

# THE IMPLEMENTATION OF SPIRITUAL QUOTIENT-BASED BEHAVIORAL GROUP COUNSELING IN STRENGTHENING CREATIVE AND INNOVATIVE TRAITS TO OPTIMIZE STUDENTS' HARD SKILLS

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## Abstract

**Purpose of the study:** The research aims at finding how spiritual quotient-based behavioral group counseling is implemented to strengthen the creative and innovative aspects aimed at improving students' hard skills.

**Methodology:** The research is a qualitative method. The subject of the study is the students of the Guidance and Counseling Program at Private University in Solo Raya. The focus of the study is the implementation of spiritual quotient-based behavioral group counseling. The data are collected through interviews, observation, documentation, and test. They are validated through triangulation. They are analyzed through qualitative analysis.

**Main Findings:** Research findings shows that the implementation of spiritual quotient-based behavioral group counseling can strengthen the creative and innovative aspects aimed at improving students' hard skill at Guidance and Counseling Programmed at Private University in Solo Raya. It can be seen from the students' behavior change, i.e. from uncreative and less innovative to be creative and innovative.

**Applications of this study:** Findings of the research are useful as a reference enrichment conducting learning in guidance counseling courses especially for counseling theory. This study is also useful as a guideline for implementing group counseling practices for students and lecturers of counseling guidance at the national level because of the results of the study in terms of the implementation of the counseling technique.

**Novelty/Originality of this study:** This research contains novelty in counseling i.e. the implementation of spiritual intelligence-based counseling to improve student hard skills, which still rarely has never been done by other researchers. This research is beneficial to advance the field of guidance and counseling, namely to increase the implementation of group counseling in building soft skills and the hard skill of students.

**Keywords:** *Behavioral Group Counseling, Creative and Innovative Traits, Hard Skill, Spiritual Quotient, Guidance, Counseling Program.*

## INTRODUCTION

Creative and innovative traits are two aspects that can be identified from an individual with good mental health. Creative and innovative traits should be possessed by students to do any productive activities. To be able to act productively requires some facilities or media for the students to interact actively and creatively, one of the media is Group Counseling. Group counseling as a process among individuals that is dynamic and focused on one's conscious thoughts and behavior which are then guided in a group and used to improve his/her understanding and self-acceptance towards a better condition. However, behavior group counseling has the following features: It is focused on the real and specific behavior, It is thorough and clear in describing treatment in detail, The planning for the treatment procedure is conducted specifically following the client's problem, The interpretation of the counseling outcomes is conducted objectively (Corey, 2009).

Spiritual quotient-based behavioral group counseling is a behavioral group counseling under the basis and related to spiritual quotient (SQ), i.e. mental intelligence. SQ is the quotient in one's inner side, related to the wisdom beyond his ego or conscious thought. SQ is awareness where along with the quotient, we not only follow the existing values but also find other new values creatively (Zohar & Marshall, 2001). Through spiritual quotient-based behavioral group counseling, it is expected that the student's creative and innovative traits can increase so that their hard skill will then be improved. A life skill is "as abilities for adaptive and positive behavior that enable individuals to deal effectively with the demands and challenges of everyday life" (ICAP.org, 2007:1). A skill consists of hard skills and soft skills. Hard-skill or so-called hard competence is The hard skill that refers to a specific ability of jobs, and its appropriateness is about particular knowledge relating to "up to date" systems. Hard skill refers to a specific work and will be relevant to the specific knowledge generalization for a new system. Hard skill is a process, procedure, particular jargon for industry and is easy to be measured and quantified. There are various hard skills terms such as talent development and acquisition, retention of client, data, account, and project management's, receivable and payable accounts, supporting product, and latest development business (Corrigan et al., 2010).

A survey given in February 2019 at Private FKIP (the Faculty of Education and Teacher Training) in Soloraya shows that there are about five students who are low in terms of creative and innovative traits. So, the problem is then formalized into the following question: how is the spiritual quotient-based behavioral group counseling implemented in

strengthening creative and innovative traits to improve students' hard skills? However, it is aimed at finding the role of spiritual quotient-based behavioral group counseling in strengthening creative and innovative traits to improve students' hard skills. The advantage of the study is that it can give a clear picture of the implementation of spiritual quotient-based behavioral group counseling in strengthening creativity and innovative capability to improve students' hard skills.

## LITERATURE REVIEW

Previous studies show that therapy of the cognitive-behavioral group is depression effective treatment. But, it needs more studies to know the effectiveness of the approach infrequent care needs (Thimm & Antonsen, 2014). The therapy can deliver good results in a frequent care setting. On the contrary, there are many disadvantages to treatment faced by many patients. The research findings of the analysis of correlation show that the relationship between spiritual quotient and occupational stress among executives at their workplace has a negative relationship (Kumar & Pragadeeswaran, 2011). Through Hard Skills and Soft Skills, competent madrasa teachers should be able to change the point of view of passengers became good drivers (Mahmudah, 2019). Romina argue that education and Training in terms of Innovation and Creativity in EU27 was conducted by IPTS in joining with the Directorate General of Education and Culture, highlighting key messages collected from each step of the research: a review of related literature, teachers' survey, curriculum and practices training analysis, interviews of stakeholders and experts, and an expert workshop (Cachia, Ferrari, Ala-mutka, & Punie, 2010).

The REBT approach through effective group guidance to overcome student academic pressure, specifically (1) There were a difference significantly in scores for students' academic pressure from the experimental group (2) There were differences significant in scores for students' academic stress **Error! Reference source not found.** in the control group (3) There were some differences significantly in scores on students' academic pressure in the experimental group who followed the approach through group guidance with the Control group, who followed the approach and not (Konadi, Mudjiran, & Karneli, 2017). Most students have high levels of spiritual and emotional intelligence have social networks impact negatively, and high in heterogeneous thinking abilities and in mathematics learning outcomes; Spiritual intelligence directly has beneficial and crucial effects on students' mathematics learning outcomes, indirectly has a positive but not important effect on students' learning outcomes through the negative impacts of social networking and indirectly has positive and crucial effects on students' mathematics learning outcomes through a variety of thinking skills (Nurdiansyah, 2017). The analysis of multiple regression shows significant emotional and spiritual intelligence affect the comprehension level of the introduction of accounting courses and the effect of significant learning effect as a moderating variable (Riswandi & Lakoni, 2017).

## METHODOLOGY

The type of research is a qualitative method. The primary data sources are students who are low in terms of creative and innovative traits and belong to spiritual quotient-based behavioral group counseling. Then, the secondary data sources are lecturers, the students' friends and parents. They are from three different private universities in Surakarta. In every private university, it consists of five lecturers, five students' friends, and five parents. The subjects of the study are 6 students low in innovative and creative traits. The object of the study, however, is the implementation of spiritual quotient-based behavioral group counseling in strengthening creative and innovative traits in order to improve students' hard skills. The techniques used in collecting the data are observation, interview, Focus Group Discussion (FGD), and tests. To check and test the data validity, the study prolongs the observation period, takes the researcher's perseverance in doing the study, and uses triangulation towards the method and sources, peer discussion, negative case analysis and member checking. The data are analyzed using quantitative and qualitative techniques. Quantitative analysis is conducted by comparing the test results, i.e. before and after the group counseling, while qualitative analysis is conducted according to the research steps where each of the steps has a different model. To analyze the data, I used the interactive analysis method as explained (Miles, Huberman, & Saldaña (1994) that includes: 1) Collecting the data, 2) Reducing the data, i.e. eliminating the data irrelevant to the proto-model design process, 3) Displaying the data, including classification, revealing the data, description, grouping, etc., and 4) Conclusion or verification.

## RESULTS/FINDINGS

In the 1<sup>st</sup> Spiritual Quotient-Based Behavioral Group Counseling, it was conducted in May 2019 in Guidance and Counseling laboratory. A group of 6 students low in terms of either creative and innovative traits or hard skill was formed. The researcher did the behavioral group counseling under unitative learning or social model approach by designing a spiritual quotient-based creative and innovative behavior that can be used as a model by the counselees. The 2<sup>nd</sup> behavioral group counseling was done in May 2019. The researcher did the behavioral group counseling under the operant learning approach where it requires some reinforcement that can form the counselees' intended creative and innovative behavior, the counselor can choose the behavior based on the spiritual quotient to be used in the reinforcement towards the counselees' behavior.

In the 3<sup>rd</sup> group counseling, it was carried out in May 2019 in Guidance and Counseling laboratory. The researcher conducted the behavioral group counseling under the cognitive learning approach including teaching verbally, making

contact between the counselor and counselees as well as doing a role play based on spiritual quotient. The counseling emphasizes the aspect of counselees' cognitive change to help them in solving their problems. The 4<sup>th</sup> Counseling was undertaken in June 2019 in Guidance and Counseling laboratory. The researcher did the behavioral group counseling under the cognitive learning approach including teaching verbally, making some contact between counselor and counselees as well as doing a role play based on spiritual quotient. The counseling emphasizes the aspect of counselees' cognitive change to help them in changing their creative and innovative behavior based on spiritual quotient. Finally, the last Group Counseling was done in June 2019 in Guidance and Counseling laboratory. The researcher undertook the behavioral group counseling under the cognitive learning approach. The counseling emphasizes the aspect of counselees' creative and innovative behavior change to help them in establishing behavior based on spiritual quotient.

**Table 1:** Comparing the test results, i.e. before and after the group counseling

No	InisialNama	Sebelum/X1	Setelah/X2	Selisih/X2-X1
1	SRA	26	39	13
2	SNF	28	40	12
3	LAM	30	42	12
4	FAR	37	50	13
5	MNM	42	50	8
6	AW	40	52	12
7	RMAK	39	48	9
8	JSJ	38	50	12
9	EAP	38	51	13
10	YJ	28	39	11
11	JDR	29	30	1
12	KWN	36	43	7
13	TW	38	50	12
14	GAD	39	48	9
15	NK	38	48	10

## DISCUSSION / ANALYSIS

Counselees' behavior change as a result of the spiritual quotient-based behavioral group counseling is relevant to [Nachiappan \(2013\)](#) stating that Intelligence Quotient, Emotional Quotient, and Spiritual Quotient terms of Cognition Integration is very important in developing soft-skills. Strengthening and reinforcement counseling create more external information attempting action than control procedures ([Krumboltz & Thoresen, 1964](#)). Industrial information technology needs to conceive that one approach to achieve and maintain the advantages of competition is through creativity ([Mittal & Dhar, 2015](#)). Furthermore, the relationship between transformational leadership, CSE and employee creativity needs to be conceived significantly by them. Through the students' project, they crucially increase some targeted skills for problem-solving creatively, teamwork communication ([Kojmane & Aboutajeddine, 2016](#)). Finally, this project is considered valuable for all colleges having the same restricted resources contexts. There is a need to address the number of a key role within the framework of security education in the spirit of methods of innovation to increase teaching and, further improve process efficiency ([Martina, Lucia, Maria, & Losoncz, 2016](#)). Colleges are viewed as an institution which has a potency to contribute to the capacity of innovative regional by acting as a channel for their knowledge, bringing cutting-edge science and technology to the region ([Ä, Ää, Ää, & Bjorn, 2009](#)).

They provide support for innovative other sectors through creative input, such as new products'ideas, additional items, and services or marketing support for innovative products ([Kathrin, Rammer, & Johannes, 2014](#)). The fruitful innovative service very much depends on creativity. But now, to strengthen creativity's questions in the developmental innovative services, while crucial management issues, does not attract much attention from academic ([Giannopoulou, Gryszkiewicz, & Barlatier, 2014](#)). The creative skills obtained by students affects their creativity, so they transfer their creativity to their teamwork, making a positive impact on their perception of team support for innovation, and the team and the actual results of the team's actual innovation ([Gundry, Ofstein, & Kickul, 2014](#)). The High-technology engineering concept, a technique, a process, and a method are the result of different types of innovation, creativity, and teamwork ([Daimi, 2012](#)). Self-efficacy is as people's confidence in their ability to manage and carry out courses of action needed to result in attainment is a criterion for the prevention of mental health ([Matthias & Hessling, 2009](#)). The bigger message of the article is soft-skills predict fruitful in life, thus leading to success, and a program that increases soft skills has a significant place in the public policy port-folio ([Heckman & Kautz, 2012](#)). Despite the importance of such soft skills, many management colleagues do not incorporate soft skills training into their course management curriculum ([John, 2009](#)). Both soft skills and hard skills are important in the practice of dentistry, while hard skill is to overcome the technical expertise, soft skills relate to the personal and interpersonal skills that decide the ability of persons to qualify under certain circumstances ([Gonzalez, Kasim, & Naimie, 2013](#)). Human capital development through seven elements of soft-skills that comprise communication skills, critical thinking and problem-solving skills, teamwork, lifelong learning and managerial information skills, entrepreneurial skills, ethics, and moral and leadership skills ([Shakir, 2009](#)).

The teaching profession is based on specialization in certain fields, a teaching skill, a didactic way and personal characteristics required by the profession (Hotaman, 2010). Graduate employment is the main issue for college levels (Saunders & Zuzel, 2015). The expertise of these two-parts study students has been evaluated from the perspective of students' sandwiches and biomolecular science graduates, and their employers. The feedback from industrial stakeholders indicates that soft skills such as communication, teamwork and independent learning are the necessities from graduates to gain good technical competence (Kartom, Tan, Ismail, Bakar, & Sobri, 2012). Communication skills and emotional spiritual intelligence are necessary for employees to attain the goals and mission of the organization (Bakar, Mustaffa, & Mohamad, 2009).

## CONCLUSION

Based on analyzing the data above, the conclusion is that: The behavioral condition of the students of FKIP UNISRI varies related to the students' hometown. However, some of the students have already been adaptive to campus life. The spiritual quotient-based behavioral counseling is effective in changing the students' creative and innovative traits that it can improve their hard skill. It can be seen from the changes the counselees show in their creative innovative behavior after 5 meetings of spiritual quotient-based behavioral group counseling in 2 month period under imitative learning or social model, operant learning, cognitive learning approaches.

This study is relevant to Krumboltz's theory that behavioral counseling in its process can use different methods including Operant learning, Initiative learning, Cognitive learning, Emotional learning in changing an individual's behavior.

## LIMITATION AND STUDY FORWARD

This research has limitations on research issues that have not covered a broad aspect. The following studies will be raised issues that include student life skills that can be mastered and developed through varied guidance and counseling.

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