PRESENTER'S PAPERS

Violent Conflict between *Pencaksilat* Group Members Viewed from Sociology Paradigm: A Leadership Study Harwanto

Harwanto
University of PGRI Adi Buana Surabaya
harwanto81@yahoo.com

Abstract

Actualization of violent conflict is seen as a social phenomenon to express itself in aggressive behavior. However, this behavior is basically a process of social learning to practice the skills, traits, values, attitudes, norms and knowledge associated with the role in the sport. This research was a form of case study which focused on the reality of the social phenomenon of violent conflict on members of Pencak silat (the Indonesian martial arts) organizations. Cases of violent conflict were examined through qualitative methods, so that the study of the problems and the application of research methods were to be argumentative choice. Reality was the data source described and analyzed in order to establish a proposition. The proposition built was that strong solidarity would build groups of ingroup-outgroup through routine activities that were functional and dysfunctional. The functional properties would strengthen the solidarity of the group members. They would lead to dysfunctional attitudes while deglorifying members. The inference that violent conflict happening was influenced by the attitude of the leadership that put the prestige of the organization. Based on the findings, the value of understanding the teachings of Pencak Silat is not maximized and the transformation of Pencak Silat as a cultural value to the sport is not complete.

Keywords: *violent conflict, members of Pencak Silat, paradigm of sociology of sport and leadership*

A. The background

Success of an organization organize anpencaksilat depending from the attitude of the leader, how to lead, styles lead and the integrity of the leader in the instill values and norms to the formation of the character of its members during the process of running the wheel of life organization. It means that the leadership is the ability of a leader in the influence of other subordinate and its members to achieve a common goal in both organizations or institutional institutions.

Following the formulation of the definition of leadership according to the experts; Fiedler (1967), said that the leadership is basically the pattern of the relationship between the individuals who use the authority and its effects on the groups of people to work together to achieve the goal. John Pfiffner, leadership is the ability to coordinate and motivate individuals and groups to achieve in travel. Davis (1977), defines the leadership is the ability to invite other people reach the purpose of which is determined by the enthusiasm. Ott (1996), the leadership is defined as the process of inter-personal relationship in which a person affect the attitude, trust and especially the behavior of other people. While Locke et.al. (1991), defines the leadership is the process of persuading others to take a step toward a target with five definitions are, has an overview from a different perspective the relationship pattern, the ability to coordinate and motivate people the ability to invite, persuaded and influenced the others.

If the angle is associated with problems in research actually theoretically contrary to what happens in the field. Remember the various cases that appears more likely on a conflict between the group members organize an organization. While in the more theoretical studies advancing on the values of the positive changes such as build togetherness, interweaves the harmonization of membership and trying to improve productivity. While the conflict in an organization would not be avoided and will always be present during the process of life and its development, as is the case of the violent conflict that happened in the organization in the branches of the sport.

Marx, 1956.mentioned that, "...without conflict, no progress; screened is the law is iscilivization has followed the present day", without conflict, no development; that is the law on the civilisations until now. It means that the conflict has functional value, if viewed as a form of competition and are able to manage with good to become a change. But the conflict is also uterine if memerkuat hostility (hostile 26), appears the attitude of disappointment (deprivation), instill a sense of revenge on the experience the past conflict (vengeance) until accumulation happening a sense of hatred that continues to deliberately created the protracted conflict.

The conflict referred to in this research more empties on the form of competition between groups by members of the organization that is not responsible. As the statement from some informers who said that the conflict was triggered by persons members that is not responsible. A person who is not responsible means that some of the members who has been a breach of the terms that are not required by the organization. While the source of the conflict is often done by community groups from members of each organization that deliberately created as a form of personal problems.

The case of the violent conflict that has lasted for this leaves a deep-seated concern, especially for the general public. The conflict is often lead to violent actions to involve the masses, not even a little loss felt by various parties, including the community that is not involved the conflict becomes the target of 'mid of the masses.

Such condition seemed as something natural and seems to have become the culture for them. Considered as a culture because the case occurred continue to repeatedly, this indicates a certain community groups that deliberately created conflict, although contrary to the purpose of the organization.Empirically the actualisation of violent conflict is seen as a social phenomenon to me.

B. The basis of the theory

1. The theory of the leadership

a. The theory of leadership qualities (Trait Theory)

Scientific analysis of leadership journeyed from focusing the leader itself. In the development of this theory get the influence of the flow behavior of psychology thinkers who was of the opinion that the nature of the leadership qualities are not

entirely born, but also can be achieved through education and experience. Attributes - attributes among others ; physical characteristics, mental and personality

b. The theory of the leadership of the behavior and the situation

Based on research, the behavior of a leader who bases this theory has a tendency toward two things :

First called verbs namely the tendency of leaders that describes the relationship familiar with subordinate. Examples of symptoms that are present in this such as: defend their subordinates, to provide feedback to the subordinate and prepared bekonsultasi with subordinate.

The two called initiation struksur namely the tendency of a leader who gives limitations to subordinate. The example can be seen, subordinate to get the instructions in the implementation of tasks, when, how the work done and the results of what will be achieved.So based on this theory, a leader is how a leader who has a high attention to the subordinate and against a high result also.

Then also arises the theory of leadership situations where a leader must be a sophisticated diagnostic is good and must be flexible in accordance with the development and the level of maturity of the subordinate.

c. Most important humanistic theory

This theory more emphasize on the principle of humanity. Humanistic theory is usually characterized by the existence of an atmosphere of mutual respect and the existence of freedom. Most important humanistic theory with pioneers Argryris, Blake and Mouton, RensisLikert, and Douglas McGregor. The theory is generally argued that the nature of man is the "motivated organism". The organization has the structure and specific control system.

The function of leadership is to modify the organization to the individual free to realize the potential of the motivation in to meet their needs and at the same time in line with the direction of the group. When borne, in theory most important humanistic, there are three main variables, namely;

1). the appropriate leadership and looking at the conscience of the members with all hope, the needs and the ability of him,

2). the organization that arranged with good to remain relevant to the interests of members in addition to the interests of the organization as a whole, and

3). the interaction of the familiar and the harmonious relationship between the direction of with members to raise the unity and live in peace together. Blanchard, DreaZigarmi, and even stated that the leadership is not something that you do to others, but something that you do together with others (Blanchard &Zigarmi, 2001).

2. The essence of social conflict

Coser, 1967.as quoted Oberschall, 1978. define social conflict as the following "Social conflict is a struggle over values or jump to status, power, and scarce resources, in this is done by the aims of the conflict groups acres not only to gain the desired values, but also to neutralise, injure, or eliminate rivals". The concept of the mentioned that social conflict is the struggle against the values or the statement on the status of the power and resources are limited, where the efforts of a group of the conflict is not only add value to the desire but also neutralize, hurt or eliminate the rival. As in the case of conflicts that occur during this more tend to each other to show the struggle in staying status values organize an organization.

In the realistic conflict theory (this conflict), Sheriff said that the conflict caused by the interests of memerebutkan groups various sources (resources such as the economy and the power that is limited or scarce. Because the source is limited, then to memerolehnya must compete so that no one of the parties to the winners and the other parties who defeated. Very

may occur as a result violence between them.of the competition which is win lose orientation, ultimately culminated in the behavior of

3. Social Function Theory in Sports

Martial arts as a sport memunyai role to run social institutions, including the running of cooperation (cooperation), competition (competitive), conflict (conflict) and adjustments (accomodation). Some instruments of social institutions that often arise internal and external conflicts, but to put forward the transformation of the conflict, which is a process of tackling the various problems in the conflict, the sources of conflict and the consequence of negative conflict. As a social institution contain the potential to perform multiple functions, ie emotional social function, the function of socialization, integrative function, the function of the political and social mobility functions, all of which is referred to as the instrumental function of sport stem from participation in sports activities. So it can be made modifications to the social function of sport illustrations as follows:
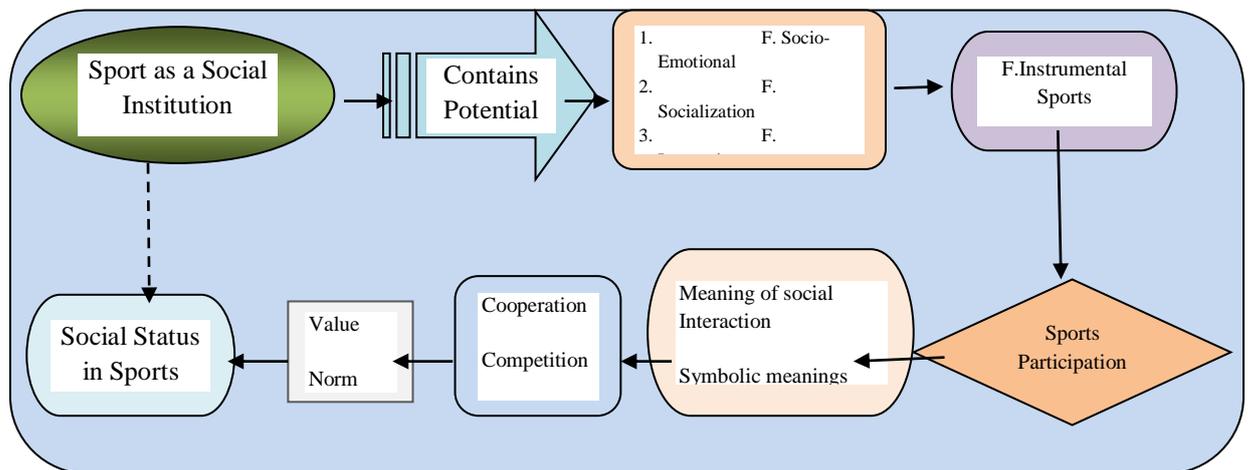

Figure 2.4 The social function of sport in participation activities. Sources modification of Nixon and Stevenson in Lutan, R. (1999) Harwanto,2010

Martial arts as a sport in wadahi by IPSI would mobilize members and organization development can not be separated from the instrumental function. It is based on participation in sport Pencaksilat activities that still have to be supported by a social significance. As Luthan view, which develops further R. framework and starting point of participation in physical activity and sport are appointed by the meanings such as the meaning of social interaction, the symbolic meaning, and the meaning of expressive (self-declaration). These meanings function as an instrument of socialization in sporting activities. Therefore, exercise is an important medium to get a change of attitude and build social status.

C. Research Method

1. The approach and the type of Research

is a form of case study focused on the social phenomenon of violent conflict that often occurs on the members of the group of the organization especially organize an pencaksilat. The case of violent conflict is examined through qualitative methods approach, so that the

study of the problems and the implementation of the research method is a choice that argumentatif.

Qualitative research is intended to develop knowledge through the understanding and the discovery (meaning and discovery), so that in the process of data mining research in the field is done by logic inductive coupling and dialectical. This is done as a control in the framework of identifying and limiting the problem (identification and limit the problem) who examined.

With through the approach is expected to memeroleh concepts and methods a holistic approach in analysis with the goal of staying the integrity or wholeness from the object. The integrity is faktualisasi data empirically, the role of objectivity researchers in memerlakukan informers both members of the organization, data analysis which is done through the stages reduce data reduction), displays/explore data (display data), and select/ determine research data (drawing conclusion/verification).
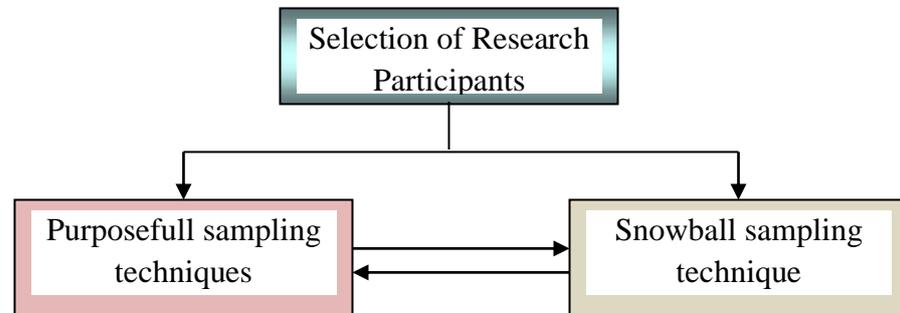
D. Stages Research Case Study
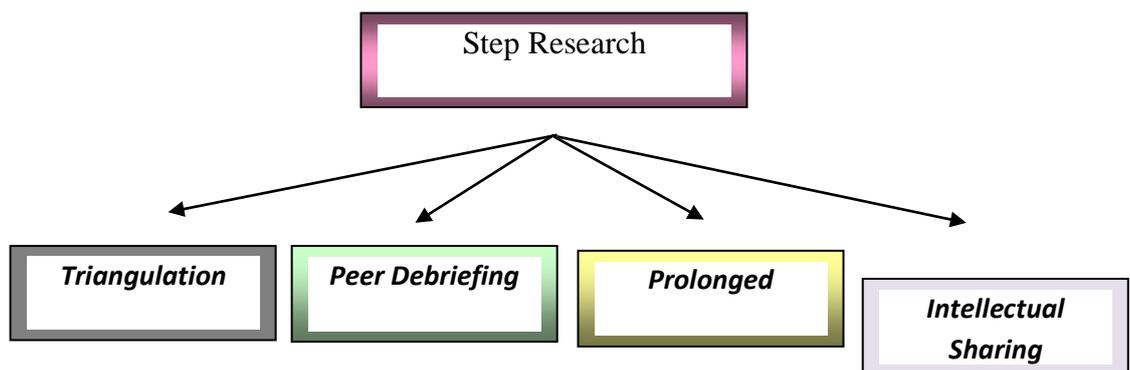
1.   Method of collecting data
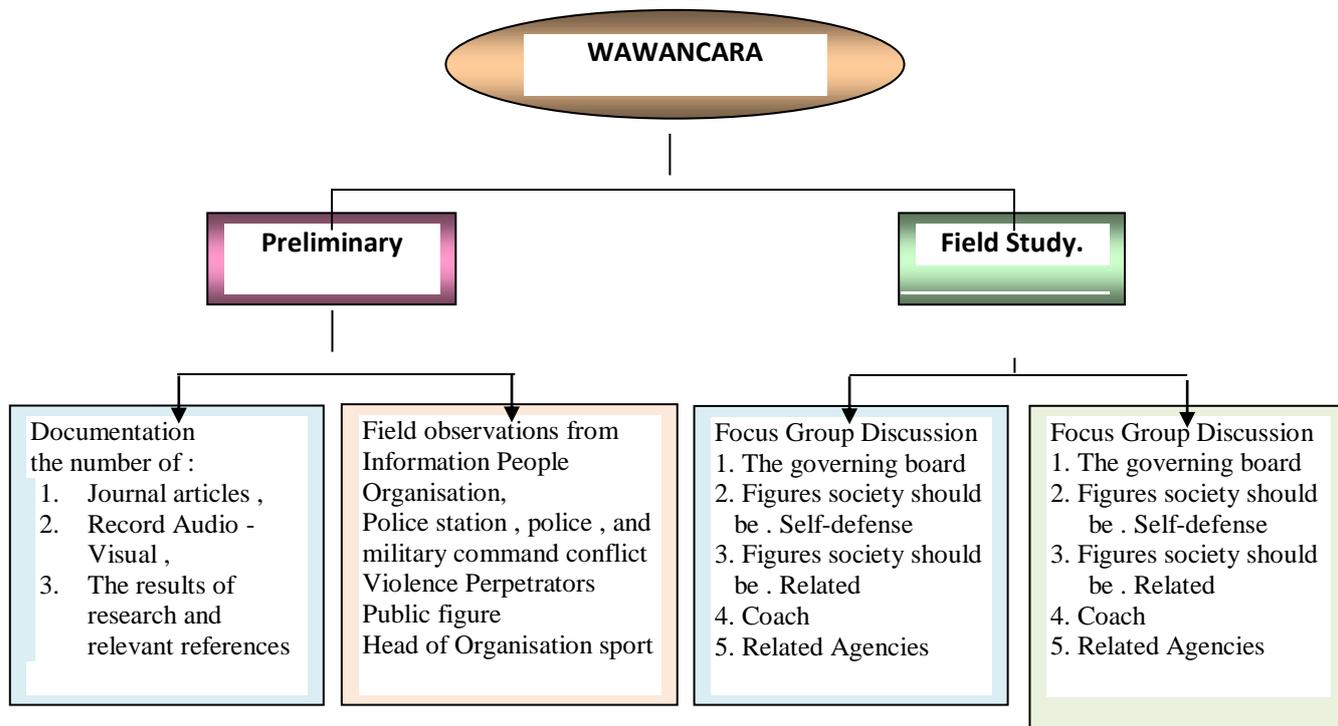
2. Selection of Participants

```
          ┌─────────────────────────┐
          │   Selection of Research  │
          │       Participants       │
          └─────────────────────────┘
               │                │
               ▼                ▼
   ┌──────────────────┐   ┌──────────────────┐
   │ Purposefull      │◄─►│ Snowball         │
   │ sampling         │   │ sampling         │
   │ techniques       │   │ technique        │
   └──────────────────┘   └──────────────────┘
```

3. Unit Analysis

```
              ┌─────────────────────┐
              │    Step Research    │
              └─────────────────────┘
        ┌────────┬────────┴────────┬──────────┐
        ▼        ▼                 ▼          ▼
 ┌────────────┐ ┌────────────┐ ┌──────────┐ ┌────────────┐
 │Triangulation│ │Peer        │ │Prolonged │ │Intellectual│
 │            │ │Debriefing  │ │          │ │Sharing     │
 └────────────┘ └────────────┘ └──────────┘ └────────────┘
```

(Patton,1990 in Maksum, 2007)

E. CONCLUSIONS AND PROPOSITION
  1. The Conclusions
      Based on the results of the discussion of the data analysis and research findings in the field, then according to the formulation of the problem can be summarized as follows that violent conflict during this happens because influenced by the pattern of leadership that is still advancing on the value of the prestige of the organization. This is based on the findings of the understanding of the value of the teachings of pencaksilat by students/member who is not yet a maximum and the transformation of the value of pencaksilat as a culture to the sports branch that is not completely. The understanding of the value of the teachings will Ketidakmaksimalan raises an excessive behavior, while excessive behavior tend to build restrictions group (ingroup-outgroup) if supported by a strong group solidarity, so that this will cause the attitude deglorification. Deglorification attitude is a feeling is proud to be a member of an organization that has a big name, as well as take refuge and protection in it because the feel get support from solidarity group.
      While the understanding of the value of the teaching that has not been the maximum marked with several indicators of the behavior as follows:

a. The existence of the attitude of fanaticism members on the value of the brotherhood in the symbol of the organization as a form of interpretation of the value of excessive.

b. The activity of conflicts that occur continuously, is assault and lead to violent actions.

c. the emergence of diskursif attitude on other groups as a form of dissatisfaction from the experience of the previous conflict.

d. The emergence of community groups that deliberately created and fishing conflictual atmosphere, always be provocative and makin moderate at every opportunity and opportunity.

e. The limitations of group (ingroup-outgroup) which was built by a strong sense of solidarity and tend to behave aggressive and destructive.

While ketidaktuntasan cultural value transfer to the sports branch based on the emergence of the attitude of solidarity group members of the organization which very strong. The strength of the solidarity of the group will have an effect on the emergence of deglorifikasi attitude. This attitude is likely to perform excessive actions that lead to provocative actions and discursive. Members of the excessive actions and lack of sanctions law firm from the direction of the organization, then will tend to create a violent conflict repeatedly, continuously and the prolonged.

2. Such a Proposition

Based on the following conclusions, so it can be built as follows: proposition

a. That will build a strong solidarity group ingroup-outgroup (Me the TerateWinongo yours),

b. The strong solidarity built through the routine activities (SuroanAgung& continued brotherhood),

c. Social solidarity built is functional and uterine. The nature of practical abilities strengthen

d. group solidarity while dysfunctionalcause the attitude deglorification members.

e. This deglorification attitude used by some members to personal interest so expandareas of conflict and continue to the prolonged.

f. The violent conflict that is continuously also caused by not optimal understanding the value of the teachings of pencaksilat and not completecultural transformation into branches sports.

g. Not complete cultural transformation into branches exercise cause organizations to organize an pencaksilat more closely with the community organization

h. Many community organizations this clenched with political, economic and social

    1) Politically, community organizations to be the source of the power of

    2) Economically, community organizations to be the source of income

    3) Socially, they build social solidarity for staying existence

i. The success of an organization is determined by the pattern of leadership and character leader.

F. ADVICE

Based on the conclusions and propositions are built, then there are some things that need to suggest that:

1. In terms of organization, management system development organizations need both in the structuring of administrative management and conflict management.

a. Administrative management at least managing the system in the organization, which is based on the firmness of the rules and regulations set by the center, such as the impunity of the organization, restrictions expressly about the age of a prospective member, the training process is proportional, the provisions of coaches are professional, pattern coaching more systematic maximization of the construction value of the teachings of all SH's and develop a harmonious relationship to other martial arts as well as government organizations, as well as emphasizing the quality of the development of doctrine toward achievement sports.

    b. While dealing with conflict management, ie how to address the conflict that has been going on for this to be a motivation for change. The changes referred to include improving the quality of the resources of members, namely through increasing the ability of mastering martial towards sporting achievement and understanding of the value of the teachings of all SH-an order to build a good moral character.

2. Academically, the case of conflict between groups pencaksilat martial arts organizations in Madiunhave value of interdisciplinary studies, so it is necessary to follow up on next research about:

    a. Assessment history pencaksilat martial fraternity Faithful Heart intact and original character, considering the organization has evolved into several streams organizations in Indonesia,

    b. Assessment of violent conflict between group memberspencaksilat martial arts organization in Madiun in a historical perspective and cultural Madiun,

    c. Assessment of violent conflict between groups martial martial arts organizations as the realm of legal certainty,

    d. Assessment of pencaksilat martial arts organizations as a political force cargo interests,

    e. Assessment of pencaksilat martial arts organizations as economic capital investment space.

G. RECOMMENDATIONS BASED THINKING RESULTS

Based on these results, the researchers recommend some concept of thought according to research facts as follows:

1. In terms of organization

    a. that in the framework to minimize prolonged conflict, should be head of the organization in the role of mobilization can be a figure and a symbol of peace by maximizing understanding fraternity symbol correctly, charismatic, simple and memayuhayuningbawana which seeks to preserve the peace in the world of martial arts and martial arts.

    b. thinking that needs to agree to return to the destination primary cause of true science Faithful Heart, which aims to build good moral character, as a figure of behavior in society, and to understand the values of Faithful Heart correctly, ie as a member of the organization:

        1). understand the existence himself (understand jejeringkapribaden),

        2). understand the presence of others (understand jejeringngaurip),

        3). understand the existence of God (understood punjeringmanembah),

        4). understand the path to death (ngertidununge starch)

    c. that need to be agreed to end a conflict that had occurred to make as a starting point to make a positive change towards the achievement of the sport.

    d. that need to be built together to address each member that they violate the provisions, which have been agreed to provide legal certainty administrative sanction from each organization.

    e. that the agenda of social activities need to be made by the City and County involving all parties martial martial arts organizations in Florida who are members of the IPSI, as a form of regular silahturrahmi event, the form of togetherness, as well as control functions, evaluation and dissemination to members.

    f. that needs to be done in a professional coach training and certified within the framework of improving the ability of the martial arts and sports achievements. It aims to build solidarity through activities conducted on a competitive basis.

BIBLIOGRAPHY

BartosdanWehr, 2003.Using Conflict Theory. New York : Cambridge University Press

PRESENTER'S PAPERS

Bolton, R., (2000), *People Skills*: *How to assert yourself listen to others, andresolve conflict*. Australia: Simon & Schuster.

Coser, L. 1967.*The Functions of Social Conflict*. Il. Free Press, Glencoe, dariwww.2.pfeiffer.edu/-iridiner/courses/Oser 1 HTML diaksespada 22-12-2008

Dahrendorf, R. 1959. *Class and Class Conflict in Industrial Society*. California: Standford University Press.

De Knop, Paul 1996. *Sport for All*. Dalam Current Issues of Sport Sciences Schoondorf: Vrelag Karl Herman

DuBrin, A.J., 1984. *Foundations of Organizational Behavior An Applied Perspective*. London: Prentice-Hall International, Inc.

Edelmann, R. J., (1993), *Interpersonal Conflicts at Work.* London: BPS (The British Psychological Society).

Galtung, J. 1990. *The Violence of Culture. Journal of Peace Research*, vol.27. No. 3.IqYo, pp.291-305, diaksesdi http://www.jstor.org/about/terms.html.

Galtung, Johan. 1975. *Violence, Peace, and Peace Research*. Copenhagen: christianEjlers.

George Simmel, 1903. *The sociology of Conflict* : I (American Journal of Sociology.

Gibson, J. L., Invancevich, J. M., dan Donnelly, Jr. J. H., (1996), *Organisasi:Perilaku, Strukturdan Proses.* (Edisikedelapan), AlihBahasa: NunukArdiani, Jakarta: BinarupaAksara.

Giulinotti, R., Bonney, N, & Hepworth, M. 1994. *Foothball, Violence, and Social Indentity.* New York: Routledge.

Greenhalgh, L., 1999. "*MenanganiKonflik*". DalamA.DaleTimpe, (Ed.), *MemimpinManusia*. AlihbahasaolehSofyanCikmat. Jakarta: PT.Gramedia.

Hendrikks, W., 1992.*BagaimanaMengelolaKonflik*. Diterjemahkanoleh: ArifSantoso. Jakarta: BumiAksara.

Hewstone, M. & Cairns, E., 2006.*Social Psychology and Intergroup conflict.*Available in http://www.ripon.Edu/ academics/ psychology.Hewstone.Htm.

Maksum, A, 2007. *Konflik Kekerasan antar Kelompok Perguruan Pencak Silat. Studi kasus di Daerah madiun.*Penelitian fundammental

Marx, K. & Engels, F., 2000. *Manifesto of the Communist Party*.Diakses 12 April 2009 http://www.marxists.org/archive/marx/work/1848/communist-anifesto/ch01.htm.

Nalapraya, E.M., 1989. *Sejarah Perkembangan Pencak Silat di Indonesia*. Surabaya: Seminar Sehari Pencak Silat Indonesia menuju Era Organisasi Profesional.

Nasution., (1988) *MetodeNaturalistikKualitatif*, Bandung. Tarsito

Poloma, M.,1994, *Sosiologi Kontemporer*, Jakarta: PT Raja Grafindo Persada & Yayasan Solidaritas Gadjah Mada.

Pruitt, Dean G., and Hee Kim, Sung, 2004. *Social Conflict*: Escalation, Stalemate, and Stattlement (3 rd Edition). New York: McGraw-Hill

Randall, C., 1975, *Conflict Sociology: Toward and Explanatory Science*, Academic Press.

Rule, James B. 1988.*Theories of Civil Violence*. London: University of California Press.

Sugiyono., (2004) *MemahamiPenelitianKualitatif*. (Cetakanke 4), Bandung.Penerbit CV. Alfabeta

Susan, N., 2009. *SosiologiKonflik. Isu-IsuKonflikKontemporer*: edisi 1 Cetakan ke-1 Jakarta: KencanaPrenada Media group.

Weiss, D. H., (1993), *Conflict Resolution*. New York: American Management Association.

Winardi(2007), *ManajemenKonflik* (*KonflikPerubahan dan Pengembangan*), Bandung, Mandar Maju.

Author's Biodata

Harwanto is a lecturer in Sports and Coaching, Education Department of University of PGRI Adi Buana Surabaya.