REINFORCEMENT OF WORKING CULTURE OF NON CIVIL SERVANT RELIGIOUS COUNSELOR IN COUNSELING OF HINDUS SOCIETY IN GIANYAR REGENCY

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Abstract

Increasing the resources and progress of the Hindus in Gianyar regency seems to require a process, the government's efforts in improving human resources both in the field of development and religious education, all of which cannot be separated from the readiness of leaders in an organization in providing services. In the management of the field of counseling of Hindus by non-civil servant counselor, in order to create the strengthening of work culture, in the process of achieving progress, the increase of human resources in religious field, commitment and efforts from religious counselor to carry out their duties and obligations as public servants is a manifestation of karma marga. Efforts to improve intellectual education and counseling to Hindus done by the religious counselor continue to be improved in order to educate and promote the Hindus in Gianyar regency. This is done in accordance with Law no. 20 of 2003, article 30, paragraph 2 states that religious education serves to prepare students to become members of the community who understand and practice the values of religious teachings. Strengthening the work culture of the counselor makes efficient effectiveness, if the counselor has performed performance based on schedule. Organizational culture in a government or private institution that
is applied strongly and positively will make management efficient and effective, because it produces things like; values, behaviors, deliberations, and mission-oriented activities.

**Keywords:** Reinforcement, Work Culture, Non – civil servant counselor

### I. INTRODUCTION

Increasing the resources and progress of Hindus in Gianyar regency seems to require a process, the government's efforts in improving human resources both in the areas of development and religious education, all that cannot be separated from the readiness of leaders in an organization in providing services that can compete in the era global as it is today. The quality of a good leader is as the main basis in preparing human resources that are able to compete in the global world, of course, required professional management in the field of guidance of Hindus by Hindu counselors either, non-civil servant counselor or civil servant counselor.

The process of achieving educational progress especially in Gianyar regency has conducted non-formal education or called out-of-school education (*pasraman*), all of which cannot be separated and the work culture of leaders in an organization in providing services that can compete for the sake of Hindu people. The strength of the counselor work culture as fundamental in preparing human resources that can compete in the global world, of course, required professional management in the field of education, especially at the level of primary secondary education.

In the management of the field of counseling of Hindus by non-civil servant counselor, in order to create the strengthening of work culture, in the process of achieving progress, the increase of human resources in religious field, commitment and efforts from religious counselor to carry out their duties and obligations as public servants is a manifestation of *karma marga*.

Efforts to improve intellectual education with coaching the counselor of Hindus continue to be improved in order to educate and promote the Hindus in Gianyar regency. This is done in accordance with Law no. 20 of 2003, article 30, paragraph 2 states that religious education serves to prepare students to become members of the community who understand and practice the values of religious teachings. Section 3 states that religious education can be held on formal, non-formal and informal education.

Until now, the problem of counseling of Hindus in Gianyar regency especially in bureaucracy level is still very dilemmatic, meaning that the counseling of Hindu by non-civil servant is still in the form of theory and neat administration, but practically still not able to reach the hope of society, that it impacts on spiritual, socio-cultural and economic development. The number of non civil servant Hindu religious counselor is 65 people with the majority Hindu population and consists of 72 customary villages. To facilitate the performance of the Head of the Office of the Ministry of Religious Affairs of Gianyar regency, which is related to the counseling of Hindus, the non-civil servant officers were appointed based on the Kakanwil Decree of the Ministry of Religious Affairs of Bali Province No. 07 of 2016 on the appointment of non civil servant religious counselor of Hindu in the Ministry of Religious Affairs Gianyar.

For the transparency of officials within the Ministry of Religious Affairs, regarding the appointment of non-civil servant counselors for community development, the recruitment process is done by following the proper tests. Wages received by non-civil
servant counselors are very minimal not in accordance with the minimum regional wage (UMR) and the location of counseling is quite far from where to live. Thus, the religious counselor has a reference in running his swadharma as a religious counselor to conduct counseling to Hindus in Gianyar regency which is a region of culture and art, with the aim to increase religious knowledge and religious skills.

The reinforcement of the work culture is efficient, effective, according to Deal and Kennedy (Doradjat, 2015: 61) states that organizational culture in a government or private institution that is applied strongly and positively will make management efficient and effective because it produces the following: 1) The mutual value is socialized, animates the members and is an invisible force; 2) Employee behavior is unconsciously coordinated by informal forces; 3) Members or employees feel committed and loyal to the agency or organization; 4) the existence of deliberation and togetherness in terms of meaning as a form of participation; and 5) All activities are oriented towards mission or agency objectives or organization.

The non-civil servant of Hindu religious counselor is based on the Decree of the Minister of Religious Affairs of the Republic of Indonesia Number 164, Year 1996 on non-civil servant religious counselor referred to in this decree is the non-civil servant religious counselor of Hindu is the counselor of Hindus in the framework of mental, moral, and srada bhakti (piety) to The Almighty God. The non civil servant Hindu religious counselor is a prominent Hindu, pinandhita, sarathi banten who works in the field of ministry, guidance, and religious counseling to Hindus. Some of the tasks that are known to carry out religious guidance and counseling are community building through religious language.

The responsibility of non civil servant religious counselor is a heavy task that means the counselor is always ready to deal with the existing community in remote areas since Hindus are very expecting counseling as a reflection of life. Non-civil servant counselor in order to have the ability to adapt and persist in finding difficulties which is a challenge for the work of non-civil servant trainers where they are placed to conduct counseling to Hindus.

Decree of the Minister of Religious Affairs of the Republic of Indonesia Number 164, Year 1996 on non civil servant religious counselor indicates there are some things that should be implemented by the religious counselor in the framework of counseling to Hindus. First, obey all applicable legislation and regulatory regulations, and execute official orders provided by eligible superiors. Second, carry out the tasks as well as possible and provide good guidance to the community in accordance with the field of duty. Third, behave and act in a polite and courteous manner towards the community, fellow civil servant counselor workers, and their superiors.

While the community expectation is the performance of non civil servant Hindu religious counselor able to provide excellent service and optimal coaching and continue to the Hindu community in Gianyar regency, especially in the villages, given the social life of Hindus in Gianyar is full of religious activities and village with cultural and artistic perspective, with continuous guidance done by religious counselor, so as to minimize a crisis that exist in Hindu society, either among the people, between students and between youth. If there is a strengthening of the work culture of non civil servant Hindu religious counselor in providing guidance to Hindus, it will have a positive impact on the Hindu community in Gianyar regency.
While the reality in the field today shows that the counseling of non civil servant Hindu religious counselor in Gianyar has not been able to run optimally. This is due to several things. First, the process of counseling of Hindus in Gianyar area runs in a way that does not run in accordance with the standards set by the government. Second, the non civil servant Hindu religious counselor in giving face to face counseling is not maximal, it is just making monthly reports regularly, so counseling is only limited as theory. Third, the results of counseling by non civil servant religious counselor have not been able to show significant results, and the fourth, honorariums received is under regional minimum wage.

This can be an indication to show the low level of counseling by non-civil servant religious counselor. From this point of view can be seen that the non civil servant religious counselor of Ministry of Religious Affairs in Gianyar regency, as a counselor in charge of providing religious education in the community especially Hindus, should be able to understand the process and goals of education.

II. METHODOLOGY

The type of data collected in this study was qualitative data and supported quantitative data. Sugiyono (2007: 87) stated that the type of qualitative data obtained directly from the community whether conducted through interviews, observations and other tools is the primary data, while the type of data obtained or derived from literature materials is called secondary data.

Qualitative data is data that is not expressed in the form of numbers, but in the form of sentences, statements, or descriptions derived from informants, such as the Head of Counselor and People Empowerment Section, civil servants and non-civil servant religious counselor. The collected data was sourced from the results of observation, interview, and documentation were still in raw form, then the data would be selected and sorted, then was presented using sentences and the last step was conclusion.

Data analysis techniques through three activities, (1) data collection, (2) data reduction, (3) data presentation, and (4) or verification. These three activities are interrelated and an analytical tool that allows data to be meaningful.

III. RESULT AND DISCUSSION

a. Form of Reinforcement of the Working Culture of Non-Civil Servant Religious Counselors in the Development of the People.

A work culture that is positively formed will be useful, because every member in an organization needs a positive scope. The job as a non-civil servant counselor to provide guidance to Hindus in Gianyar Regency is a mission to promote and awaken Hindu people as religious people who must have a high sense of tolerance against other people in Indonesia. Weak strengthening of the work culture will affect the civilization of the nation or Hindus in Indonesia, especially in Gianyar regency, it can happen either, the differences of views, opinions, energy, or mind.

Reinforcing the work culture of non-civil servant religious counselors in Gianyar Regency needs time to change, so there should be improvements that start from the attitude and behavior of the leader, in this case either from the level of the central ministry as well as the regional ministry based on the regulations of the Minister contained in a Decree.

The formation of a strong work culture begins with the leader's level of awareness, because the relationship between the leader and the subordinate is crucial, the
context in which case the head of the Gianyar Regency Religious Affairs Office with non-civil servant counselors through discipline, openness, mutual respect and cooperation. Success in the organization (Ministry of Religious Affairs) begins with discipline by applying values, consistently in the application of rules or policies of the government will encourage the situation of openness, improve horizontal and vertical communication. The form of strengthening the work culture of religious counselors to provide guidance to the people, namely;

1) Cooperation or mutual cooperation
It is a joint effort carried out by religious counselors, between civil servant counselors and non-civil servant counselors, among non-civil servant religious counselors with communities or communities with the other community to achieve common goals. Cooperation arises when a person realizes that they have a common interest. Cooperation demands a division of labor and justice, so that the plan of cooperation can be achieved well to achieve common goals. Cooperation will grow stronger if there is a very tough challenge that must be given a solution. Forms of the cooperation are harmony, loyalty, the sense of belonging. With the cooperation of religious counselors will strengthen the guidance to the community, so as to change the existing human resources to improve the productivity of society.

2) Exemplary Counselor
Role model as a counselor is "leading by example; being a model, role modeling". The religious counselor who exemplifies the role of counselor becomes a real symbol of what they expect their followers to achieve "(1997: 98). The religious counselors set an example through the clarity of spirit and conviction through everyday actions, showing the extension of the counselor's exemplary behavior by showing the people what they should do, in providing appropriate coaching to do This example can be displayed in the discipline of time, full compliance with rules, procedures, duties and responsibilities.

Based on the above explanation can be concluded that role modeling is the behavior of religious counselors who provide guidance about good things in carrying out duties and responsibilities, as well as credibility and personal integrity as religious counselor trying to realize the vision, goals and objectives of the school.

3) Professional
Professional is a form of religious counselor in fostering the community through nurturing, caring, training, teaching, guiding, guiding, and leading. But the extension here is a human figure as a role model, which in various fields has advantages and privileges for having qualified as a counselor. Profession is a field of work based on skills education, certain vocational skills. It can be simply interpreted that the terms of the profession is a promise or provision that must be owned and implemented by people who have certain skills (including teachers).

All professions have their own professional characteristics, including positions that (may) you have today, teachers and religious counselors. Furthermore the profession of religious counselors is the basis of the preparation of all other professional activities. Cultivate a
special field of science. Members of a profession, especially the extension profession, master the discipline that builds their expertise specifically.

Subject counselor is a human who has the will, knowledge, emotions, and feelings and can be developed in accordance with its potential. Meanwhile, coaching is based on human values that respect human dignity.

4) Independence

Independence is an attitude or behavior and mental that enables counselor to act in conducting guidance in society freely, and beneficially, by trying to do something honestly, rightly on his own impulse, in accordance with his duties and obligations as counselor, so as to provide coaching which is very useful for the life of the people in Gianyar regency.

Non-civil servant religious counselors who have a soul of independence, namely; (1) have the ability to always try and have the initiative, (2) have the ability to perform the duties and responsibilities as counselor, (3) obtain satisfaction from the results of guidance done in the community, and (4) have the ability to solve all existing problems in society.

The core of counseling occurs in the process, namely the situation where there is dialogue between the communities in the direction desired by the counselor to be in harmony with the values that upheld the community. To strengthen the work culture of non-civil servant counselors in the guidance of Hindus can be done through.

b. Factors That Can Affect the Strength of Work Culture

1) Behavior of the Ministry of Religious Affairs.

Behavior in the form of a real action from the leader will usually be an important reflection for subordinates or officers in this case is the non-civil servant religious counselor to build a civilization of religious people, so that will create a consciousness that can mutually respect among religious people.

2) Institutional culture.

Each institution has a work culture that has been built long ago as a guide for the next generation. By having a strong work culture, will be able to build a solid institution to create good human resources, with good human resources will be able to advance a region or institution respectively.


By knowing the mission clearly, it will be known in full and clear a job that should be done by employees or non civil servant religious counselor as their obligations. To fulfill the obligation is to be a noble duty (swadharma) to build a State as well as a territory.

4) Leadership Role Model

Leaders should be able to provide examples of cultural morale to the religious counselor both civil servants and non-civil servants and other employees. With a high morale will impact on the progress of development that has been realized as the nation's progress.

5) Working Motivation

Every job needs encouragement to help solve problems experienced by a more innovative institution or Ministry of Religion. Success in solving the problem means that the leadership has been able to carry out management in a led institution, so that problems can be resolved. Implementing good management will facilitate performance in an
institution, and strengthen the working culture.

c. Function of Religious Counselor Work Culture

The function of the work culture in general is to build confidence or instill certain values of human resources, attitudes and consistent and commitment behaviors in getting a workplace in their respective working environment. The non-civil servant counselor conducts guidance to Hindus in Gianyar Regency with the following determination.

1. Having an identity (symbols and expectations) in this context the Religious counselor has the potential to do coaching, so that people feel proud and respect for the ability of extension agents.

2. Stability in the religious counselor organization, so internally all the people being nurtured feel calm and confident, and externally people who life together could feel togetherness.

3. Having the impetus is a motivation, so as to be the basis for achieving the goal of guidance of Hindus.

4. Commitment in the religious counselor organization, so as able as a catalyst in giving commitment to the implementation of various ideas or a strategic plan. Given a strong belief in reflecting certain values, for example; accustomed to quality work in accordance with standard, effective-efficient and productive work is the beginning of a good work culture, getting used to all work is a cultural strengthening for religious counselors to achieve the expected results.

The function of the religious counselors work culture is to build human resources, in order to behave in a modern way of working and communicate with others effectively and efficiently, so that embedded high work strengthening and discipline. By accustoming to quality work in accordance with the standard; therefore, the non civil servant Hindu religious counselor become a valuable and useful officers, can provide added value for other people or the community being fostered.

Work culture has a very important role in supporting the creation of an effective government organization, can play a role in creating identity, develop the personal participation of religious counselors to present guidelines for the counseling material. Culture of work is determined by the values adopted by religious counselors, the values within a government organization are determined by the values adopted by the religious counselor itself.

Building a culture takes time because it is structured is a human attitude and behavior. Need a role model, need consistent top management. When a government organization undergoes a good transformation of spectacular growth, then the culture of the religious counselor changes slowly.

IV. CONCLUSION

The form of reinforcement of the work culture of non civil servant Hindu religious counselor of the Ministry of Religious Affairs of Gianyar Regency in the guidance of the Hindu community in Gianyar Regency shows the following matters; (a) the existence of cooperative and mutual cooperation attitude, cooperation between civil servant counselor with non-civil servant counselor and others, among non-civil servant counselor with society or society with society to achieve common goal; (b) the exemplary of religious counselor, performing the task as an exemplary form religious counselor is a way that can be done by religious counselors in providing guidance to the community to provide religious education based on the
vision and mission of religion; (c) professional, profession is a field of extension work based on skill, certain vocational skills education.

Factors that may affect the strength of the work culture are; Behavior of the Ministry of Religious Affairs; Institutional culture; Mission Clarity within the Office of the Ministry of Religious Affairs; Exemplary Leader; Work motivation.

The function of the religious counselors work culture is to build human resources, in order to behave in a modern way of working and communicate with others effectively and efficiently, so that embedded high work strengthening and discipline. By accustoming to quality work in accordance with the standard, the non civil servant Hindu religious counselor become a valuable and useful staff, can provide added value for other people or the community being fostered.

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