic processes. A critical set of evidence supporting this claim comes from studies of unwilling racists who can overcome their automatic biases when motivated to do so (Dunton & Fazio, 1997; Blair et al., 2001; Olson & Fazio, 2004). That is, although particular stimuli automatically trigger racist stereotypes or associations, subjects who were committed to egalitarian ideals were at least sometimes able to control and thus overcome the application of their automatic biases. Similarly, Logan (1985) has argued that if we begin by considering skilled performance rather than, for example, perceptual processes, we are doubtful to conclude that automatic processes and behaviors lack control. The very opposite seems to be true: the more expert one is at a skill, the more automatic that skill becomes and the more controlled it is.

At this moment, some semantic explication is in order. Theorists use the word 'control' distinctively. Tzelgov, following Logan (1985, p. 5), uses 'control' to mean the 'sensitivity of a system to changes in inputs.' LaBerge and Samuels (1974) use 'control' to mean the overcoming of a disturbance, similar to the way philosophers use 'guidance control' (Frankfurt, 1978; Fischer, 1982; Fischer & Ravizza, 1998). These ways of

defining 'control' make it reasonable for automatic processes to be controlled. However, others, such as Shiffrin and Schneider (1977) and Schneider and Chein (2003), seem to use 'control' to designate the category to be contrasted with automaticity. Moreover, Schneider and Chein (ibid) note seven features that need to be explained by a theory of automaticity:

1. that consistent extended training is required to develop automatic processing, while controlled processes can be established in a few trials and under varied mapping situations. (p. 528)
2. automatic processing is fast and parallel, while controlled processing is slow and serial.
3. that automatic search requires little effort and can operate in high workload situations, whereas controlled processing requires substantial effort and interferes with other controlled processing tasks.
4. that automatic processing is relatively robust to stressors
5. the difference in cognitive control can be applied to automatic and controlled processes. Specifically, once a process becomes automatic, it becomes difficult to control.
6. The learning degree depends on the amount and type of controlled processing, while there is little learning in pure automatic processing.
7. automatic attention response depends on the priority assigned to a stimulus itself rather than on the context in which the triggers occur.

On the other hand, Sheets-Johnstone (2012) and Tzelgov et al. (1997) have pointed out the implausibility of agents remaining necessarily unaware of their skilled, habitual, automatic behaviors. Their argument is in line with Gallagher, Bratman, and Pacherie views regarding the unnecessary of any proximal or distal intention in some habitual actions. For instance, 'reaching a cup of tea' as a habitual action. When an agent reaches for a cup of tea as his habitual action while working on the computer, he does not require a prior intention to do so or consciously deliberate and form a plan for reaching a cup of tea. However, it still counts as an intentional action and may involve a present intention-in-action, and motor intentions (Pacherie, 2006) since the reference copy of sensory input from the movement facilitates motor control (Wolpert & Flanagan, 2001).

There is another exception besides dispositional cases. Under the condition, the person with Locked-in Syndrome has limitations in motion. The person, for instance, controls a cursor on a computer screen by thinking. Still, though no bodily movement is involved in this condition, theorists still regard it as an intentional action. 'Thinking' is considered a form of action strongly related to intention, at least regarding 'which sign should I click on the computer screen.' Besides thinking, some specific bodily postures like wrinkling one's brow, nodding one's head, or making facial expressions may contribute to the accomplishment of thought (cf., Goldin-Meadow, 1999 or Gallagher, 2005). At this point, it is just rightly pointed out that motor representation is not limited to specifying the detailed kinematic features of bodily movements, such as force and direction. Nevertheless, based on those depictions, M-intention is impossibly to stand by itself; it should be either the derivation of other intentions or could be regarded as an automatic movement if the action is close to the habitual or dispositional case.

Fortunately, some findings challenge the all-or-none conception since the studies show a lack of co-occurrence among central features of automatic processes. One of them is Stanley and Krakauer's (2013) experimental work employing visuomotor rotation. The participants are instructed to reach for a target (Tp) on a computer screen. The initial hypothesis is that the participant's reaching movement "drifts" in the direction opposite to the rotation (ibid, p. 260). The participants were then instructed to adopt an explicit strategy, i.e., by hitting the neighboring target (Tn), which has placed 45 degrees near Tp. Thus, if participants aim to hit Tn, the cursor will hit the Tp. The participants' movement again started to drift toward the Tn and away from Tp, despite their intention to hit Tp. Shortly, Stanley and Krakauer take this as evidence that motor acuity can develop contrary to an agent's intention and thus does not manifest in the intentional action (ibid).

The trial gives us more about the nature of motor-control mechanisms. There are two kinds of movement to concern awareness in a motion; voluntary and involuntary movement. In the case of voluntary or intentional action, the sense of agency and ownership cannot be easily distinguished; they tend to reinforce each other. In involuntary movement, they can be dissociated since a sense of agency is missing in this motion, though the sense of ownership is still involved (recall the chair case above) (Gallagher, 2020: 44). The agent doesn't need to monitor explicit perceptual of bodily movement in both voluntary and involuntary movement. Our bodily can still perform their motor details without precise perceptual monitoring because the physical movement already involves motor-control processes.

Further, the motor-control mechanism is associated with two kinds of approaches, i.e., inverse model and forward ones. An inverse model derives the motor commands required for a particular movement or body position by comparing the current and desired body positions. When the inverse model generates a motor command, the efferent copy of that command and is sent to a forward model, which compares the intended body position with the predicted sensory feedback (from the anticipated body position) that will result in an issued motor command (Gallagher, 2020, p. 52). If there is a mismatch (or prediction error) in the system, the forward model allows for quick, online correction as the process, without waiting for sensory feedback from the movement. Pacherie also suggests that D- and P-intention formation can also be analogized to these kinds of forward and inverse motor-control mechanisms (Pacherie, 2007, p. 4).

Following Mylopoulos, the motor command and motor program are two different types of motor representation. The motor command is propositional knowledge of what to do to initiate an action, while the motor program is "*practice-related reductions in movements variability and increases in movement smoothness*" (Mylopoulos, 2020, p. 259). Briefly, the motor program is such 'an adaptation for an action.' On the other hand, there are two different types of motor representation according to schema theory, (i) motor program, which specifies the general form of an action type, and (ii) motor command: computed on the base of the motor program, which specifies the detailed kinematics of the action given the condition of the agent (e.g., current bodily position) and the present context (e.g., distance from target objects) (Schmidt in Mylopoulos, 2020, p. 264). Motor representation is available to an individual agent for performing a particular task and does not just represent those tasks or the action outcomes that are associated with them but rather the method by way of which they are to be performed under the agent's practical abilities (Pavese in Mylopoulos, 2020, p. 261). On Pavese's account, these methods, in turn, constitute the practical mode of presentation under which the underlying proposition skills are known.

Sensitivity in Motor Control

How one holds the pen may differ from each other. The previous section suggests that the variation is based on the difference in the use of the motor representation, and the proposition under practical presentation mode can also be identified. It also buried the dichotomy between higher processes (thought and decision, as the derivation from distal or proximal intention) and lower processes (habits, dispositional case, automatic or reflexive movement) as the only analyzing option for bodily activity. As stated earlier in section 3, we suggest that the role of motor representation in possession of skill must not be understood in terms of proportional knowledge. The work done by motor and perceptual systems can be depicted as the generation of information (oft conceptually structured output) specialized for action direction, which in turn proposes that the cognitive modes of practical reasoning play a significant part in the order of intelligent action are not abstract; syllogistic one philosophers frequently deal as the paradigm of practical reason. In a nutshell, motor control is intelligence because of its sensitivity to the content of intention or other propositional attitude states.

Let us call back the boxing ring between Trump and Putin for simplicity. In the second round, Putin already has a lot of information on Trump and vice versa; both can arrange more precisely which punches they should do or which body part is the opponent's weak. In this situation, intelligence comes from the higher or propositional level, which engages with thought and decision in the inverse model so that the movement tends to represent intentional content, i.e., a 'pure' implementation of proximal intention. On the other hand, in the first half, considering that they do not yet represent each other before, the motor control exhibits some lower processes. The assumption is in line with Papineu's examination (2013, p. 191) below:

> "*At any stage of an inning, a competent batter will have assessed the situation and formed a view about how to bat—a conscious intention to adopt a specific strategy. As with any intention, this will then set the parameters of the basic action-control system. It will direct that system to bat aggressively, say. It will take one raft of conditional dispositions from the batsman's repertoire and reconfigure that basic control system so that it embodies just those dispositions...After being so reset, the basic action-control system will respond accordingly, without any further intrusion of conscious thought*".

However, it fails to see that in the robust theory of motor intention: intelligence pervades skilled action down, with fine-grained motor movements (i.e., the low process) being influenced by opportunity and perception at a very granular extent. In other words, though the low-level motor lacks cognitively penetrable, it processes such

perceptual abilities regarding knowledge-involving based on sensitivity. The perceptual is led by sub-personal sensitivity because there is no content, such as intentional decisions.

Moreover, a primary matter in motor control is the sense of how the many biomechanical extents of freedom are coordinated to attain a common goal. A particularly puzzling facet of coordination is that behavioral purposes are achieved repeatedly and reliably, with motions rarely reproducible in their detail. Therefore, the options for kinematic motion are rarely limited between higher processes (thought and decision, as the derivation from distal or proximal intention) and lower processes (habits, dispositional case, automatic or reflexive movement). Robust theoretical frameworks underline either the richness of motor variability or goal achievement but fail to reconcile the two. Here we suggest an alternative notion based on stochastic optimal feedback control. It might also make clearer that in such a non-habitual case, e.g., turning to the cosmetic shelf though intending to buy *jengkol*, this action isn't led by such of 'inserted thought' as in the Locked-in Syndrome or pretending that it is a ghost whispering to cheating from your initial motive. Refers to the counterexample in the intentional action, i.e., buy *jengkol* and accomplish the intention; the intention content here is apparent, i.e., about *'jengkol'* and 'mental state.' In the cosmetic case, the action is not a reflective or 'unthinking' movement. On the contrary, it exposes low-level processes based on sensitivity in motor control which makes it able to produce that performance.

Similarly to the Trump-Putin battle, the first round isn't about an automatic or uncontrolled punch. Instead, their perceptual abilities lead to appropriate movements or setting the speed. As implicitly stated, this notion might challenge the predicate of unintelligent on the automatic motion. Perhaps it isn't intellect because it doesn't exhibit any higher cognitive processes. But instead of thinking of independent intentional states and automated reflex-like basic actions or independent behavior trajectories and the performance of those tracks by a method of motor understanding, it seems that we should revise our viewpoint of skill to reflect findings that show that even those processes responsible for the low-level, automatic, fine-grained sensorimotor executions of motor skills are sensitive to high-level purposes. The optimal strategy in the deal of uncertainty allows variability in redundant (task-irrelevant) dimensions. This suggestion doesn't strain the desired tracks but uses feedback more intelligently, merely correcting those deviations that interfere with task goals. This framework generates goal-directed corrections, motor synergies, task-constrained variability, simplifying rules, discrete coordination modes, and controlled parameters.

Regardless of all suggestions, we do not intend to say that movement based on distal or proximal intention does not become sensitive to the environment. As discussed earlier, an intentional action tied to expectation or cognition influences what we will perceive. We instead expand the other side; compared with the movement based on sensitivity, this type of movement is more flexible to 'adjust' with some range of information. Pragmatically speaking, it is not about changing the input from the distal to the proximal ones but rather about changing the processing. Shortly, the sensitivity in proximal intention is exclusively sensitive to its intention itself. Further, sensitivity in motor control can penetrate a broader range of information, i.e., internal (perceptual abilities) and external (environment). Nonetheless, a significant problem that emerges is the issue of where learning develops as a subject remedies their skill degree. Is it at the "model-building" and the intellectual and level of intention, or at the reflexive extent of motor insight? For further discussion, Fridland (2017) provides evidence to support the idea that the motor level builds models of the acts being performed, or, in other words, that flexible cognition is active at both the motor-acuity level and the strategic intentional level.

To distinguish between intentional action and action based on sensitivity, we argue that one can use 'self-referential narratives,' as proposed by Stephens and Graham. "Whether I take myself to be the agent of a mental episode (or bodily action) depends upon whether I take the occurrence of this episode to be explicable in terms of my underlying intentional states" (Graham and Stephens in Gallagher, 2020, p. 49). As explained earlier, intentional action generates a stronger sense of agency and ownership. Reflex movement has a strong sense of ownership but minus a sense of agency due to its spontaneity and lack of flexibility. Likewise to reflexive motion, we argue that movement based on sensitivity also has a strong sense of ownership but lacks a sense of agency. 'Lack' here is due to heightened awareness when the agent performs some, supported by Montero's report (Agurruza in Gallagher, 2020, p. 382) on several phenomena for skilled action. *"[…] for the possibility that expert performers, in dance or musical performance, stay pre-reflective, occasionally even entering a mindless zone, she also thinks that optimal performance often coincides with thoughtful performance, perhaps involving even a step up from enhanced pre-reflective or performative awareness*." The agent knows that the body is moving, but she

can probably not explain why she acts that way. It is not because she moves spontaneously as a reflex, but at the same time, the sensitivity in motor control focuses on both sides, to her intention and the environment. The agent has a sense of agency but is not as rigid as intentional action. At this point, we hope that it has become obvious that a hybrid paradigm of skilled bodily motion where the intelligence of skill is cashed out in intentional terms, motor control, and propositional is characterized in brute-causal, bottom-up, and unintelligent ways is unsustainable.

A Dessert: Bridging into Social Understanding

A bunch of theories is already exposed. The discussion might be more intriguing when it touches on the social realm. Take this analogy: a friend, let's say his name is Billaro, sees his acquaintance, let's say his name is Lestio, walking down a street. Without any hesitation, Billaro approaches Lestio to walk together. They walked together, and because their destinations differed, Billaro said to Lestio: 'I have to go to Desa Penari. See you later!'. The passage seems simple, but one thing seems interesting: a joint commitment through a supportive bodily gesture, forming an obligation such as saying goodbye when parting or asking whether Lestio would mind if Billaro accompanied her for a walk together.

Applying the above analogy to a bigger social group, for instance, a company or an organization, the pitch would seem bolder. If the joint-commitment or we-intention--whatever the term could be--results in an obligation and rights in the group, what if in an organization that initially consisted of 20 people, but because there is a problem, there is only one member left. Do this one and only person have to be assigned this organization's obligations? What if no more members are left; can a commitment or we-intention exist without a subject in it? Probably the readers will be tempted to think, 'there is no more group commitment because 'we' itself is the aggregate of individuals.' But consider this another case: a secret society was attacked by another group, killing from the leader to its chef. A policeman who investigates the subject is attracted by the secret society's commitment and decides to form his own secret society. Is commitment merely about someone's presence? Should the intentions of "I" and "you" be deducible from the intentions of "we"?

Through *Walking Together* (1990), Margaret Gilbert initiates the complexity of we-intention or plural subjects in her terminology through a simple case, i.e., walking together. Scrutinizing her account results in extensive consideration of the ontology of social science itself. Apart from Gilbert, many theorists have tried to draw the knots of intention in social life from various directions. As a dessert, this part shouldn't be too 'filling' like the main course in the previous discussion. Let us briefly point out the nature of intentionalism from a social point of view.

Intentionalism about the existence or the basic infrastructure of the social world extends far beyond social ontology, narrowly conceived as a relatively recent field of research (Schmid). It has deep origins in social theory, political philosophy, and social history. For instance, a version of intentionalism is used in accepted contractualist or contractarian theories of social phenomena (mainly social, moral, legal norms and social organizations). In these theories, it is claimed that the reason why the target social phenomena exist and what they are - or should exist and be as they should - is because they make sense to the agents or are accepted by them as such. Some intentionalist social ontology is implicitly operative in (and explicitly supported by) any member of the extended family of social theories and approaches to social science that use intentional explanation as the method of choice. The Hobbesian view of government is a good example, in which people's (rationally motivated) mutual consent to be governed is the basis for the existence of government.

A primary issue for intentionalist positions is the claimed (or avowed) “internal” condition of intentional states, by which intentional attitudes are exclusively “subjective” and therefore cognitively attainable solely to the "single haft" of the perspective, but not to extern observers. This looks to cause intentional attitudes incapable" as the base" of an “objective” view. Therefore, the mainstream theoretics of rational choice, as suggested in the economic model of human behavior, are inclined to comprehend the unit of analysis in the sense of behavioral dispositions rather than the notions of “internal or inside” mindedness.

Nevertheless, essential philosophies of rational choice conserve the argument that preferences are to be comprehended as intentional attitudes. Therefore, the logical choice is theoretical or practical reasoning in which preference is the consequence. It is underlined in these variants that social phenomenon is to be construed as (totality of) behaviors of agents. It is standardly assumed of the agent’s attitudes that they are rational – typically,

that an agent's preferences are complete and non-transitive. Consequently, preferences among the available alternatives are based on the values stipulated to the prospective outcomes from their point of view.

A salient example is Jon Elster's notion of rational choice explication in the sense of intentional explanation (Elster, 1986). Elster, in these accounts, notes that choices have non-intended consequential causal, which accounts for significant sides of the social world (a typical instance is the market equilibrium). However, non-intended consequences in this view are parasitic on intentional actions ("rational choices"). Any clarification of social phenomena must depend on what the agents desire or believe to be the case or value. Thus, intentionalism is not attached to the rationality necessities made in theoretical classical rational preference (see, e.g., Stueber, 2012 for the discussion of the relevancy of empathy for intentionalist accounts).

Whereas the mainstream of the present debate about collective intentionality probably has no direct roots in early social theory or phenomenology, Wilfrid Sellars' concept of we-intention is widely acknowledged as the point of departure (Tuomela & Miller, in Schweikard & Schmid, 2020). We-intentions play a vital role not only in Sellars' practical philosophy but also in the current debate on collective intentionality. We-attitudes have a thick normative judgment, and they can have a concession to intersubjective validity and express people's attitudes. The concept of a we-intention thus bridges emotivism and intuitionism (Sellars, 1974). We-intentions are attitudes that are not merely private, but at the same time involve a shared point of view from which the participants may critically assess each other's contributions (Schweikard & Schmid, 2020).

Sellars notes that though we-intentions are not private, they do not entangle a group mind. His view is that we-intentions are had by individuals but that they contrast from individual intentions in their form (ibid). Sellars' conception of we-intention can be traced back to Robin G. Collingwood's New Leviathan (1947), where Collingwood defines society as "*the sharing of certain persons in a practical social consciousness verbally expressed in a formula like 'We will go for this walk' or 'We will sail this boat*." (Collingwood, 1947: 146)

Collingwood in a chapter *Society as joint will* argues that there is nothing mysterious about practical social consciousness (ibid, p. 148). Common knowledge even though vague is required for all the individual participants concerning the enterprise as a unit and a particular idea in which they could take a part. Additionally, the participant must know that other agents are partners with him- or herself in this common endeavor, without knowing who exactly they are. As 'social consciousness', society "*is nothing over and above its members. It has no will but the will of its members, no activity but the activity of its members; no responsibility but the responsibility of its members*" (ibid, p. 149).

Sellars' savor differs from Collingwood's, but Sellar's analysis tightly adheres to Collingwood's path. Sellars agrees with Collingwood that the attitude in question requires no group mind capable of belief or intention over and above the heads of the participating individuals (Sellars, 1968, p. 203). Individuals have all intentionality involved in group intention and group action. Still, it is conceived as the intentionality of a particular sort, which Sellars calls "action we-referential intention" or, in short, "we-intention" (Schweikard & Schmid, 2020). Thus, individuals, not groups, intend a joint action (Sellars, 1980, p. 98). Nevertheless, it leads Sellars to one of the most profound problems in the commentary of collective practical intentionality. One cannot intend what one takes to be entirely beyond one's abilities or beyond one's control (Sellars named it the "'up to the agent'ness" of intention [ibid]). The agent takes an object of intention to be "up to her" to some degree. A consequential question is: How can individuals have we-intentions? It seems plausible to assume that the behavior of each individual, insofar as it is an action, is up to that individual him- or herself. An individual with an action-we-referential intention, however, does intend not only their behavior but also the behavior of the other participants. This behavior is not up to him- or herself, but to others. Thus, we-intention seems incompatible with the 'up to the agent'-ness of intention (Schweikard & Schmid, 2020).

This problem is sometimes bypassed in the current debate by transforming from action-referential to propositional intentions. Michael Bratman analyzes shared intentions in terms of "intention, that" rather than "intention to" (see: Bratman, 1999). Similarly, Raimo Tuomela distinguishes action intentions from aim intentions in parts of his work (see: Tuomela 2007). To intend that the window be closed is different from intending to close the window in that. In the former case, the subject having that intention may differ from the subject of the intended action. Therefore, the matter with we-referential intentions seems to disappear as soon as intention is conceived in propositional rather than action-referential terms (Schweikard & Schmid, 2020). Previously, Sellars prepared already a response to those potential matters: "*It is essential to see that I can not only intend to do something*

myself, but I can also intend that someone else do something, i.e., that it be the case that he does it" (Sellars, 1968, p. 184).

However, Sellars sees clearly that this apparent escape route is a dead end. Again, he follows Collingwood, who argued that consciousness, insofar as it is practical, is not a matter of "making up your mind that" but a matter of "making up your mind to" (Collingwood in Schweikard & Schmid, 2020). Talk of "intention that something is the case," Sellars argues, may be grammatically correct. Still, it is understandable to talk of practical commitments only because of their relation to "intention to." When spelled out, the intention that p is the intention to make it the case that p (Sellars, 1968, p. 184). Thus, a person's intention that "we" do x, or that somebody else does x, is a practical commitment only as an action-referential intention (intention to): one intends to do whatever is necessary to make it the case that we do x, or that somebody else does x. It yields a solution to the problem (which Sellars later calls "superficial") (Schweikard & Schmid, 2020). A person may assume that it is up to her what other people do because she takes herself to influence these other people (Sellars, 1968, p. 188).

Since we initiated this section with Gilbert's account, let us briefly discuss her notions for closing. As the title suggests, Gilbert analyses the general phenomenon of social groups by analyzing what happens when two people walk together. In other words, when can we say that two people are pursuing together the common goal of walking together? In her paper, the case is as follows:

> *"Imagine that Sue Jones is out for a walk along Horsebarn Road on her own. Suddenly she realizes that someone else—a man in a black cloak—has begun to walk alongside her, about a foot away. His physical proximity is clearly not enough to make it the case that they are going for a walk together. It may disturb Sue precisely because they are not going for a walk together. It is possible, of course, that she is glad he is there. She has recognized him. He is Jack Smith, and she wants to get to know him. She waits for him to say something. He is in the same position. Thus they could be walking along next to each other, each wanting this to continue. Is each one's possession of the goal that they continue walking alongside each other logically sufficient for their going for a walk together? I would say not"* (Gilbert, 1990, p. 2).

Concerning the above question, Gilbert answers it by building a gradient scale, in which we go from the primary case of two individuals just walking next to each other to two individuals walking together in a sense defined above. We first have to introduce two preliminary accounts of walking together:

(i) The first one is the weak shared personal goal analysis. Both participants have the common intention to walk together, but this intentionality is not shared. They are not aware that they share the same goal. Therefore, they are not taking a walk together.

(ii) The second one is the shared solid personal goal analysis. Both participants have the common intention to take a walk together and are aware of it. At that time, they also had common knowledge of the shared goal. Still, they are not actually walking together.

Briefly summarized, (i) having the same intention and (ii) common knowledge that both individuals want to pursue this intention are not strong enough cases for walking together. What is missing? For Gilbert, the two previous accounts do not produce sufficient and necessary conditions such that the members have an obligation to perform in a certain way and to rebuke the other person if they act in a way that doesn't

bring about the success of the joint action. For example, in our case, if one of the two members walks far ahead, the other would be entitled to rebuke them as this behavior doesn't bring about the success of the action of walking together. This kind of obligation, claims Gilbert, is not derived from individual intentions for a common goal. Still, it's present only when the subject of our shared goal is a plural subject, semantically a "we" subject. This plural subject is the result of a pool of wills that are bound simultaneously and interdependently to each other in pursuing the common goal. It means that the individuals do not commit to being part of this shared pool of wills conditional on the other's members' commitment. They have committed altogether, conditional to everyone being committed. Gilbert extends this analysis of walking together to the broad phenomenon of social groups, making clear that even if not all social groups have a shared goal for joint action, collective beliefs or collective principles still constitute a sufficient condition for the construction of a plural subject.

For closing, let us raise one question regarding Gilbert. What if we alter a bit the concept of time? Would this shifting timing change anything? Let us analogize it more. It has been established that Sue and Jack are both fully aware and in a commitment to each other that they are walking together and will continue to walk together. On another page, Gilbert notes that as Sue and Jack walk alongside, Jack starts to draw ahead. Sue then calls out to Jack to slow down so they can continue walking together. What would happen if Jack did not slow down?

If we break it down into time frames, maybe it makes more sense:

T1: Sue and Jack start to walk together (both have agreed to a commitment to some extent)

T2: Sue and Jack are walking side by side.

T3: Jack starts to walk faster than Sue.

T4: Sue and Jack are no longer walking side by side.

T5: Sue calls out to Jack. Jack does not slow down (Jack does not have the will to walk with Sue anymore)

T6: Sue and Jack are no longer walking together.

Those are just simple walks between two individuals. What if this was applied to large groups of individuals (collectives) that, over time, change wills and goals? Does the concept of time need to be introduced to understand when a collective is and is not? Could we not claim that Sue and Jack are still walking together, just at different paces now?

5 CONCLUSIONS

Action is not just a bodily movement. Intention as a mental state doesn't only consist of representative content, such as in social life or inside the head of the agent but is also pervasive to biomechanical extents. We argue that motor representative is not always the derivation of other intentions. It is essential as the basis of the intention reading in social understanding, particularly when the account has thick normative notions. Several questions are provided for further research.

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Universitas Negeri Surabaya

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