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Featured Research

Development of training guide johari windows in improving student self-disclosure

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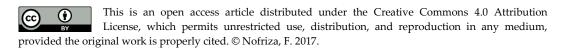Universitas Muhammadiyah Prof. Dr. HAMKA Jakarta, Indonesia
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Abstract: Persons with disabilities is a condition of physical disability of the individual as a normal human being. Various problems occur in persons with disabilities in social institutions such as the Balai Besar Rehabilitasi Vokasional Bina Daksa (BBRVBD) able to communicate openly with its environment. Johari windows is one technique to alleviate the problems of individual self-disclosure. The purpose of this study is to improve the skills of beneficiaries to be able to communicate who think, feel good about themselves and about others who frequently interact with it as it is and with the right language. This study uses research and development. The model used is a model development research and development (R&D). The results indicate that the development of this product has a usability criteria, eligibility, accuracy, the attractiveness and appropriate when used for student beneficiaries BBRVBD.

INTRODUCTION

Person with disability is physically defective condition of the individual. Physically they did lose one member of his body, but psychologically they are equally good with other human cognitive, emotional and social. Normally, when they received education and training, its potential can be developed to the maximum.The various causes of child disability such as potency, childbirth or accidents resulting in fatal damage from one part of the body. Potential occurs because when you were pregnant or earlier. For example, mother is still use KB when the child is in the womb. Premature birth and infections can also cause disability. Accident time pre-school to adult as the motorcycle accident that resulted in missed one part of the body. However, some people with disabilities though psychologically they are not susceptible to interference, lack of which

they have an impact on the problem difficult to be able to communicate openly with their environment. So that beneficiaries in response to social attitudes tend to be more sensitive and sometimes uncontroled.

Openness and self-introduction in the suspect is able to increase self-confidence and self-concept, the individual is able to perceive themselves physically, psychologically, socially and morally. The perception includes things at all aspire and which actually happened and what it is. The physical aspects include aspects related to body, physical, high, low and so forth. Then the social aspect is how the role of the individual in their community social and moral aspects of that aspect that contains values and norms that govern/direct the person's life.

To be oppened individual is very important in order to understand each other beneficiaries. Based on information from the social worker and nursing supervisor with disabilities have faced problems on self-disclosure, and social adjustment difficulties in the environment around. They are very easy down and easily changed.The limitation by supervisor and overseer homes in terms of providing guidance and counseling services caused the service given to them is not optimal. Professional competence is one cause of the success of the provision of guidance and counseling services. Guidance and counseling services provided to improve their behavior copyng especially in terms of being personally open practice through games Johari window. According to the human personality Johari Window has four sections windows that tend to dominate one of them, namely: 1. The open areas, 2. Hidden areas, 3. Blind Spot Areas & 4.

Unknown areas. Ideally widening the humans over open areas in order to interact with other people can be nurtured mutual understanding and comprehension.

This games and exercise is more emphasis on improving the ability for being able to receive the feedback another person about themselves and be able to give advice to another person concerning the interactive relationship between the beneficiaries with friends and beneficiaries with the surrounding environment such as family, community and others. This training is important because at homes they are get more skills development and skills (life skills) in supporting family life and society. But in terms of attitude and character development they are have limited time and human resources with the time frame given by the government for becoming citizens homes or beneficiaries.

To increase self-disclosure, the students are given training Johari Windows opening themselves through systematically. The steps are: (1) finding the situation, (2) finding the facts, (3) finding problems, (4) find ideas, (5) find a solution, and (5) find the reception (Osborn-Parnes in Isrok'atun 2012), these measures are elaborated using training methods Johari Windows. In order to achieve the training objectives Johari windows as the media in enhancing openness student, developed a training guide that can be used by counselors/social workers in the implementation of services to students in social welfare beneficiaries BBRVBD. Developed training manuals meet the acceptance criteria (Handarini, 2002), namely: (1) accuracy, (2) uses, and (3) implemented. Therefore, the researchers

conducted a development entitled "development of training guide johari windows in improving student self disclosure of beneficiaries in BBRVBD-NVRC ".

METHOD

This study is a research development. The development of research used to produce a specific product and test the effectiveness of these products (Sugiyono, 2013: 297). Research development is function to developed the product from one of the techniques by johari windows in improving student self-disclosure of beneficiaries in the homes BBRVBD Cibinong. This model is descriptive, which outlines the steps that must be followed to produce the adopted measures from Borg and Gall. Furthermore, developers adapt steps from Borg and Gall summarized in four stages.The first stage is planning, conducting literature study and need assessment; The second stage is the development of products, formulate development objectives, develop a prototype product and draw up an evaluation tool products; The third stage of product testing, test experts (content and media), the revised product assessment expert test, then test potential users of products and test a small group; The fourth stage of the revision of the final product, that the product be revised based on feedback from potential users of the product and small groups.

In the early stages of research conducted a needs analysis. Analysis of the needs of data collection activities need to be used as a reference for products made in accordance with existing conditions. Needs analysis conducted using interviews and questionnaires needs of students. In the second stage based on the analysis of needs, developers began designing a prototype product. Having generated the development of products, then conducted test the product. Product trials conducted by the Guidance and Counseling matter experts and instructional media expert. Your feedback and suggestions on product testing are used as the basis for revising the product, so that a product theoretically and practically acceptable.Instruments in this research is the assessment sheet the implementation of the johari windows in the opening up of student beneficiaries in institutions BBRVBD Cibinong containing acceptance criteria such as accuracy, usability, and enforceability. Engineering test data analysis product on this developmental research using data analysis of quantitative and qualitative data analysis. Quantitative data analysis was used to analyze the average results of the assessment in a test format. Qualitative data analysis used for descriptive analysis.

RESULTS AND DISCUSSION

The Results of this research that guides product training to improve students' self disclosure BBRVBD beneficiaries in Cibinong. This guide is intended for Counselor or Social worker in BBRVBD Cibinong to assist in the process of service providers use johari windows techniques to improve students' self disclosure BBRVD beneficiary in Cibinong. The contents of the guide are:

Chapter I. Introduction,

In this chapter contains rational development of guidelines, goals, implementation procedures, as well as evaluation forms.

Chapter II Instructions for Use,

In this chapter contains general instructions, specific instructions, the role of the counselor / social worker orphanage and the role of student beneficiaries.

Chapter III Implementation Procedures training Johari Windows

In chapter contains several points that consists of three stages, namely Example:

preparation, implementation and evaluation of activities.

Chapter IV Evaluation

In this chapter include steps in the evaluation process and the evaluation of results. The step guide counselors how to carry out the evaluation process and the evaluation of results.

Table 1. Assessment guide by expert user content and product candidate

Expert Rating	User Prospective Assessment Products
Accuracy aspect Materials	
In the aspect of accuracy, the average score of 3.88 in the score range 1-4 has the meaning that the training manual is "very precise"	In the aspect of accuracy, the average score of 3.07 in the score range 1-4 has the meaning that the training manual is "very precise"
Aspects of Usability Guide	
In the usability aspect, the average score of 3.82 in the score range 1-4 has the meaning that the training manual is "very useful"	In the usability aspect, the average score of 3.43 in the score range 1-4 has the meaning that the training manual is "very useful"
Ease Aspects Free	
In the ease aspect, the average score of 3.92 in the score range 1-4 has the meaning that the training manual is "very easy"	In the easiness aspect, a mean score of 3 in the range of a score of 1-4 has the meaning that the training manual is "fairly easy"
Interesting aspect Guide	
In the aspect of attractiveness, the average score of 3.80 in the range of a score of 1-4 has the meaning that the training manual is "very interesting"	In the aspect of attractiveness, the average score of 3.82 in the range of a score of 1-4 has the meaning that the training manual is "very interesting"

The public perception that individuals with disabilities lay about bodily functions (quadriplegic) as one type of children with disabilities in the context of Special Education (Special Education) is still disputed to this day. The emergence of these problems associated with the assumption that people with physical disabilities (lost one or more functions of the body) in fact

many do not find it difficult to pursue development tasks, without having to sign a special school for children with physical disabilities (particularly light quadriplegic). Product research and development of this form of training guides JOHARI Windows in order to increase the openness of the student recipient of benefits BBRVD Cibinong. This product was grateful theoretically and practically through the expert assessment through the assessment of potential users of the product.

This product has also gone through stages of review, assessment and revision of input from experts before it is tested on a small group. Based on these stages then found the accuracy, usability, convenience, and attractiveness can be seen and were found with good preformance use this guide to students BBRVBD. These aspects are used as the primary consideration in determining the acceptability/legitimacy of the product both theoretically and practically. It can be seen based on the assessment of experts and potential users of the product. Subject matter experts provide an assessment of the instructions that the guide has a criteria of "very precise", "very useful", "very easy" and "very exciting". While potential users of the product provides assessment guidelines that guide the criteria "very precise", "very useful", "fairly easy" and "very exciting".

As to the aspect of accuracy according to the results of the assessment of experts and potential users of the product assess this very precise and very useful, because it is based on these aspects, the lack of self-confidence for children disabled cause children too close to other people, rarely interact and difficult to apply ability. The limited ability of disabled children often cause them to withdraw from the association community. Actually, the ability of disabled children can be trained in various ways and special exercises, disabled children are also entitled to get a decent education to instill, improve and develop its capabilities. From the above statement is different with disabled children who are in the "Balai Besar Rehabilitasi Vokasional Bina Daksa/National Vocational Rehabilitation Center (BBRVBD-NVRC)" in Cibinong, West Java, disabled children who have certain limitations and have pretty good confidence and given methods to develop their confidence and open himself. One way to do is by JohariWindow's application method.

According to Alo Lilieweri (1997: 49) Johari Window's human personality has termed the four sections or four windows that tend to dominate one of them, namely: 1. the Open, 2.Hidden, 3.Blind Spot & 4.Unknown areas. Ideally, people are more open in order to widen the area in interacting with others can be nurtured mutual understanding and comprehension.

An open area is an individual who is open. Individuals in interacting able to publicly express about selfhood to others about the strengths and weaknesses, likes and dislikes and various other things that need to be known by others, especially those who are always interacting with himself as a family friend, son, husband and orangg other nearby. Individuals with an open personality was also able to give feedback to others or significant other about things that he said could interfere with his relationship with the persons concerned in an appropriate manner.

Hidden area is an individual who's hiding something. These characteristics are inherent in individuals with an introverted personality. Selfhood difficult to convey to others and also difficult to convey various dislikes of people who interact with it. Feel very embarrassed and uncomfortable if Courant him known to others. Individuals with hidden personality would be difficult to interact with people who ultimately due to the difficulty to understand themselves and others, be he himself who does not have anyone else except himself.

Blind spot Areais individual with showing arrogant attitude. Various matters of selfhood particularly one that makes people uncomfortable because of his attitude, his word he did not know and did not realize it. But even other people know more about him. While he himself was indifferent to his attitude to other people who eventually do with the environment is becoming increasingly distant. As a result the same as the personal hidden. Initially neighborhood trying to close him but because he's elusive eventually be self-loner.

Unknown areas is an area that ourselves and other people are not much to know about ourselves. This involves a wide range of untapped potential or emerging. Potential is there is good and not good. Therefore, it needs to be explored by learning so personal that open. According to Johari, every individual should continue to open up the area open to the creation of interaction with the surrounding environment for the better, understand each other and understand each other.

Thus the beneficiaries so that disabled person capable of being personally open need to be given training.

Phase -stage granting such exercises ranging from the delivery of content, games, sharing with friends, consolidation and evaluation. Thus achieved the goal of this study to achieve maximum results and in accordance with planning and very helpful for students in social welfare BBRVBD Cibinong.

Then for the convenience and attractiveness aspects can be seen from the windows johari implementation of the training can be done easily by counselors/social workers in social welfare BBRVBD Cibinong. Based on the overall results of the trial conducted by researchers, can know some advantages and disadvantages in training techniques Johari Window. The advantages of this technique is the Johari Window in flavor suitable for use as a technique to provide services and training to increase student self-disclosure of beneficiaries in particular with regard to social problems as well as improving social relations student, Johari Window techniques can develop students' creativity in communicating. Johari Window drawback is that not all students are willing to open themselves and establish good communication with your friends, so it takes a relatively long time so it requires a specific strategy in the management of the implementation period.

CONCLUSIONS

Once tested with subject matter experts and potential users of the product, this product meets the criteria of utility, feasibility, accuracy, and attractiveness when used for student beneficiaries BBRVBD. The suggestions that are developed for the counselor/social worker

and a subsequent developer, among others: (1) the counselor / social worker is expected to use the product training guide Johari Window in providing treatment to students in BBRVBD on a field of personal and social. (3) for further research needs to be done to test the effectiveness of experimental research and/or action research guidance.

ACKNOWLEDGMENTS

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