

## Basic Soft Skills for Law Mediators development Couching With "You Are My Figure" Game

Wirawan Pamuji<sup>1\*</sup>, Dahlia Nopelina Siallagan<sup>2</sup>, Rini T Simangunsong<sup>3</sup>

<sup>1</sup>University of Yos Soedarso Surabaya, <sup>2,3</sup>University of Sisingamangaraja XII  
Tapanuli

**Corresponding Author:** Wirawan Pamuji [Shangwira.muji@muji@gmail.com](mailto:Shangwira.muji@muji@gmail.com)

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### ABSTRACT

Model of mediation attitudes at court is not merely alike in skills of knowledge at all, the way of implementing court activity for Justice way does not support itself not only with superiority of adequate skills for completing jobs, but also supported with attitudes. The Research applies Descriptive Qualitative Methods in developing Domain of Affective Taxonomy in developing mediators' soft skill attitudes in performing excellence at court as mediators. The application of this couching is about to implement about staff manner adjustment in facing interview before accepting a job

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## **PENDAHULUAN**

The way of court Mediation application at court has begun with optional performance, first is about Quality Performance and the second one is about Manner Performance, as referred from Interview with Jamianto, the owner of Inzaghi Training on twenty two December 2023, when delivering achievement at court before passing the interview with adequate pattern, it is essential to say that court is not adherent with not only quality in court submission but also an ability so show certain manners to assure that the interview is relevant not only for a submission of court but also for excellence referred to Tjahyono, Frans et al.2023. Strategi Penanganan Pengaduan Masyarakat (DUMAS) Guna Meningkatkan Profesionalisme Anggota Polri. Badan Riset dan Inovasi Nasional Kepolisian Negara ,26(3):148-149 declares that service must contain Reliability, Responsiveness, Assurance, Empathy and Tangibles to create service Excellence. Because without reliability , the work is not standard way of responsibility to have a tangible performance and completed to create empathy towards partner.

At Court, The Prosecutor and suspect are delivered together with optional system, first is to carry on Court Procedure and second, is to stop the case by mediation as follow to comply amend or compensation for win solution when it stops at all, the case is not adequate to carry on for court, therefore the clients should be adjacent for mediator to connect the case instead of court procedure.

Strange to say, Mediators may be ignorance to comprehend standardizedmanner about how to mediate clients as well. From the same time,Jamianto declares that there are four basic categories in moral Excellence about delivering soft skills as a manner of court such as described in this matter as ethics, enthusiasm, communication and body language. At the same time, Jamiantostates that interview before assuring the mediatorsare worth or not to precede the matter is about soft skills or characters management.

The mediators' candidates should be experienced to have main forward in preserving human emotion as they are able to stabilize client emotions in gaining main problem discussion for final sentence in declining Law Procedure in staying in touch for next court decision after mediation is mainly finished.

Due that court Experience in the east is supported with good manners rather than skills as superiority, court opens a moral value to gain as standard operation procedure to fix position of all mediatorsin delivering manners as primary aim before completing all tasks in perfect result. The Soft Skills of mediatorsin certain occupations gain no discrimination in delivering compilation of court situation.

For a perpetual situation ,mediators are created by court to complete court in a way of perfection but in that case, as Vygotsky declared in Suyanto 2007 that must be an assistant for improving staff excellence and the function of it by allowing at once with the functions of its manners of speaking.As the explanation that speaking and other manner counts the most habitual atmosphere at court situation.

Manner in this case is the function of a communication between mediators and clients; Manner reflects a high definition of body language in doing court with passion not only gained with perfection of task duty.Court as follow should

comply two discriminations of this matter, it changes the way about perceptual values of delivering court without emotional consideration as this can reduce motivation of mediators at court. Second, it may be a mediation to finish case without further highest intact in preceding court views.

The clients of court should recruit instructor or coach to mend the manner of mediators as the affection emotion could affect of motivation for the mediator to deliver their court quality not only court knowledge but also facing manners to assure emotional factors in providing excellence quality at court

Without preceding insistence of performing mediation at court, emotional factors can affect ahead to human sympathy when job is completed suddenly in well result but emotion of mediators are not reflected to state cheerful attitude, in the matter, there is not a affection category of respect about regarding emotion for the matter.

In which from example, while mediator is designed by the clients to be assertive in deciding regulations, the mediator is an subordinate from clients hand and pointed to have arrangement to develop firm regulations for other mediator to obey the rule. But in the other hand, most of the mediators are not solely understood about how to deliver ethics at court during the firm standard at all.

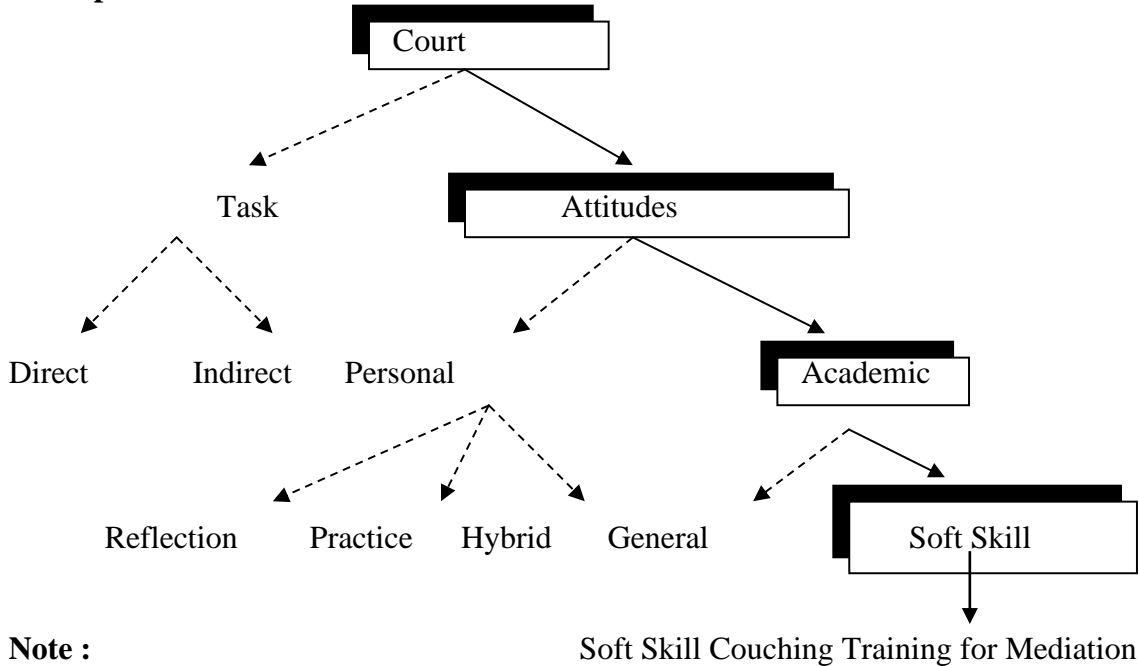
Good Mediators should improve achievement not only gaining access for an achievement goal, but also for maintaining mental ability for manners of Clients to pertain social reliability in exposing statement whether agree or not to face new or old regulations at court with steady consideration in treating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

Therefore, Good Mediators require strategy to treat the mediators 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).

### LITERATURE REVIEW

This Research is designed based on literature and reference from books and interview with mr.Jamianto about ethical values of mediators at court, 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 this methods is predicted as Indication to create manners at court as a compilation of task court at court

#### Concept of Research



Note :

- Observed
- Not Observed

Picture 1. The Concept of Research



Picture 2. Anatomy of a Good Coach

The Good Coach for the matter for coaching the mediators should progress knowledge to grow the character, having enthusiasm and education for transferring study to all mediators, mature, civilized, honest, and fair with learning methods as mediators could imitate the integrity of the coach, having progress and evaluation as the coach can know the progress of coaching.

The Good Coach should have Effective Management to maintain time management for all mediators, the mediator as coach should have also attention, teaching and educating skill, media, created as motivator, discipline, and organizational skill, and courtand procedure skills as instructed for mediators as they could imitate what the couch instructs.

## **METHODOLOGY**

In this chapter, the discussion depends on how soft skills applied for interview mediationisapplied for general aims for standardized with Affective Taxonomy Domain.

The Objective of this research is to know about howsoft skillsbe applied for interview mediation is applied for general aims for standardized for standardized

The research is achieved to present and to supporthowsoft skills be applied for interview mediationis applied for general aims for standardized for standardizedResearch applies Descriptive Qualitative Methods in developing Domain of Affective Taxonomy in couching.

Meanwhile, The Design is measured at the end of domain as howsoft skills be applied for interview is applied for general aims for standardized for standardized Research applies Descriptive Qualitative Methods in developing Domain of Affective Taxonomy in couching.

In a common way for interview is applied for general aims for standardized for standardized Research applies Descriptive Qualitative Methods in developing Domain of Affective Taxonomy in couching is about presenting steps of couching for court mediation.

## **RESULT AND DISCUSSION**

As it contains foreign ahead system namely Community Language Learning (CLL) which is method logically based on native translation referred to Affective 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)

Manner in this case is the function of a communication between mediators and clients; Manner reflects a high definition of body language in doing court with passion not only gained with perfection of task duty. Court as follow should comply two discriminations of this matter, it changes the way about perceptual values of delivering court without emotional consideration as this can reduce motivation of mediators at court.

The clients of court should recruit instructor or coach to mend the manner of mediators as the affection emotion could affect of motivation for the mediators to deliver their courtquality not only court knowledge but also facing manners to assure emotional factors in providing excellence quality at court

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

- a. Mediators develop process associated with discovery and Affective Domain by observing, inferring, formulating hypotheses, predicting and communicating.
- b. Instructors supports the processes of discovery and Affective Domain.
- 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 for affective taxonomy reflected to figure game (Richards et al, 1993).

The Result of Discussion is regarded for Ultimate Observation in Discovery Research in changing staff Behaviours into Well-Practiced attitude in at court field.

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

Table 1. the Steps of Coaching Manner for Interview

<b>Coaching Steps to improve staff candidates attitudes at court with Figure Game</b>	<b>Domain</b>
1. The Instructor greets mediators about this day, then the instructor ask the mediators how about when communication with <b>flat</b> emotion.	Receiving
2. The Instructor listens to answers of the mediators about that, and the Instructor tells them how discomfort for us to listen and see anything speech for <b>communication</b> is stable with flat emotion, and ask them to feel the discomfort when facing the client emotions to discharge the mediation.	Responding
3. Then the Instructor asks the mediators to state a <b>body language</b> game as the mediators are created to <b>communicate</b> or speak to their friends as if they were the public figure the mediators liked , and the mediators are probably assure their friends with happiness for interaction to finish abridged case.	Valuing
4. The mediators have finally accomplished for decision about telling or delivering court with flat emotion is not worth for	Organization

communication even for interview, therefore interaction with certain attitudes to resemble <b>ethical</b> value is worthwhile for assuring the court	
5. When the mediators have finally concluded the ethical value of communication in interview, therefore the Instructor creates simulation of real like interview as the mediators are enthusiastic to speak with ethics and confidence to the clients.	Characterization

Good Clients should improve achievement not only gaining access for an achievement goal, but also for maintaining mental ability for manners of mediators to pertain social reliability in staff mental and manner habit. It should conduct reflection about gaining access for soft skill in raising psychological emotion to gain sympathy for others as they can conduct cheerful atmosphere in maturity of court.

Therefore, Good Clientss requires strategy to treat the mediators 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).

## CONCLUSION AND RECCOMENDATION

The main problem is not about the procedure, but about how the way of preserving well - managed manners of mediatorsappliesmain term of courtatmosphere after quality task of the court itself. The game can couch mediatorsto maintain themselves for excellence in developing enthusiasts and confidence for interview because it can improve adequate manner in doing worth performance during interview as the steps can decide after the oral test for courtor not

Due that courtExperience in the east is supported with good manners rather than skills as superiority, court opens a moral value to gain as standard operation procedure to fix position of all mediators in delivering manners as primary aim before completing all tasks in perfect result. The Soft Skills of mediators in certain occupations gain no discrimination in delivering compilation of court situation.

For a perpetual situation ,mediators are created by court to complete court in a way of perfection but in that case, as Vygotsky declared in Suyanto 2007 that must be an assistant for improving staff excellence and the function of it by allowing at once with the functions of its manners of speaking in good property.As the explanation that speaking and other manner counts the most habitual atmosphere at work situation.

## **ADVANCED RESEARCH**

This research is not impeccable during or after it applies as a result, The Psychomotor one as a soft skill result is required for court field after interview is done, and the research of this term is required after this observation is completed. The main problem is not concerned about the procedure, but about how the way of preserving well - managed manners of mediators applies main term of court situation after quality task of the court itself.

The game can coach mediators to maintain themselves for excellence in developing enthusiasts and confidence for interview because it can improve adequate manner in doing worth performance during interview as the steps can decide after the oral test for courting or not but the output or Psychomotor skills from the affective integration or commonly named as mediators Excellence with to their court because of productivity delivered with good manner and quality of court performed together output is still in the further research consideration.

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*Pamuji, Siallagan, Simangunsong*

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