

Adaptive Behavior of Bajo Tribe Communities in Indonesia

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Abstract: *This research aims to analyze and reveal the adaptive behavior of the Bajo tribal community in developing human resources. The research method was designed by a qualitative approach which the research site was in Lawata village, North Kolaka of Southeast Sulawesi in Indonesia. The data used were the results of open interviews with specified informants and analyzed using descriptive analysis methods. The results showed that adaptive behavior was the behavior of healthy individuals in accordance with the demands of the situation and the form of response given. Adaptive behavior, was often used by the Bajo community, was social competence, social development, adaptive capacity and adaptive fitting. Adaptive behavior showed one's self and social maturity in carrying out general daily activities according to age and related to the culture of the group. The Bajo community seeks to improve human resources with development strategies through training. The training aims to develop the Bajo community in the form of improving skills, knowledge and attitudes. Human resource development through education aims to improve work skills in fishing in the ocean.*

Keywords: Adaptive Behavior, Human Resource, Bajo Tribe

1. Introduction

The adaptive behavior of the Bajo community is formed because of the habit of living. The habit of communicating using the Bajo language in the family and at work at sea as the mother tongue and using Indonesian to communicate with other ethnic residents to maintain kinship and brotherhood relations. Social relations in the Bajo community are strengthened by good communication through language and social symbols that create harmonious life with other ethnic groups. In addition, there is a cooperative relationship through work carried out in groups that are financed by the owner of the capital. This activity allows the Bajo people to adapt to the work, even though in reality they are more likely to work independently. The independence of the Bajo community cannot be separated from the lifestyle that has been entrenched and until now the behavior of independence is very clear, it's just that they are not equipped with structured knowledge based on education level because they do not want to go to school. The results of the study obtained information that school-age children only reached high school, some dropped out of school because of discriminatory behavior at school so that children did not go to school and chose to help their parents work at sea. Conditions like this make the Bajo community unable to be independent in education and develop adaptive behavior to the school environment and socialize with other residents.

The ability of the Bajo people to socialize is always represented by the head of the village and housewives, but the head of the family chooses to go to sea and stay for days at sea until they get the results then return home with the work to be consumed and sold to people in need. Conditions like this indicate a behavior that is not adaptive to social life. This fact requires the development of human resources from various aspects, such as aspects of education, training and

motivation to change the thinking of the Bajo people towards better thinking in terms of socializing. The habit of residents who find it difficult to gather and prioritize independent work will transmit this behavior to the next generation and remain shackled with prolonged poverty.

The phenomenon of adaptive behavior in the Bajo community requires the development of human resources to build better adaptive behavior. So far, they are faced with problems of education, health and clean water and housing.

2. Literature Review

Behavior (behavior) related human actions. In the person each person shows the ability to become a community (Hurlock, 2003: 261). Social behavior found in society describes the general behavior shown by individuals in society which is basically a response to what can be accepted or processed. Thus it can be argued that behavior shows feelings, actions, attitudes, beliefs, memories, or respect for others. Hurlock (2003: 262) states that social behavior is a person's physical and psychological activity towards others or vice versa in order to fulfill oneself or others in accordance with social demands. Socially, behavior is defined as something about society or society.

Adaptive behavior shows the behavior of healthy individuals in accordance with the demands of the situation and the form of response given. Other terms of adaptive behavior that are often used are social competence, social development, adaptive capacity and adaptive fitting. Adaptive behavior is a person's self and social maturity in carrying out general daily activities according to age and related to the culture of the group. (Kelly, 1978; Patton, 1986; Reynolds, 1987). Meanwhile, according to AMD (the American Association on Mental Deficiency, 1983), Adaptive behavior is the level

of ability/effectiveness of a person in meeting the standards of personal independence & social responsibility expected for the age and culture of the group.

Cook Klein (2014: 7) states that adaptive behavior is the ability to adapt to new situations and have familiar skills in those situations. The definition of adaptive behavior according to Hallahan, Kauffman & Pullen (2009: 147) is the level of ability or effectiveness of a person in meeting the standards of personal independence and social responsibility expected for the age and culture of the group. According to Smith and Tyler (2010: 270) adaptive behavior is everything that everyone uses and functions in everyday life.

Rochyadi (2010: 43) is adaptive behavior that focuses on daily behavior, fulfilling the expectations of the community and the environment in which they live, and the ability to deal effectively with the current situation in their community.

David Emile Durkheim (1997) argues that there are two kinds of consciousness, namely collective consciousness and individual consciousness. Collective consciousness is still divided into two, namely exterior and constraint. Exterior means collective consciousness that is outside the human individual and enters the individual in the form of moral rules, religion, etc. Constraint means that collective consciousness has coercive power over individual human beings and gives rise to sanctions/punishments for those who violate it.

Behavioral theory from David Emile Durkheim (1997) indicates the conscious expectation of each person to interact with others and become part of an environment and become one with that environment.

Kelly (1978) , Patton (1986) , Reynolds (1987) suggested that The effectiveness & degree to which an individual meets standards of self-sufficiency & responsibility for his or her age-related cultural group means adaptive behavior, a self-maturity and a person's ability to carry out general daily activities according to age conditions and related to group culture)

Thiagarajan (1974) stated that the research and development steps are abbreviated as 4D, which is an extension of Define , Design, Development , and Dissemination . Definition contains activities to define the product to be developed, along with its specifications. Design (design) contains activities to make designs for products that have been determined.

Vera Leimena (2016) in this research suggests that the development of human resources with the PDCA cycle model for the Plan stage begins with a needs analysis so that this activity is truly in accordance with the needs of the Education participants. and training, and to seek or identify what abilities and skills are needed. In the Do stage , the implementation of an action plan for human resource development is carried out through education and training activities. This education and training activity is carried out with reference to the Plan stage . The Check stage is carried out by examining or studying the results of the human

resource development action plan. At this stage an evaluation of the education and training activities carried out in the Do stage is carried out . The Act stage is carried out by taking appropriate actions and following up on the results of the human resource development action plan. If the stages arranged in education and training activities are appropriate and do not need to be improved, then these stages are standardized to be used later in education and training activities again. If the stages that are prepared are not appropriate, it is necessary to make improvements to those stages.

Development is the second operational function of personnel management. Employee development needs to be carried out in a planned and sustainable manner. In order for development to be carried out properly, a human resource development program must first be established (Hasibuan, 2014 : 68). National Education aims to improve the quality of Indonesian people, namely humans who are devoted to God Almighty, have noble character, independent personality, advanced tough, intelligent, creative, skilled, disciplined, professional work ethic, responsible and productive. As well as physically and spiritually healthy (Sihotang, 2007: 71). According to Flippo (2011 : 71) education is all efforts related to increasing general knowledge and understanding of our environment as a whole, while training is an effort to increase the knowledge and expertise of an employee to do a particular job.

Sikula in Hasibuan (2014 : 70) suggests that development refers to staff and personnel issues is a long-term educational process using a systematic and organized procedure by which managers learn conceptual and theoretical knowledge for general purposes. Training is a short-term educational process using a systematic and organized procedure so that operational employees learn technical knowledge and skills for a particular purpose.

Jan Bella in Hasibuan (2014: 70) suggests that education and training are the same as development, which is a process of improving work skills, both technical and managerial. Education is theory-oriented, carried out in class and lasts a long time, and usually answers why. Practice-oriented exercises, conducted in the field, are short and usually answer how . Schuler and Jackson (1997: 325) training is intended to eliminate both current and future deficiencies that cause employees to work below the desired standard. Education and training has a focus on increasing employee competence in the form of skills that will provide benefits to the organization quickly. The benefits of education and training for organizations in general can be felt immediately after the employee returns to duty.

Sule and Saefullah Dalam Thoha (2005: 205) outlines the approach to employee development through education and training, namely off the job and on the job training . The training program is generally carried out through the off the job training method, namely a training approach outside the workplace that provides opportunities for employees to get out of work routines and concentrate on learning something related to work. Meanwhile, the on the job training approach is a training approach given in the workplace.

In general approach off-the-job training is carried out at employee training centers such as the Education and Training Agency or employee development center. Thoha (2005 : 205) outlines the employee development program in the organization, namely off the job training including,

- 1) Executive development program, which is a program for sending employees to participate in various special programs outside the organization related to case analysis, simulations, and other learning methods.
- 2) Laboratory training, which is a program aimed at employees to participate in simulation programs on the real world related to organizational activities where the methods commonly used are role playing methods, simulations and others.
- 3) Organizational development, which is a program aimed at employees by inviting them to think about how to advance the organization.

Employee development outside the workplace is generally carried out in the form of training. Training is a systematic process of changing the behavior of employees in a direction to improve organizational goals or learn specific attitudes, abilities, skills, knowledge, and behaviors related to work (Simamora, 2015: 342).

Watkins in Syaiful (2002: 253) defines human resource development as follows "The field of study and practice responsible for the fostering of a long term, work-related learning capacity at the individual, group, and organizational level of organizations. The organization needs to enhance individuals' capacity to learn, to help groups overcome barriers, and to help in creation a culture which promotes continuous learning". This definition relates to the theory of human capital assumed by Schultz in Hasibuan (2014 : 14) that the knowledge and skills acquired during education and training will have a positive impact on the organization.

Garavan in Sujoko (2012: 55), explains that human resources are useful for organizations because of four main things, namely: (1) flexibility and adaptability; (2) individual improvement; (3) competence; (4) organizational competency development; and (5) individual work. Seleim et al. in Sujoko (2012: 55) agrees that human capital is positively related to organizational performance. As the development of human resources, such as having a significant impact on increasing the ability of employees to carry out tasks in achieving organizational goals

Human resource development is the preparation of individuals to assume different or higher responsibilities within the organization (Simamora, 2015: 273). Human resource development usually relates to improving the intellectual or emotional abilities needed to do better jobs. HR development is based on the fact that an employee/employee will need developed knowledge, skills, skills and abilities in order to work well in a succession of positions held during his career.

Development has a wider scope. Development is more focused on the general long-term needs of the organization. The results are indirect and can only be measured in the long

term. Development also helps employees to prepare for changes in their jobs that may result from new technologies, job designs, new customers, or new product markets.

3. Methods

This research is a qualitative research that emphasizes the quality or the most important thing from the nature of a product/service in the form of social phenomena or phenomena that can be used as valuable lessons for the development of theoretical concepts (Komariah, 2010:22).

This research was conducted on the Bajo community in North Kolaka Regency from October – December 2021. This study used 5 of key informants from community leaders, 3 local government officials related to the social sector and 2 village officials. The data were collected with Interview Observation and from Documentation and analyzed in descriptive qualitative.

4. Research Results and Discussion

4.1 Description of Bajo Tribe

The Bajo tribal community in North Kolaka Regency is spread over several villages. In Lawata village, there are 214 people with 54 families, in Pitulua, 144 people with 36 families, and in Sulaho village, 332 people with 83 families. Bajo tribe community is found in Bahari village with a total population 128 people with 32 families, in Patikala village is 108 people with 27 heads of families.

The results of the interview show that the Bajo people have been in Lawata village, North Pakue sub-district and settled on the coast of Lawata village. This existence is supported by the attention of the village government which supports the activities of the Bajo community in working as fishermen. The attention of the local government through the village government to the Bajo community is food aid which is distributed through the Lawata village office.

The Bajo community is one of the ethnic groups in Lawata village, North Pakue sub-district, which is joined by several other ethnic groups such as the Bugis, Makassar, Toraja, Tolaki and Muna ethnic groups. The Bajo community in Lawata village, North Pakue sub-district, reached 214 people, while other ethnic groups such as Bugis, Makassar, Tolaki and Toraja and Muna ethnicities were scattered in Lawata village, North Pakue sub-district, in other hamlets. The Bajo ethnic or Bajo people in the village of Lawata have occupied hamlet one since their arrival in this area.

Adaptive behavior of the community about the environment of the Bajo community on the coast of Pantan Village, Lawata Village, North Pakue District. The residences of the Bajo people are not separated from the sea, even above the sea. This fact proves that the Bajo people have the ability to adapt to the marine environment and are not able to adapt to the terrestrial environment such as adapting to community members so that they look very grouped in the community environment in Lawata village, North Pakue District.

The behavior of cultural socialization of the Bajo community in Lawata village, North Pakue District shows conditions that refer to culture or civilization which contains a broad understanding including understanding, complex feelings including knowledge, belief, art, morals, law, customs. customs (customs) and other traits . In this study, the socio-cultural conditions of the Bajo people are seen from their living habits which have been carried out from generation to generation in terms of grouping, interacting and communicating.

4.2. Adaptive behavior in communication

This behavior is one of the main behaviors in the life of the Bajo people using the Bajo language. Intensive communication occurs between fellow Bajo residents at work and traditional ceremonies. Interview with Kusmawat (Housewife), she said that:

“The language to communicate in family and relatives , we use that Bajo. The language of the land has become a liaison between residents and families. When we gather with other residents , we use Indonesian, but when we return to our homes and relatives we use Bajo. This language has understood its meaning and purpose for us. We once worked with other residents and used the Bajo language, apparently there was no communication back, even they were silent and did not understand what we were saying. We quickly returned to using Indonesian so as not to make a difference with other residents (Interview, 28 November 2021)”.

The communication symbol of the Bajo people standing politely while talking to the researcher. This shows that people's communication attitudes can be carried out well even though they are outside the home and use Indonesian because the researcher is an ethnic Tolaki citizen who examines the adaptive behavior of the Bajo community in Lawata village, North Pakue sub-district.

Communication carried out in socio-cultural life is the fulfillment of the social needs of the Bajo community, there are efforts to obtain clean water by residents. So far, there has been a PADM connection but it has not been able to meet the needs of the residents effectively. The construction of a clean water system that is being carried out is aimed at providing clean water to residents in the hamlet 1. In this clean water supply, clean water is stored in a tower that is planted and then used as a planting well supported by a tower provided above the tower to be distributed to residents' homes.

4.3. Adaptive Behavior in Work

Economic conditions are conditions that explain the activities of the Bajo community in meeting the needs of their household income by using facilities. The Bajo people in fishing activities use boats and motorboats as in an interview with Ambo Upe, he said that:

“To get fish in the sea, we provide equipment such as boats or motorboats, fishing rods and nets. Every day we have to pay attention to these tools and prepare them on boats and motorboats. In addition, we also brought food supplies according to our needs while working at sea. If we work at sea from morning to evening and try to get the catch which will later be sold to traders and traders who are already waiting on the beach (Interview October 30, 2021)”

The results of the interview show that the economic activities of Bajo people begun with fishing activities in the sea, then proceed to the consumption process. Is it self-consumption or is it sold to the public through fish traders, traders and the people who have been waiting. In an interview with Marsan (Fisherman), he said that:

“The catch that we get from the sea is sold to the skipper because he is the one who gives the funds or the down payment with the agreement made by the skipper. We just followed it because there was no other source of funding other than through a broker. The average market price of fish is Rp.25,000 per kilo, while the selling price to traders is an average of Rp.7,500. this was unavoidable because the skippers came directly to the beach and waited for our catch (Interview 30 October 2021)”

The results of the interviews above show that the economic condition of the Bajo community depends on the community's ability to work in finding fish to sell and earn income. This activity shows the routines of the Bajo people working at sea. Work as fishermen and seafarers makes them inseparable from the sea and to get a large catch, there are some of them who traditionally use fish bombs. This action destroys marine habitats. The loss of coral reefs and the marine environment causes fish to migrate far from the marine area of Lawata village, so fishermen have to look for fish far from the sea waters of Lawatan village.

4.4 Adaptive Behavior in Socialization

The existence of the Bajo community in Lawata village, North Pakue sub-district, from the beginning has built the Bajo community by developing Bajo ethnic culture from generation to generation. To deal with the condition of the Bajo people who live with their traditional patterns, it can be seen that there is adaptive behavior that is spontaneously formed from within people's lives.

Adaptive behavior The Bajo people in this study showed the ability to communicate, work, be independent, socialize, and use motor skills to work.

The results showed that there was a communication scheme formed in the Bajo community, namely:

- 1) The language used among fellow Bajo people is the Bajo language
- 2) The language used with other residents is Indonesian.

According to Rosdiana (junior high school teacher) that Bajo

language is not too difficult, if it is already in their environment, then instantly, Bajo language will be applied. But if you just want to know about the Bajo language, it will take natural time. According to Miftahul Janna (puskesmas employee), the Bajo language often makes me not understand how to serve Bajo residents at the Puskesmas, so I need the help of friends to explain the meaning of the Bajo language so that I can serve Bajo patients well. The behavior of Bajo residents is very difficult to adapt if it is not with their fellow human beings.

Findings in the field are that the adaptive behavior of Bajo residents by using a communication style that has been entrenched sometimes hinders the process of community service. But because they are able to slowly, they can adapt to the environment they are in.

4.4. Adaptive behavior in Motoric

Behavior from the motoric aspect is related to education and work experience. The condition of education in this study refers to the level of formal education of the Bajo community in Lawata village, North Pakue district. The results showed that most of the villagers did not have a good basic education. Educational activities in Lawata village, North Pakue sub-district, are supported by elementary and junior high schools provided by the government. The low interest in school from the Bajo community is caused by various factors, one of which is discrimination at school against Bajo children, children's interest in school is lost and tends to go to sea with their parents, the next is poverty. Bajo residents are unable to send their children to school for the usual reason that schools are expensive. The results of the study at SMP Negeri 1 Paku Utara showed that children's interest in school was low due to discrimination, pressure from the family environment, and the lack of attention from parents to their children in obtaining education at school.

The low education of the Bajo community is due to internal factors of children who are not adaptive to the school environment where Bajo children cannot communicate well at school because of the language diakeg carried from birth to adulthood and cannot distinguish the conditions in which they are. Interview with Rosdiana (SMP teacher), she said that:

“Not all Bajo children are weak in learning, there are still Bajo children who are smart and have achievements. As the homeroom teacher of Dirga, I clearly know that Bajo children are smart, but there is no support from their parents and their environment in Dusun 1 tends to make the children choose to play in the sea. If it's their choice to play and don't want to go to school, besides that parents prefer their children to help, then there is no way for Bajo children to get a good education (Interview. 7 November 2021)”.

The results of the interview above show that there are still Bajo people who want to go to school and get attention from the school. This fact proves that everyone has the same rights in obtaining education in accordance with the Law on the National Education System that all citizens have the right to a

proper education. The feasibility of obtaining a proper education is inversely proportional to the reality on the ground, that there are still many Bajo people who do not want to go to school. The classic reason is that they don't have the cost of education, besides that their families are poor and unable to meet the necessities of life. This phenomenon describes the condition of public education which is increasingly shackled to poverty. Efforts that must be made to alleviate poverty are to develop human resources through the provision of education and training that is reliable to the realities of life for the Bajo people in Lawata village, North Pakue district.

4.5. Bajo Community Human Resource Development

Development based on the human resource objective is the ability and experience of the Bajo community, most of whom are not in school. The root of the problem of the Bajo community not attending school is the existence of social inequality in the school community where the Bajo ethnic group is always distinguished from other ethnic groups. The development of human resources in the Bajo community refers to the extent to which human abilities can carry out work properly in accordance with their competencies. Human resource development is related to the availability of learning opportunities and development, making training programs which include planning, organizing, and evaluating training and education programs

Human Resource Development a systematic and planned Bajo community designed to facilitate its employees with the skills needed to meet the demands of work, both now and in the future. Human resource development is a planned and sustainable effort carried out by the organization in improving employee competence and organizational performance through training, education, and development programs.

Based on some of the definitions above, it can be said that HR development is all activities carried out by organizations in facilitating employees to have the knowledge, skills, and/or attitudes needed to handle current or future jobs. The activities in question are not only in the aspect of education and training, but also involve aspects of career and organizational development. In other words, human resource development is closely related to efforts to improve the knowledge, abilities, and/or attitudes of organizational members as well as providing career paths that are supported by organizational flexibility in achieving organizational goals.

There are values in implementing a successful HR management strategy in the life of the Bajo people, namely;

- 1) Anticipating. In an organization, the main concern is the management of its human resources, which must anticipate the possibilities that will occur in the future.
- 2) Attracting. Organizations began to focus on activities to find suitable people and have the required qualifications.
- 3) Developing. Carry out activities that can show organizational performance and improve employee abilities from the top to the bottom.

- 4) Motivating. Maintenance of employees by giving encouragement to work well, resulting in high performance.
- 5) Maintain. Open communication is a key tool in maintaining effective employee relationships.
- 6) Changing for success. Develop new strategies to change organizational culture and HR management.
- 7) Focusing. Measure the effectiveness of HR by conducting surveys on employee attitudes to formal staffing audits.

Quality which is defined as quality and quality is related to the value of the benefits of an item to meet needs, so to meet these needs, an item must meet quality requirements such as having strength, having durability and various other requirements (Armstrong , 2003: 8). In terms of human resources, quality human resources are human resources who have the dimensions of being educated, or knowledgeable, experienced, skilled, disciplined, and able to work. The dimensions of the quality of human resources according to Wirawan (2009: 20) are educated and experienced. In this case, a qualified worker must have adequate education and experience to be given the right position and job.

Quality is the nature of a product or service that shows its strength and durability and is recognized as being able to provide satisfaction in its use. This statement indicates that a product or service is assumed to be the quality of human resources used in carrying out work or tasks within the organization.

According to Harrol and Bruce in Muchdar (2008:107) said that the quality of human resources is the strength (power), skills (skills) and experience (experience) that is owned by everyone. Human resources are the strengths or abilities of each person to be able to work well. Human resources include elements including: (a) work ability, (b) work skills, (c) knowledge/education, (d) expertise, (e) experience in work, (f) responsibility and (g) confidence. Qualified human resources can do the job with creativity, productivity, initiative and innovation.

5. Conclusion

The results obtained, it is concluded that the behavior of the Bajo people in the village of Lawata, North Pakue District, requires strengthening communication between each other and other residents. Adaptive behavior shows the behavior of healthy individuals in accordance with the demands of the situation and the form of response given. Adaptive behavior that is often used by the Bajo Tribe community is the social competency, social maturity, adaptive capacity and adaptive fitting. Adaptive behavior shows one's self and social maturity in carrying out general daily activities according to age and related to the culture of the group. The Bajo community seeks to improve human resources with development strategies through training. The training aims to develop the Bajo community in the form of improving skills, knowledge and attitudes. Human resource development through education aims to improve work skills in fishing in the sea.

6. Recommendation

This research is recommended to improve adaptive behavior in various situations with linguistic aspects to be able to improve adaptive behavior with other residents.

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