



## ACHIEVEMENT MOTIVATION COUNSELING TO INCREASE THE PERFORMANCE OF DIFABEL SLAWI MANDIRI MEMBERSHIP

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### Abstract

Education in Indonesia has a very wide scope. Apart from teaching and learning in the classroom, guidance and counseling is one component of education. The scope of cross-cultural counseling is wide-ranging, such as across cultures of the elderly, with disabilities, men, women, bourgeois, spiritual, and multiethnic. But this time more understanding of cross-cultural in the disabled. This is because difable has a very extraordinary advantages compared with others. Limitations are not a barrier to continuing to struggle through life. This self-condition is found in case studies on disabling performance in the Difabel Slawi Mandiri (DSM) organization in the Tegal. This indicates the acceptance needed by the disabled to be able to re-interact and continue his life especially to start a job.

Counseling is needed to be able to help the disabled in determining the goals of self. Respondents from qualitative research of special case study took one counselee. The data comes from a snowball sampling interview that informs a particular respondent who has a case in performance. Performance indicators, among others, appear (1) *task behaviors*, (2) *task performance*, (3) *productivity* and (4) *quality* on the self of the counselee. From these indicators states the observation and interview results are low. Counseling was conducted for six times. Counseling meetings are: (1) attending, (2) agreeing on counseling purposes, (3) treatment agreement, (4) treatment application, (5) counsel evaluation and (6) termination. Counseling series is done by the counselee well. Effects that the counselee feels can help in relationships with colleagues and within himself. Without a strong determination the counselee does not succeed in counseling. Achievements are no less successful than those who work hard for the present and future life.

**Keywords:** counseling, counseling process, education, case study, qualitative

### Introduction

Education in Indonesia has a very wide scope. Apart from teaching and learning in the classroom, guidance and counseling is one component of education. Guidance and counseling are usually common in schools. Teacher guidance and counseling or counselors have an important role in growing children at school. This is clearly a form of teaching character acquired by students. Educators in this case is a counselor as contained in the By Law No. 20 of 2003 Article 1 (Undang-undang Nomor 20 Tahun 2003 Pasal 1) states that:

"Educators are qualified personnel who are qualified as teachers, lecturers, counselors, guardians, widyaiswara, tutors, instructors, facilitators and other designations that suit their specificity, and participate in education."

The existence of counseling can be useful in a wider scope in Indonesian society. Cross-cultural counseling can be applied in the community according to the conditions. Cross-cultural

counseling is not limited to cultural, ethnic, racial, and cultural differences only. Counseling crosscultural is bridging differing views on disabilities. Cornish et al (2010: 56) the disfigured "Marks further states that the definition of disability is associated with a conglomerate of theories about the body, society, and psyche". People with disabilities are no different from us, only they have no body, social and psychic fittings. That's why most of the difables close themselves to their limitations. Whereas in the shortage, surely there are advantages possessed difabel to be able to live his life.

In multiculture counseling counselors try to understand the differences that exist in self konselinya. Counselors seek to develop positive values and attitudes toward cultural differences between counselors and counselees. When the difference has been destroyed then the counselor can assist the counselee in overcoming the problem. Professional counselors are counselors who can eliminate biases in themselves. The scope of cross-cultural counseling is wide-ranging, such as cross-



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cultural parenting, disguise, men, women, biracial, spiritual, cross culture.

In Indonesia using the term difabel is not commonly used. Many communities and even institutions that still use the term "people with disabilities". From the way the use of this term suggests that our society typically still distinguishes between normal humans and people with disabilities. Though people with disabilities want to feel the same rights and obligations as normal people in general. The gap that results from the use of the term makes the difabel feel inferior.

Difabel Slawi Mandiri is a non-government organization (NGO) with disabilities in Tegal Regency. The existence of Difabel Slawi Mandiri accommodate difable in empowerment such as sewing skills, baking and advocacy. It is important for the community to support the existence of the disabled. As in the ILO (2015: 9) "It is also important to refer persons with disabilities to the most polite terms in your country or culture and to use sentences chosen by persons with disabilities". In certain situations even people still mention the disability as a disgrace or a terrible thing.

The BPS data of Tegal District mentioned that there are 527 adults with disabilities . The number is not small in Tegal regency Lack of awareness of the disability of his condition that causes him to have difficulty in the move. Like a disabled who does not have a KTP, it is clear that to take care of another letter is definitely hampered. That is the function of advocacy by the disabled and for the disabled. In order for opportunities and rights of disabilities can be felt without meaningful inequality.

Difabel Slawi Mandiri there are several disabled and disabled disabled board members who are trained. Disabled performance can be seen apart from participation in various activities, but also on the characteristics of performance. As mentioned Raza et al (2014: 386) "*Performance is an ability (both physical and psychological) to perform a certain task in a specific method that can be evaluated as excellent, average or low in scale*". Performance in the disabled is categorized into two parts, in this counseling will accommodate the psychic performance that will impact on the physical. The case of low performance comes from the psychic condition that needs to get counseling assistance. Covey (2015: 34) "*Some of these writings recognize the character as a raw material of success, but tend to mengkotakannya, and not*

*recognize it as a foundation and catalyst*". That people consider successful people based only on what they see. Not from the efforts of each person.

So how to improve performance on respondents who experience low performance? With this research is expected to see how far the effects of counseling applied to respondents with low performance levels. Counseling will be successful if from within the counselee realize will change. The main strength is in the counselee. Counselors who help to be able to practice in improving the capacity of self to grow. Difabel who needs help as in Mumpuni (2017: 130) "Welfare conditions mean that people can easily access ..." in this case also means in access to psychological help done through counseling.

### Method

The method in this research is qualitative case study. As Martens (2010: 207) explains " Single-case research is particularly appealing to researchers and practitioners in education and psychology because it is based on an interest in the effectiveness of an intervention for a single, particular individual ". So in this case study is one case found on the Difabel Slawi Mandiri in Tegal Regency variable experienced by respondents with unique characteristics.

Respondents obtained through informative snowball sampling interviews. Respondents aged 27 years. Respondents were disabled with a history of disabilities due to traffic accidents at school age . Respondents who have been observed and interviews show low performance.

Performance indicators, among others, appear (1) *task behaviors* , (2) *task performance* , (3) *productivity* and (4) *quality* (Koopmans et al, 2011: 860). The use of such indicators is done in the counseling process such as Corey's explanation (2009: 44) in "a sssessment consists of evaluating the relevant factors in a client's life to identify themes for further exploration in the counseling process " . The performance of the disabled in work encountered in the Difabel Slawi Mandiri of Tegal Regency is very diverse. Pineida (2011) explains "*A learning competency is a human ability that facilitates learning*". There are several working skills that will encourage the performance of the disabled

Table 1. Instrumentation of data collection



### 3. Results

The results of counseling are done to help counsees on low performance. Results are obtained from interviews and observations on the respondents as well as on the environment in which the respondents live and work.

Table 2. Results of data collection

Indicator	Information
<b>Task behaviors</b>	Interpersonal behavior Openness to interpersonal behavior is characterized by beginning to understand there are behaviors in performance that impede self-respondent.
<b>Task performance</b>	Contextual performance Looking at other disables who are less fortunate to be able to compare the respondents themselves.
<b>Productivity</b>	Communication competence Make a list of lists on the work so far. Respondents list the business that has been done in the work then compared with the current condition.
<b>Quality</b>	Effort Feel the effect of work within the respondent

### 4. Discussion

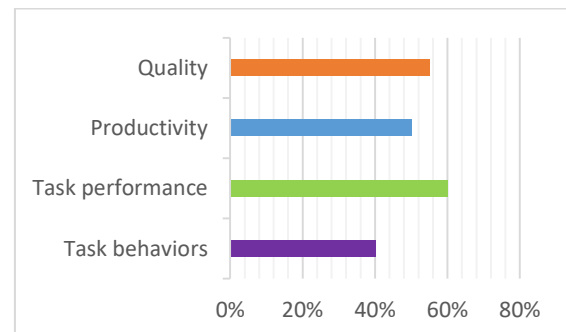
The results that have been obtained then done through achievement motivation counseling. Counseling on the respondents was conducted during six meetings with a one-week lag each session session. Respondents agreed with the contract of counseling conducted. The stages and progress of the counseling that has been done have its own dynamics, namely (1) attending, (2) agreeing on the purpose of counseling, (3) treatment agreement, (4) treatment application, (5) counselee evaluation and (6) termination.

The first stage of counseling that has been agreed by the respondent who in this case has become a counselee. Attending is done to be able to

provide a conducive situation for the counselee. This situation is important to make counsees able to participate in the counseling process without any inner pressure to change.

Graph 1. Before counseling

Method	Indicator	Information	Level
<b>Interview</b>	Task behaviors	Interpersonal behavior	Low
<b>Observation</b>	Task performance	Contextual performance	Low
	Productivity	Communication competence	Low
	Quality	Effort	Low



At the beginning of this counselee tells part of things that make him have a low performance. Conditions in the workplace that make counsees feel unable to interact with other colleagues. Mutually dropped with co-workers who felt counsel for this. The counselee initially has not been able to adapt to the counseling environment to begin to open up.

The second stage is to agree on the purpose of counseling. After a few days pause the second meeting took place. This is as support for counsees who in the early stages can start counseling well. The counselee does not hesitate to open up. The agreed objective is to encourage the counselee to perform better in the workplace. This is important to do because by showing the

achievement then automatically the customer will return counselee to be able to buy products produced counselee.

Figure 1. Agreement on the purpose of counseling



To build the strength of achievement for the counselee is realized by the counselee is very heavy. Because the problem in the counselee is low, then the other person becomes a self-fear in the counselee to excel. It is at this point that the counselee realizes that what is done has been self-defeating. The counselee realizes that the other person is not a problem for him, but it is himself who is the biggest problem in the low performance experienced so far.

At the third meeting stage is a counseling treatment agreement that will be used. Counseling during the previous two counseling meetings has been very good progress. The counselor is able to adapt to the discussion of counseling, able to open up and able to be determined for himself. So when entering the stage of selection of treatment can be chosen openly by the counselee.

The goal for achievement in the workplace becomes the benchmark for the growing counselee. The counselee chooses to accept the situation at work regardless of it. It is interesting here that in the thinking of the counselee has begun to look in different ways. This option is usually called in counseling cognitive change .

In the fourth stage of counseling is a treatment application. Reinforcement needs to be done by the counselor in changing the mindset of the counselee. The selection of motivational video shows as a reference in strengthening the counselee's mindset becomes a separate way for the counselor. Various video references that inspire and motivate others to serve as reinforcement. This is done after confident that the counselee is able to by itself think that the work performance is a benefit for himself.

In the fifth stage of counseling evaluation counseling is conducted. Anything that gives the

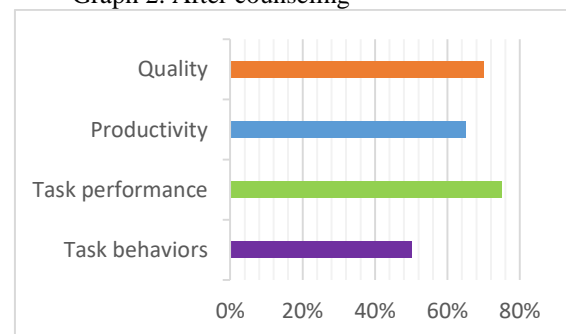
counselee good effect is explained by itself. The lack of counseling becomes mutually agreed. The shortcomings can be ignored if the counselee focuses on the advantages possessed. This evaluation is good for counselors as well as being useful feedback for the next counseling session.

Figure 2. Counseling relaxation



The final stage of the termination meeting becomes a meaningful moment for the counselee. Changes in the mindset to continue to perform is the strength of the inside of the counselee. Without a strong determination the counselee does not succeed in counseling. Self-reliance counselee is needed to decide his life. Inner strength makes the counselee able to survive in work situations that can provide an opportunity for achievement for him. Achievements are no less successful than those who work hard for the present and future life.

Graph 2. After counseling



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