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Application of Prenuptial Training Management with Health Protocols during the Covid-19 Pandemic for Candidate Couples Bride

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ABSTRACT

Prenuptial training is a positive effort to provide knowledge to prospective brides to be more mentally prepared for their future household because a harmonious family is the first place in producing superior human resources. The phenomenon of increasing divorce rates every year, especially during the Covid-19 pandemic, is an issue that needs attention. So the purpose of this study is to get an overview of the application of prenuptial training management carried out in the Covid-19 pandemic conditions for the prospective bride and groom. This study uses a descriptive method with a qualitative approach. The research location is in Parungmulya Village, Ciampel District, Karawang Regency, West Java Province, Indonesia. The results of this study obtained the first description of the procedures for implementing health protocols that must be adhered to in the process of training and organizing marriages. Second, an illustration was obtained that during the training, the prospective bride and groom had been able to follow recommendations to always maintain health protocol, namely wearing masks, washing hands, and maintaining distance. Third, we get an overview of the impact in which the prospective bride and groom are more enthusiastic about getting married and more enthusiastic in preparing supplies for marriage.

1. Introduction

The impact of the Covid-19 pandemic is not only on the health sector but also affects almost all sectors of life, including the social and economic sectors. The bad impact that occurs in the social and economic sector is a domino effect of efforts to prevent the spread of the Covid-19 virus outbreak, namely by the imposition of restrictions on human mobility both between countries and between regions within one country. In Indonesia, the effort to limit human

mobility is known as the Large-Scale Social Restriction policy, where this policy requires families to carry out activities from home, from studying, worshipping to working, or better known as Work From Home (WFH).

The condition of WFH is treated differently in each family, in spending time at home some respond positively or negatively. For those who are positive, consider more time together means more time to be involved in positive things together so that they can build bonds of togetherness, closeness, and commitment to their partners (Stanley & Markman, 2020). However, some couples react negatively to the point of conflict. Stress due to economic hardship, job demands, and disasters can threaten the quality and stability of the couple's relationship (Pietromonaco & Overall, 2020). The Indonesian Central Bureau of Statistics, which was released in 2019, shows that in 2018 the most important aspect of divorce was 183,085 cases of continuous disputes and arguments, 110,909 cases of economic conditions, 71,623 cases of leaving one party, and several cases. because of other problems (Jayani, 2020).

West Java Province according to data from the Indonesian Central Bureau of Statistics in 2019 ranked 5th nationally with a divorce ratio of 74.3 per 10,000 population, this position is below the Provinces of Central Java, East Java, Gorontalo, and East Kalimantan (Rizaty, 2021). The official website of the Bandung Religious Court, SiKABAYAN (kabayan.pta-bandung.go.id) was recorded that until August 29, 2020, there were 55,876 divorces in West Java. The jump in the number of lawsuits and requests for divorce occurred during the early days of large-scale social restrictions, namely in the range of May-June-July. Not much different from the cases that cause divorce at the national level, in West Java the most dominant factor is disputes and continuous quarrels totaling 29,033 cases, due to economic factors totaling 23,476 cases and leaving one party as many as 2,511 cases, where many of these divorces occur in young couples with an age range of 31 - 40 years (Maulana, 2020).

To reduce the phenomenon of problems in marriage, there has been a Marriage Advisory, Guidance and Preservation Agency as a working partner of the Ministry of Religion of the Republic of Indonesia which has made a Regulation of the Director-General of Islamic Community Guidance Number: DJ.II / 542 of 2013 concerning Guidelines for the Implementation of Prenuptial Courses Prenuptial training is a positive effort to provide knowledge to adolescents and future brides to be more mentally prepared to face the future of the household (Ardiwinata et al., 2019).

In the importance of pre-marital training held during the Covid-19 pandemic, it turns out that there are obstacles that become obstacles in the implementation process. The reason for this is that the Office of Religious Affairs is one of the public services affected by the Covid-19 pandemic. Services at the Religious Affairs Office as an extension of the Ministry of Religion in the case of the Covid-19 pandemic have been complained of by several people suspected of maladministration by holding a protracted service process, demands for money, goods, and services/extortion (Dorni et al., 2020).

Parungmulya Village is a village located in Ciampel District, Karawang Regency, West Java Province. Parungmulya Village is located between several large industrial areas, namely the Mitra Karawang Industrial Estate, Surya Cipta, and KIIC. Some of the residents of Parungmulya Village work as employees and street vendors around the industrial area. The Covid-19 pandemic has had a major impact on the manufacturing industry in several of these areas, resulting in a reduction in the amount of production which has resulted in the termination of employment. Problems arise for those who have been laid off so that they no longer have a source of income, this is where family conflicts arise which leads to divorce. The prospective bride and groom will think again about getting married because the economic factor is difficult, and some even canceled their marriage because of layoffs.

Based on the existing phenomena and the identification of problems found in the community, it motivated the authors to compile a pre-wedding preparation program for the prospective bride and groom. Through this program, participants will be given an overview of married life and taught various skills needed to manage married life. The purpose of this research is to facilitate the problem-solving process by describing the procedure, implementation, and knowing the impact of implementing a prenuptial training management model with health protocols in the Covid-19 pandemic conditions for prospective brides in Parungmulya Village, Ciampel District, Karawang Regency, West Java Province.

2. Literature Review

2.1. The Concept of Premarital Education

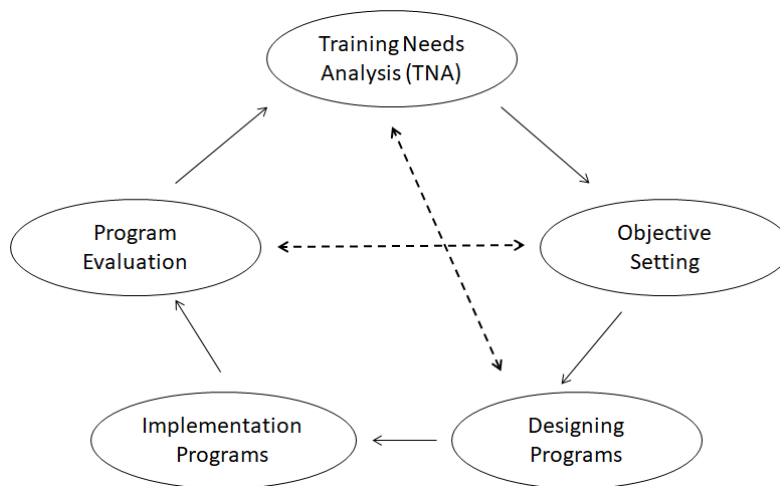
The pre-marital education program is the best as a skill training procedure and basic knowledge that aims to provide information to couples to strengthen their relationship when they get married. Premarital education is a series of activities that lead to an understanding process before a person marries (Ulumuddin, 2016).

In general, pre-marital education acts as a means of conveying basic information that needs to be understood before the decision to marry is taken by a prospective married couple, such as physical and mental readiness, goals to be achieved, household design, and so on; a means of conveying information about domestic life, such as how to deal with conflict, how to educate children, understanding of duties and responsibilities in the family, and so on; a means of conveying legal rules, especially those related to family life (Harjianto & Jannah, 2019).

2.2. Definition of Training as a System

Talking about training, also talking about the development of human resources (HR) in an institution. This is in line with the definition of training according to Smith and Ragan in Benny (2014:2) which states the following training: "...

those instructional experiences that are focused upon individuals acquiring very specific skills that they will normally apply almost immediately." A training program can be defined as a learning experience that focuses on individual efforts to acquire specific skills that can be used immediately. This definition means an effort made to acquire knowledge, skills, and attitudes that can be used immediately to improve performance. The implementation of training activities, of course, also involves several components that make it a system. According to Rivai (2011:214) training with a systems approach involves several sub-systems. This sub-system includes identification of training needs, setting targets as well as training objectives, designing programs, implementing programs, and evaluating programs. Schematically this model can be seen below:



Picture 1.
Training as a system (Rivai, 2011)

In Figure 1, it can be seen that training as a system has 5 stages, namely:

1. Identification of Training Needs (Training Need Analysis)

The first stage in conducting training is to determine if there are actual training needs. A company will conduct training if it is expected to support the company's goals. Training implementation decisions must be based on a needs analysis, which is carried out by analyzing available data. According to Barbazetta in Benny (2014:35) suggests a definition of training needs analysis (TNA) as: "... the process of collecting information about an expressed or implied organizational need that could be met by conducting training". TNA is

a process of gathering information about organizational needs that might be addressed through program.

2. Setting Training Objectives

Setting Training Objectives and Objectives is a clear formal statement of an expected result, and can be achieved through a detailed series of activities in a program. In setting goals, several things should be used as a reference so that the objectives are clear and measurable. Reference in setting these goals is what the participants should know or can do at the end of the training, how the participants demonstrate the results of the training, the various standards needed to reach a new level of competence, obstacles that will interfere with efforts to achieve goals. Training objectives and objectives can be divided into three main categories, namely: Knowledge (cognitive), namely training objectives related to aspects of knowledge, skills (psychomotor), namely training objectives related to aspects of skills. Attitudes (affective), namely training objectives related to attitudes and behavior.

3. Designing a training program

According to Benny (2014:66), the design process will ensure the creation of a training program that can be used to facilitate the learning process of training program participants. Through the learning process that takes place in the training program, participants will be able to achieve the required competencies. Design is a step taken by someone to make a dream come true. A training program needs to be designed before it is implemented in the actual setting. The design of a program is a systematic and systemic effort that is carried out so that the training program can facilitate individuals so that they can achieve the necessary competencies in carrying out tasks and jobs.

4. Program Implementation

The implementation step of this program is the realization of a training program that has been previously designed and developed into actual training activities. The program design aspects that have been developed must be implemented to facilitate the learning process of participants to achieve the required competencies.

5. Training Evaluation

The success of training can be evaluated from the reactions or responses of the trainees. Participants' interest and activeness in the training is an indication that participants can participate in the training with enthusiasm and enthusiasm. Therefore, employee training evaluation becomes a strategic activity to assess whether training is running according to the previously designed training objectives.

2.3. Premarital Training Management with the Covid-19 Health Protocol

Management means managing, the arrangement is carried out through the process and arranged according to the order of the management functions. So management is a process to realize the desired goals through aspects including planning, organizing, actuating, and controlling. According to Haiman in Manullang (2018: 3), management is anything that functions to achieve other people's activities and to oversee individual efforts to achieve common goals. Meanwhile, according to Hasibuan (2011: 2), management is the art of arranging a series of actions to utilize human resources and other sources successfully and appropriately to achieve the stated goals.

Training is a process to improve abilities and skills outside the existing education system in a relatively short time and prioritizes practice rather than theory and is carried out in a directed and integrated manner. The success or failure of training depends on the training management itself (Nurkamilah et al., 2019). Meanwhile, the Prenuptial course is the provision of knowledge, understanding, skills, and awareness-raising to married-age adolescents about household and family life (Ditjen Bimas Islam, 2013).

During the Covid-19 pandemic, the provisions for the implementation of maintaining health protocols also apply to marriage services as regulated in Circular Number: P-006 / DJ.III / Hk.00.7 / 06/2020 Regarding Marriage Services Towards a Covid Safe Productive Society with the aim of preventing and reduce the risk of the spread of the Covid-19 outbreak and protect employees of the District Religious Affairs Office and the community during the implementation of the new normal order of marriage services while still observing strict health protocols (Ditjen Bimas Islam, 2020).

3. Methods

This research approach is a qualitative approach with descriptive methods. The descriptive method is done by describing, to find the elements, then analyzed, even compared so that it can be concluded. The research location was carried out in the Parungmulya Village area, Ciampel District, Karawang Regency, West Java Province, Indonesia. As for the research subjects in the application of the pre-marital education management model with health protocols in the Covid-19 pandemic conditions, the prospective bride and groom in Parungmulya Village, Ciampel District, Karawang Regency, West Java Province, Indonesia.

Data collection tools include field observations, structured interviews, and documentation studies to explore program data. Meanwhile, the analysis used in this research is descriptive. In a sense, the analysis is in the form of describing the data accompanied by an in-depth analysis of the data. Thus, each data group was analyzed comprehensively to answer the research objectives. Descriptive analysis is a simple form of analysis that aims to facilitate understanding of the general overview of the program by presenting the

presentation in narrative form. The descriptive analysis of the prenuptial training program that will be discussed in this study is the application of a prenuptial training management model with health protocols in the Covid-19 pandemic conditions for prospective married couples in Parungmulya Village, Ciampel District, Karawang Regency, West Java Province, Indonesia.

3. Results And Discussion

3.1. Prenuptial Training Management Implementation Procedure

Based on the results of the interview, the researcher can describe that the description of the application of prenuptial training management with the health protocols implemented in this village is related to the procedures and guidance that were applied at marriage during the Covid-19 pandemic. According to respondents, stated that in the application of this model several procedures were carried out by looking at the health aspect, the implementation of marriage can be carried out if the community or participants who participate in this program obey the rules of maintaining health protocols by using masks, washing hands and maintaining distance each time the pre-wedding program is implemented. Meanwhile, other respondents stated that apart from conveying those related to maintaining health protocols, the community also registered marriage through online media, to maintain the situation at the registration site. Therefore, so far, the implementation of marriages carried out by related parties is following standard health protocols.

The application of prenuptial training management with health protocols carried out in Parungmulya Village, Ciampel District is related to community preparation in preparing for marriage, several statements from respondents stated that many of the people were not ready or had no plans to get married during the Covid-19 pandemic because many of the respondents also felt that marriage provisions during this pandemic were the same as marriages outside of the Covid-19 pandemic. The presence of this training is also very helpful for the community to understand the conditions and not to cause crowds during the wedding activities. Although many people want to hold weddings but do not understand the procedures during this pandemic, the hope is that when the activities take place, the people who attend the training or when the marriage takes place can understand the situation and always maintain their health by always implementing health protocols.

3.2. Implementation of Prenuptial Training Management Implementation

According to the results of the interviews conducted, researchers can describe that the implementation of prenuptial training management based on health protocols carried out by participants or the community is good and very strict. The implementation of this guidance also follows the regulatory system recommended by the government to always maintain health by using masks,

washing hands, and maintaining distance during wedding activities. The preparation of the community or participants towards marriage is very diverse, starting from preparing mentally and financially, of course, this is highly recommended.

This pre-marital training activity is also very useful for people who want to get married during this pandemic because this training program also explains things that must be done after marriage. The perception in the community in picking up sustenance can be facilitated by marriage is true, because according to the respondents themselves many have experienced this. However, it needs to be thought out carefully considering that marriage is a sacred thing and should not be done carelessly, therefore participants or the community need to continue to be implanted with an insight into marriage, especially provisions to lead a family life.

3.3. Impact of Application of Prenuptial Training Management

The results of interviews conducted by researchers can describe that the impact of the procedure for implementing premarital coaching in its application in pandemic conditions is very useful because it explains many things such as challenges in the world of marriage to direct guidance during the implementation of this training coaching program, then the theories obtained can also be obtained. understood by the community which causes the community to easily understand this formation of marriage.

The impact that occurs after participants take part in training in preparing supplies for marriage is that the community can be more enthusiastic in preparing everything to be able to get married according to their expectations. Another opinion from respondents is that they can understand the various kinds of information provided during this coaching program considering that the theory or information conveyed is easy to understand, especially about marriage both during the pandemic or outside the pandemic period.

Furthermore, the impact felt by the training participants during this program was that participants could find out about the rules set by the government during the Covid-19 pandemic that hit. Participants can feel the benefits associated with the implementation of this training program, although some participants have not been able to benefit from this training program. Some participants thought that after marriage they would get sustenance, therefore many of the participants were motivated to get married immediately. But it should be noted that it must be sufficiently equipped before marriage.

4. Conclusion

5.1 Prenuptial Training Management Implementation Procedure

Based on the results of the findings in the field, the conclusions that can be drawn about the procedure for implementing a pre-marital education management model are that the training participants are very enthusiastic about

getting married even in the conditions of the Covid-19 pandemic. Many of the participants before this training program did not know the procedures established by the government. Meanwhile, participants who do not have provisions for marriage from a financial perspective, such as savings that have not been collected due to loss of work due to the impact of Covid-19, are enthusiastic during this program because they apply health protocols and participants are also motivated to immediately pick up sustenance by getting married.

5.2 Implementation of Prenuptial Training Management Implementation

Meanwhile, the conclusion from the implementation of the application of the management model of pre-marital education is that the material used during this pre-marital training is related to provisions for marriage in the form of theories and principles of marriage. After being given various materials and understanding about marriage preparation, participants can better understand how to go through the world of marriage. The implementation of this training is carried out by strict application of health protocols.

5.3 Impact of Application of Prenuptial Training Management

The impact of the application of prenuptial training management can be concluded that the many benefits that can be taken or felt by participants after participating in this training program are that they become more motivated to prepare various kinds of financial preparations such as saving to mental preparation. Then the participants are more motivated to get married because there is an explanation about the opening of the door to sustenance with marriage. Therefore, many of the participants wanted to get married soon but were reminded that they had to be in good condition, meaning they had the readiness to marry both physically and mentally. In this training, the participants also understood more about the rules that were enforced if they wanted to have a wedding during the Covid-19 pandemic.

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