

Degrading Superiority Domination with Break and Build Method for Staff Working Independence Training

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ABSTRACT

Superiority at Company counts the most arbitrary domination to manage its regulation towards working performance. The Research applies Descriptive Qualitative Methods in training developing Domain of reducing superiority domination about controlling staffs at company with subjectivity pattern in training performance of staffs in declining actual and potential skills rather than persuading close relationship between manager and subordinates. Due that contextualized method training Independence Performance at company for staffs are not intended to disrespect manager but it is adherent to standardized operation to gain company quality with not merely admitted for leadership protocol by analyzing problems and solution from staffs called Break and Build Method

INTRODUCTION

Company Management Purpose should consider many kinds of factors to point a deed for upgrading its quality to maintain the function of the company with qualified staffs to perform their working skills not just with command of their manager. It can also infer inside precious idea to create excellence result in developing company better as well.

In the other hand, Manager at company never realizes that staffs are not object with stable manner as obeying leadership without accessing idea to pertain considerations with measured capacity in assisting manager in consoling decision about making greater results about Human Resource role in declining superiority providing Excellence Nevertheless Company learning process in Asia requires understandable pattern called second acquisition in which most staffs certain in Indonesia could apply contextualized method based on their Adaptive Habit being adaptive for well-east custom as they have primarily recognized, as it may be reflected to Company Standard, The Local wisdom of local activity can be adjustable to maintain staffs in Company Standard character in practicing politeness for east culture since they are still basic in Company to deliver their native culture for mannerism.

It may assume that, Adaptive Habits a daily adaptive activity for habitual activity, rather than ignoring it to adopt Company Standard to apply so. As it is not applicable at office, Company Should be followed by standard acquisition because in that case, as Vygotsky declared in Suyanto 2007 that must be an assistant for improving student Company Upgrade and the function of it by allowing at once with the functions of its manners of gaining idea.

The provided mistakes about selecting certain methods occurred for manager to enhance training are because of less sensitivity determining intact for behavior and capability of staffs at office. Whereas, staffs remain nothing but doing a work in their convenience insisting randomized command for the manager. Staffs also apply several performances with no specific goal for them to reach. They just receive fabricated simulation for abridged and redundant order as they don't have to consider in their mind to do. Therefore, staffs will probably make their way of learning of working atmosphere to prepare for further order with discussion in a group instead of manager supervision as referred from Wahyuni and Ibrahim 2012; 30 - 37.

Without forcing and Lessing staffs behavior, staffs should depend on the needs of conditions by applying their Adaptive Working Performance, Manager can combine project or arrange working plan to lure staffs as decoy as they will apply Company naturally with their ideas of thinking, it is called Immerse Program of Independence Idea Training for improving company Instead of

Insisting staffs arguing in Company as they are not primarily well prepared to apply the method is called Break and Build.

Generally, The Implication of mastering Company Activity is not only creating understanding cognitive working activity but also in regard of manner function of activity itself as proper condition of communication. In addition of training for staffs by manager as piaget says about learning for pedagogical materials in operational abstraction in real situations, as the matter of delivering materials occurred at office.

Manager should integrate the subject with local activity they have by giving conditions in giving problems call break and giving solutions called build. Whereas in practical condition, Manager has to understand their first adaptively should do for comparing Authorities Company to Natural Company.

Basically, learning with adequate methods should be realized to practical assurance as the staffs are able to practice both Company and their manner, not only advancing Company but also functioning performances proper condition of Independence as the staffs could use Company for either communication or providing intuition for the functions.

LITERATURE REVIEW

This Research is designed based on literature and reference from books; it allows researchers to define characters how hypothesis is concluded by applying the concept of research with certain steps and procedures as their way of General Application of these methods is predicted as Indication to create Independence Thinking for Company Standard Staffs in Adaptive Habit Method Application with certain steps.

Concept of Research

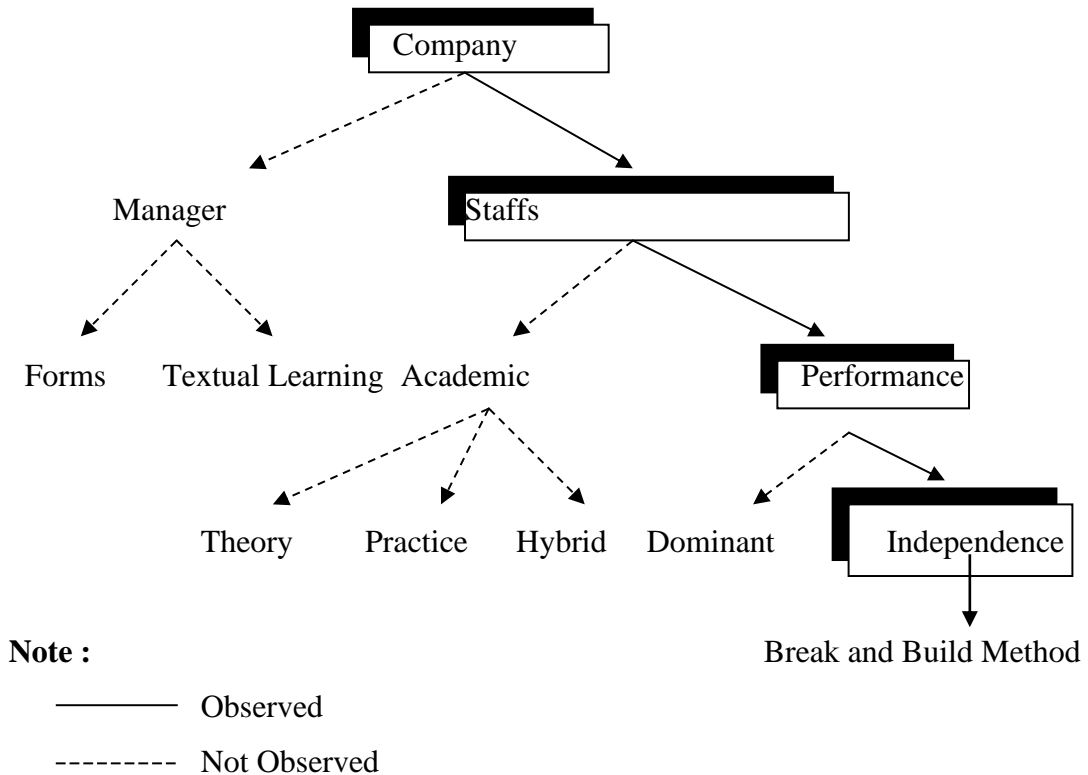


Figure 1. The Concept of Research

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. How Break and Build Method is applied at company as manager train staffs.

The Objective of this research is to know How Break and Build Method is applied at company as manager trains staffs.

The research is achieved to present and to support How Break and Build Method is applied at company as manager train staffs. .The Research applies Descriptive Qualitative Methods in developing Break and Build Method is applied at company as manager trains staffs.

Meanwhile, The Design is measured at the end of domain as the staffs are able to characterize an action with Independence Thinking Instead of Command from Manager to comply order at office.

In a common way for training Company based on context, manager sometimes allows suitable system to apply well prepared method if only staffs will probably be proficient in Company. Nevertheless, they provide good start to gain next step well. Therefore, the certain steps are perpetually discussed to review that the method is proper or not to apply based on literal study.

RESULT AND DISCUSSION

As Company requires several category of staffs with specification for adequate method applied. Because in this research is discussing about Company application in an application of Independence Thinking staffs with certain practice instructed by manager to train staffs thinking in Independent way of thinking to improve company in authority for arbitrarily reject or accept manager command with certain reasons from staffs themselves. So, the method should be implied for it with constant Integrated Learning for staffs at company.

Lesson plan perhaps requires integrated preparation about measurable standard and also training method required. Because, most of Company Standard methods have a communicative source, majority it is learnt about operating procedure and structure immersed in the case. Then, for Company subject, there must be usually debatable method to have them easily communicate in friendly way between manager and subordinates at Company.

As it contains foreign ahead system namely Community Activity Learning (CLL) which is method logically based on native translation referred to Psychomotor Taxonomy Domain as quoted by Johnson about contextualized method as they should be arranged by the system to have a real circumstance in study (2002 : 25 in Rahayu, 2006 : 64)

The approach is about training which is based on the following principles:

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

A number of activity training approaches make use of discovery - based approaches to learning, particularly communicative activity training for psychomotor taxonomy.

(Richards et al, 1993).

The Result of Discussion is regarded for Ultimate Observation in Discovery Research in psychomotor way.

As described with following steps based on Krathwhol, Bloom and Masia, 1964:

Table 1. the Steps of Adaptive Break and Build Steps to create Company Decision

Manager Instructions of Training Break and Build Company with psychomotor Taxonomy Domain	Domain
1. The Manager asks staffs to look around the office, where the documents are signed to resemble as the past condition stable up to now	Imitation
2. The Manager starts a simulation about many problems at office as the manager tries to gain by him or herself without staff assistant and make a sure staffs just obey boss command	Manipulation
3. Then The Manager attempts to make staffs think themselves in thinking about <i>unusuall</i> command to break the point in order that analyzing that the decision is no sense to develop company well. But staffs are occurred to give a opportunity to share an idea to build a new solution	Precision
4. The Staffs are trying to compose a plan to build as a solution to start as if they were a boss and tried to decide a consideration in a supervision of manager to advance the company	Articulation
5. The Manager asks a responsibility about daily result as a product at company as decided by staffs after discussed the solution in group	Naturalization

The CTL system is an educational process that aims to help staffs see meaning in the basic material 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. To achieve this aim, the system encompasses the following eight components: making meaningful connections, doing significant work, self-regulated learning, collaborating, critical and creative thinking, nurturing the individual, reaching high standards, using authentic assessment for allowing proper manners in speaking.

Both of them does not pertain mere justification to comprehend staffs' ability in one office and then will be the same as the method should be. But there are many difficulties about how to maintain the method in to specific aim based on their ability. The principal is sometimes confusing because the definition of the methods are not entirely distinguished one another.

Therefore, every method is considered to permit and ban Training Procedure when there are some mistakes during the process. So the manager should be aware about hierarchal assumption and procedure to regard it.

CONCLUSIONS AND RECOMMENDATIONS

The main problem is not about the procedure, but about how the way of method system is not mere justified to one stop divergence but about selection what the method properly applied in several cases. Because, based on contextual pattern, staffs are controlled to find out answers and question based on their experience called Psychomotor Domain strategy as the way

Psychomotor Domain should measure the two distinct methods for targeted aim, first is intuition and second is product, therefore in this case as a manager, he or she should be adopted to share opportunity for staffs in gaining intuition idea in describing ideas for work into final product to present the manager result of their idea of work.

Psychomotor Domain consists of searching new knowledge to gain and retrain data from the material, but it is still answered in evaluation to balance and determine about how well it is used for both of method as community activity learning consist of it, Therefore it recommends staffs with special characters in extraordinary unwell attitudes can be assumed for training regarding the application.

ADVANCED RESEARCH

The Psychomotor Taxonomy is required as the Integrated Curriculum should follow the further development as this will apply. Because it does not provide mere justification to comprehend intuition of staffs to comprehend the staffs to utter their ideas because of mental blocks, therefore the next comprehension of the objective of research is how to relocate the mental blocks from staffs to gain idea and independent performance for the manager.

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