



SOFT SKILLS DEVELOPMENT DESIGN IN TRAINER- Based EDUCATION INSTITUTIONS

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Abstract:

The development of soft skills is essential because it not only helps students in the academic environment, but also in preparing for future lives. Training-based educational institutions are a container where the development of soft skills can be implemented as an attempt to form a superior generation that also advances Islamic values. In connection with the urgency, the study aims to investigate the design of soft skills development in the internship-based education institute. This research uses a qualitative approach and is carried out at Al-Furqon High School, which is under the umbrella of Pondok Pesantren Al- Furqon, Bondowoso. The findings of this research are that there is a design of development of soft skills that is implemented at al-Fourqon High school, i.e. identification of required soft skills, integration in the curriculum, building groups and organizations, extracurricular activities, cultivation of Islamic values, as well as evaluation and feedback. Besides, there are also some implications of the implementation of soft skill development designs at Al-Furqon High School, namely improved social skills, noble leadership, disciplinary improvement, high participation rates, positive conflict resolution, and improved academic achievement.

Keywords: *Educational institutions, Islamic boarding schools, soft skills development*

INTRODUCTION

Education providers in Indonesia are not only rooted from traditional schools but also carried out by *pesantren* (Islamic boarding schools) (Anam et al., 2019; Samsu et al., 2021). (Use APA Style)

Pesantren is an Islamic educational institution in Indonesia that has an important role in the formation of character and religious education for the clergy. Pesantren is a traditional Islamic education dormitory, where the santri live and study together under the guidance of a kiai (Syafe'i 2017). In the internship environment, santri not only study academically, but also engage in worship activities, self-development, and social activities. They are taught to live in a community that supports each other and shares values of goodness. The trainees, as an educational institution based on religious values, also need to integrate the development of soft skills with Islamic ethical and moral values. With strong soft skills, they will be ready to face the challenges of the modern world, build harmonious relationships, contribute to society, and become responsible leaders with high social sensitivity.

Soft skills is an essential element or educational content that needs to be instilled from an early childhood, it is an emotional intelligence that is trained to give rise to special skills that can be felt, realized and emerged in the form of behavior, for example: the teacher's profession, soft skills possessed, are capable of warming relationships, and conducting an easy approach, constructing constructively,

diplomatic communication and techniques to melt the atmosphere using the style of communication to stop hostility.(Hasin and Hadi 2019). Therefore, there are many strategies in forming soft skills in educational institutions, especially in training. The strategy of cultivation through the activities of leadership, that is, the centurion follows the entire activities of the cottage by adhering to the written rules so that discipline, honesty, accountability, self-motivation, confidence, ability to communicate, leadership can grow in the ability to leadership.(Abdul, Yakin, and Emawati 2020).

In connection with the above explanation, research related to the design of development of soft skills at the educational institutions based on the trainees carried out at the Al-Furqon High School, which is an educational institution under the auspices of the Pondok Pesantren al-Furaqoso, Bondowoso as the object of research is considered quite significant because it can provide in-depth insight into the methods and strategies most effective to improve non-technical skills in the centri so that it can impress the superior generation. In addition, this research was conducted to answer the formula of the problem, namely how the design of soft skills development at Al-Furqon High School and how the implementation of soft skill development design impact on the quality of students at al-Furuq High School (Suhermanto, 2023). This research is expected to help identify the specific needs and challenges faced by the trainees in developing soft skills in accordance with local religious and cultural values. The results of the research will provide practical guidance for internship-based educational institutions to design effective and relevant programmes, thus equipping interns with strong social skills to face global challenges and become a holistic personality.

RESEARCH METHODS

This research was carried out at the Al-Furqon High School, one of the educational institutions under the auspices of the Bondowoso Pondok Pesantren to dig in depth information about the design of development of soft skills in the Institute of education based on the training, research studies using qualitative research methods to find out and reveal facts and obtain information naturally in the field with a case study research plan.(Moha 2015). Qualitative methods are methods to explore and understand the meaning that a number of individuals or groups of people derive from social or human problems.(Creswell 2009).

The data obtained relates to the design of soft skills development at the training-based education institute. Data collection techniques are obtained through participatory observations, in-depth interviews and documentation studies. The source of research data is the documentation of the institute's work programme as well as through open interviews with the head of SM Al-Furqon, teachers and centri as informants.

The researchers analyze the data by reducing the data they have previously obtained, then the data is presented and a conclusion is drawn.(Ratnasari and Nurhidayah 2020). This research conducted data authenticity checks to hold accountable the truth of the data with the techniques of credibility, the adequacy of the reference material, reliability and certainty.

RESULTS AND DISCUSSION

The development of the *pesantren's* SPMI refers to the 2020 Education Unit Accreditation

Design Development of Soft Skills in Training-Based Educational Institutions

Based on the findings of research carried out at SMP Al-Furqon, here are some designs in the soft skills development program of students:

This phase involves the identification of soft skills desired by students. The process involves needs analysis, interaction with students, and assessment of desired interpersonal abilities, such as communication, collaboration, leadership, creativity, and mental endurance. The results help develop programs that drive their personal

growth and success. "During this phase, we conduct an in-depth analysis of students' needs. Through interviews and observations, we interact with students to understand the soft skills they expect, such as effective communication, collaborative skills, inspiring leadership, creativity in thinking, and mental resilience. The results of this process help us design educational programs that support their personal growth and success."

Integrating soft skills into the curriculum is a developmental design that integrates interpersonal skills components, such as communication, collaboration, leadership, creativity, and mental endurance, into student learning in a comprehensive way. This approach ensures that soft skills are integrated into each subject, promoting student holistic growth. As stated by Mr. Faizin as a high school teacher, "The importance of involving soft skills in the curriculum is that students can develop holistically. Through thorough learning, students are encouraged to communicate well, work together in teams, and develop creativity and mental endurance. Thus, students will be better prepared to face real-world challenges and succeed in various areas of life."

Group and organizational building is a method of developing student soft skills through group or organizational activities, encouraging social skills, leadership, and collaboration, which contribute to personal growth and adaptability in social and professional environments. "As a teacher involved in group building and organization, I am very convinced that group activities such as collaborative projects and membership in school organizations help students develop social skills, such as good communication and teamwork. Besides, I see an improvement in leadership when students are given the opportunity to lead group or organization activities (Suhermanto, 2023). During this process, students also learn to adapt to a variety of situations and individuals, which contribute to their personal growth in the social environment and preparation for future professional life."

Extracurricular activities are designed to develop students' soft skills outside the main curriculum. Through a variety of activities such as sports, art, debate, or social, students can improve social skills, leadership, collaboration, and communication. These activities provide space for students to sharpen interpersonal skills, build confidence, overcome challenges, and develop creativity, all of which are essential for personal growth and future success. "Extracurricular activities are an important means for the development of students' soft skills beyond the main lessons. For example, in sports activities, students learn about collaboration and leadership, while art enhances creativity and communication. Debate helps argue skills, and social activities build social skills. In this school there are extracurricular bebrapa who are believed to be able to grasp students' soft-skills, such as journalism, vocals, futsals, scouts, and so on. It gives students the opportunity to sharpen interpersonal skills, self-confidence, and overcome challenges, essential preparations for their future."

The cultivation of Islamic values in training-based schools is a holistic soft skill development design. Through a comprehensive religious education approach, students learn ethics, empathy, and morality. The teaching of the Quran and the Hadith encourages self-discipline and fair leadership. All these values help students grow into integrity, empathy, and ready to face the challenges of the future. "The application of Islamic values in this school is a holistic approach to developing students' soft skills. Through comprehensive religious education, students learn ethics, empathy, and morality. The teaching of the Quran and the Hadith encourages self-discipline and fair leadership. The practice of morality and morality in social interaction forms good communication and cooperation skills. All these values help students grow into integrity, empathy, and ready to face the challenges of the future."

Evaluation and feedback are important designs in student soft skills development. Through evaluation of student performance and behavior, teachers can identify strengths and areas to improve. Constructive feedback helps students understand their progress and plan improvements. This process strengthens communication skills, the ability to accept criticism, and increases the willingness to

learn and grow personally. "Evaluation and feedback play an important role in developing students' soft skills. As we evaluate student performance and behavior, we can identify their potential and weaknesses. Constructive feedback helps students understand their progress and plan improvements. This process strengthens communication skills, receives criticism well, and encourages the spirit of learning for better personal growth."

By designing soft skill development designs based on general education and Islamic values, a practitioner-based educational institution can form students who are not only academically qualified, but also have strong social skills and noble morals.

Impact of Soft Skills Development Design Implementation on Students

Implementation of soft skills development design in training-based educational institutions can have a significant positive impact on the quality of students. Based on the findings through interviews with the head of school, teachers and students at Al-Furqon High School, there are several impacts of implementation of software development design, namely as follows:

Through the development of soft skills, students will enhance social skills, such as the ability to communicate effectively, adapt to diverse environments, and interact positively with peers and communities. It allows them to grow as individuals who are more confident, empathic, and ready to face social situations in everyday life and the future. "Teachers and students involved in the soft skills development program agree that improving social skills is one of the significant impacts of the implementation of this program. Students who were initially shy and tended to be closed began to show changes in communicating and interacting with more confidence (suhermanto, 2023). They participate more actively in group activities and are able to cooperate effectively. Besides, their ability to solve problems and deal with conflicts is also increasing, creating a more harmonious and positive school environment."

Through the design of soft skills development, students will develop into responsible, fair, and noble leaders. With social skills mastered, students can lead with empathy, create a positive impact, and be an inspiring example for others to grow and contribute to society.

With emphasis on Islamic values and ethics, students will become more skilled in self-regulation, discipline, and respect for applicable rules. Education based on these religious principles forms the character of students with good morals, making them more responsible individuals and obedient to social norms. It creates a positive and harmonious environment in schools and communities. "The implementation of the soft skills development program has had a positive impact in improving the discipline of students. Along with the formation of values such as responsibility, perseverance, and cooperation, students show improvements in following school order and schedule. They are more aware of the importance of discipline in achieving academic and personal goals. As a result, absence rates have been reduced, and schools have recorded improved learning efficiency as well as better student attendance rates."

The development of soft skills encourages the active participation of students in school activities, extracurricular activities, and collaborative projects. It boosts their learning spirit and improves the quality of education. By interacting in a diverse environment, students acquire social skills, leadership, and collaboration essential to personal growth. It also opens up opportunities for students to dig self potential and discover new interests in the learning process.

In the development of soft skills, students are taught how to manage conflict constructively and constructively. They learn to communicate well, empathize, and find common solutions. With these skills, students create a harmonious and civilized learning environment, where differences are understood and respected. This ability to deal with conflict positively prepares students to face challenges in everyday life wisely and create healthy relationships with others. "With the implementation of soft skills development programmes, students show improvements in resolving conflicts positively. They learn to communicate well, listen to other people's views, and find

solutions together. As a result, there has been a decrease in cases of conflict and fighting in schools. Students become more tolerant of differences and able to deal with differences in a respectful way, creating a more harmonious and respectful learning environment."

Developing communication and problem-solving skills will help students cope with academic tasks and challenges better, increasing the potential for achieving better performance. With good communication skills, students can understand lessons better and interact with teachers and classmates. Problem-solving skills also help them face the learning challenge with confidence and find effective solutions. "I feel that implementing soft skill development programmes has helped me improve my academic achievement. By learning skills like good communication, problem solving, and working together in groups, I became more confident in facing tasks and tests. I'm also more aware of the importance of discipline and responsibility in learning. As a result, I experienced an increase in grades and felt better prepared to face the academic challenges of the future."

With proper design implementation and commitment from educational institutions, the development of soft skills will have a positive impact on the overall quality of students, preparing them to be qualified individuals and contribute positively to society.

CONCLUSION

The development of soft skills is crucial because it helps individuals interact with others effectively and deal with situations more wisely. Good social skills, leadership, collaboration, and communication enhance interpersonal relationships, both in personal and professional settings. Soft skills also help overcome conflict, build confidence, and encourage personal growth, preparing individuals for success in everyday life. There are three main factors that explain soft skills: psychological skills, social skills, and communication skills. The scope of soft skills is divided into two: interpersonal skill and intrapersonal skills. The development of soft skills in the field of education, especially those based on training, should be done in order to impress a superior generation without abandoning Islamic values.

Using qualitative research methods through the method of interviews and documentation with the head of the school, teachers and students of Al-Furqon High School, there are some findings. The findings of this study are there is a design of development of soft skills implemented in Al Furqon High school, i.e. identification of required soft skills, integration in the curriculum, building groups and organizations, extracurricular activities, cultivation of Islamic values, as well as evaluation and feedback. Besides, there are also some implications of the implementation of soft skill development designs at Al-Furqon High School, namely improved social skills, noble leadership, disciplinary improvement, high participation rates, positive conflict resolution, and improved academic achievement.

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