

The Development of Community Language Learning in Improving Human Resource Excellence at Company

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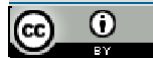
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ABSTRACT

Staff Development in gaining Excellence is required for any company to create unity to comprehend quality development in improving their way of thinking for delivering cooperation and coordination. This Development Method demands characters in arguing and making quality or products at company with considering comfort and Hand-in-Hand Character for preceding a purpose of work. That in this case, The Manager will know the attitudes in working than knowing only producing good quality product and service as they are commonly understood for manager to comprehend business as well

INTRODUCTION

Some of the classical management provides non optimize characters in uniting good attitudes in working at company as well, the way of communication of staff at work indicates stuck and individually, it never begins with addressing comfort interaction and be close for egoism in gaining access for work.

An attempt of the final disability the goal is to manage staffs at company reveals similarity as the students at school, they have a way of communication of an advance in their way of interaction one another, it is therefore assumed that communication is a good start to create harmony at company . "Furthermore, since communication is a process it is insufficient for students to simply have knowledge of target language forms, meaning and function." (Freeman, Diane Larsen - Freeman, 1985: 123).

Classical methods are very often because it always decides regulation at company to advance in making harmony at company for realizing good situation at office room at staff another feels save and comfort during work but it needs an interaction among staffs and staffs, or staffs with manager so it needs significant improvement, that is strategy.

"Strategy is a plan designed for a particular purpose". (Hornby, 1995) Which are various method could be permitted and chosen very tight based on the strategy. "Because method is a way of doing". (Hornby).

In the other hand, strategy to comply many staffs to comply harmony a room of office is not as easy as much applied, because applying harmony at office with stable situation psychologically is not rendered when the manager cannot stabilize and manage the situation into well- managed point as the staffs one another will follow the indication of warm atmosphere when the manager or its officials starts the attitudes of warm welcome.

When situation at office is not stable enough to imitate harmony and quality in application for delivering work in producing goods and services, therefore many staffs at the office feels unstable to pertain adequate quality in working result because they have collides to make negative assumption in mind as the way never make focus to their work.

The manager is actually is an object to maintain conflict as in this term; it should follow the way of making the situation of the office room runs well. The common discrimination between health and conflict management control in establishment at office is not mere adherent to create it in allowance as follow, but it requires proper observation towards different kind attitudes of staffs in managing emotional control and adequate capability of adjusting achievement to create working goal.

People at work actually have not acquired satisfaction in reaching goal of job description at office if there is not adequate management conflict to recall solution if there is no harmony in that situation, therefore people is not capable to complete the unless the goal from the official purpose at work is not eligible to health mental situation at work.

In which from example, while staff is designed by the manager to be assertive in deciding regulations, the staff is an subordinate from manager hand and pointed to have arrangement to develop firm regulations for other

employees to obey the rule. But in the other hand, some of them denied the regulations by walking the regulations out – of – standard form or arrangements, the staffs walk in prejudice to comprehend that the regulations is not relevant to comply in the period of the matter.

From the matter from disobedience, manager should appear as a pioneer to comply the case in managing between staffs and supervisor to give act either in assertive way or wise decision to collaborate ideas in management approach to meet realization of creating new regulations as follow, The manager should listen the staffs complain why they disagree about that then filter the matter and consult to supervisor, then for the real understanding one another, the wise decision as regarded at once with natural harmony in the atmosphere in defining mental attitude in preserving the regulation.

Good Manager should improve achievement not only gaining access for an achievement goal, but also for maintaining mental ability for staffs to pertain social reliability in exposing statement whether agree or not to face new or old regulations a work with steady consideration in treating adequate - perpetual action without producing unhealthy prejudice.

Therefore, Good Managers requires strategy to treat the staffs as Learners to instruct them in collaborating idea in adaptation at office with others to reach a certain goal of the job as inquiry community learning. "Inquiry is actually Complex idea, many things for many people in various contexts" (Endang, 2006).

As the principles of Inquiry learning has general principles which must be done by manager as follow in the steps .

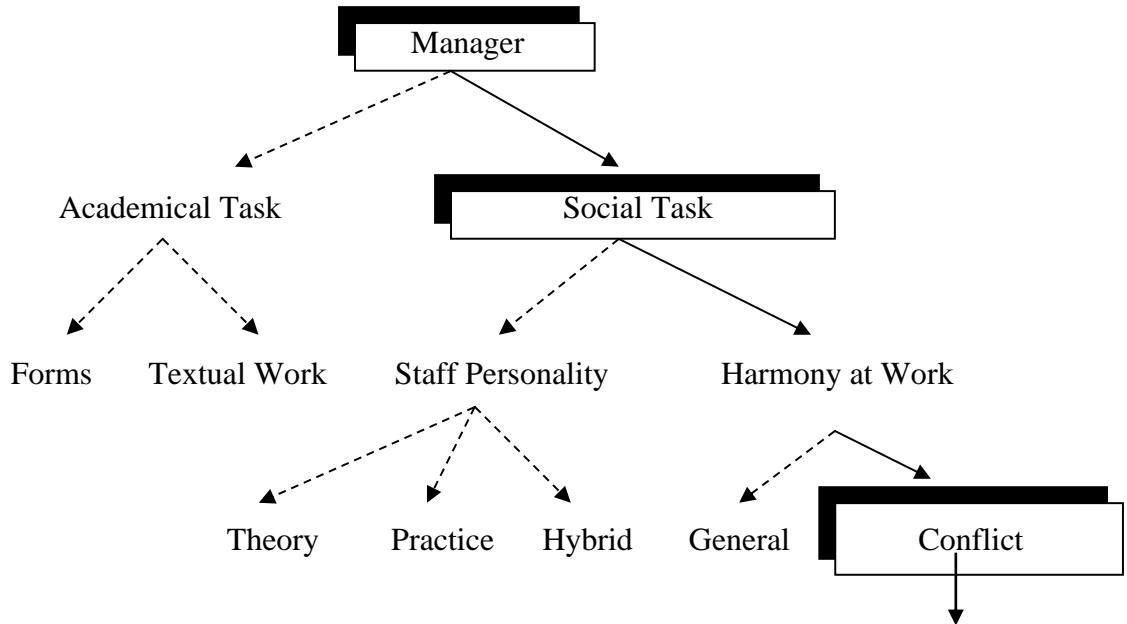
(In education) Approach to teaching which is based on the following principles:

- a. Learners develop process associated with discovery and inquiry by observing, inferring, formulating hypotheses, predicting and communicating.
- b. Maanager use a lecturer style which supports the processes of discovery and inquiry.
- c. Textbooks are not the sole resources for learning.
- d. Conclusions are involved in planning, conducting and evaluating their own learning with the lecturers playing a supporting role.

A number of language teaching approaches make use of discovery - based approaches to learning, particularly communicative language teaching. (Richards et al, 1993).

LITERATURE REVIEW

The Objectives of research is determined by reference literal approach as theoretical background to explain how to be a good manager in management conflict to create harmony at work, as designed from the research from indication hypotheses as Couch or Manager Mental skill has



Note : Creating Community Learning at Work for
 Harmony

————— Observed
 - - - - - Not Observed

Picture 1. Concept Design of the Research



Picture 2. Anatomy of a good Coach

METHODOLOGY

In this chapter, the discussion depends on the reliable and cohesion from the explaining. Therefore, there is one basic question reflected from the previous paragraph to know how manager adjust methods to reduce Conflict with mental viability to manage health office Situation.

The Objective of this research is to know about how Community Learning adherent to solve personal conflict at work with manager assistant for declining social problems at work.

RESULTS AND DISCUSSION

This is considered that managing conflict at work is not so simple at all, it requires steps to create healthy situation at work as From the matter from disobedience, manager should appear as a pioneer to comply the case in managing between staffs and supervisor to give act either in assertive way or wise decision to collaborate ideas in management approach to meet realization of creating new regulations as follow.

The manager should comply the staffs complain why they disagree about that then filter the matter and consult to supervisor, then for the real understanding one another, the wise decision as regarded at once with natural harmony in the atmosphere in defining mental attitude in preserving the regulation.

Good Manager should improve achievement not only gaining access for an achievement goal, but also for maintaining mental ability for staffs to pertain social reliability in exposing statement whether agree or not to face new or old regulations a work with steady consideration in treating adequate - perpetual action.

Without producing unhealthy prejudice as the following method steps for manager to comply healthy situation as described for the steps follow:

Table 1. Steps For Managers to Comply with The Situation

<p>Observation Steps of Community Learning at work</p>	<p>Principles</p>
<p>1. The Manager greets all staffs</p>	<p>Building a relationship between staffs and manager.</p>
<p>2. The manager tells to all staffs what are job descriptions are going to do this morning.</p>	<p>Any new learning experience can be threatening. When all staffs have already known about their tasks, but the manager recalls their job description again to test their excellence.</p>
<p>3. Staffs suddenly views social problematics.</p>	<p>The Psychoanalysis of Social appearance can uphold for the matter due that jealous appearance among staffs status.</p>
<p>4. The manager stands behind the staffs problems at whole.</p>	<p>The superior knowledge and power of the manager can be threatening. The manager is not allowed to comply personal problems of the staffs with any reasons during working time, it may harm affective condition of staffs, The manager can only supervise in analyze problem behind the curtain.</p>
<p>5. The manager translates what the staffs want to say in chunks for their problems.</p>	<p>The Manager should be sensitive in composing the working situation by paying attention to their works and activity in the coverage condition.</p>

<p>6. The manager tells them that they have only a few minutes remaining for finishing the works</p>	<p>The steps can test the staff emotional conditions if they can complete the work smoothly or threatened by others.</p>
<p>7. The Staffs are invited to talk about how they felt during the work.</p>	<p>The Step is guided for Manager to interview staff about who delivers threat to block their mental to work independently.</p>
<p>8. The Manager accepts what the staffs are telling about the threat.</p>	<p>Guided by the knowledge that each staff is unique, The manager should accept the all problems and analyze what is actually degraded to lock their metal view to work in healthy way.</p>
<p>9. The Manager unites the conflict staffs in one table .</p>	<p>The Manager "counsels" the employees. He shows them he is really listening to them and understands what they are saying. By understanding how employees feel, The Manager unites them in one tale to discuss what really happens and why the conflict has begun.</p>
<p>10. The employees listen to the tape and give the statement about the discussion.</p>	<p>The Manager pertains chance for employees to expose their dissatisfactions at work regulations or social adaptation, they are welcome to advice anything in meeting circumstance, others may not stay for complain and learn of maturity to list anyone statement one-another.</p>

11. Other options are taken out when there is no outbreak decision. Then, the employees have a final decision about getting a new start or finish at the matter.	In the beginning stages, the "act" is designed primarily by the employees. Therefore, the employees should decide regarding the matter if they have finally composed the matter, The manager may ask them to carry on the work or stop to resign from the company if they cannot accept the condition.
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The community Learning is an educational process that aims to help employees at work to see meaning in the academic or office materials they are studying by connecting academic subject with the context of their daily lives, that is, with the context of their personal, social and cultural circumstance.

Review

As the principles of Community learning has general principles which must be done by manager as follow in the steps .

(In education) Approach to teaching which is based on the following principles: Employees develop process associated with discovery and inquiry by observing, inferring, formulating hypotheses, predicting and communicating. Employees should have style which supports the processes of self introspection. Working is not the sole resources for working.

Conclusions are involved in planning, conducting and evaluating their own learning with the manager playing a supporting role at work.

CONCLUSION AND RECCOMENDATION

People at work actually have not acquired satisfaction in reaching goal of job description at office if there is not adequate management conflict to recall solution if there is no harmony in that situation, therefore people is not capable to complete the unless the goal from the official purpose at work is not eligible to health mental situation at work.

Good Manager should improve achievement not only gaining access for an achievement goal, but also for maintaining mental ability for staffs to pertain social reliability in exposing statement whether agree or not to face new or old regulations a work with steady consideration in treating adequate - perpetual action.

ADVANCED RESEARCH

The community Learning is an educational process that aims to help employees at work to see meaning in the academic or office materials they are studying by connecting academic subject with the context of their daily lives, that is, with the context of their personal, social and cultural circumstance but sometimes manager at work does not apply the character of harmony if the manager cannot be an example for their subordinates, therefore the further research is about the good example as a good manager for the subordinates.

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