

# Family Leadership Preparation Training Model to Realize Indonesia's Gold Generation

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This research is motivated by the potential and problems. The potential in question is the addition of the number of productive ages in Indonesia, especially in adolescence and adulthood. The development of the productive age should be directly proportional to the increase in the ideal marriage partner and harmonious household in Indonesia. However, the problem is the number of cases of broken homes, infidelity, domestic violence, divorce, small children who are victims of divorce, the recurrence of divorce and changing partners. It seems that it is not enough to only capitalize on pure intentions and love to build a harmonious household institution. There is still a need for complete knowledge; emotional stability, maturity in thinking and acting. Such knowledge is interesting to study, as it is not known to what extent the people who will engage in marriage possess this knowledge. This study tries to find out how much enthusiasm or interest exists, among students and young couples, to take part in preparation training for family leadership. The purpose of this study was to carry out marriage preparation training based on Islamic education. This research was conducted using Research and Development (R & D) research methodology, with Borg and Gall model development procedures, in which there were five stages of research namely Analysis, Design, Development, Implementation, and Evaluation. The results of the validation from the Psychology expert (for Content / Content) from validation 1 and 2 obtained the average percentage of module content that is 61.25%, and 92.08%. An assessment by a linguistic expert from validation 1 and 2 obtained the average percentage results of 63.00% and 91.67%. Assessment of the results of trials in Suka Makmur Village at stage 1 is 67.57% and in stage 2 it is 95.33%. Meanwhile, the results of the validation with respondents from the study were conducted on student groups / young couples in three provinces; Aceh, Jakarta, and Kalimantan, 84.62%, 90.66%, and 92.83% respectively. The conclusion of this study is the

## Development of Training Modules for Early Family Leadership Preparation.

**Key words:** *leadership, family, golden generation.*

### Introduction

Marriage preparation is important nowadays, because the divorce rate increases every year. Every hour in Indonesia there are 40 divorce cases and nearly one thousand divorce cases every day. In 2015 there were 15,930 divorce claims received by all religious courts in five areas of DKI Jakarta. (mediaindonesia.com; 2016) Many factors influence divorce, the main factor that causes divorce is that they have never attended marriage preparation training based on Islamic education. In addition, other factors are not accepting the division of roles in the household, financial problems, lack of ability to care for themselves, and the intervention of a third person.

The most important impact of divorce is the development of their sons and daughters. The results of a Daily Mail study concluded that teenagers who witnessed their parents divorced were more likely to experience health problems, such as headaches, insomnia, tension, dizziness, and loss of appetite. Furthermore, children living with one parent after a divorce will experience worse consequences. Divorce is known to increase the risk of psychological disorders in children. In addition, it turns out that joint fostering practices, in which children take turns spending time with each parent can cause stress. Previous studies have also shown that a child who lives with a separate parent is more susceptible to emotional and behavioral problems than children who live with their families. Based on the results of interviews with teachers in elementary schools it was concluded that the biggest cause of child problems stemmed from family problems.

The high level of divorce indirectly influences the learning achievement of early childhood and is the reason to examine the marriage preparation training model based on Islamic education.

On the basis of the above discussion, the author developed a model for preparing family leadership from an early age to realize the Indonesian golden generation. The reasons described above are the factors behind the researcher's motivation to conduct the research. The purpose of this study was to see the extent of the enthusiasm of young couples in preparing themselves for future marriage.

## **Research Methods**

### ***Type of Research***

This type of research is a qualitative research and uses naturalistic research methods because the research is carried out under natural conditions using descriptive methods. In processing data and research, results all use the description of the researcher.

The research method used in the study entitled "The preparation of family leadership training model early on to realize the Indonesian Golden Generation" is Research and Development (Research and Development / R & D). The choice of the research method is because researchers want to develop a training model. This is in accordance with the opinion of Borg and Gall (1988) in Sugiyono (2009: 4) which states that research and development is a research method used to develop or validate products used in education and training. The author tries to develop a training media. For this reason, validation of the media is needed.

Furthermore, the procedure in this development study applies the ADDIE procedure. This model consists of five main stages, namely (A)nalysis, (D)esign, (D)evelopment, (I)mplementation, and (E)valuation (Pribadi, 2011: 125). Research and development methods are methods used to produce certain products. The ADDIE development procedure, in the Borg & Gall development stage, only reaches the sixth stage. The research and development starts from the analysis to find goals, until the last sixth evaluation with 50 subjects.

### ***Expert Trial***

Development Islamic wedding education preparation training models are validated by experts. There are three experts who validate Islamic education-based wedding preparation training models namely Psychology experts, medical experts and language experts. The level of media validity is known through the results of the analysis of the trial activities carried out in three stages, namely: (1) Test of psychologists. This activity was carried out to review the initial product and provide input for improvement in terms of content from a psychological point of view, (2) Test language experts. This activity is carried out to see the relationship between words and between sentences and provide input in each of these improvements in the form of descriptions. (3) Questionnaire of participants' responses. This activity was conducted to find out how much young couples like to attend training on marriage preparation, based on Islamic education.

### ***Model Testing***

The development of a marriage preparation training model based on Islamic education that has passed the revision stage, was tested in two places. The author presents the development of a marriage preparation training model based on Islamic education in Suka Makmur, Bogor and in Rawamangun Jakarta. The development of this training model uses Taylor's theory which is oriented towards the achievement of objectives (Inusah, 2018).

(1) Preparing the final training needs, (2) Producing modules / books on "Islamic Education-based Marriage Preparation", (3) Multiplying modules to disseminate wedding preparation training models, (4) Obtaining Intellectual Property Rights (IPR), (5) Socialization of wedding preparation training models based on Islamic education, and (6) Producing international journal articles.

### ***Data Types***

Basically, the data obtained is quantitative and qualitative. Quantitative data in the form of numbers obtained from the assessment questionnaire on product development and student questionnaire responses and young couples arranged in a Likert scale (multilevel scale) and Guttman scale. Qualitative data in the form of responses, criticisms and suggestions as outlined in the questionnaire. The resulting data relates to the feasibility or suitability of the development product made.

### ***Research Instruments***

The instrument used was a questionnaire in the form of a check list that was used to obtain an assessment from experts about the quality of the development of the training model. Quality Development of this marriage preparation training model based on Islamic education is viewed from several aspects, namely the aspect of material suitability, media visualization, conformity with the principles of media development, feasibility and presentation of competencies. These aspects are translated into indicators and further development is continued by the researcher. Researchers developed a research questionnaire using seven questionnaires in data collection, namely a psychology expert questionnaire, a medical expert questionnaire, a linguistic questionnaire, a student trial questionnaire, a young age trial questionnaire, and assessment (response) for students and young couples in preparing for Islamic marriage.

### ***Data Analysis Techniques***

Data analysis is done to see the value of each aspect or descriptor in the questionnaire. Data was obtained from questionnaires given to psychologists, health experts, linguistic experts and students / young couples. The collected data is analyzed by calculating the average score obtained. Score analysis used is descriptive analysis.

### **Research Results and Discussion**

#### ***Findings of Research Results***

##### ***Needs Analysis***

In accordance with the needs analysis that has been described in the abstract section, a number of such knowledge is empirically interesting to study, in order to understand the level of knowledge possessed by people who are going to be married.

The things that are very essential to learn as a provision for premarital knowledge are: Marriage, Gharizah & Appearance Law, How to Choose a Partner, Pre-marital Health Preparation, Preaching, Wife, Household & Household Psychology, Adapting to a New Family, Husband's Rights and Obligations -Wife, Management of Household Management, Family Nutrition, Family Economics, Concept of education of children, fruit of marriage, Household Governance with neighboring social adaptations and society, Maintaining Physical Husband-Wife Post-Marriage Physicality, love and permanence of marriage.

##### ***Design***

At the design stage, the results obtained from the design concept of the Development of Islamic education-based wedding preparation training model are complemented by the development of modules (products) intended for students or young couples who will go to marriage as a complement to people's knowledge on the problems of marriage preparation produced for two years, from 2017 to 2018.

The preparation of the Module begins with the steps: 1) Preliminary study, 2) Draft module for Marriage Preparation Based on Islamic Education, 3) Product development, 4) Product trials, 5) Socialization of product results. This module is very meaningful in its existence and can be applied by using 4 models of Islamic premarital education training, namely:

brainstorming, case identification, lectures varying about the essence of premarital education, and problem solving on general household problems.

### ***Development phase***

The steps taken in the development and production process consist of several stages. To find out the following stages the researcher describes step by step development and production. The steps are as follows:

- 1) Preliminary study is conducted to analyze the needs of the community (young couples) in preparing themselves to foster Islamic households. The steps taken are to study Islamic theoretical marriage-based survey problems faced by the family and produce a draft of an Islamic education-based marriage preparation module;
- 2) Conduct Islamic education literacy learning to produce a draft of Islamic education-based marriage modules to produce draft international journal articles;
- 3) After becoming a draft module for Islamic education-based marriage training, then developing products from various literacy of several sources related to needs analysis;
- 4) Conducting Module trials in Suka Makmur by involving youth participants (prospective young couples) to see the usefulness of the product. This is important for young couples who will be married in Suka Makmur, Bogor;
- 5) Lastly disseminating the product with presentations / seminars to 3 provinces in Indonesia, namely Sumatra, Java and Kalimantan;

The assessment of product development is carried out with media and material validation. From the assessment results the following data was obtained:

#### **First Validation Result of Material Content Expert (Psychology)**

No	Assessment Aspect	Score	Category	Perfect Percentage
1	Suitability Indicator	13	Enough	65.00
2	Visual Media Indicator	9	Less	56.25
3	Principle Indicator for Material Development	10	Enough	62.50
Average				61.25

#### **Second Validation Result of Material Content Expert (Psychology)**

No	Assessment Aspect	Score	Category	Perfect
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				Percentage
1	Suitability Indicator	19	Very good	95.00
2	Visual Media Indicator	16	Very good	100.00
3	Principle Indicator for Material Development	13	Very good	81.25
Average				92.08

#### First Language Content Expert Validation Results

No	Assessment Aspect	Score	Category	Perfect Percentage
1	Feasibility Indicator	13	Enough	65.00
2	Presentation Feasibility Indicator	15	Enough	62.00
3	Language Feasibility Indicator	5	Enough	63.00
4	Graphic Feasibility Indicator	8	Enough	62.00
Average				63.00

#### Second Language Content Expert Validation Results

No	Assessment Aspect	Score	Category	Perfect Percentage
1	Feasibility Indicator	20	Enough	100.00
2	Presentation Feasibility Indicator	23	Enough	95.83
3	Language Feasibility Indicator	7	Enough	87.50
4	Graphic Feasibility Indicator	10	Enough	83.33
Average				91.67

#### Results of the First Respondent Trial in Suka Makmur-Bogor Village

No	Assessment Aspect	Score	Category	Perfect
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				Percentage
1	Results of the First Respondent Trial in Suka Makmur-Bogor Village	20	Enough	62,50
2	Results of the First Respondent Trial in Suka Makmur-Bogor Village	22	Enough	61,11
3	Results of the First Respondent Trial in Suka Makmur-Bogor Village	21	Enough	70,00
4	Results of the First Respondent Trial in Suka Makmur-Bogor Village	23	Good	76,67
Average				67,57

Results of the Second Respondent Trial in Suka Makmur-Bogor Village

No	Assessment Aspect	Score	Category	Perfect Percentage
1	Results of the First Respondent Trial in Suka Makmur-Bogor Village	31	Very Good	96,88
2	Results of the First Respondent Trial in Suka Makmur-Bogor Village	34	Very Good	94,44
3	Results of the First Respondent Trial in Suka Makmur-Bogor Village	28	Very Good	93,33
4	Results of the First Respondent Trial in Suka Makmur-Bogor Village	29	Very Good	96,67
Average				95,33



### *Application*

After the model of preparation for family leadership, preparation from the beginning, to realize the golden generation of Indonesia, was declared feasible as a training model. The next step is to apply the model. Implementation is carried out in three stages carried out for one year (2018-2019) on three islands, namely Sumatra (Aceh), Java (Jakarta), and Kalimantan (West Kutai) by involving agencies that have contributed in supporting this activity, such as dormitory managers, students, Islamic boarding schools and government on these three islands.

The involvement of agencies as boarders, boarding schools, and institutions that are directly related to marital affairs in this research activity is very significant in parallel and can help accelerate the dissemination of the results of the research according to the targets set by the researcher. This premarital education training material is organized into 18 module discussion units according to the results of research in the first year (2016-2017) which is equipped with a case analysis, contemporary reference studies, and group discussion of the research team.

The results of research from 3 islands in Indonesia are:

#### First Respondent Research Results in Takengon Village, Aceh

No	Assessment Aspect	Score	Category	Perfect Percentage
1	Indicator of Module Dissemination / Dissemination	26	Very Good	81,25
2	Module Availability Indicator	29	Very Good	80,56
3	Indicator of Interest in Participating in a Wedding Seminar	27	Very Good	90,00
4	Indicator of Module Benefits	26	Good	86,67
Average				84,62

Second Research Results of Respondents in Rawamangun, East Jakarta

No	Assessment Aspect	Score	Category	Perfect Percentage
1	Indicator of Module Dissemination / Dissemination	30	Very Good	93,75
2	Module Availability Indicator	32	Very Good	88,89
3	Indicator of Interest in Participating in a Wedding Seminar	26	Very Good	86,67
4	Indicator of Module Benefits	28	Very Good	93,33
Average				90,66

The Third Research Result in Kutai Barat, East Kalimantan

No	Assessment Aspect	Score	Category	Perfect Percentage
1	Indicator of Module Dissemination / Dissemination	31	Very Good	96,88
2	Module Availability Indicator	34	Very Good	94,44
3	Indicator of Interest in Participating in a Wedding Seminar	27	Very Good	90,00
4	Indicator of Module Benefits	27	Very Good	90,00
Average				92,83

Evaluation is used to perfect a product. In addition, the evaluation is also based on the overall advice from psychologists, linguists and the results of responses from students and prospective young couples. Furthermore, the model of preparation for family leadership preparation was declared to be an excellent pre-marriage training model, so that no suggestions were made to improve the model (Dori, 2018).

Thus, the model of preparation for family leadership preparation is declared feasible as a training model.

### ***Discussion***

Training model research is carried out with the following activities:

1. Preparation of final material for training needs. To obtain the final material in the preparation of the training module in the second year of this study, a literature study was conducted. The activity aims to get a deeper theoretical foundation on marriage based on Islamic education. Based on this foundation, a wedding preparation training model was developed.
2. Preliminary Study (Continued) Data Analysis  
Data analysis was carried out qualitatively and quantitatively. Qualitatively it is done by analyzing the data obtained from the FGD and comparing and integrating it with the models of previous research (Ahmed, Majid & Zin, 2016; Ali & Haseeb, 2019; Haseeb, Abidin, Hye, & Hartani, 2018; Haseeb., 2019; Suryanto, Haseeb, & Hartani, 2018).
3. Survey of Marriage Problems  
The survey was conducted in Sukamakmur sub-district, Bogor regency, West Java. This area is of quite serious concern because many cases of marital breakdown occur. For example, there has been (murder) a family killed, killed and burned because of jealousy (Sukaharja village, Sukamakmur district, Bogor, February 14, 2018). The sub-district also has a unique nickname, known as 'Kampung Janda', where married women can marry siri (Bharatanews.id, 10/27/2016; and [www.metropolitan.id](http://www.metropolitan.id), 10/26/2016). There are also many young women in Sukamakmur Subdistrict who are happy to be a savings member ([bogornews.com](http://bogornews.com)> 2016/9/6). The latest data in relation to marriage, household, and family, shows 259 divorce claim cases (Tuesday, May 22, 2018 Cibinong Land Case Study Search Information System).  
Conditions like this require concern from the community component in order to obtain better guidance, improvement and development of human resources, especially in fostering family education.
4. Drafting the Model.  
Based on the literature review and the results of a survey and analysis of family education books in the global era, a model of Islamic education-based family preparation training was designed, as follows:

- a. Brainstorming, about the perception of premarital education for young people or students.

This prenuptial education training model with Brainstorming is very effective, considering the current conditions of young people and students who are classified as millennials. Young people and students are open to presenting opinions while participating in a training, because they feel valued and are considered to have had initial knowledge. This Brainstorming training model is well liked by young people when attending pre-marital education training.

- b. Case identification, general household problems.

The training model with case identification is a training model that is very interesting and challenging, encouraging active and participatory trainees. Discussion of general problems in the house hold is a very interesting issue to discuss. In addition to presenting and analyzing general problems in the household, case identification also lures trainees to open up insight, stimulate creative and critical thinking.

- c. Lectures vary about the essence of premarital education.

For the effective use of this training model, the training model with lectures needs to be done in a variety of ways so that it is more interesting, effective, and not boring. The variation in question is both in the process and the support of multimedia as a support for the material presented.

- d. Problem solving; against general household problems

The problem-solving model is a solutions-based training model, and very much benefits the trainees. Various problems encountered in the context of post-marriage households will be openly resolved in the settlement process. The solution to the problem is based on a religious approach (from Islamic teachings and law), psychology, communication science, and analysis of contemporary influences.

After paying attention to the input data at the model test stage, limited test, and model revision, the Marriage Preparation Based module on Islamic Education was compiled. The process of the model test stage, the test is limited, and the revision of the model uses an instrument that has been validated by experts. Based on the data input from the results of the testing stages, a module / final marriage preparation based on Islamic Education was produced with the title: "Premarital Education (Serious Guide to Preparing Quality Families in the 21st Century)".

The dissemination of research results in the form of pre-marital education training models have been conducted in 3 islands (Sumatra, Java, and Kalimantan).

a. Socialization in Takengon, Central Aceh

This activity was held on 27 to 29 April 2018, located in the hall of Al-Manar Takengon Integrated Islamic Primary School in Central Aceh. The participants of this activity came from 2 student dormitories of the Takengon White Elephant University which were domiciled in Dayah (Dormitory) totaling 45 students.

b. Socialization in Rawamangun, East Jakarta

This activity was held on May 6, 2018, at the Islamic Students' Dormitory Foundation (YAPI) Rawamangun East Jakarta. The participants of this activity came from various universities in Jakarta, and from residents of 3 Islamic student dormitories managed by the Islamic Student Dormitory Foundation (YAPI), namely Sunan Gunung Jati Dormitory, Sunan Girim Dormitory and Wali Songo Dormitory. The number of participants in this activity was 40 people.

c. Socialization in Kutai Barat, East Kalimantan

This activity was held on August 18-19 2018, in the hall of West Kutai Barat Cendekia Creative Primary School. The participants of this activity came from various universities around Kutai Barat, East Kalimantan. The number of participants in this activity was 28 people

## **Conclusion**

a. Conclusions

From the results of research and development of family leadership preparation training conducted in three provinces, it can be concluded that the development of this module is very good. This training is important so that prospective married couples can acquire knowledge in order to build better quality Indonesian families.

b. Suggestions

Considering that the Training Module has been declared feasible and is well used in training students or young couples, it is hoped that it can help to provide knowledge through Islamic pre-marital training models to form a quality Indonesian golden generation. If many students or young couples will get married, it is best to engage in pre-marital training by discussing pre-marital modules that have been developed.



c. Thank you

The researchers would never have been able to complete this research without the help and guidance of extraordinary people around them. Therefore, here the researcher would like to convey this little gratitude to Prof. Yufiarti, M.Psi for his assistance in scientific matters, Dr. Wawan Mulyawan, S.PBS on the proposal to the author, Dr. Gusti Yarmi, M.Pd as a linguist who arranges the module's language flow, and all parties who have helped in this study. Thank you very much.



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