

# Development Study Of Coaching Model In The Effort Of Providing Work Skills For Correctional Institution Inmates In Women Correctional Institution Class Iii Kendari

**Asruli**

Program Magister Of Management High School of Economic Science of Enam Enam Kendari, Indonesia

**Ibnu Hajar**

Faculty of Economics and Business, Halu Oleo University, Indonesian

**Bahana Adam**

Faculty of Economics and Business, Halu Oleo University, Indonesian

**Abstract**— This research aims to analyze the model of development in women correctional institution in the effort of providing work skills for correctional institution inmates and develop coaching model in the effort of providing work skills for correctional institution inmates in Class III-Women correctional institution Kendari. Results of the research show that prisoners' behavior development in Class III-Women correctional institution focus on personal and self-reliance development as well as the facts show that women prisoners' behavior was getting better and the coaching was implemented appropriate to the provision of the Ministry of Law and Human Rights of the Republic of Indonesia. Also, it is necessary for the correctional institution to develop a coaching model by making cooperation with training institutions and higher education.

**Index Terms**— Model, Skill Development, Women correctional institution

## 1 INTRODUCTION

Class III-correctional institution Kendari is a unit of special use in the field of Class III-Women correctional institution particularly for women which is directed to directing and concern outside the women correctional institution. There are 92 prisoners in the Class III-Women correctional institution Kendari which its capacity is for 181 people. This number is not exceeding its capacity. Types of criminals leading women to be taken to life in the prison are drug addiction, mockery, general mistake, criminal violations and others.

Coaching for women prisoners is not a simple task since one is being a prisoner not caused by guilt from outside but by other world mental variable, as a result, it gives disadvantages. This identity is formed by damage and socialization. From this socialization, correctional institution is asked to be able to return the prisoners to the community by good and appropriate preparation. This is in line with a conclusion given by Atmasasmita (1984).

There are several efforts to minimize level of guilt, mainly to improve quality of human assets, taken by Class III-correctional institution Kendari. This can be proven by a number of activities which are developed by the prisoners by restorative teaching as facilitators in which there is guidance for the prisoners to be more involved and coordinated leading to prosperous life. One of the correctional institution facilities giving actualization to the women reinforcement programs for

prisoners is the Class III-correctional institution Kendari. This institution formerly related the same prisons. Forms of coaching given are limited to cooking and sewing training which seem to be not ideal to create skill for women prisoners. Currently, the Class III-correctional institution Kendari is independent. Though the organizational structure is unique, physically it still relates or has one entrance with Kendari correctional institution such as office corridor building, mosque, church, officer work place and others

Coaching for women prisoners is one of the women reinforcement programs. One of the coaching programs taken by Class III-correctional institution Kendari for its women prisoners is skill improvement movement by preparation. The preparation serves a role in developing certain necessary skills by the community in order to reinforce the community in the effort to improve life quality. Regardless from this issue, in involving inmates, certainly it is not only preparation, but must have follow-up in order to be concrete activity in a gradual and sustainable manner.

This direction is in the context of reinforcement programs designed to encourage superior and more valuable changes. These programs generally concentrate on developing prisoners' abilities and behavior. Several practices in the field of skills for the purpose of work were undertaken to equip prisoners with capacities or possibilities so that they could be

properly created. This work directive action aims to develop prisoners' capacity. Preparing for the practices is very important because it is useful to expand information or abilities, especially for those who are planning to enter job fair. So that the capacity will always be maintained in order to secure attendance or career advancement.

The main objectives of this study are as follows: (1) To analyze the form of coaching in the women correctional institution as an effort to provide work skills to the Class III-Women correctional institution inmates Kendari, and (2) To develop a Coaching Model in an effort to provide work skills for Class III-Women correctional institution inmates Kendari.

## 2 LITERATURE STUDY

### 2.1. Prisoner Coaching According to the Law of Corrections

By corrections as a law enforcement institute, the minister is entitled to conduct coaching of the prisoners. This is in line with the Article 7 (1) Article Number 12 December 1995, as an instruction for prisoners to be held by the minister and taken by the correctional institution officers. Also, in the Article 8, correctional institution officers as referred to in the Article 7 Paragraph (1) are the law enforcement officers having responsibilities of carrying out tasks in the fields of coaching, monitoring and guidance for correctional institution inmates. Correctional institution situation must have a sense of a peace and secure family.

Regulation of the Government Number 31 of 1999 concerning Guidelines for Correctional Officers; According to Article 1 paragraph (1) Regulation of the Government Number 31 of 1999 concerning Guidance and Guidance of Correctional Officers states that coaching is: "Coaching is a project that aims to improve the quality of service, knowledge, attitudes and behavior to God the Almighty, professionalism, strength activity, physical, and mental health of the prisoners and education regimens".

Meanwhile, according to Article 1 paragraph (2), the coaching is defined as: "Coaching is providing requirements to improve the quality of customer discipline, devotion to God the Almighty, intellect, attitudes and behavior, work, physical and mental health".

The women coaching process to help the prisoners is carried out through several stages of coaching. Article 7 paragraph (2) of this government regulation stipulates that the development stage is divided into three stages, namely initial stage, advanced stage, and final stage. Transfer of guidance stage from one stage to another is based on the results of the correctional group meeting, which is obtained from the data for the correctional supervisor, prison guard, social consultant and prison officers.

The correctional institution functions as referred to in Article 3 Law of the Corrections are to prepare the prisoners to

integrate with the community in a health manner so that they can return to be the member of the community freely and have responsibilities. The health integration means as to recover the relationship between correctional institution inmates and the community.

### 2.2. Goals of the Prisoner Coaching Prisoner Coaching

Sahardjo declared in the Conference of Correctional Institution Lembang Bandung in 1964 that the sentence is being into prison, Indonesia started to deal with prisoners. Therefore, ones as prisoners will not be surprised but they will be trained and socialized. The name of prison is changes into correctional institution. In some cases, dealing with prisoners is more human, prisoners are not seen anymore as objects but as objects of requirements.

To gain self-awareness, you have to know yourself. Self can change a person to be better, more advanced, and more positive. Without knowing oneself, it is too difficult, or even impossible, for a person to change himself.

The purpose of coaching is to correct which can be divided into three things, namely:

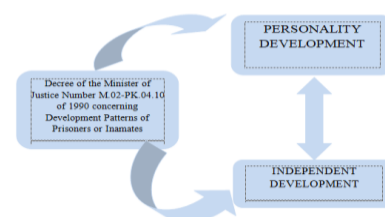
1. Stop committing crimes after leaving prison,
2. Become a useful person and play an active and creative role in building the nation and state,
3. Have ability to approach God the Almighty and obtain happiness in this world and the hereafter.

## 3 CONCEPTUAL FRAMEWORK

### 3.1. Conceptual Framework

The study focus is on the skill development for prisoners. Juridically, to determine the successful implementation of the Class III-Women Correctional Institution Kendari is by determining the success of the existing plans, researchers can refer to the Decree of the Minister of Justice Number M.02-PK.04.10 as a guideline or prisoners in the method. Therefore, in this study, the coaching model adopted by this phenomenon includes two types of coaching, namely: personality development and independent development. The following is the conceptual framework of prison trainers in Kendari City. The following is the framework for the development concept in correctional institution Kendari City.

Figure 3.1. Conceptual Framework



According to the conceptual framework of this research, the development of female prisoners includes:

1. Personality Development
  - a. Cultivating religious awareness including worship activities based on their respective beliefs.
  - b. A national awareness celebration is held every 17th of every month to raise nationality and national awareness.
  - c. Developing intelligence - course and training skills.
  - d. Social coaching and integration. The plan is implemented in accordance with Regulation M.01 of the Minister of Law and Human Rights of the Republic of Indonesia. PK. August 16, 2007, April 10, 2007, which involved an assimilation clause, parole.

2. Self-reliance Development

Self-development focuses on job skills, including:

- a. Knitting Training
- b. Beauty
- c. Hydroponic manufacture
- d. Sewing
- e. Culinary

The development of prisoner counseling is a process of a series of activities carried out in a planned manner. The aim is that prisoners have the knowledge and ability to carry out life activities independently physically, economically and socially, as well as to fulfill their daily needs in the community. Get changes for the better and more useful.

## 4 RESEARCH METHOD

### 4.1. Research Location and Time

This research has been carried out in the Class III-women Correctional Institution Kendari. The reason for choosing the location of this research is to determine the extent to which Class III Correctional Institution provide skills training for female prisoners so that when they return to society, they can develop the skills they have acquired in prisons through the courses they undertake.

### 4.2. Research Informants

This research requires several sources called as research topics / samples. Object of the research or information provider is a person who can provide information. In another sense, the reporter can be referred to as the defendant. The technique of determining the informants used by the author in this study is purposive sampling, which means that the method of obtaining informants (namely people who correctly recognize or trust) is deliberately adopted, at the same time, in order to obtain qualitative data, the researcher uses the snowball technique. In combination, the authors first determine that a person is an informant. Then, that person will show us to make

him an informant. It is continued until obtaining available sufficient data or information for the research.

The selection of informants was made to people who were directly involved and knew about the development of prisoners in the field of work guidance at the Class III-Women Correctional Institution in Kendari City. These informants used as the source of this research namely prison officers. Based on the considerations for selecting informants, in this study the key informants are:

1. Head of the Women Correctional Institution Class III Kendari
2. Head of Development sub-division

As for those who regard as the supporting informants in this study, are:

1. Staff of the Women Correctional Institution Class III Kendari
2. Women Correctional Institution Class III Kendari inmates

### 4.3. Types and Sources of Data

Sutopo (2006) stated that data types are grouped based on their type and position, from the most obvious one to the vaguest one and from the most involved to the secondary ones. The main data source in qualitative research is qualitative data. The qualitative data is the value of changes that cannot be expressed in numbers; preferably qualitative data is through changes that can be expressed in numbers.

Based on the above assumptions, the data in this study are raw data, namely data obtained directly from assistant data with skill data, namely data obtained indirectly. The data sources of this research are as follows:

#### Primary Data

The main data includes the results of interviews with informants (respondents) who are directly involved in the research questions, namely: the Director of the Head of the National Executive Committee, Development of Sub-division, prison staffs and female prisoners.

#### Secondary Data

Secondary data is data obtained from existing sources (Sutopo, 2006). Auxiliary data is used as a support to find real facts. Auxiliary data is also needed to complete the information to match the data obtained from the field.

### 4.4. Data Collection Methods

This study uses data collection methods in three steps (Sugiyono: 2010), including:

1. Getting in: This is the process of entering a research site.
2. Getting along: The process of entering the research location, the researcher will try to build trust with the informants while studying the site, so that they can provide the

information needed by the researchers when studying the data

3. Logging the data: The process of collecting data information interview, observation and documentation

## 5. RESULT

### 5.1. Coaching Model in Women Correctional Institution in The Efforts of Providing Work Skills for Inmates in Class III-Women Correctional Institution

The work development program for the prisoner empowerment is guided by the Decree of the Minister of Justice 1990: M.02-PK.04.10 There are two types of coaching models for prisoners or ways of coaching prisoners, namely, personality plan and independent plan. The plan aims to bring prisoners closer to God and make prisoners more productive namely as efficient and independent person. The following is a description of results of the analysis and discussion of empowerment plans for each of the plans for personality and self-reliance development.

#### Personality Development

The first stage or awareness and behavior formation stage is a preparation stage of the empowerment process. In this stage, the Women Correctional Institution Class III Kendari officers serve as an actor attempting to create requirements by providing programs related to awareness and behavior of being religious.

The second stage namely transformation process of knowledge and skill proficiency can be taken appropriately if the first stage has been conditioned. The inmates will take learning process on skill knowledge having relevance with the requirements. The personality development programs are:

#### a. Development of Religious Awareness

In the process of religious awareness, all of the inmates in the correctional institutions are taken based on their respective beliefs. The correctional institution provides space for praying for Moslems, and also space for worship for other religions. For example, rooms used as church for Christians to worship every Saturday and Monday, and for Buddha and Hindu, there is also room for worship.

Development plan of religious awareness has good impacts for prisoners' psychological development and behavior. This religious awareness campaign aims to create awareness to God the Almighty, so they will not make any guilt and distinguish right and wrong.

#### b. Development of Nationality Awareness

Nationality awareness development process is in line with state correctional institution system, in which the inmates must have the Pancasila values to guide the women correc-

tional institution inmates to live discipline. Also, there are various forms of activities taken to improve sense of nationality, such as holding flag ceremony to respect Indonesia. Also, there are also various community activities as a form of nationality concern, namely holding National Day events.

#### c. Intellectual Skill Development

The intellectual development plan is one form of empowerment program provided by the Women correctional institution Kendari to the inmates. It is necessary to develop intelligence in order to improve the thinking skills and knowledge of prisoners so that they can support any necessary active activities during the coaching period and allow the inmates to compete with the community after leaving the prison.

Through such kind of training, the inmates can gain knowledge, insight, and knowledge skills. Prisoners who cannot read and write, through this training will learn to read and write until they can read and write. The Women correctional institution Kendari also attempted to provide chase package program education, although there are still some prisoners who do not pursue knowledge and capacity building. For example, they rarely go to the library because they do not like reading. Prison authorities promote the existence of libraries by providing vocational courses and training, and strive to provide good intellectual development. Prisoners can also obtain information from external magazines, radio, and television, and hold chase package education program for inmates who do not have education certificates.

#### d. Physical Coaching

Physical coaching for the Women Correctional Institution Inmates is also carried out at the Women Correctional Institution Kendari on certain days, namely Friday. There is sports program together by the Correctional Institution Officers and the Women Correctional Institution inmates and for their daily activities, the Female Correctional Institution inmates usually do morning sports in the women block environment.

Physical coaching is not merely about physical guidance, but it is important to do counseling for the Women Correctional Institution inmates. Therefore, the women Correctional Institution Kendari is working with the Health Office to provide health education to the inmates so that they can understand and are able to practice in everyday life how to maintain health starting from paying attention to themselves and the environment. This counseling activity is routinely carried out every month which the supervisor who provides the material is from the Correctional Institution officials and from outside parties such as Health Service staffs and doctors from local hospitals.



### Self-reliance Coaching

There is necessary for improvement of intellectual and skills so that inmates can form self-reliance skills. Such self-reliance will be seen by inmate ability in forming initiative, creation and innovation in the skill program in the field of self-reliance in the Women Correctional Institution Kendari. The functions of this correction system are first as an education institution to educate prisoners in order to create human quality; the second as a developer institution to involve prisoners to be productive developer humans.

Such skills are based on willingness and talent of each inmate. This work skill is in the form of skill of household industry, raw material processing to be finished products and processing unused materials to be economic materials.

Based on the data, there were about 92 participants of the activity in this skill guidance by each work activity taken based on their interest and talents. However, such number can be used as the standard since this number can change based on different period of sentence. Out of 92 inmates joining the skill guidance, there were at least 20 inmates joining each work skill program, namely 20 inmates joining sewing training, 20 inmates joining cooking training and others joining other program based on their interest and talents.

#### a. Sewing Training

Sewing training provided to the members of the Women Correctional Institution Class III Kendari was in the form of basic sewing skills. However, before the training was carried out, the participants were introduced to the tools needed in sewing in the form of: (1) Measuring tool, Pattern Book, Scale, Pencil, Ruler, Eraser, Cover paper and scissors. In this course activity, the assisted residents are first introduced to several stitch patterns such as straight, zigzag, circular, and cross stitches. Results of this sewing course training can be seen from the ability of the inmates to produce several products that can be marketed to fellow inmates and visitors. The inmates' sewing skill can be seen from their courage to receive orders for mending clothes and pants, sewing of sheets and pillowcases. Although they have not shown a significant increase in terms of production, in terms of creativity and courage, they have enough motivation to accept orders from fellow inmates.

#### b. Culinary training

Culinary is the art of processing food including all activities related to cooking, starting from ingredients preparation to processing. In the catering training, the inmates are given three main materials, namely basic knowledge of cooking, food and cake processing practices, and serving food and cakes. Before doing the culinary practice, all participants were gathered in a multipurpose room to take a class on basic knowledge of culinary with given materials on: the training in cooking or culinary was carried out based on their interests

and talents who like to cook. One of the culinary process activities is making pastries which are guided by instructor and officers. This cooking training is preferred by the inmates, which in addition to forming solidarity, they improve insights in cooking processed products that can be directly consumed by the inmates.

#### c. Knitting Training

Knitting skill is a form of skill that can be learned by women (mothers) and can be done anywhere and anytime. The knitting training is an effort to provide skill to the inmates so that later after the detention period ends, they can be entrepreneurs. This knitting skill is given through the process of introducing knitting techniques, introduction of tools and materials, tips and tricks in knitting, as well as practice and selection of knitting projects.

The process of independent knitting activities was attended by 20 inmates and structure of this training is the Job Training Center assisted by officers of the correctional institutions. This knitting craft provides the benefits of thoroughness and beauty skills for the inmates, however, crafts made from thread, cloth and ribbons are in great demand by the community outside.

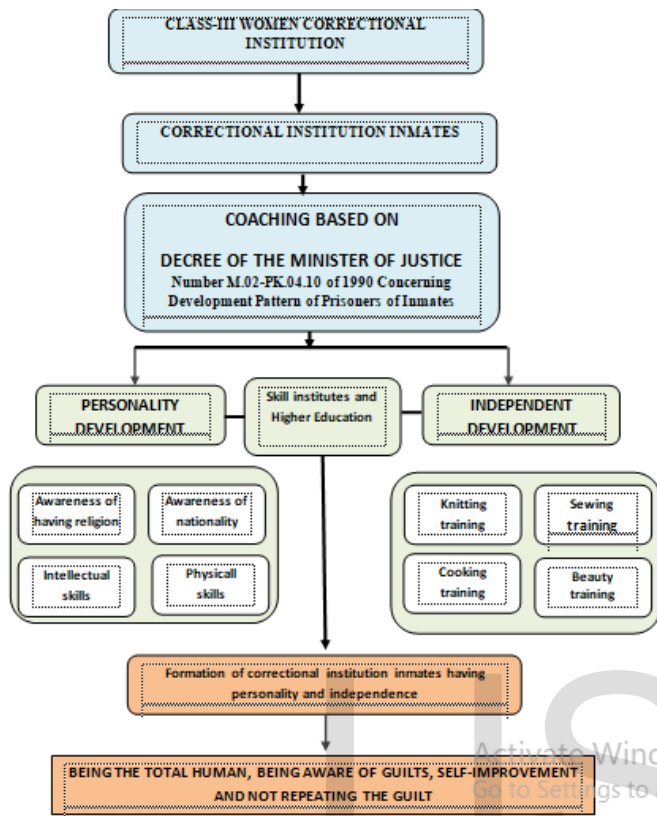
#### d. Beauty Training

Beauty courses and training program is very effective short-term learning program, because the learning time is relatively short, and the inmates can quickly master life skills in the field of beauty. This Beauty Skills Training aims to educate, train and foster the Women Correctional Institution Class III Kendari to have productive skills so that it can become a source of independent income when the detention period ends in the Women Correctional Institution Class III Kendari. Target of the Beauty Skill Training implementation above is to improve skill quality for the 20 inmates of the Women Correctional Institution Class III Kendari.

### 5.2. Development Proposal of Coaching Program in the effort of providing work skills for Women Correctional Institution Class III Kendari inmates

Based on the conditions and development model taken currently by the Women Correctional Institution Class III Kendari, there are still some weaknesses since there is less cooperation taken with various partner institutions both by training institution partnership and by higher education. therefore, the Women Correctional Institution Class III Kendari must develop partnership and cooperation mainly to meet the needs for instructors so that women inmates can be more empowered.

Figure 1.1. Coaching Model of Women Skills in Class-III Women Correctional Institution Kendari



## 6. CONCLUSION AND RECOMMENDATIONS

### 6.1. Conclusion

Development of the Coaching Model in an effort to provide work skills for Women Correctional Institution Class III Kendari inmates consists of two coaching, namely personality development and self-reliance development.

1. Development of Women Correctional Institution Class III Kendari inmate behavior focuses on developing personality and self-reliance so that they behave better and the development implemented is in accordance with the provisions of the Ministry of Law and Human Rights of the Republic of Indonesia.
2. Development of a coaching model, namely the development of self-reliance in Women Correctional Institution Class III should increase cooperation with educational and skills institutions and higher education in order to develop self-reliance development such as knitting, sewing, cooking and beauty training skills.

### 6.2. Recommendations

Based on the research that has been done and after seeing this research, the researchers provide the following suggestions:

1. It is necessary for Women Correctional Institution Class III Kendari to increase cooperation, such as in the aspects of teaching staff, Ministry of Religion, Social Office and Health Office, as well as and higher education. It is also necessary for provision of more efficient facilities.
2. It is expected that the assistance will be more effective in formulating a self-reliance plan, so that the assisted prisoners will be more enthusiastic about participating in the training.

## REFERENCE

- [1] Atmasasmita, Romli, 1984. Problema Kenakalan Anak/Remaja, Bandung :Armico.
- [2] Lexy J.Moeloeng, 2011.Metodologi Penelitian Kualitatif Edisi Revisi, (Bandung: PT. Remaja Rosdakarya,
- [3] Martiman Prodjohamidjojo, , 2015 "Memahami Dasar-Dasar Hukum Pidana Jakarta:PT Citra Aditya.
- [4] Muhammad Erwin, 2015, Hukum Lingkungan dalam Sistem Perlindungan dan Pengelolaan Lingkungan Hidup di Indonesia (edisi revisi), PT. Revika Aditama, Bandung.
- [5] Peraturan Pemerintah Nomor 27 Tahun 2006 Tentang Perubahan Atas Peraturan Pemerintah Nomor 32 Tahun 1999 Tentang Syarat dan Tata Cara Pelaksanaan Hak Warga Binaan Pemasyarakatan.
- [6] Sugiyono.2014. Metode Penelitian Kuantitatif, Kualitatif, dan Kombinasi (Mixed. Methods). Bandung :Alfabeta.
- [7] Sutopo.2006. Metodologi Penelitian Kualitatif. Surakarta: UNS.
- [8] Totok Mardikanto, PoerwokoSoebiato. 2017. Pemberdayaan Masyarakat, Bandung: Alfabeta.
- [9] Undang-Undang Tahun 1967 Tentang Ketentuan Pokok Pemasyarakatan Pasal 29- 41.
- [10] Undang-Undang No. 12 Tahun 1995 Pasal 7 ayat (1) tentang pembinaan dan pembinaan warga binaan.
- [11] Umar, 2004. Riset Sumber Daya Manusia dan Administrasi, Jakarta: Gramedia Pustaka Utama.
- [12] Khuswatun Chasanah, Zainal Hidayat (2019) Implementasi Program Bimbingan Kerja Dalam Pemberdayaan Narapidana Di Lembaga Pemasyarakatan Perempuan Kelas II A Semarang, Jurusan Administrasi Publik Fakultas Ilmu Sosial dan Ilmu Politik Universitas Diponegoro
- [13] Luh Saniastini dan I Nyoman Surata, (2018) Pelaksanaan Pembinaan Keterampilan Kerja Narapidana Berdasarkan Undang-Undang Nomor 12 Tahun 1995 Di Lembaga Pemasyarakatan Kelas IIb Singaraja, KerthaWidya Jurnal Hukum Vol. 6 No. 2 Desember 2018