

Development of Youth Soft Skill in Organizations Through Basic Public Speaking Training

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ABSTRACT

Humans are social creatures who cannot live individually, but humans need the help of others. In interacting, both with themselves and with other people, personally and in groups, humans need to communicate. Everyone can communicate both verbally and non-verbally, but not everyone is able to communicate in public. Public speaking skills are important for everyone from any background to learn. The development of youth soft skills in organizing through basic public speaking training is one way to improve speaking skills in organizations and train youth to be confident. The method used in this research is observation and interviews. This activity can develop and improve youth skills in public speaking so that teenagers can be more confident. After this training, Karang Taruna (Youth Organization) of Putat 1 Village members can be more active and participate in discussions. Teenagers become more confident in expressing their opinions and are able to make the organization better.

Keywords: Public Speaking, Youth, Training

INTRODUCTION

Humans are social creatures who cannot live individually, but humans need the help of others. In interacting, both with themselves and with other people, personally or in groups, humans need to communicate. This is human nature as social beings who interact to fulfill their lives and work together to achieve their life goals. Communication is one of the most important elements in the interaction process. If we cannot communicate, then we will encounter many obstacles, both in the world of work, society, and others.

Everyone can communicate both verbally and non-verbally, but not everyone is able to communicate in public. Public speaking skills are important for everyone from any background to learn. Many people who occupy important and successful positions in this world are excellent speakers. Speaking in public is not just conveying a message, but also paying attention to how the message conveyed can be understood.

The ability to communicate in public is very important to learn, especially for teenagers who will enter the world of work in the future, given that the world of any work requires basic skills to communicate. According to Hojanto (2016: 22) and Noer (2018), good communication is supported by mastery of the material, self-confidence, managing situations, managing audiences, and having an attractive speech appearance.

But in fact, many teenagers do not have public speaking skills or the ability to speak in public. They still feel scared, nervous, some are even really unable to say a word. Therefore, public speaking practice is very necessary.

This condition also occurs in the Putat 1 Village, especially in youth of the village. There is already an organization in this village called Karang Taruna, but very few people are able to speak in public or express opinions. Most of them just stay silent during deliberation and follow the flow of discussion because of their limited ability to discuss.

Limitations in communication are caused by many factors. Based on direct observations in the field and interviews with youth leaders and the head of the Putat 1 Village, the limitation in communication is caused by low self-confidence when speaking in public. In addition, language is also an inhibiting factor because the majority of village youths use Javanese so they are not accustomed to speaking Indonesian. This resulted in the limited Indonesian language skills possessed by young people so that they often felt insecure.

Given that communication is very important in everyday life and based on the identification of the problems described above, public speaking training activities are very much needed among youth to improve their soft skills in public speaking. The purpose of the Youth Soft Skills Development activity in Organizing Through Basic Public Speaking Training is the formation of public speaking skills in adolescents and the formation of youth's self-confidence when speaking in public. In addition, this activity is expected to be able to provide information to teenagers regarding tips and tricks for public speaking without being nervous and being able to master the audience.

Public speaking does not only focus on spoken words but also body language or often called non-verbal language. Not everything can be explained in words. There are some things that can only be conveyed with body language. For this reason, the use of body language in public speaking is very necessary (Adha, 2016).

The art of effective and successful communication can be learned and practiced by everyone. The capital required is hard work and the right technique. There are four indicators to determine the effectiveness of communication: generating understanding, generating satisfaction or entertainment, generating influence on attitudes, and producing better relationships (Adha, 2016).

METHOD

The implementation of this Kuliah Kerja Nyata (KKN)/Real Work Lecture took place in Putat 1 Village, Patuk District, Gunungkidul Regency. Implementation time for 6 months starting from planning to the preparation and presentation of results. The time allocation set during the activity lasted for 9 hours 4 times. This activity will be held from September 29, 2021 to October 18, 2021.

The target group of this activity is all youth of Putat 1 Village who are members of the Karang Taruna organization, totaling 20–25 people. This activity is expected to be able to provide information to teenagers regarding tips and tricks on public speaking and to be able to develop youth's ability to speak in public.

The method used in the implementation of Community Empowerment Learning are interviews, environmental observations and needs analysis. Observations were carried out with the aim of knowing the field conditions in Putat 1 Village. This observation activity was carried out at the home of the youth chairman of Putat 1 Village. This activity included observing the activities of youth as well as to strengthen the results of the observation, an interview process was carried out with the youth leader and several members related to the problems that were happening among youth who were members of the Karang Taruna organization.

In addition to conducting interviews with young people, the researcher also conducted interviews with the head of the Putat 1 Village, Agus Riyanto, where from the interview he also explained that communication skills in the village were still very minimal. Based on the results of observations and interviews, it shows that most of the youth who are members of the youth organization do not have good public speaking skills. They tend not to dare to speak in public because they lack confidence and do not have good and correct Indonesian language skills.

After conducting observations and interviews, a needs analysis was carried out and focused on the problem points that were happening in the village. The point of the problem in Putat 1 Village, especially among teenagers, is the low ability of public speaking so that an overview of activities has been found to improve public speaking skills among teenagers, especially teenagers who follow the youth organization of Putat 1 Village.

Meanwhile, the method of implementing this activity consists of three activities:

- a. Public speaking socialization and material delivery
- b. Public Speaking Training
- c. Coaching and mentoring activities

RESULTS

According to Compassion & Choices in (R. Oktaviani, et al) Public Speaking involves sending words to the audience as well as a spokesperson, for certain issues. Meanwhile, according to Warner & Brusckhe in (al-Tamimi 1) said that public speaking has a very important role in improving students' speaking skills. So it can be concluded that Public Speaking is a communication process carried out in front of many people or in front of a group of people.

Public speaking generally aims to provide information, influence, or entertain people. Although it looks simple, not everyone is able to speak in public easily. Most people have anxiety in public speaking and some are unable to speak at all. Public speaking is one of the skills that must be possessed because this ability will be the main thing in communicating with other people.

Based on the results of observations and interviews, it was found that the problems that existed among teenagers, they did not have the courage to speak in public because they lacked confidence and could not speak Indonesian well. Based on these problems, the Youth Soft Skill Development was carried out in the Organization through Basic Public Speaking Training.

Soft Skill Development through Basic Public Speaking Training was held for four meetings with a total duration of nine hours. This activity includes socializing and directing the youth of Putat I village about the importance of public speaking skills as well as tips for public speaking. After the socialization activity, it was continued with public speaking directly with the youth, and the last activity was coaching and mentoring at every meeting. This activity went smoothly and was enthusiastically welcomed by all the youth in Putat 1 village who participated in the Karang Taruna.

The output of public speaking activity expected to be able to develop and improve the skills of youth in public speaking so that teenagers can appear confident. After this training, the members of Karang Taruna of Putat 1 village are expected to actively participate. Teenagers become more confident in expressing their opinions and are able to bring the organization to a better place.

Knowing that the ability public speaking is an important aspect for everyone, especially among teenagers, it is also necessary to carry out public speaking training. In addition, based on the condition of teenagers in Putat 1 village, they have low public speaking skills so that this training will have a positive impact on teenagers in speaking. Soft skill development through public speaking training is carried out in 3 stages, there are:

a. Socialization of Public Speaking and material delivery.

Socialization is the first stage of the soft skill of public speaking. The socialization aims to inform young people who are members of the Karang Taruna about the importance of having skills public speaking and provide information related to public speaking. Currently, teenagers who are able to speak in public are very minimal and have low self-confidence when expressing their opinions. If this condition continues, it will have an impact on the passiveness of the organization, especially during discussions. Problems such as not being able to speak Indonesian properly and low self-confidence, these obstacles are caused by the lack of practice in speaking using good and correct Indonesian and the lack of critical thinking about teenagers in discussions.

This socialization activity was carried out by providing material as well as explaining to young people what public speaking is, tips and tricks for doing public speaking so as not to be nervous, recognizing problems during public speaking, and the importance of public speaking in organizations.

After the activity of delivering the material, it was followed by discussion with the youth regarding the difficulties or obstacles that had been experienced by the youth. Most youths say that their inability to speak in public is caused by a lack of vocabulary in Indonesian and a lack of confidence in their abilities.

b. Public Speaking Training

Training is the second stage in the Public Speaking. At this stage, each youth is given various kinds of reading texts to read, understand, and memorize. The text consists of the

chairman's welcome text, the MC text, and the host's welcome text. The three texts were chosen because they can be used in routine youth activities in the future. So far, when there are meeting activities, they only rely on one person to lead the event, whereas if there is no such person, activities can be hampered. This training is expected to be able to make every youth who is a member of the youth group able to speak in public without being nervous and can appear confident.

The Public Speaking training process is carried out alternately and gradually, the first process is that everyone is trained to read the text with the right intonation like a person who is giving a speech or someone who is MC. After they get used to reading the text, they are gradually trained to memorize the text and are trained to speak without reading the text. In addition, teenagers are also trained to be confident when speaking, such as giving directions when speaking, the view must be straight ahead, the position of the feet is parallel, and many others.

c. Coaching and Mentoring

The process of coaching and mentoring activities is the last stage of the public speaking development program. At this stage, the youth practice independently and simulate this training in conjunction with their regular meetings, so that when the activity begins, it seems that the division of labor is not like it used to be, all of which are focused on only one person.

DISCUSSION

The public speaking training from the first to the last stage has been going well. The benefits that will be obtained from the Youth Soft Skill Development activities in Organizations through Basic Public Speaking Training are the increase in public speaking skills in adolescents and the increased self-confidence of adolescents when speaking in public. In addition, this activity is expected to be able to provide information to teenagers regarding tips and tricks on speaking in public without being nervous and being able to speak in front of an audience.

In accordance with the theory presented by Hojanto in 2016: 22 and Noer in 2018 it is stated that good communication is supported by mastery of the material, self-confidence, managing situations, managing the audience and having an attractive speech appearance. This was proven when carrying out public speaking training, initially many youths were not confident when speaking and some even could not speak at all when using Indonesian completely, but by practicing regularly and being given material and they were able to master the technique they could finally speaking in front of the forum, either giving a speech, hosting an event, and having discussions.

CONCLUSIONS AND RECOMMENDATIONS

Public speaking is an ability that should be mastered from an early age, in this case since the children are in school. From observations of community service activities, it was shown that initially the participants were still passive when receiving information. In order to have the courage to speak in public, youth are assisted with understanding that is appropriate for their age.

The audience in this community service activity are village youth who are members of the Karang Taruna. Therefore, the understanding or practice of public speaking is adjusted to their abilities and understanding. This is to achieve effective communication.

Based on the results of the activities carried out by the author in the process of preparing the report, it can be concluded that:

1. The youth soft skill development activities have been carried out through public speaking training.
2. The growth of self-confidence in adolescents when speaking in public.
3. Teenagers are mentally trained so that when speaking in public they can overcome their nervousness.

Based on the conclusions above, several suggestions need to be made, such as:

1. Sufficient time allocation so that the training activities run optimally.

2. Speakers from outside are needed so that the material presented can be understood optimally.
3. A strategy is needed to raise the spirit of youth in learning something.
4. Adequate facilities and infrastructures are needed to support activities in the long term.

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APPENDIX



Figure 1. Public speaking socialization



Figure 2. Public Speaking Training



Figure 2. Coaching and mentoring activities