



The pattern of buddhist teachers strategies management for religious behavior conflicts in Lombok

I Ketut Damana

Sriwijaya State Buddhist College, Tangerang, Indonesia

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ABSTRACT

The Buddhist teacher's goal of conflict is of course required to use a psychological approach. The less than ideal conditions of the teacher's purposeful behavior in the managed lesson process are not opposite. The importance of the strategy of religious teachers tends to be seen in the character education of the attendees. Descriptive qualitative research method is used on this research. The research instruments were interviews, observations, documentation, and respondents with several related devices. In reality, not all Buddhist teachers deliver material with curriculum. This has an impact on improving the continuity of education, i.e. there are students who are not taught Buddhism. Data analysis is using Iceberg model. The results of the study can be concluded as; the innovation process occurs from the conflict of teacher behavior, the implementation of the innovation pattern of the teacher's strategy, the structure of the advantages and disadvantages of teacher management and the mental model of teacher behavior.

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Corresponding Author:

I Ketut Damana

Sriwijaya State Buddhist College Tangerang,

Konfleks Edutown BSD City Tangerang Banten 15339

E-mail: iketutdamana@gmail.com

1. INTRODUCTION

Buddhist teacher education writings were created with the aim of Buddhist teachers having great faith in God Almighty and having noble character. This problem is very important to study because the teacher in delivering the lesson there is no increase in changes in teacher behavior in students. And what happened is certainly useful for improving ethics, character, so that it is a belief in religious education as stated in PMA No 18 of 2020 concerning the Strategic Plan of the Ministry of Religion 2020-2024. A professional ministry of religion that is reliable in building a virtuous, moderate, intelligent and superior society to realize an advanced Indonesia that is sovereign, independent and justly based on mutual cooperation. Also increasing spiritual potential which includes the introduction and understanding of religious values of good behavior. Increasing the value of behavior aims as a strategy management that optimizes various potentials possessed by Buddhists which actually reflect the dignity of Buddhists. Buddhist teachers in the task of understanding religious teachings. The urgency of religious moderation in a religious and pluralistic society. Even though it is not a religious state, the community is attached to religious life and

freedom from religious conflicts is guaranteed by the constitution. Maintaining a balance between religious rights and national commitment is a challenge to prevent conflict for every citizen.

So far, studies on the problem of teacher's patterns in carrying out their duties are known to be less professional because they are still very limited in their main tasks. The task of educators is to educate, teach, guide in various paths. Several previous studies have been conducted according to (Aghdasi, S., Kiamanesh, 2011) behavior is the content of ethics to form emotional intelligence and organizational commitment: testing the mediatory role of occupational stress and job satisfaction. Such behavior that occurs in areas requires spiritual intelligence and sensitivity of the heart, because not all emotions change with only intellectual intelligence but accompanied by local culture. According to (Korry, 2022) is the Exploration of Behavioral Intentions originating from the values of awareness that are believed to be long, such as; actions of political problems so as to increase brawl, therefore religious behavior should take care not to be influenced by behavioral styles that threaten local culture. According to Yunita 2021, building commitment within the organization is a way to suppress conflicting behavior. Like; Not all organizations have a role in overcoming local political problems with the aim of reducing the impact. To overcome cultural political turmoil, it is necessary for religious teachers to provide knowledge. According to (Pasaribu, 2022) the behavioral pattern is the Contribution of Mastery of Sociolinguistic Concepts to Pragmatic Skills by Students of Free. Such as the contribution of local cultural knowledge is built so that there is a value of togetherness. The purpose of the contribution of the teacher's message is clear so that it does not bring anxiety if there is a student's speaking behavior that can threaten himself. So that the importance of issues in pragmatic ideas is highly considered, including in determining the contribution of pragmatics in supporting the speaking ability of teachers and students to behave based on human values. According to (Shafer, W. E 2009) behavior is ethical climate, organizational professional conflict and organizational commitment, such as; To create a teacher environment that is conducive to religion, by all means it is necessary to apply a conscious value system known as spirit as the most important part and which must be upheld by all Buddhist teachers, while spiritual values contain several elements of management, namely synergy in terms of combining various mutually supportive forces. at the best value of consciousness or humanity. According to (Megawati Simanjuntak 2022). The strategy pattern is consumerism behavior, consumers' knowledge, information-seeking, self-sufficiency, such as; Strategic management has a variety of objectives in the development of consumer behavior, not all of which are only political symptoms, but also a symptom of human psychology, which tends to disrupt trends, resulting in the need for protection. Therefore, the emergence of an understanding of behavior that deviates to a greater extent, the desire of humans who will never achieve satisfaction to behave badly needs serious attention from the government. According to (Lu, K. Y. 2007) strategy is Relationships between professional commitment, job satisfaction, and work stress in public. Examples; Strategic management has a variety of known long-term goals to be achieved to change behavior, making it easier to adapt, more effective, more applicable, and able to change new innovations in the world of education. According to Paille, P. Stressful Work, Citizenship Behavior and Intention to Leave the Organization in a high Turnover Environment, as in its implementation, strategic management is certainly expected to be able to provide a sense of usefulness that can increase changes that were previously bad into conscious behavior. According to Robbins, Stephen P., & Coulter, 2010 that strategic management is a capable need that can provide a path and provide strategic benefits and which is able to strengthen its behavior in society. Like strategy; who are able to carry out well who are able to maintain and strengthen their behavioral position in society. According to (Mary, 2010) Strategic management is a way to guide the behavior of a number of targets in the form of the findings of the community's responsibilities related to strategic decision making, such as; build behavioral values, based on universal love.

All components within the organization can control, and carry out the decisions that have been agreed upon. Thus, the strategic objectives to be achieved by finding from unclear targets become clearer and more responsible. According to (Kadarisman. 2012) is strategic management

aimed at providing direction to long-term, human resource development management behavior. The results of the strategy study show that the behavioral pattern of the concept of the religious teacher movement as a social movement is very important in the context of the untested context of religious behavior as the behavior of a movement that wants to change. According to (Aggabalo, 2007) is a pattern of teacher habits that occur, such as; there is a habit of extreme religious community groups in various forms and the teacher's responses are not all optimal. According to (Jackson, C. L.2004) are Challenge and hindrance stress: relationships with exhaustion, motivation to learn, and learning performance, such as; The trends for every strategy to behave correctly are of course the teacher, able to carry out well from every process from the reasons for making decisions that have not been implemented. Once teachers are able to work well together, they will be better able to provide useful targets for the organization. According to (Yuliana, R.2019) behavioral strategy is a style structure in leading Transactional, Transformational, Situational so as to achieve the desired target. Like; strategy in the work culture is always willing to help support the strategy and structure the organization effectively.

The benefit of strategic management is that it can have an optimal impact on any changes that occur within religious communities, both internally and externally. Strategic management is certainly able to provide many benefits, for example the application of Buddhists to strategic management that is able to maximize profits that can have a good impact on Buddhists and is able to always improve in subsequent changes. Spiritual trends in religion instantly have an impact on lecturers, it can be seen from their unfamiliarity with using information technology. Information technology trends make teacher behavior look more acceptable to society. Also trends in the behavior of the people are more developed and there is an increase in good behavior with the community, the majority of which lead to extreme teacher behavior that is not yet moderate. The structure of the causes of teacher behavior is different from the previous one marked by the absence of strategic management such as regulations and government programs that are not all responsive to religious behavior so that religious education does not strengthen moderate religious behavior. Therefore, religious education in schools is less tested because it does not strengthen good behavior, so it is known to be less moderate.

As is known, the teacher's strategy in delivering learning cannot be separated from the curriculum. The teacher in providing information to his students properly is certainly an example. Management patterns are known to be very important for teachers because there are clear objectives in conveying learning. The religion teacher's strategy for the previous conflict did not get much response. Meanwhile, it is known that teacher behavior management has a role to educate students.

Allegations of less moderate behavioral conflicts are suspected to be a lack of religious moderation provided by the supervisor. Allegations of the incident will have a big impact if the quality of Pancasila values is not conveyed. Why this problem can occur is due to the saturation of the absence of teacher's motivation in delivering learning. So the strategy of the management pattern is useless, of course it needs to be considered seriously, so the gap needs to be known by applying more Pancasila values. What is the purpose of management studies that any deviant behavior needs to be dealt with. Certainly untested actions that do not motivate the love of life. It is clear that not all behavior is bad in the eyes of society, because what needs to be known is the lack of understanding of the behavior system on human values itself.

In simple terms, the model used is the word used to describe an iceberg that floats above the ocean. The size of the iceberg is usually very, very large, but uniquely 10% of the total can be seen, the remaining 90% is below sea level. From this phenomenon, a theory is obtained to describe the problem more comprehensively, and it is hoped that a more effective solution will be obtained. In the theory of the Iceberg model, there are 4 major parts that form the structure of a problem and event. These sections include events, patterns, structure formation and mental models. In the Iceberg model theory, there are 4 major parts that form the structure of a problem and event. These sections include: Events, Trends & Patterns, System or Structure and mental models or Cultures. Visible Reactive, Invisible Proactive, React, Anticipate, Reframe, Redesign, Regenerate.

Pancasila is the basis of the state that brings together religious moderation whose reaction from above becomes the goal of behavior so as to be a good and religious example so that there is no place for people's anxiety, to divide the value of unity. (Abdurrahman Wahid, 2018) that the importance of Pancasila behavior is the foundation of the state to behave firmly and accept Pancasila as the basis of the state. Therefore, the right strategy in managing management for religious teachers is certainly in Pancasila. Pancasila is the basis of the State which brings together nationalism and religion, so that there is no place for division of unity.

A certain pattern that triggers the occurrence of conflict is in his own thoughts. Every event, if not tested, will definitely have a certain pattern. Not all things are coincidence in the religious world, there are no coincidences in the real world, all problems that occur because of management patterns that do not meet certification have a bad impact in the world of education. Can all events be repeated, of course. After knowing what happened before. As in the case in Lombok, Buddhists can find possible patterns that conflict behavior can occur because of selfishness. Likewise, religious practices that behave in a substantive and inclusive manner will be the biggest stumbling block for the people of Lombok. The anticipate of exclusive religious practice-legal formalistic two paradigms of religious practice is the cause of the disintegration of which becomes a fertile ground for those who want to divide unity, such as; psychological reactions from below that blazing wanting to find identity and not being found, so that his feelings of anxiety peaked, wanting to divide religious unity in the archipelago.

The management system which is a balance that cannot be seen from below which greatly influences the progress of practicing religion, of course aims to try to build cooperation to avoid problems of anxiety from conflict. An invisible reframe of anxiety can cause problems in the organization, for that, of course, the leadership of the management will provide more supervision if it is seen that there is a motive that disturbs the peace of religious people. The structure of teacher anxiety means that there are events that have an untested impact on thought behavior. Furthermore, the conflicting behavior of religious teachers is interpreted as a fact that supports the public's view of a structure. Such as universal religious redesign that calls for good changes, of course, must be supported.

The mental model of the teacher is believed to be a visible support or an invisible support as a regeneration of the value of trust to avoid conflicts such as; the need for regeneration of Buddhist teachers who do not appear to be steeped in their religious teachings, tested and measured when they understand from exploring events in terms of cultural or trusted values in society. This study is limited to strategic management issues only. This is because the behavior patterns of teachers are not all moderate, even though every person is free to embrace his religion and worship according to his beliefs. The government suspects that it is less moderate because the motivation for thinking patterns has never been criticized by superiors and there has never been a good supervision of the pattern of delivering material, the form of religious material taught to the people is sometimes not in accordance with the local culture of the archipelago.

2. RESEARCH METHOD

This research method is a type of qualitative descriptive research using a phenomenological approach. The object of this research is the strategic management pattern of Buddhists. The subject of this research is the conflict of religious behavior. This approach aims to examine how the solution to the conflict between people and Buddhist teachers occurs. The reason researchers use technology, because of the level of uniqueness in terms of management strategy. Also interviews and observations. The researcher conducted the interview subject through the administrator, chairperson, and Dayaka. The place of this research is in Lombok. The data collection technique used the Iceberg System Thinking Model (Bryan et al, 2006). There are stages of purpose in the Iceberg System Thinking Model. There are 5 stages, namely what is happening. 2 Trends of Buddhist teachers in good behavior, religious teachers teaching, reducing the impact that occurs from the consequences of human egotism. (Bryan et al, 2006)

Table 1. Buddhist Teacher's Strategy Management Pattern

Indicator	Invisible	Visible Reactive
	Proactive	
Conflict	50%	20%
Religious Pattern	60%	30%
Manajemen	58%	40%

Source: Teacher's Strategy Management Pattern 2022

3. RESULTS AND DISCUSSIONS

The purpose of strategic management of an art of overcoming conflict between Buddhist teachers is to achieve the target, it seems certain that there are several stages that must be carried out to obtain the target from the results and discussion. The following are the findings of some strategic management to achieve a certain level of intelligent behavior results findings:

3.1. Results

The important findings of the management pattern confirm the strategy that must be built for the process of developing behavioral innovation change, aimed at realizing increased trust integrity and high performance behavior. One of the important factors in terms of changing mindsets and culture is that a change agent is needed who can also be an example of behavioral innovation for all individual members of the organization in the work unit environment in accordance with the values of trust held by the organization. Behavioral change agents that occur in individuals are the mental development of selected individuals who have previously been the pioneers of change strategies and at the same time become examples and role models in behavior so that a balance of behavior is established that reflects trends in integrity and high performance in the organizational environment.

The findings of the difference in the implementation of the innovation are high because the previous teacher's strategy was as an agent of management change who was expected to play a role as well as a driver of change, as a solution provider when there was a conflict, as an exemplary liaison from conflict. The management change agent that has been established later is expected to provide benefits to many people and is seen as not getting the attention of the government. The conflict structure that is the cause of the visible collapse of organizational innovation, therefore to reduce the occurrence of conflict it is better for the leader who is responsible for the running of the organization. For example, the findings of high bad behavior can be seen from an organization that lacks management of Buddhist teachers also due to the influence of political beliefs, in fact, even though they have been approached, they seem to have received less response. Here, the findings are clear that in managing Buddhist teachers, previously they received less supervision and attention from the government.

Excess involvement of officials from important findings has a good impact on dealing with high conflicts. The advantage of government involvement is to bridge the gap if there is a mismanagement. The activities of Buddhist teachers and the government are certainly the implementation of building good character. Strategic management for implementation, as well as psychological control from below which is invisible for every activity carried out by the people of a school organization by setting targets that are perfected according to their wishes with visible conditions.

The lack of official involvement from important findings can also be seen from the low number of Buddhist teachers in Lombok public schools, in terms of the large number of Buddhists, which do not seem to get the attention of the government. The government's role in the field of science, of course, has often tried to systematically look to channel its inspiration which results in something beneficial for the development of Buddhism to unify patterns of behavior free from conflict.

The government is basically tasked with dealing with conflict by providing operational requirements, such as findings from untested results that can lead to a weak organization in handling

conflict, showing a very visible lack of trust due to personal ego. Likewise, the religious pattern shows that the percentage of causes of lack of attention from high organizations is due to an undercurrent that psychologically receives less attention. Likewise, in handling management, it is still low because they do not understand how to manage and behave properly, even though it looks like the structure is not all like that.

3.2. Discussions

The pattern of understanding of Buddhists in general is a process carried out by religious teachers in reducing conflict through trusted organizations, not fake, in accordance with the goals of society. The pattern of religious teachers from interviews with informants aims for teachers to be role models in the community. The role of the teacher so far has not met the target due to not being seen in a collaboration so that it does not optimize existing resources. Based on the teacher's strategy management pattern, conflict is defined as unseen anxiety from below as a process that in implementing goals is not seen to be trusted, such as; planned, implemented and poorly monitored conflicts.

The teacher's strategy to understand the cause, the findings of the interaction of Buddhist teachers are less teaching than equality, causing conflict. Religious teachers as role models from organizational groups should know what will happen. Also, teachers cannot avoid the emergence of an incident from the impact of interactions that trend wrong behavior that needs to be watched out for. According to the informant, the solution to the cause of conflict occurred because it used to be the same belief, after changing beliefs it became a new problem and required a moderate approach to religion.

Behavioral conflicts occur because there is a frozen anxiety that does not melt from a unique process, meaning that teacher behavior conflicts occur when something is different from the others, for example; the existence of teachers of different sects, until one of the teachers founded a sect, until one of the trends founded an assembly. According to informants; Trends from two or more parties of trust can occur if one person with an individual or between groups of an organizational structure and another organization is affected by mental blocks so that they are nervous about each other. They blame each other on the parties involved in the conflict and depend on each other so that there are indications that the findings have not yet dissipated the anxiety that psychologically harms the freedom of other religious parties.

Conflict regarding the object of the conflict is something that causes conflict, the parties involved in the conflict have different opinions i.e. restless attitude to belief. According to informants; Differences of opinion regarding the object of conflict do not all occur when both parties remain silent and there has been no interaction regarding differences about the object of the conflict. New conflicts occur when these differences are interacted. Expression about the object of conflict is an event that finds a lack of trust psychologically resulting in a trigger for conflict.

Conflict interactions are basically known to the parties affected by the case. Therefore, religion can lead to fertile conflict interactions, because it can happen, but not all as a field of conflict between the parties involved in the conflict. According to informants; Interactions can have an impact in the form of accusing each other, blaming each other, cursing each other, looking for friends, protecting face, negotiating or asking for help from a third party to resolve a conflict. The conflict output is basically tested on its findings on the importance of religious moderation to reduce conflict, resulting in the motive being only ego. The loss of trust is due to the unfinished business of the previous problem. Conflict is one of the excessive ego essences of orthodox human life, whose findings are sometimes disturbing from religious characteristics. The extreme behavior of humans, which is basically found to be aimed at a lack of fundamental belief, lack of understanding of inner consciousness, also exists in wanting to maintain differences when the development of religious cruelty in the old era, so not all psychological conflicts can be avoided, but there will always be triggers.

Buddhist teachers are given the opportunity to manage their potential according to their talents and interests. Teachers who are involved in the learning process to overcome conflicts, manifest their professional attitude with a structured curriculum, infrastructure and religious moderation. The involvement of the management, local wisdom and the management of a well-planned strategy are all components of conflict resolution that are considered by the competent authorities.

The strategy of Buddhists to interpret conflict is seen from the perspective, attitude and practice of religion in living together by embodying religious behavior that can protect the dignity of the human heart based on fair, balanced principles and obeying local cultural behavior as an agreement for religious life. Strategies for dealing with immeasurable conflicts. The success of religion in the life of Indonesian society can be seen in national commitment, tolerance, non-violence, and acceptance of friendly traditions that do not conflict with the main teachings of religion.

Table 2. Behavior Conflicts Process

Indicator	Behavior Conflicts Process 70%	
	Invisible Proactive	Visible Reactive
Event.	Consciousness doesn't look deep	Consciousness looks deep
Trends	Society does not look advanced	Advanced society
Structure.	Doesn't look moderate	Moderate
Mental model.	Ecosystem doesn't look educated	Ecosystem well educated

Source: Behavior conflict 2022

Table 3. Religious Implementation Pattern

Indicator	Religious Implementation Pattern 90%	
	Invisible Proactive	Visible Reactive
Events.	Consciousness doesn't look deep.	Consciousness looks deep.
Trends.	Desire does not appear to be the majority.	Desire appear to be the majority.
Structure.	Looked less pressure.	Visible pressure
Mental model.	Less education upholding	Education upheld


Source: Religious Pattern 2022

Table 4. Strategic Management advantages and disadvantages

Indicator	Strategic Management advantages and disadvantages 98%	
	invisible Proactive	Visible Reactive
Events.	No form of planning.	Planning form visible
Trends.	Inner Management invisible.	Inner management visible.
Structure.	Religious Social Organization does not look Moderate.	Socio-religious organizations look moderate.
Mental model.	Public Finance is invisible.	Public Finance is visible.

Source: Strategy management 2022

Table 5. Photo Documentation

Indicator	Manajemen Strategi	
	invisible Proactive/ Visible Reactive	Interview Documentation
Event.	Planning form	
Trends.	Inner management	
Structure.	Religious Social Organization	
Mental model.	Public finance	

Source: Photo documentation of Lombok informant 2022

4. CONCLUSION

The goal to be achieved from a teacher is to behave well and be an example. Research on the pattern of management of Buddhist teachers' strategies for conflict aims to change religious behavior in Lombok. Behavior can be done by providing counseling approaches related to assignments and providing motivation for Buddhist teachers. Very important findings are seen in the disturbing behavior of religious teachers due to the lack of Buddhist teachers resulting in a true and less clear understanding of the conflict. The very important goal of these findings is clearly seen from the effort to minimize as much as possible, avoiding the occurrence of conflict, because conflict basically has an impact on the value of a sense of nationality. The meaning of these findings can be seen in the planning strategy that has not been conceptualized.

The opinion of Buddhists from the findings of the conflict results in egotism so that there is a mismatch in the organization. In addition, the strategy from the prospect of developing results is not visible from the prospect of its application, this is due to a lack of communication. Likewise, the prospects for the development of results can be added; research has not been considered so important, because not all Buddhists get the opportunity to improve themselves. The most important Buddhist opinion in its implementation management strategy is implemented with a proven planning system and gains increased trust from the community, the result of a conflict resolution strategy. Like some of the previous points the teacher can explain the conflict that universal love without violence can be built on a discussion.

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