

IMPLEMENTATION OF A CULTURE OF TOLERANCE IN STUDENTS THROUGH THE IMPLEMENTATION OF THE SCOUTING HONOR CODE

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ABSTRACT

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The type of research used in this research is qualitative research. The data collection techniques carried out in this research are as follows: (1) Observation (Observation documentation and traingulation. Research results. The culture of tolerance through a code of tolerance can be carried out in several approaches, namely individual (personal approach), group approach (interpersonal approach) and classical approach (classical approach) the presentation methods are very diverse and flexible through stories, lectures, simulation games, questions and answers, discussions and independent assignments. In short, every form of connection (communication) can be utilized in the process of cultural or cultural education

INTRODUCTION

Organizational culture is defined as "the values that guide human resources in carrying out their obligations and behavior within the organization." These values will provide answers to whether an action is right or wrong and whether a behavior is recommended or not. According to Fahmi (2017: 117) "Organizational culture is the result of the process of merging the cultural styles and behavior of each individual that were previously brought into a new norm and philosophy, which has the energy and pride of the group in facing certain things and goals." According to Torang (2014: 106) "Organizational culture can also be said to be habits that are repeated over and over again and become values and lifestyles by a group of individuals in an organization which are followed by subsequent individuals." Meanwhile, according to Effendy (2015: 8) "Organizational culture is defined as norms, values, assumptions, beliefs, philosophy, organizational habits, and so on which are developed over a long time by the founders, leaders and members of the organization which are socialized and taught to new members and applied in organizational activities in producing products, serving consumers, and achieving organizational goals." From the theories above, the researcher concluded that organizational

culture is the habits or shared values adopted by an organization which are expected to improve the quality of the organization. 7 It is clear that organizational culture is one of the factors that determines the success of an organization. Therefore, the success of an organization also depends on how good its organizational culture is. Another opinion from Sopiah (2018: 128) "Organizational culture that is formed, developed, strengthened or even changed, requires practices that can help unite the cultural values of members with the cultural values of the organization." Sedarmayanti stated (2014:75) "Organizational culture is a belief, attitude and value that is generally held, which arises in an organization, stated more simply, culture is the way we do things here. Sumanto defines (2014: 138) "Organizational culture is defined as "the values that guide human resources in carrying out their obligations and also their behavior within the organization." Meanwhile, according to Edison (2016: 233) "Organizational culture is a habit that has been going on for a long time and is used and applied in work activities as one of the drivers for improving the quality of work

The organizational culture in one organization can be different from that in another organization which can be seen through the cultural characteristics adopted by the organization itself. However, organizational culture shows the characteristics, traits and elements contained in organizational culture. Linguistically, tolerance comes from the English "Tolerance" which means to allow. In Indonesian, it is defined as the nature or attitude of being tolerant, being silent and letting go (KBBI, 1989:955). In Arabic, the word tolerance (quoting from the Al-munawir dictionary is called tasamuh which means an attitude of letting go or being open-minded). Badawi said, tasamuh (tolerance) is a stance or attitude that is manifested in the willingness to accept various views and positions even though they do not agree. with him (Bahari, 2010:51).

Tolerance according to the term means appreciating, allowing, condoning opinions, views, beliefs, habits, behavior and so on that are different or that conflict with one's own founder. For example religion, ideology, race (Poerwadarminta, 1976:829).

Meanwhile, according to Tillman, tolerance is mutual respect, through understanding with the aim of peace. Tolerance is a method towards peace. Tolerance is said to be an essential factor for peace.

(Tillman, 2004:95) In essence, tolerance means the nature and attitude of respect. The character and attitude of respect must be shown by anyone towards the forms of plurality that exist in Indonesia. Because tolerance is the simplest attitude, but it has a positive impact on the integrity of the nation in general and social harmony in particular. A lack of tolerance can trigger unexpected conflicts.

The implementation of this attitude of tolerance must be based on an attitude of tolerance towards other people by paying attention to the principles that are held by oneself, that is, without sacrificing these principles (Daud Ali, 1989: 83). It is clear that tolerance occurs and

applies because there are differences in principles, and respecting other people's differences or principles without sacrificing one's own principles.

In interpreting tolerance, there are two interpretations of this concept. First, the negative interpretation which states that tolerance simply requires an attitude of allowing and not hurting other people or groups, whether different or the same. Meanwhile, the second is a positive interpretation, namely stating that tolerance is not just like the first (negative interpretation) but there must be help and support for the existence of other people or other groups (Abdullah, 2001: 13).

Scout extracurriculars are one of the right tools to use for building character to students. The educational process in scouting occurs when students are engrossed in activities that are interesting, fun, recreational and challenging. At that time, on the sidelines of the scouting activities, the scoutmaster provided guidance and character development to the students. A number of activities contained in scout extracurricular activities are expected to be a means of cultivating character, one of which is the character of responsibility. Scouting can be used as a forum for instilling national character values, this is because scouts adhere to the values contained in the Tri Satya and the moral provisions called the Scout Darma.

RESEARCH METHODS

The type of research used in this research is qualitative research. Qualitative research is research that intends to understand phenomena about what research subjects experience, for example behavior, perceptions, actions holistically and in a descriptive manner (Moleong, 2007:6). Qualitative research is not merely about seeking the truth, but rather about the subject's understanding of the world around him. This research uses a qualitative approach because the research describes the phenomena studied in the form of descriptions that show how to instill the value of caring through scouting extracurricular activities in students.

Data sources in research are subjects from which data can be obtained. According to Moleong, it is stated that the source of qualitative data is words or actions, the rest is additional such as documents, other data sources. The data sources for this research are: (1) Primary data sources. Primary data sources were obtained by researchers through structured interviews and field observations with respondents. A respondent is a person who is asked for information about a fact or opinion, this information can be conveyed in written or oral form. The respondents in this research were coaches and students (scout members) in the Front Group. (2) Secondary data sources. From this secondary data, it is hoped that it can add broader insight and knowledge to researchers so that the results of research on instilling the value of caring through scouting extracurriculars can be revealed carefully by researchers.

The data collection techniques carried out in this research are as follows: (1) Observation. This observation is carried out directly to understand and find out the behavior shown by students and coaches as well as what activities are involved in scouting activities for students in an effort to form a sense of care through scouting activities within the school environment and outside the school with the aim of obtaining clear and correct information. (2) Interviews. In collecting data, researchers used open interviews and in-depth interviews to obtain valid data about the formation of a sense of caring through extracurricular scouting for students. Interviews were conducted with research subjects including scout leaders and scout members. (3) Documentation Study. This documentation method is used to obtain valid facts regarding the truth. This is because the object that is the target of research can be guaranteed answer with existing facts. In this research, the documents that are the source of data are work programs and photos related to student scouting activities.

The data analysis method in this research was carried out using qualitative analysis by carrying out data interactions, namely: (1) Data display. This means searching for and collecting the necessary data and researchers recording all data objectively and as is according to the results, observations and interviews in the field. Analysis during data collection was carried out using multiple sources of evidence. Classify with the informant about the rough draft of the research report. (2) Data reduction. The research process focuses on simplifying, abstracting, transforming rough data that emerges from written notes in the field (Milles, 2007: 16). Data reduction is a form of analysis that sharpens, categorizes, directs and discards what is not needed and organizes secondary data in such a way that it can be retrieved and verified. (3) Presentation of data. Presenting a collection of structured information that provides the possibility of drawing conclusions in taking action (Milles, 2007: 17). Data presentation is an analysis of designing rows and columns in a matrix for qualitative data and determining the type and form of data intended in the matrix boxes. (4) Drawing conclusions (data verification). Drawing conclusions by re-action of notes in the field or conclusion is a re-action of notes in the field or conclusions can be reviewed as arising from data which must be tested for truth, robustness and suitability which constitutes its validity. Drawing conclusions must be based on data reduction and data presentation which is the answer to the problems raised in the research (Milles, 2007:19).

RESULTS AND DISCUSSION

RESULT

Implementing a Culture of Educational Tolerance Through Implementing the Scout Code of Honor

Scout activities are an example of extracurricular activities that can be used to instill character values in students. One example of character values that can be instilled is the value of responsibility. The noble values that are instilled are based on the values contained in the scout code of honor, namely Tri Satya and Dasa Darma Pramuka. The values in Tri Satya and Dasa Darma Scouting can be instilled by coaches regularly and directed towards students through scouting activities that are interesting, fun, recreational and challenging.

Scouting activities consist of routine activities, camping/exploration activities, recreation/game activities and participation activities, all of which uphold character values. Coaches try to instill and foster an attitude of caring towards students. This is done by providing some sense of care to students through activities in extracurricular scouting. In providing a sense of care for students, the coach tries to accompany the student so that if the student experiences difficulties, the coach gives direction and encouragement to the student. From the results of research in the field, the various feelings of care that are instilled in students through scouting extracurriculars include students' feelings of care for themselves, care for others, care for nature and care for God Almighty.

The tasks given to students who are part of the competition committee include being officers at the opening and closing ceremonies of the competition, receiving registrations and attendance of competition participants, providing directions to the competition arena, assisting the jury when conducting assessments, recording scores from competition participants and documenting competition activities. Students who are not part of the competition committee, each team also has the task of documenting ongoing competition activities. The results of this documentation are used as a documentation report which must be submitted to the supervisor.

Scouting activities also instill a sense of concern for nature in students. This is done because scout activities are activities that are mostly carried out outdoors or in the open nature. The aim of carrying out scout activities in the open air is for students to get to know and love the surrounding environment better. Paratrooping extracurricular activities hold many activities as an effort to instill in students awareness and concern for nature. The existing activities try to involve students directly through practical activities so that they can make students more interested and challenged to participate. With this activity, it is hoped that it will raise students' awareness of protecting and preserving the environment both during scouting activities and in their daily lives. Students maintain the cleanliness of the surrounding area by not throwing rubbish carelessly. The instructor directs students to throw rubbish in the rubbish bins provided. This is done both when carrying out routine training at school and during camping activities, students keep the conditions around the campsite in a clean condition. In an effort to raise awareness and provide students with knowledge about maintaining a clean environment by not throwing rubbish carelessly.

In the culture of tolerance there are points of reflection, namely:

- a) Peace is the goal, tolerance is the method.
- b) Tolerance is being open and receptive to the beauty of differences.

- c) Tolerance respects individuals and their differences, removing the masks and tensions caused by indifference. Provides an opportunity to discover and remove stigma caused by nationality, religion, and inheritance.
- d) Tolerance is mutual respect for each other through understanding.
- e) The seeds of intolerance are fear and indifference.
- f) The seed of tolerance is love, watered with love and care.
- g) If no love no tolerance.
- h) Which know to appreciate the good in others and have tolerance in situations.
- i) Tolerance also means the ability to face difficult situations.
- j) Tolerance of life's discomfort by letting it pass, being light, letting others be light.
- k) Through understanding and open-mindedness, a tolerant person treats others differently, and shows his tolerance. Ultimately, relationships develop (Tillman, 2004:94).

A culture of tolerance is a person's attitude which is able to tolerate with grace, respect, acknowledge, respect, not hold grudges, be understanding, be open to opinions, differences, views, beliefs, habits, attitudes and so on that are different or that conflict with one's own stance.

DISCUSSION

Culture of Tolerance Educated Through Implementing the Scout Code of Honor

Culture is a way of life that is developed and shared by a group of people and passed down from generation to generation. Culture is formed from many complex elements, including religious and political systems, customs, language, tools, clothing, buildings, and works of art. Language, like culture, is such an inseparable part of the human being that many people tend to think it is inherited genetically. When someone tries to communicate with people from different cultures and adapts to their differences, it proves that culture is learned

Culture is a complex that includes knowledge, belief, art, morals, law, customs and habits carried out by a group of members of society.³ Formulated as all the results of society's work, feelings and creations. The work of society produces technology and material culture or physical culture (material culture) which is needed by humans to master the natural surroundings so that their strengths and results can be devoted to the needs of society.

Culture includes everything that humans acquire or learn as members of society. Culture consists of everything that is learned from normative patterns of behavior. This means that it includes all ways or patterns of thinking, feeling and acting. Someone who researches a particular culture will be very interested in cultural objects such as houses, clothing, bridges, communication tools and so on.

In the culture of tolerance through the scout code of honor, there are elements that must be emphasized in expressing towards other people. These elements are:

a. Providing freedom and independence

Every human being is given the freedom to act, move or desire according to himself and also to choose a religion or belief. This freedom is given from the time a human is born

until he dies and the freedom or independence that humans have cannot be replaced or taken away by other people in any way, because this freedom comes from God Almighty and must be guarded and protected. Every country protects the freedoms of every human being both in laws and existing regulations

b. Recognizing Everyone's Rights

A mental attitude that recognizes each person's right to determine their own behavior and fate. Of course, the attitude or behavior that is carried out does not violate other people's rights because if it does, life in society will be chaotic.

c. Respect other people's beliefs

In this context, inter-religious tolerance applies. However, if it is linked to social tolerance. So you respect other people's beliefs in choosing a group. For example, in someone's decision to choose a pencak silat organization. As a tolerant individual, one must respect the decisions of other people who are different from our pencak silat organizational group.

d. Understand each other

There will be no mutual respect between human beings if they do not understand each other. Mutual anti-mutual hatred, fighting for influence is one of the consequences of not understanding and respecting each other.

Considering the importance of the cultural value of tolerance, this must be applied in everyday life. This effort is made to avoid conflicts that occur due to a lack of respect and appreciation for other people, as stated by Tilaar that what is needed in society is not just looking for similarities and agreements which are not easy to achieve, in fact it is most important in a society that Diversity is the existence of mutual understanding, which is the aim of developing an attitude of tolerance among students in schools and social groups, as well as being a vehicle for training so that they can further apply and develop it widely in community life.

CONCLUSION

The culture of tolerance through a code of honor of tolerance can be carried out in several approaches, namely individual (personal approach), group approach (interpersonal approach) and classical approach (classical approach). The presentation methods are also very diverse and flexible through stories, lectures, simulation games, questions and answers, discussion and independent assignments. In short, every form of connection (communication) can be utilized in the cultural or cultural education process above, the culture possessed by Indonesian society has the same characteristics or characteristics. Where these cultural traits will have the same characteristics for all human cultures without distinguishing between race, natural environment or education factors. That is an essential characteristic that is common to all cultures everywhere

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