

TRANSMISSION OF EMBEDDED SKILLS IN MINANGKABAU SOCIETY: AN ANALYSIS OF BEST PRACTICE OF MINANGKABAU MIGRANTS

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Abstrack

The ethnographic study describes the transmission process of embedded skills within the culture of Minangkabau migrants to explore the cultural domains, taxonomy, components and themes. The study was conducted through three stages, that is, grand tour observation, mini tour observation, and participant observation, involving a number of key informants from the five municipalities of the DKI Jakarta Province, all of whom were working as traders. The focus of observation was on cultural events and the informants' interactive behaviors. The findings show that transmission of embedded skills occur in the family, clan, and the nagari, and though collaborative work particularly among economically powerful migrants. This indicates (1) the importance of the family, clan, and nagari, in the transmission of embedded skills; (2) the importance of legitimate, rewarded, and expert power for the establishment of leadership, which is taught by the uncle and father in the established migrant group; (3) the importance of consent from the family and clan in determining the migrants' success; (4) the importance of partnership, internship and organizational system in the transmission of embedded skills; and (5) the importance of parental and entrepreneurial patterns in cultural internalization.

Keywords: *Leadership, Embedded Skills, Decision Making, Best Practices, and Cultural.*

Education for life in society is an effort to survival in facing challenges and practiced in everyday life by every tribe, whether consciously or unconsciously. Likewise with the implementation of life skills education or life skills (life skills) for the Minangkabau community in the area of origin and overseas. Minangkabau Immigrant or better known as "Padang Perantau". Padang is one of the overseas areas outside the Minangkabau region. The indigenous Minangkabau tribe consists of three luhak (regions): Agam district, Lima Puluh Kota district and Tanah Datar district).

Every young person who wanders has the belief that in a new place there will be Minangkabau people who will help, accommodate and provide experience or provide education. Minangkabau Immigrant community participation in

organizing life skills for Minangkabau communities that exist in overseas is done through education and life skill experience.

The activity of providing education and life skills experience, especially in trading is a skill inheritance consisting of cultural values in the Minangkabau immigrant community conducted by Mamak (Uncle) and Bapak as a successful or established resident, both in trade and in other work. The inheritance of such skills is a culture of Minangkabau immigrants who can be seen as "best practices" in people's lives.

In order for the cultural values adopted by the community to be useful in life, management, both government and society, is required to achieve efficiency and effectiveness in the empowerment of all potentials in society

Culture and Learning

In society, culture is seen as a habit or tradition that has value and is related to work in life. Culture is an integral part of society's life consisting of language, values, symbolic meanings, technologies and tools to achieve goals (David, et al., 1988: 58). Values as cultural events are very important in studying one's behavior, because values can be used as a basis for understanding one's attitudes and motivations. Values as concepts that build behavior that takes into account individual or group circumstances (Yukl, 1989: 189). Values are very important in organizational behavior, because values are the basis for understanding attitudes, perceptions, personality and motivation (Robbins, 1984: 9).

In social systems, culture is influenced by organizational life. Organizations can be viewed as systems of cooperation of two or more persons, who work together to achieve a goal. According to Herbert A. Simon the organization is a complex pattern of communication and other relationships within a human group (1997: 26). Furthermore, according to Marquard organizational culture is the thoughts and actions embodied in worship, religious ceremonies, ideologies and values mutually agreed in the organization (1996: 69).

Viewed from the definition of organizational culture that has been stated above, it can be expressed several aspects that belong to the culture of the organization, among them; First, renewal. Secondly, work culture orientation and balance. Third, orientation towards people as orientation towards individual. Fourth is the orientation of the results. Fifth, more detailed attention with supervision and six, group orientation in the form of cooperation. The established monarchs function as fathers, mamak (uncles) and as members of folk in a nagari have an obligation to guide the child's nephew in achieving a better life, that is to pass on skills to newcomers. Efforts in the inheritance of such skills as an activity of returning generations to the next generation, as they are treated like that also from the father, mamak or uncle and the person in whom he was born. Awareness of well-established migrants to learn newcomers on the basis of mutual ownership and pain and pleasure as the value and conduct of Minangkabau.

A well-established Minangkabau resident provides experience related to skills in trade to newcomers conducted in familial relations, regardless of the tribe and country of origin of newcomers. Amir stated that the Minangkabau people have a high responsibility for the implementation of learning activities, both morally and materially (1985: 92).

The term "established" is defined as nomads who have successfully overseas in getting a decent life. So it can be said that "established migrants" are people who have succeeded in running their business overseas. Minangkabau Immigrants in general are men who are free to go wander wherever he wants. Wandering for the Minangkabau youth is a means to prove to himself and others that he is able to earn money and stand on his own feet (1984: 12).

In Minangkabau culture, for Minangkabau immigrants who have been successfully materially monitored have an obligation to organize learning activities for Minangkabau youth who wish to wander. In addition to Minangkabau migrants, wandering activities can be regarded as a "school" that leads them to maturity and success in overseas that determines whether the nomads can graduate from the school, so that they are seen as useful Minangkabau citizens.

Learning as the activity of transferring knowledge and skills possessed by someone to others, whether done in formal education, informal and nonformal. According to Glenn the concept of learning in general can relate to behavior through a series of experiences (1974: 12). While on the other hand Gagne states that learning is a process to help people learn or manipulate the environment, thus providing convenience to people to learn (1979: 3). Furthermore Smith added that learning as a process of transferring information or knowledge and learning activities to achieve learning objectives (1993: 2). On the other hand Miarso adds that learning is an attempt to manage the environment deliberately so that a person can form himself positively under certain conditions (2004: 528).

To understand the learning process, please note some of the elements contained in the concept of learning. Dick and Carey put forward several key elements in learning, including: first, pre-teaching activities. Secondly, the provision of information. Third, the participation of learners in the form of exercise and giving feedback. Fourth, the provision of tests for the achievement of learning objectives. And the fifth, the provision of follow-up in the form of enrichment and remedial (1990: 186). While Reigeluth, et., Al states that the main components of learning are situations, conditions, teaching materials, strategies and learning outcomes (1994: 11-14).

Furthermore, to achieve the effectiveness and efficiency of learning can be done: first, less meaningful learning that is focused on achieving goals without involving students and goals to be achieved. And second, quality learning is learning that prioritizes the needs of students, parents, community and government, so that learning is more meaningful.

Context of Living Skills inherent in Community Culture (embedded skills)

Educational delegation in Indonesia is done through school education and non-school education. Non-formal education as an education that occurs in the community consists of non-formal education and informal education. Non-formal education is a method of assessing the needs and interfaces between adults outside school in developing communication, motivation, participation, learning, skills and behavior in activities related to increased production in improving their standard of living (Richard 1977: 8). Coombs sees non-formal education as an adult education, continuing education, on-the-job training, acceleration training, job training and widespread service to the community (Suzanne, 1979: 12). While Sudjana sees non-formal education as an organized and systematic activity outside the school system, which is carried out independently and serves learners to achieve learning goals (2004: 22). According LaBelle nonformal education as the basis for the community working in recreational studies and social work groups. Learning in the society can be said to be a fundamental behavioral change that occurs as a result of experience (Steers 1985: 285).

By looking at the definition of non-formal education above, it can be said that non-formal education is an out-of-school education in the form of adult education, training in work, services to the general public to increase their income through the process of learning in an organized and systematic, both organized in institutional by the government Or not institutionalized by the community.

Human life in society is generally centered on a network of social relationships in the form of individual personalities, family, friends in schools, colleges, workplaces, good culture and other larger institutions in society. Granovetter states that human life in society embedded (embeddedness) in the field of economy, politics, and human activity in the form of social relations.

Embedded skills (embedded skills) are special abilities that group members possess to accomplish tasks, and those abilities are passed from one generation to the next. Embedded skills (embedded skills) as one process provides experience in the form of skills to a person, often done in the organization. The inherent skill is also called "job embedded learning" is learning while working that practices a useful experience for themselves as well as others.

"Job-embedded learning" or On-the-job training is a combination of internships held in the classroom as well as in their homes to build learning and training methods (Candoli et al., 1992: 174). In the learning activities, basic skills given to a person can be seen from the time of full implementation and allocation of the time specified in each learning held in the life of school communities and communities outside the school.

Critical Aspects of Learning Management Survival Leadership

Leadership exists in organizations, from business organizations, educational institutions, hospitals, political organizations and so on. Leadership is

the process of influencing individuals or groups in an effort to create situations to achieve goals. James A.F. Stoner, et al., Has suggested that leadership as a process of directing and influencing activities related to the task of group members (1996: 161).

The elements contained in the definition of leadership consists of: first, efforts to influence the people to achieve goals, second, take initiative (initiative) to move subordinates in work, third, affect the activities of the people to make the formulation and achieve goals, the fourth , Carry out the problem-solving process, the fifth, carry out the task of direction and coordination of activities and the sixth, execute the power.

Power (power) owned by a leader is very influential on the work life of subordinates in working to achieve organizational goals. Power is a real thing in organizational life. The sources of power are: (1) the power of expertise, (2) the power of the referent, (3) the power of legitimacy, (4) the immovable power, and (5) coercion. Thomas S. Bateman and Scott A. Snell see the sources of power consisting of: (1) the power of legitimacy, (2) the power of reward, (3) coercion, (4) the reference power and (5) the power of expertise (2002: 383 -383).

From the sources of power which have been advanced by the experts above, can be grouped the source of power for a leader, including: (1) coercion, (2) authority, (3) power of legitimacy, (4) power of reward, (5) charismatic power , (6) the in-formation power, and (7) the connection power,

In addition, the effectiveness and efficiency of leadership can not be separated from initiative (initiative). In general, working on tasks in large-scale organizations requires initiative, problem-solving skills and support from peers. In another section Blake Mouton describes the effectiveness of leadership consists of six basic elements, namely: initiative, investigation, suggestion, conflict resolution, decision making and giving criticism (2001: 90-91).

From the view of the experts above, the initiative can be viewed as something the ability possessed by a person to strategize in the face of all challenges and something that facing the achievement of goals, both individual goals and organizational goals. This strategy is the ability of a leader to explain and identify the targets to be achieved organization, and have the power in planning in accordance with his views to compete with other organizations.

Decision-making

Decision-making as an activity to select some of the best and most beneficial alternatives for organizations and individuals. Selection of these alternatives leads to how an organization's activities can run in accordance with predetermined goals. Dale Mann points out that the most important thing in decision-making is the event of selecting some necessary action from several alternatives (1975: 20). In the decision making of many models used, Arnold and Feldman put forward the classical model and behavior. While Moberg and Brown

put forward a rational and irrational model. On the other hand Hoy and Miskel see the classical model, administrative model and additional model (1987: 102).

In the decision-making process, a decision maker is involved in the selection of alternatives. While the decision-making model can be grouped in three models including: (1) classical model, (2) administrative model, and (3) additional model.

Minangkabau Immigrants

The concept of wandering can be seen as the activities of people who go and move around to seek a better life in other countries or in other areas. Tischler sees migration as a population move from one region to another and the population lives there (1983: 518). While David sees wander as an activity of moving people from his home region to other areas, from one country to another and they settle everywhere (1989: 474). The abandoned wandering is not a permanent displacement, but a temporary phenomenon whose purpose is to make the home country a better place to return. Migration or wander is a migration of people from one place to another, which has many possibilities among them; Change of residence within relatively close distance, temporary move, movement from one region to another or the movement between countries.

In Indonesia there are a variety of nomads ranging from tribes that exist, as well as among nations. Wander within the boundaries of a country of origin known as the local migration. While migrating between nations known as international migration (international migration). Such as the well-known Chinese nation in almost all countries of the world known as "overseas Chinese" (overseas Chinese) ie Chinese overseas Who is a Chinese citizen.

Minangkabau in general are men who are free to go wander to wherever he wants. Merantau for Minangkabau youth is a means to prove to himself and others that he is able to earn money and stand on his own feet.

Best Practices

"Best practices" as a community-ready experience to develop their lives or as the best and most excellent skills that can be used to improve the quality of life. Furthermore, it can also be seen "best practices" as techniques and research methods related to the experience of ready-made and proven, reliable to achieve something desired. In Wikipedia encyclopedia explained that "best practices" are reliable techniques, methods, processes, activities and encouragement to achieve results (2007: 12).

Furthermore, seen from the "best practices" in society in general is all forms of techniques, methods, processes, and activities are most good and very useful for community life, both in the environment itself and for others. Or "best practices" can also be defined as a very effective and efficient way to accomplish tasks in repetitive procedures that prove for a long time.

Cultural Internalization

In an organization there are always quality changes in accordance with the needs and expectations of society, both in terms of life individually or in groups. The results of research in the field of integrated quality management psychology (TQM) in several different organizations found nine key factors of work motivation, among which are: (1) recognition, (2) fairness, (3) equality of rights, (4) mutual agreement, (5) intermediaries, (6) rationality, (7) development, (8) group dynamics and (9) internalization (Cartwright, 1999: 43).

Durkheim notes the moral internalization in the life of society through education and morals in general through social life. Internalization through social life is very efficient in monitoring the deviant behavior, either unconsciously or directly supervising oneself and as a result many people adjust to the norms prevailing in the life of society.

In the individual personalized individualization in each person is adapted to the behavior in society. Moreover, how to develop a person's trust in involving himself and how he should behave is described as the internalization of the norm. Adjustment of one's behavior in public life is one of the needs in social reality, both in economic and socio-cultural improvement. In an effort to improve one's economy, especially in the field of trade try as much as possible to develop their business toward better by developing market and looking for new market.

The ability to search for new markets or find a market gap and maintain market share is a strategy in marketing management. While David, et al., sees in the marketing strategy, an entrepreneur must be able to seize a larger market of products in circulation through market saturation and market penetration or be able to develop new markets.

From the concept of cultural internalization which has been stated above can be deduced that internalization as an activity of change by growing values, norms and culture in a society by using education and learning system to improve one's life in society, both as an entrepreneur and in other work

Research methods

The method used in this study is a qualitative method of research procedures that produce data from the phenomena, events and behavior of natural persons observed, both oral and written. Anselm Strauss and Juliet Corbin stated that the term qualitative research is intended as a type of research whose findings were not obtained through statistical procedures or other counts (1990: 17). While Steven states that qualitative research as a procedure that describes data from the behavior of people in the form of words (1984: 5).

This method of research is subject to the type of ethnographic study, which focuses on research studies on the cultural events and behavioral interactions of the subjects studied.

Data Collection Procedures

The data collection procedure is done through, firstly, selecting key and key informants, second, participant observation, and third, documentation study. Data recording takes place in two forms, firstly, performing data recording at the research site, and secondly, recording data from the field with activities: (1) making reconstruction of field notes, (2) sorting questions based on temporary focus, (3) Record and code the observation format, and (4) review and re-group the results of the interview.

Data analysis

Ethnographic analysis as an activity to examine the cultural part, the relationship between the part and the people as a whole. In analyzing the data, the researcher uses Spradley's recommended steps; (1) field analysis, (2) taxonomic analysis, (3) component analysis and (4) theme analysis.

Data Validity Check

The data validity checking in this study uses several techniques, among which are: (1) data accuracy (2) data transformation, (3) data collection procedure and (4) data confirmation.

RESULTS AND DISCUSSION

Culture of Minangkabau immigrants

In order to develop a trading business for Minangkabau migrants, it is essential that people who have skills in trade, or people who have the ability to trade. To obtain these criteria, well-established migrants have a forward-looking strategy to find suitable people to assist their businesses and at the same time to meet the needs of newcomers, both from their own families, tribes and nagari.

In addition, it has become a commitment for established settlers to estimate the needs of the organization and the needs of newcomers, in order to assist and guide young people from their hometowns. This is a habit for established settlers conducted from generation to age up to the present day, because of these habits as the good values embedded in the well-established personalities of immigrants.

Behavior mentioned above, is a habit carried out by Minangkabau immigrants community, both in Ranah Minang and those in the overseas as a strategy used Mamak and Bapak to develop the ability of nephew and children in getting a better life in the future come. The values and behaviors of the established immigrants are Minangkabau cultures who are seen as a process of fostering newcomers to meet the social and economic needs pursued through their skills, job vacancies, work expansions and future labor market forecasts.

Leadership of the Immigrants

Well established Minangkabau

The initiative of the Minangkabau nomads can be a motivation and a passion for developing newcomers, one of which is creating learning activities. This can be said as the process of growth and development of initiatives in controlling strategies for the achievement of results so expect newcomers to be independent. The learning activities are more focused on efforts to improve the economy and create new markets for Minangkabau Immigrant and as well as the initiatives used by well –

Teach newcomers.

In addition, established settlers have power (power) that can be used in coaching newcomers, resulting in compliance through organizational activities. The sources of power possessed by established Minangkabau settlers consist of: first, the power of legitimacy, ie the source of the well-established resident power derived from the recognition, approval and acceptance of his position, whether as an official in a private company or in government. Secondly, the power of rewards, in which established immigrants can provide rewards according to the needs and work of newcomers. And third, the expertise of expertise, ie the established immigrants have the knowledge, skills and technical ability to teach newcomers.

The recruitment of the newcomers is done by established Minangkabau settlers through their initiatives and powers. The process of coaching newcomers is done by cooperative efforts between well-established settlers with family, tribal, and nagari leaders by communicating the types of jobs and vacancies and positions that must be met within the organization of the company.

Decision Making Process

Deliberation and consensus as an activity in managing learning strategy, between fellow well-established nomads, family leaders, tribes and nagari. Minangkabau established troopers have a role in decision-making that starts from tribal groups, nagari as well as in Minangkabau immigrant organizations. This is motivated by the ability, experience and awareness of well-established observers to participate in the social life of the nomads and the development of the Ranah Minang community.

In the decision-making by the established Minangkabau settlers, tribal and nagari groups are used as sources of information and data that can be considered in solving problems faced by Minangkabau communities in the overseas as well as in Ranah Minang and this can be used as a strategy to integrate decisions between ethnic groups and nagari, resulting in decisions Which is approached by Minangkabau individuals, groups, organizations and communities.

Inheritance Process of Inherent Skills

In organizational training activities, the inheritance of skills to new employees can be done naturally in the form of learning while working which is known as inherent skill inheritance. Inherent skills often referred to as "job-embedded learning" is learning while working by practicing useful experiences for themselves as well as others.

The learning process conducted by Minangkabau long-term observers in fostering and educating newcomers is realized in the activities of duty, apprenticeship and organization. Partnership (partnership) as a strategy of cooperation made by two people or many companies in the field of trade for profit. While in the apprenticeship system, newcomers work while studying with the guardians of a samang who earn wages or salaries and simultaneously educate newcomers. Furthermore, the newcomer learning system is also in the activities of migrant organizations, both ethnic groups, nagari and Minangkabau nomads as a whole.

Internalization of Minangkabau Immigrants Culture

The development of newcomers by Minangkabau migrants is done by providing the opportunity to develop their ability to stand on their strengths and abilities or promote new entrants to larger companies. Activities to open a business in accordance with the capabilities of new entrants and this activity leads to entrepreneurship (entrepreneurship). Entrepreneurship is the creation of self-employment by new entrants in trading companies. Promotion is made when an accomplished employee can be promoted and transferred to other work to develop their abilities.

Parental lifestyle as a form of patrilineal life has become a culture of nomadic society, the principle of matrilineal culture little by little has shifted in the social life of Minangkabau nomads. The role of mamak who has authority over women and children abandoned you as urang sumando. For the clan, this parental system will be of great benefit to the urang of the sumando to be prepared and pushed into urando niniak mamak (penghulu), which, in addition to being responsible for his own batih family, is also expected to help his wife's family. While viewed from the father as urang sumando have obligations to his children namely; Guarantee the needs of their children's lives, be responsible for the education of their children.

CONCLUSIONS

In general it can be concluded that the process of inheriting life skills to newcomers in Minangkabau immigrant communities can be explained among others: first, values in Minangkabau immigrant culture are practiced in the inheritance of life skills through family, tribe and nagari. Secondly, the Minangkabau ImmigrantMinangkabau leadership in learning newcomers comes

from the initiatives and powers of the well-established monitors. Third, decision-making by Minangkabau immigrants in helping newcomers through deliberation and consensus. Fourth, the inheritance of embedded skills by established Minangkabau settlers to newcomers through joint activities, internships and organizations. And the fifth, internalization of Minangkabau culture through the parental system and entrepreneurship.

SUGGESTION

Based on the conclusions, the suggestions can be put forward as follows: first, in order to achieve strong cooperation between individuals and families, tribes and nagari in need of coordination between established settlers with the organization "Gebu Minang". Secondly, to streamline and simplify the learning process of newcomers in the Minangkabau immigrant community, the participation of well-established monitors with power in government and private institutions is required. Thirdly to obtain qualified personnel, a careful understanding of the will, knowledge, and skills of newcomers is required. It is hoped that West Sumatera local government established schools that provide experience in trading. Fourth, the system of inheritance of skills to new entrants in trading activities in Minangkabau immigrant communities illustrates the occurrence of non-formal education processes that need to be managed professionally in the form of out-of-school education management. It is therefore expected to the Ministry of National Education through the Directorate General of non formal and informal education to manage non-formal education in the field of trade. And the fifth, the diminishing role of mamak in overseas in developing child nephew (newcomers), it is necessary to develop the role of Urang Sumando Niniak Mamak (husband of non-Minang origin). It is expected that businessmen Urang Sumando participate in the development and development of new Minangkabau entrants into a businessman.

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