

## **Improving the Competence of Writing Scientific Papers for Family Planning Field Workers Through the Reverse Writing Method and Socio Emotional Franchising**

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Article History: Received on 18 August 2024, Revised on 19 October 2024,  
Published on 4 December 2024

**Abstract:** The aim of this research is to find a writing training pattern that makes it easier for Indonesian Family Planning Field Workers and raises motivation to write, which can have an impact on the lack of results in the form of writing from Family Planning Field Workers. This research uses a mix method with research and development, namely the ADDIE method. Researchers developed online training using “writing with the reverse method” for Indonesian family planning field workers and became a solution for initiative during activities and post pandemic COVID-19 by establishing good collaboration with the population and family planning training center. The output of the innovation is in the form of three printed books, a Copyright certificate for the book Population Education and Family Planning, training tools in the form of the scientific writing training curriculum, training modules, teaching materials, broadcast materials and also learning designs as well as a Memorandum of Understanding between the training and publishing partners and private training providers. The conclusion of this research is that there is an increase in the writing skills of family planning instructors by 87% with the output in the form of participants’ written works. With the concept of mutual benefit and inclusion, it is hoped that this networking activity in improving family planning field workers writing competency will be a means for Indonesian family planning and population Board employees to grow together. It is recommended that this activity be sustainable and have more leverage in the future.

**Keywords:** Collaboration, Family Planning Field Workers, Innovation, Scientific Papers, Training

### **A. Introduction**

Family Planning Counselors (Family Planning Field Workers) are the spearhead of the (Family, Population and Family Planning Development) Program. There are many great stories and struggles in the field that make the author feel increasingly proud to be part of the BKKBN family. Family Planning Field Workers experiences that clash with community conditions and many good practices (best practices) that can be interesting Scientific Paper topics. Family Planning Counselors carry out their duties based on the BKKBN mandate in implementing Population-Aware Development in order to optimize

the Demographic Bonus and achieve Golden Indonesia in 2045, there needs to be real performance at the lowest level, namely villages/sub-districts (BKKBN, 2022). Various activities carried out in the field need to be documented in the form of writing. For Family Planning Counselors, this writing activity is only limited to writing meeting minutes or making activity reports. Writing skills have not been honed much because they are not socialized enough and are not immortalized enough, so there is a lack of written work from Family Planning Counselors as young writers, especially those from field experience (Ishak, 2016).

BKKBN has also issued BKKBN Regulation Number 8 of 2019 concerning Technical Guidelines for the Preparation of Scientific Papers or Works for Family Planning Extension Workers. Based on this regulation, compiling KTI is a mandatory requirement and an inseparable part of the development of professionalism and ongoing competence of Family Planning Extension Workers. Therefore, the ability to compile KTI is a necessity for Family Planning Extension Workers. Family Planning Extension Workers must continue to hone themselves to utilize micro data in their work areas to be used as Scientific Papers (Pujiyanto et al., 2017). Reversing the mindset from difficult writing to easy writing is an effort of motivation in itself and also finding a writing pattern that makes it easier for Family Planning Field Workers is one of the author's ideals when deciding to become a Widyaiswara at the Technical Implementation Unit of the Population and Family Planning Education and Training Center in Bogor.

In Indonesia, there are currently eight Family Planning Training center located on the island of Java, namely Family Planning Training center in Bogor, Garut, Cirebon, Pati, Ambarawa, Banyumas, Malang and Jember. Three Family Planning Training centers are in the West Java BKKBN area, three Family Planning Training centers are in the Central Java BKKBN area and two others are in the East Java BKKBN area. When the COVID-19 pandemic was officially announced to have hit Indonesia in early 2020, many training activities at Family Planning Training center finally changed to e-learning methods due to restrictions on face-to-face activities so that the classical method that had been carried out during training could no longer be implemented due to the absence of a classical training budget from the APBN with the budget refocusing. The impact was that in early 2020, the West Java BKKBN had not paid much attention to improving writing skills for Family Planning Field Workers at that time because the priority was the handling of COVID-19 and also National Priority activities such as Preparing Family Life for Teenagers and stunting since 2021, and even though the Central Java and East Java BKKBN had conducted online scientific writing paper Training, it turned out that it was still centered on Family Planning Field Workers in their respective fostered areas. This was also stated by Zahara that motivation and training would affect the performance of KB Extension Workers in Musi Banyu Asin Regency (Zahara, 2014).

The specter of writing KTI, one of which occurs in Palembang City in the making of Scientific Papers (KTI) is still very low, so that the development of sustainable professionalism of KB Extension Workers in the field of KTI must be improved,

developed and accompanied (Lepan Balela, 2014). This also applies to Family Planning Field Workers which requires increased motivation, appropriate containers to channel it and also different methods to be able to improve Family Planning Field Workers skills in writing.

## **B. Methods**

This study uses a mix method with research and development, namely the ADDIE method (Putra & Dahlan, 2022). The researcher developed online training with "Writing with the Reverse Method" for Family Planning Field Workers and became a solution for initiative activities during the pandemic by establishing good cooperation from the Family Planning Training center in Bogor, Cirebon, Banyumas and Malang teams and private publisher partners by exchanging ideas and materials about the world of writing, especially in *Widyaiswara* and Training Organizers which was held in May 2023 and was attended by 28 KB Extension Worker participants from Banten, West Java, Central Java and Gorontalo (Sugiyono, 2015).

## **C. Results and Discussion**

Writing with the Reverse Method was developed by Endan Suwandana by utilizing existing data around the author and using it as a basis for determining the theme of the writing (Nahriah, 2020) This grew out of concern until this article was written that there had been no KTI writing training for Family Planning Field Workers from the Education and Training Center which was official and complete with a curriculum and other training tools and support from the Family Planning Training center in Bogor team and the Family Planning Extension Workers Association (IPeKB) of Bogor City, Bogor Regency, Depok City, IPeKB West Java Province and IPeKB Central Java Province in carrying out writing assistance activities for Family Planning Field Workers. Before 2021, Family Planning Training center in Bogor which was still under the guidance of personnel from the West Java BKKBN and when the author became one of the Family Planning Field Workers credit score assessment teams, the author increasingly understood that there was confusion among Family Planning Field Workers in general to be able to write systematically but still crisp and interesting (Hidayat & Nizar, 2021). In reality, for most KB Extension Workers, compiling Scientific Papers is still a serious problem and not many families Planning Field Workers dare to publish their writing results. Many Families Planning Field Workers admitted that they still had difficulties, were not used to writing Scientific Papers, had never received training, were not confident, did not have a topic for writing, and so on. The author took the initiative to provide support in the form of direct guidance at the Family Planning Training center in Bogor before the COVID-19 pandemic for Family Planning Field Workers under the guidance of Family Planning Training center in Bogor who had difficulty writing. However, this initial phase of activity is still not routine, internal, has not been published and has not been documented.

The growth of the “Writing with the Reverse Method” shoots after the COVID-19 Pandemic did not dampen the spirit and instead became a solution for initiative activities during the pandemic by using the existing Zoom Meeting facilities and quite rapidly with good cooperation from the Family Planning Training center in Bogor, Cirebon, Banyumas and Malang teams by exchanging ideas and materials about the world of writing, especially in *Widyaiswara* and Training Organizers. Then, with the support of the Head of Family Planning Training center in Bogor, starting in 2021, writers were given the freedom to innovate by networking with IPeKB and also private publisher partners who are members of the Indonesian Publishers Association (IKAPI), namely from the Indonesian Education and Research Development Center (P4I), Edu Learning Academy and Ryzna Publisher. As the initiator, the author became the contact person who bridged the parties with the Family Planning Training center in and began with the preparation of a joint concept, conducting socialization through the social media of Family Planning Training center in Bogor, Family Planning Training center in Cirebon and the author’s personal social media, distributing e-forms via Google Form regarding the willingness to share/propose themes and conducting personal approaches to potential resource persons in workshop activities and writing training for Family Planning Field Workers.

Problem analysis using Fish Bone Analysis. The issue analysis technique used in this analysis is using a fishbone diagram or commonly called a fishbone diagram that describes the cause of the problem seen from the aspects of methods, humans, materials and the environment that emphasizes the cause-and-effect relationship. From these aspects it can be concluded that the obstacles to improving Family Planning Field Workers writing skills need to be overcome with actions that must be real, low cost, simple and useful. The collaborative and low-cost / low-budget concept does not depend on APBN funds, it is considered appropriate to help build a writing culture for Family Planning Field Workers holistically and integrated with existing activities (Armizawati & Asmendri, 2022).

Identification of existing problem issues is: 1) family planning field workers ‘s lack of motivation to write is due to the lack of information about Family Planning Field Workers’ writing forum; 2) there is no coordination of cooperation between the KKB Training Center UPT, especially in improving family planning field workers’ writing skills; 3) the family planning field workers scientific writing method is less effective and online training is considered less effective; and 4) the family planning field workers writing mentoring process is less effective and efficient.

This is in line with the results of research conducted by *Widyaiswara* Family Planning Training center in Banyumas which stated that when training was carried out online, training participants were less active in interacting compared to face-to-face (Wljonarko, 2021) Immediate follow up action need to be taken immediately to support the implementation of the Circular Letter (SE) of the Minister of State Apparatus Empowerment and Bureaucratic Reform Number 20 of 2021 dated August 26, 2021 concerning the Implementation of Core Values (Core Values) of ASN Ber-AKHLAK and

Employer Branding (Proud to Serve the Nation) of State Civil Apparatus, as one of the strategies for transforming ASN management towards a world-class government (World Class Government) (MENPAN RB, 2021). Moreover, in order to support the implementation of the core values of ASN Ber-AKHLAK and the five BKKBN Values abbreviated as CETAK TEGAS, especially the value of cooperation manifested in behavior to build networks with the principles of equality and mutual benefit, trust, synergy, and respect through conducive communication to achieve common goals. These smart, tough, cooperative, integrity and sincere actions are displayed in improving Family Planning Field Workers writing skills through optimizing the cooperation of the Family Planning Training center in partner BKKBN in order to realize organizational goals according to the vision and mission of BKKBN (Wijonarko, 2021).

Assessment stage, on the other hand, in 2023, Family Planning Training center in Cirebon, which does not have a Widyaiswara, also has the desire to be able to provide training services that can provide joint solutions, therefore with the support of the Head of Family Planning Training center in Bogor and Cirebon, a joint writing workshop activity was arranged which was preceded by a Webinar "Easy to Write KTI" which was implemented by BD KKB Cirebon and the author became one of the speakers at the webinar series in October 2021 and followed up with cooperation using a Memorandum of Understanding (MoU) between Family Planning Training center in Cirebon and P4I. The workshop event was packaged simply but remained structured using WhatsApp groups and Zoom Meetings as well as integrated guidance after the workshop until the publication of the Family Planning Field Workers writing. The scientific paper writing workshop organized by Family Planning Training center in Cirebon was the result of cooperation also with BKKBN DIY (Jurnal Pancanaka) and Family Planning Training center in Banyumas.

Currently, the development of this activity is good and has produced real results, for example, the Coaching and Mentoring session with a guarantee to become a Book for Family Planning Field Workers can produce three books, namely List of Family Warrior Stories, First Love Yourself, and Population and Family Planning Education by Family Planning Field Workers from various provinces in Indonesia. The session on writing Scientific Papers succeeded in making participants from KB Extension Workers submit journals, one of which is the Pancanaka BKKBN DIY Journal and the Widyaiswara Indonesia Journal. The implementation of the training became very meaningful because there was an increase in ability of 87% and this is in accordance with Nahriah's research that the existence of training will be able to improve ASN functional writing competencies (Suwandana, 2019).

Family Planning Field Workers' work in the Population and Family Planning Education book in collaboration with authors from the Indonesian Demography Practitioners and Experts Association (IPADI) has also received a Creation Registration Letter Number EC00202171237 dated November 30, 2021 from the Ministry of Law and Human Rights (Kemenkumham) and is valid for the lifetime of the creator and for 70 years after the

creators die. This is intended to appreciate, protect intellectual property and encourage the authors of the book and has also been published on Google Scholar and distributed on Google Books online which can be accessed at [https://play.google.com/store/books/details/Anindita\\_Dyah\\_Sekarpuri\\_MSR\\_PEND\\_IDIKAN\\_KEPENDUDUKA?id=5D9ZEAAAQBAJ](https://play.google.com/store/books/details/Anindita_Dyah_Sekarpuri_MSR_PEND_IDIKAN_KEPENDUDUKA?id=5D9ZEAAAQBAJ). Furthermore, statements of support/testimonials from Family Planning Field Workers who have participated in the "Writing with the Reverse Method" activity with the result of the book "List of Family Warrior Stories" can be accessed at <https://www.youtube.com/watch?v=homFLLTeQ9c&t=10s>

#### **D. Conclusion**

Writing with the reverse method is an effort to improve documentation and track records of the *Bangga Kencana* Program activities implemented by Family Planning Field Workers and mentored by Widyaiswara and enthusiasts and practitioners of the world of writing. With the concept of mutual benefit and inclusiveness, this networking activity in improving Family Planning Field Workers' writing competence is expected to be a means for Family Planning Training center and Family Planning Field Workers employees to grow together. Writing is not limited to just chasing credit points, but also the existence of various open opportunities and even additional income that Family Planning Field Workers can get from the results of their writing. We hope that this simple activity can be useful and sustainable, in accordance with the motto of Writing the Reverse Method: "Writing is fun and lifelong" which is expected to trigger Family Planning Field Workers' motivation and interest to be able to continue to immortalize their good experiences in writing.

It is recommended that this activity can be sustainable and have more leverage for future programs, especially since the Directorate of Field Line Development has held a book review event written by Family Planning Field Workers since the end of 2021. Efforts that can be made include; (1) making continuous improvements to the methods and methods of writing guidance and asking the KKB Education and Training Center to immediately launch technical training equipment for Writing scientific papers for Family Planning Field Workers nationally; (2) conducting needs analysis and evaluation of Family Planning Training center networking activities so that they have a more positive impact; (3) providing awards for Family Planning Field Workers who have succeeded in publishing their written works; (4) need to increase cooperation with various parties in order to obtain diversity and deepen knowledge in the world of writing; (5) expanding the network of cooperation with non-BKKBN parties in publishing Family Planning Field Workers written works and issuing copyrights/royalties for the writing.

#### **E. Acknowledgement**

In particular, the author wishes to acknowledge the respondents, students, and Lecturers of The Population and Family Planning Program for their valuable

contributions to the creation of this work. Many thanks are extended to the researchers who have generously offered their expertise and granted permission for the authors to use their journal papers as references in the completion of this paper. The author readily admit that this material is not flawless because of the constraints of his knowledge. Therefore, the author needs much value constructive comments and recommendations. This article is expected to offer advantages and contribute positively to the future advancement of education, especially in teaching scientific paper for family planning field educators.

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