

The Effectiveness of Grow Model Coaching to Improve Adaptive Performance in the Community in the Maritime Village Area of the TNI-AL Archipelago

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Abstract

Kampung Bahari Nusantara (KBN) is one of the coastal areas developed in collaboration with the Indonesian Navy. The Nusantara Maritime Village program has spread in various parts of Indonesia, one of which is in Trisik Sidorejo Hamlet, Banaran Village, Galur District, Kulon Progo, Yogyakarta Special Region. Nusantara Maritime Village has valuable and varied objectives, including cultural preservation, education, tourism, and environmental preservation. Trisik Sidorejo Hamlet is a TNI-AL assisted area that has a population of approximately 600 people with 222 family cards. The TNI-AL assisted community has its own uniqueness compared to other areas, the TNI-AL assisted community pursues two professions at once, namely fishermen and farmers. With this uniqueness, the TNI-AL assisted community needs to continue to have good performance and adaptation processes, so that they can realize their hopes and goals when working. The purpose of this study is to determine the effectiveness of the grow model coaching to improve adaptive performance in the community in the TNI-AL archipelago maritime village area. The subjects in this study were TNI-AL fostered communities in the trisik sidorejo hamlet. The analysis method in this study uses a non-parametric test, non-parametric analysis is a data analysis that uses a static test whose model does not determine the existence of certain conditions about population parameters. Thus, non-parametric statistics do not require data to be normally distributed, the general scale is nominal and ordinal, the sample may be small (Slegal, 1997).

Keywords: *Coaching Model Grow, Adaptive Performance, Nautical Village Archipelago.*



A. INTRODUCTION

Kampung Bahari Nusantara (KBN) is one of the coastal areas developed and collaborated with the TNI-AL. so that it becomes one of the important locations for the TNI-AL to be developed so that the TNI-AL fostered area can have good potential in the fisheries / shipping sector for the community. Kampung Bahari Nusantara (KBN) has 5 clusters including health, education, economy, defense and tourism. So that it can empower and prosper the TNI-AL assisted community (Prasetyo, Setyaningrum & Prasetya, 2022). The Nusantara Maritime Village Program has spread in various parts of Indonesia, one of which is in Trisik Sidorejo Hamlet, Banaran Village, Galur District, Kulon Progo, Yogyakarta Special Region.

Several observations have been made, which reveal the vision of a Golden Indonesia that describes the Indonesian nation in the future. It aims to make the people of Kampung Bahari advanced and prosperous. In addition, Kampung Bahari Nusantara has very valuable and varied objectives, including cultural preservation,

education, tourism, and environmental conservation. Its credibility largely depends on how they implement and run these programs with transparency, sustainability, and active participation from the local community and various related parties. To maintain credibility, it is important to have concrete actions, up-to-date data, and strong cooperation with relevant stakeholders, such as governments, educational institutions, and NGOs focusing on maritime and environmental issues. In addition, regular reports and evaluations on the achievement of these goals will also strengthen the credibility of Kampung Bahari Nusantara.

Trisik Sidorejo Hamlet is included in the TNI-AL assisted area which has a population of approximately 600 people with 222 family cards. The TNI-AL assisted community has its own uniqueness compared to other areas, in general, the community where the TNI-AL assisted community pursues two professions at once, namely fishermen and farmers. By pursuing these two professions, the TNI-AL assisted community must have good adaptability so that they can balance their activities as fishermen and farmers (Smith 2019). Adaptability is needed so that the TNI-AL fostered community can still carry out activities properly so that when working on land or at sea they still have good performance and adaptation.

In general, adaptability or adaptive performance is defined as an individual's ability to adapt to changes that occur (Stokes, 2008). The adaptive process of fisherfolk in achieving a level of compatibility between their behavior and job requirements often varies with each work situation. The process is generally a process of individual adjustment to changes with the conditions created. Improving adaptive performance in TNI-AL assisted communities is one of the most important things, given the strategic role in the marine and fisheries sector. With this, it allows people to work and adapt to two work sectors at once. So that the performance of the TNI-AL assisted community can be maintained properly.

Based on the results of interviews conducted on July 28, 2023 conducted with the Head of Banaran Village and the Head of Trisik Sidorejo Hamlet, the results show that the TNI-AL assisted community does not go to sea every time due to uncertain natural factors, because when going to sea during bad weather, the results obtained will not be optimal and have a high risk. This can cause the performance or performance of the TNI-AL assisted community to not be maximized or even decreased.

This decrease in work quality is caused by someone who runs two professions at once, causing higher stress and fatigue at work. Therefore, it is important to be able to improve adaptive performance in the TNI-AL fostered community so that performance or performance at work is maintained. Therefore, an effective approach is needed to improve adaptive performance in the community in the TNI-AL fostered area or TNI-AL fostered area (Lee 2020).

The approach that can handle the above problems is called Coaching. Coaching aims to provide support and collaborative learning to TNI-AL assisted communities so that they can develop adaptive skills properly and optimally (Brown 2021). Coaching is a collaborative process that is solution-focused, results-oriented and

systematic. Coaching facilitates improvements in work performance, life experiences, self-learning and personal growth.

The grow model of coaching is demonstrated in the form of training that has been popular and often used worldwide. The grow coaching model was first developed in the UK in the 1980s-1990s, the grow method was heavily influenced by the method by Timothy Gall Wey, who was a tennis coach, this training was carried out because Timothy saw the many mistakes made by tennis players, he realized that the mistakes in the game would not bring significant changes in training. The focus of this coaching is to improve performance, find options and solutions and finally take actual action (Lino HR, 2020).

In short, the grow coaching model is a simple training model that uses four frameworks, namely: grow, reality, options and will. This framework runs systematically and sequentially (Lino HR, 2020). The development of the Coaching grow model to improve the adaptive performance of the TNI-AL assisted community, it is important to refer to the latest research and findings in the fields of psychology, education and management.

Research conducted by Rahmah (2020), obtained the results that after the training, there was a significant increase in the knowledge of HIMAPSI members. The average pre-post score increased from 60 to 71.6. The Wilcoxon statistical test showed that the significance value (2-tailed) was 0.000, which is less than 0.05 ($P < 0.05$). This indicates that there is a significant difference in the knowledge of the trainees after attending the GROW model coaching training. Based on the results of the study, it can be concluded that the GROW model coaching training is effective in improving the knowledge of HIMAPSI members.

Furthermore, research conducted by Qori Fanani et al. (2022) showed that 91.3% of nursing students were able to determine goals in nursing professional career development. As many as 86.96% of nursing students were able to identify their potential. Based on the results of the study, it can be concluded that the application of GROW virtual coaching is effective in improving the ability of nursing students in career planning. Students were able to set goals, identify their potential, find solutions, describe the necessary actions, and create a career planning portfolio. This shows that this approach can be an effective solution in developing the personality of nursing students in the context of career planning.

The results of interviews with village heads in the TNI-AL assisted areas found that the TNI-AL assisted areas have their own uniqueness and different characteristics from other areas, where the majority of people there have two jobs, namely in addition to sailing they also grow crops so that not every time people can go to sea. In the TNI-AL assisted area itself already has a clear pattern of work so that every few months it must continue, the pattern is determined so that agricultural yields and from fishing are clear and always stable. With this pattern, I am interested in providing coaching so that people in the TNI-AL assisted areas can still have good performance when working.

Departing from the existence of these problems and to bridge the needs of fishing communities in order to improve adaptive performance, so that people in the TNI-AL fostered area can improve their performance and can develop themselves. Departing from the results of interviews with the community in the TNI-AL fostered area which explains that the fishermen in the TNI-AL fostered area not only work as fishermen but they also work as farmers and have livestock, from the results of the discussion above, the author wants to improve adaptive performance through the coaching grow method which is expected that fishermen can still carry out activities well even though they have two professions at once.

So that with this coaching the TNI-AL fostered community can adapt well and be able to manage performance when working on land and at sea. Humans certainly have limitations in working on two professions at once or multitasking, therefore through this coaching it is hoped that it can help in maintaining the performance and adaptation process of the TNI-AL fostered community so that it can be better and more optimal. This study aims to determine the effectiveness of the grow model coaching to improve adaptive performance in the community in the maritime village area of the archipelago.

B. METHOD

The variables that will be used in this study are dependent variables and independent variables. Dependent variables (Azwar, 2010) are research variables that will be measured to determine the magnitude of the effect or influence of other variables. While the independent variable is the variable whose variation affects other variables, or it can be said that the independent variable is the variable whose influence on other variables is to be known. The subjects in this study are the TNI-AL fostered community in the banaran area, especially the fishermen in the tresik hamlet. Which amounted to 10 people taken in one group of fishermen. Later the 10 people will be divided into 2, namely the control and experimental groups. Subjects will be given a pretest, posttest, treatment and follow-up to determine the effectiveness of the coaching model grow. The analysis in this study uses non-parametric tests, non-parametric analysis is a data analysis that uses a static test whose model does not determine the existence of certain conditions about population parameters. Thus, non-parametric statistics do not require data to be normally distributed, the general scale is nominal and ordinal, the sample may be small (Slegal, 1997).

C. RESULTS AND DISCUSSION

The results of the research at the time of the training found that adaptation behavior is not only carried out by humans with humans, but the TNI-AL assisted community must be able to adapt to natural conditions and fishing gear that will be used when going to sea. That way the adaptation process carried out is very complex considering the uncertain weather conditions at sea, so that fishermen only go to sea when the weather is calm.

The training that has been carried out provides some knowledge that can be applied by the TNI-AL foster community such as how to keep the mood stable and how to be able to express what is being felt to family or fellow fishermen. By doing this method, the TNI-AL fostered community can continue to maintain their performance when working, considering that the TNI-AL fostered community is not only a fisherman but they also farm, so it is very important for them to maintain a stable condition.

The results of the reliability test carried out on the scale that will be used to conduct research show reliable, where the Cronbach's alpha coefficient value > 0.87, the value is above the Cronbach's alpha coefficient value > 0.70, so the item is declared reliable.

Table 1. Validity and Reliability Test Results

Reliability Statistics	
Cronbach's Alpha	N of Items
.873	55

Based on the homogeneity test conducted, the significance value on based on Mean is 0.553. The significance value is declared homogeneous because the value is more than 0.05.

Table 2. Homogeneity Test Results

Test of Homogeneity of Variance

		Levene Statistic	df1	df2	Sig.
HASIL	Based on Mean	.384	1	8	.553
	Based on Median	.436	1	8	.528
	Based on Median and with adjusted df	.436	1	7.748	.528
	Based on trimmed mean	.475	1	8	.510

Table 3. Descriptive Test Results

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
pretest Eksperimen	5	154	162	157.20	3.271
posttest Eksperimen	5	171	198	183.60	10.502
pretest kontrol	5	132	160	153.80	12.215
posttest kontrol	5	143	163	158.80	8.843
Valid N (listwise)	5				

This research shows that overall, along with analysis and discussion, coaching is effective in improving adaptive performance. The training implemented also has a positive impact so that it can improve performance and can provide an overview of how to adapt both humans with humans, humans with nature and humans with artificial technology that is increasingly developing. The results of the data validity and reliability tests show that the data is reliable and valid to improve adaptive performance by providing training in the form of the GROW model.

D. CONCLUSION

Based on the results of research that has been carried out within a period of 2 months, coaching grow is declared effective to be implemented to be able to improve adaptive performance in the TNI-AL fostered community.

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