



Realization of Journalist Competency Standards at Young UKW PWI Central Sulawesi

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ABSTRACT

This research aims to determine the standards of understanding and competence of journalists in increasing the capacity and professionalism of journalists, especially the category of young journalists. Currently, through Press Council decision Number 01/Peraturan-DP/X/2018 concerning Journalist Competency Standards, journalists are required to continue to improve their knowledge, skills and quality of work. All journalists are expected to undergo the journalist competency test (UKW) process in a tiered manner starting from the young, middle and main journalist categories. This type of research is descriptive qualitative, data collection methods are observational studies, interviews, documentation and data analysis techniques. The results of the research show that journalists who are members of PWI are required to take part in UKW in stages. UKW which has been held by PWI Central Sulawesi has been held since 2014. Journalists who have taken part in UKW have increasingly better quality, especially regarding the credibility, capacity and reputation of PWI journalists. However, it turns out that stakeholders have not fully implemented or seen journalists who were invited to an activity based on the competency of the UKW results.

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INTRODUCTION

The birth of the Reformation in 1998 brought a breath of fresh air for press freedom in Indonesia. Initially, many print media were established quickly, although they were slowly selected naturally. However, in the current era of digitalization, digital media is again growing like mushrooms in the rainy season. The enactment of Law Number 40 of 1999 concerning the Press at the beginning of reform certainly opened up the public to establish media companies.

This condition opens up space for changes in democratic life in a better direction and of course more transparency. The media as the fourth pillar of democracy is a social tool of control over the performance of the executive, legislative and judiciary in the country. After 25 years of the reform era, of course the public space is becoming more open and people are becoming more and more free to establish media, especially digital media. The large number of digital media is growing in line with the current very rapid use of the internet.

Based on data from the Press Council, there are 1,711 media companies in Indonesia that have been verified as of January 2023. Of this number, digital media or online media dominates 902 companies. Currently, people more often consume news via electronic devices such as mobile phones (HP), because it is more practical. Even a number of print media that grew in the reform era and before the reform era are also slowly starting to switch to digital media. Press Council data as of January 2023 shows that there are 902

digital media companies, 423 print media companies, 369 television media companies and 17 radio companies.

With the free opportunity to establish media, especially digital media, it certainly gives everyone the opportunity to become a journalist with their own media, even though the requirements and criteria for a journalist's job require adequate education and skills and being able to understand the journalistic code of ethics well. And of course the public has the right to obtain good, correct and diverse information (Karman in Djoko Waluyo, 2018).

One of the negative impacts of the proliferation of media after 25 years of the reform era is that the media is free to broadcast news without looking at its accuracy, journalists even tend to pay less attention to the journalistic code of ethics, and the quality of journalists is less competent. This condition can certainly result in losses for society, because it is presented with unfavorable news coverage. It could be that the media is only used as a means for political propaganda and the political interests of media owners. Not to mention, if it is related to the development of information and communication technology which has advanced rapidly, it certainly requires the competence of qualified journalists.

Meanwhile, it is increasingly recognized that the mass media are very open and powerful, capable of changing the behavior of their readers. So to become a reliable and competent journalist, especially young journalists, requires mastery and understanding of implementing codes of ethics and laws related to the press, knowledge is also needed to plan coverage, search for scheduled reporting material, face-to-face and interview techniques, build networks, write appropriate news, edit your own news, and prepare rubrics.

Journalists, especially in the category of young journalists, must understand and master theory and practical skills so that it is hoped that a journalist will become wiser in carrying out his duties and functions.

METHOD

The method used in this research is observation, namely observing the phenomenon of implementing journalist competency standards at PWI Central Sulawesi and using documentation in the form of literature studies of various selected textual references on research objects, as well as interviews with the Secretary of PWI Central Sulawesi, PWI Central Sulawesi UKW Young Examiners, Young UKW Participants, and Stakeholders.

In determining informants, researchers utilized the ideas of Spradley and Benard in Suwardi Endraswara (2006) which greatly refined the term informant and its ins and outs. The selection of informants was determined based on purposive sampling techniques.

The research location was carried out at the PWI Central Sulawesi Office. The research location was determined because PWI Central Sulawesi has carried out UKW activities periodically since 2014 for all levels of journalist categories.

RESULT AND DISCUSSION

The realization of Journalist Competency Standards is carried out by the Indonesian Journalists Association (PWI) of Central Sulawesi Province through the Journalist Competency Test (UKW) which is held periodically every year. Since this journalist competency standard was enforced in 2010, which was initially issued Press Council Regulation Number 1/Regulation-DP/II/2010 concerning Journalist Competency Standards, all Press organizations as constituents of the Press Council began to hold Journalist Competency Tests, including PWI.

As part of PWI nationally, PWI Central Sulawesi Province has also held the UKW. In its journey, PWI Central Sulawesi started UKW in 2014. Until 2023, PWI Central Sulawesi has held 12 batches of UKW implementation, with the following details:

No.	Year of Activity	Force	Location	Category	Participants	
					Competent	Incompetent
1	2014	I	Hammer	Young	5 people	-
				Intermediate	14 people	-
				Main	7 people	-
2	2016	II	Hammer	Young	7 people	-
				Intermediate	6 people	1 person
				Main	2 people	3 people
3	2017	III	Hammer	Young	7 people	-
				Intermediate	7 people	-
				Main	5 people	1 person
4	2018	IV	Hammer	Young	10 people	1 person
				Intermediate	6 people	1 person
				Main	3 people	3 people

5	2018	V	Hammer	Young	7 people	-
				Intermediate	6 people	1 person
				Main	7 people	-
6	2019	VI	Hammer	Young	11 people	2 people
				Intermediate	-	-
				Main	4 people	2 people
7	2019	VII	Luwuk	Young	11 people	1 person
				Intermediate	-	-
				Main	-	-
8	2020	VIII	Parigi	Young	14 people	1 person
				Intermediate	-	-
				Main	-	-
9	2020	IX	Luwuk	Young	10 people	-
				Intermediate	-	-
				Main	-	-
10	2021	X	Luwuk	Young	11 people	1 person
				Intermediate	-	-
				Main	-	-
11	2022	XI	Hammer	Young	12 people	1 person
				Intermediate	6 people	-
				Main	-	-
12	2023	XII	Hammer	Young	11 people	-
				Intermediate	6 people	-
				Main	-	-
TOTAL					195 people	19 people

Source : PWI Central Sulawesi

The implementation of UKW carried out by PWI Central Sulawesi has been running since 2014. For UKW in the Young Journalist Category, there were 116 people who were declared competent and 7 people who were incompetent. Meanwhile, for UKW, the Intermediate Journalist category was declared competent as many as 51 people and 3 people who were incompetent. For the Main Journalist category, 28 people were declared competent and 9 people were incompetent. Thus, journalists who are members of PWI in Central Sulawesi who are declared competent in all categories, both Young, Intermediate and Main Journalists, as many as 195 people.

Meanwhile, there are 19 incompetent people. The following are the names of journalists who were declared incompetent during UKW activities based on class and category from 2014-2023 as follows:

NO	NAME	YEAR	FORCE	CATEGORY
1	Nurdin M.	2016	II	Intermediate
2	Muchsin S	2016	II	Main
3	Hapsah	2016	II	Main
4	Rusli	2016	II	Main
5	Jemmy	2017	III	Main
6	Nurfiansyah	2018	IV	Young
7	Sanaji	2018	IV	Intermediate
8	Diamond	2018	IV	Main
9	Khaeruddin	2018	IV	Main
10	Tini	2018	IV	Main
11	Sudirman	2018	V	Intermediate
12	Samson	2019	VI	Young
13	Napu	2019	VI	Young
14	Hapsah	2019	VI	Main
15	Anonymous	2019	VI	Main
16	Ridwan	2019	VII	Young
17	Zulfikar	2020	VIII	Young
18	Aco	2021	X	Young
19	Aldiansyah	2022	XI	Young

Source : PWI Central Sulawesi

Secretary of PWI Central Sulawesi, Temu Sutrisno, as an informant in this study, said that UKW was held to measure that a journalist has worked professionally in protecting the public interest and personal rights of the community, as well as avoiding the practice of abusing the journalist profession. This UKW is carried out at the level of young journalists, intermediate journalists, and main journalists.

Since January 1, 2019, the UKW process has been carried out in stages, so that journalists who are declared competent at the level of the young journalist category deserve to be included again at the level of the intermediate journalist category after three years of being declared competent. For journalists, who are competent at the level of the intermediate journalist category, they can be included in the main journalist category level after two years of being declared competent as an intermediate journalist.

However, this did not apply before 2019. In fact, there are around 7 people who are press figures and PWI figures in Central Sulawesi Province in the period 2010-2019 who received the honor of the Main Journalist Competency Card because of their role in strengthening and maintaining the existence of the press in Central Sulawesi Province.

The following are the names of press figures who were awarded as main journalists by the press council and PWI, as follows:

NO	NAME	Position
1	Tri Putra Toana	Press Figures
2	Muhammad Basir Cyio	Press Figures
3	Andi Maddukeleng	Press Figures
4	Mahmud Matangara	Press Figures
5	Rolex Malahu	Press Figures
6	Tasman Banto	Press Figures
7	Setyo Utomo	Press Figures

Source : PWI Central Sulawesi

Mahmud Matangara, another informant, who is also a Young Journalist Level UKW Examiner said that in the UKW level or category of young journalists, there are 10 points of the journalist competency test checklist, namely:

First, regarding the understanding of implementing the journalistic code of ethics and laws or regulations related to the press. In this exam, each participant is given 60 minutes to answer each element of competence. Each element of the question as an indicator of work performance is given an assessment. Then it ended with feedback from UKW participants.

Second, planning and proposing coverage, where examinees are given 50 minutes to write an assignment sheet in planning and proposing coverage. Peserta was given time to make coverage ideas and create coverage topics and journalists' perspectives. Participants were also asked to determine the resource person and the reason. Then make a list of questions for the resource person. They even made a plan for coverage costs on that day. Journalists or participants in the UKW Young journalist category must accept an assignment and/or propose their own coverage, then determine the day's work plan.

Third, UKW participants in the young category are assessed for their competence in the competency element of the editorial meeting. In this competency test assessment, participants were given 45 minutes with one of the things done was a simulation of the editorial meeting and the meeting agenda. In the editorial meeting, participants are assessed in providing proposals for coverage plans according to their fields, accepting assignments and receiving evaluation results. Here, participants are also considered able to defend their proposals with complete arguments according to their field of coverage, make a frame of reference related to the meeting decision to be followed up, record coverage materials and record important matters for improvement as well as keep written works when the evaluation is carried out.

Fourth, looking for materials for coverage of scheduled events. In this session, participants were given 20 minutes. Other indicators are arriving on time, identifying sources and work tools, recording or recording, applying the code of ethics, preparing questions according to their fields, enriching information and deepening facts, data, and opinions, recording the contact of sources, and harmonizing questions with multiple interpretations.

Fifth, intercepted interviews or doorstep interviews. Here, UKW participants are asked to conduct a simulation and a doorstep interview which is given 15 minutes. The resource persons are those invited by PWI to explain programs or activities carried out by the invited agencies. The performance indicators are that participants must understand the material asked and participants are assessed on how to find the closest position to the resource person and operate the recording device.

Another assessment is that the participant when asking questions, whether the voice is clearly heard by the submer and listening to the answers and asking follow-up questions from the resource person's answers that need a more detailed explanation. Participants must also follow and listen to other journalists'

questions to get additional information. Then apply journalistic ethics and be able to manage the flow of questions if there are other parties who ask different questions.

In ending the doorstep interview, participants need to try to get to know the reporter, even have to dare to ask for the contact number of the source and re-verify the full name and position, position and others of the source. Saying goodbye and thanking the resource person is also an element of assessment.

Sixth, building a network. The time given in this checklist is 30 minutes. Participants are asked to compile contacts and submit to the examiner at least 20 contact numbers. The tester will randomize the contact number to be called. In this exam, participants must be able to ensure that the person concerned has built a good relationship, ensure that the resource person or relationship can be contacted at any time necessary, and have an alternative phone number of the relationship or the phone number of the relationship staff, if the phone number contacted is inactive.

Seventh, writing news. In this news writing competency test checklist, examinees are asked to write news with material obtained from the materials available from the simulation. The assessment team or examiner will make observations during the simulation of data and information collection, then examine the paper, and assess the work results.

The time given for 15 minutes with participant indicators ensures that the news written is in accordance with the rubrication, ensuring that the main problem becomes news material and the side problem becomes a complement to the news. Ensure that the preparation of news combinations is in accordance with journalistic rules and check data accuracy, typos, spelling errors, and harmonize the code of ethics.

Eighth, editing the news yourself. In this competency test checklist, participants are considered to be able to determine the feasibility of news, check the competence of sources, the format and structure of the news must be in accordance with the code of ethics and journalistic rules, add new information by looking for other sources, manage the language well and determine the accuracy of information, language and assign responsibilities.

Ninth, face-to-face interviews, where each participant is asked to role-play by practicing interviews with other designated participants with an interview time of 5 minutes each. The examiner will assess, starting from appearance, opening words, introducing yourself, and being able to create a good and smooth atmosphere. Then explain to the resource person the purpose and topic of the interview.

The submission of questions will be assessed for their suitability with journalistic principles, as well as persistence and tenacity in digging up information from sources. At the end of the interview, what is assessed is whether the participant explains the possibility of requesting additional information on another occasion through contact phone number or appointment to meet in person.

Tenth, prepare the contents of the rubric. Participants were given 30 minutes to prepare the content of the rubric according to the assignment in their field. The criteria for the performance are to prepare news according to the rubric and program, provide background and trends on topics in the rubric, submit content plan proposals, and use information technology equipment.

All the points in this competency test checklist, there is feedback. Participants only need to answer yes or no from each feedback question, then provide information if needed. In the feedback, questions were asked to participants about the explanation of the standardized test, whether the examiner made preparations, whether the method was correct and whether the instructions in the exam were clear enough.

All questions in the feedback, according to one of the participants named Barnabas Loinang, that all the feedback was good and answered yes, because the competency test process was quite clear and understood by the participants with the right and accurate method.

According to Barnabas, his participation as a UKW participant in the young journalist category was due to his awareness to achieve competence as a journalist due to internal encouragement. For him, journalists have a responsibility that requires high awareness to have good abilities and competencies. As a journalist who has been concentrating on sports coverage, it is important for him to develop his competence in reporting news in the field of sports.

Competent journalists through UKW are expected to increase the attention of stakeholders, both the business world and the government to the quality of journalists who do reporting. Because with this standard, journalists will become professionals and the media that is the shelter of these competent journalists can maintain public trust.

Meanwhile, the Public Relations Staff of the DKPP of the Republic of Indonesia, Haq Abdul Gani, when holding *a media trending activity* with PWI Central Sulawesi in Palu City, invited journalists without looking at their competency cards. He said that his party had not fully implemented or seen competent journalists based on the results of this UKW. According to him, the most important thing is good journalist coverage in accordance with journalistic rules and providing information to the public appropriately and educationally.

CONCLUSION

Overall, the journalist competency test for the young journalist category has gone well and has been able to increase the knowledge of journalists and attract competent journalists.

Although in terms of outcomes, UKW has been able to improve the quality of journalists. However, the attention of stakeholders to UKW has not been maximized. So that there are no restrictions on reporting or invitations for journalists to be seen based on their competence. Therefore, PWI's efforts are needed to massively socialize the importance of competent journalists who have graduated from UKW in reporting on government agencies, business entities or organizations.

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