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Management Aspects in The Short Story Cikgu Tapa (2013) by Nurul Afna Akma Zakaria

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Abstract

This study was conducted to examine the management aspects in the short story Tapa (2013) by Nurul Afna Akma Zakaria. This study is based on the importance of management in life. The objective of this study is to classify the management elements in the short story Cikgu Tapa (2013) by Nurul Afna Akma Zakaria. Next, analyze and summarize the management aspects found in the short story (Tapa, 2013). Management Approach in Literary Criticism by Mohamad Mokhtar Abu Hassan was used to examine the short story. This study found that the short story Tapa (2013) by Nurul Afna Akma Zakaria showed management in everyday life. This management can be seen through elements such as planning, organizing, leadership, staffing (workforce), and control displayed through the characters found in the short story.

Keywords: Management, Planning, Organizing, Leadership, Staffing, Control Displayed

Introduction

Othman Puteh (1989) stated that in the early stages, youth literature or young adult literature was not as prominent as the works of adult readers who at that time were progressing. However, youth literature has a bright future. Several factors cause youth literature to not have a clear measurement. First, writers and literary scholars have different opinions about the concept of youth literature. Second, the number of writers in youth literature is small compared to writers who write general and adult reading material. Third, the works of new writers showed weaknesses even though the Language and Literature Council and Esso-GAPENA stated that their participation received an encouraging response. Fourth, most writers choose the same theme, causing their works to display similar and non-dynamic questions. The author also poses inappropriate questions to the reader.

The development of youth literature is becoming more rapid when there are competitions that offer attractive prizes to writers. In the early stages, several organizations organized youth literary competitions. Among them, Dewan Bahasa dan Pustaka organizes the Young Writers' Week and the Bank Rakyat Student Literary Prize. Utusan Melayu-Public Bank, ESPO-GAPENA, Marwilis Publisher and GENERASI, Variapop, ASASI, Adabi, and other writers'

associations also held competitions for the teenage category including teenage novels. The Islamic Center also organized a youth novel competition with Islamic elements.

According to Samat (1993), there are several aspects to recognizing youth literature. The leading characters in youth literature should preferably consist of youth as the main or side characters. A large number of characters is not necessary for youth literature. The question aspect, however, demands that the youth work touch on the youth's environment, desires, and world. From the language aspect, youth literary works need to use youth language and contain beautiful and philosophical sentences. The thickness of youth works should reach 150 to 200 pages. The moral questions in the youth works need to have positive elements and lessons for the youth. The plot should be simple, uncomplicated, and chronological. The setting in the literary work needs to be better described.

In the study, the researcher would apply the Management Approach in Criticism of Malay Literature. This approach was introduced by Mohamad Mokhtar Abu Hassan in the inaugural lecture in 2016. He listed several elements in the Management Approach of Malay Literature Criticism such as planning, organizing, leadership, staffing (manpower), and control. Various sources provide definitions or concepts of literary criticism. Awang (2015) stated the concept of Malay literary criticism as an activity that involves research, consideration, and analysis of literary works. The activity brings out thoughts, ideas, opinions, or views on a literary work. According to him, criticism of Malay literature is carried out scientifically and systematically based on standards and procedures accepted by the community and the critics. Critics also need to have the knowledge, especially in the field of Malay literature criticism.

The management approach is used to analyze and evaluate a literary work. Muhamad (2001) stated several definitions of management. First, management is a process that completes all activities efficiently through people. Second, management is also said to be a process of getting the results of an individual's work through various styles. Additionally, management is a process of creating, directing, and implementing useful organizations through human effort in a systematic, coordinated, and joint manner. Furthermore, management is also defined as a role that covers several tasks, responsibilities, and relationships in an organization. Finally, management involves the creation and maintenance of an environment in an organization where individuals work together in groups to perform tasks efficiently and effectively to achieve group goals (Jaafar Muhamad, 2001: 41-42). There are several principles in the management approach such as planning, organizing, leadership, staffing (manpower), and control.

Research Objectives

- Identifying the management aspects the in short story *Cikgu Tapa* (2013) by Nurul Afna Akma Zakaria.
- Analyzing the management aspects in the short story *Cikgu Tapa* (2013) by Nurul Afna Akma Zakaria.

Discussion

Muhamad (2001) defines planning as something that an individual wants to achieve and that individual thinks about the way to achieve it. Planning is also an effective method. The achievement of objectives in an organization depends on the methods used by the organization. Planning also involves devising a course of action (Muhamad, 2001: 45). Koontz

& Weihrich (1997) stated that planning involves the selection of missions and objectives. Planning requires decision-makers and choosing an alternative to perform future actions. Planning provides a rational approach to preselect the objectives and contains management innovation.

In management, planning has various importance such as producing alternative actions that can be taken when there are opportunities or threats. These alternatives are termed strategies that allow organizations to respond quickly to seize opportunities or avoid disasters. These alternatives are a way to reduce the impact of uncertainty. Planning also helps managers efficiently use organizational resources. This can be done because each plan has a specific objective to give direction to the manager to achieve the goal (Muhamad, 2001: 46). Koontz & Weihrich (1997) also listed several plans to make it more effective such as goals and missions, objectives, strategies, policies, procedures, regulations, programs, and budgets (Koontz & Weihrich, 1997: 61). There are several steps to make a plan such as setting the objectives, designing the strategies, creating the alternative options, evaluating the alternative measures, choosing one or more of the most effective ways, and reviewing their effectiveness.

In the short story *Tapa* (2013) by Nurul Afna Akma Zakaria, planning involves the characters of Cikgu Tapa and Samat. Cikgu Tapa sets his objective to ensure that his students gain knowledge and succeed in the UPSR exam. Cikgu Tapa has planned strategies to ensure that his students, especially Samat, come to school to learn. He went to Samat's house when Samat was often absent from school. Samat was unable to attend school because he had to help his parents who worked in Tauke Ah Hock's vegetable garden. Cikgu Tapa took several alternatives to ensure Samat gained knowledge such as teaching in the afternoon. In addition, Cikgu Tapa also evaluated the effectiveness of teaching Samat in the afternoon and chose other alternatives to ensure that Samat gained knowledge. Cikgu Tapa chose to give notes from other subject teachers to Samat. Cikgu Tapa's method was effective when Samat managed to get all A's in the UPSR exam.

Samat also made a plan to achieve his objective to gain knowledge and succeed in the UPSR exam. Samat faced problems when his father and mother did not allow him to go to school because he was asked to work in the vegetable garden owned by Tauke Ah Hock. He planned a strategy to study with Cikgu Tapa. He also took other alternatives to gain knowledge to succeed in the UPSR exam by studying at night, in addition to doing math exercises diligently. His objective to gain knowledge and succeed in the UPSR exam was fruitful when he was told by Cikgu Tapa that he got A's in all the subjects taken, as written in the following excerpt:

“Tahniah Samat, awak dapat semua A dalam UPSR!”

Samat tergamam tidak percaya. Dia bukan kepalang riang. Air mata kejayaan mengalir laju dari kelopak matanya. Emak dan bapa Samat yang berada di situ saling berpandangan dan melopong mulut mereka mendengar berita itu.

(Congratulations Samat, you got all A's in UPSR!”

Samat was surprised. He was ecstatic. Tears of success flowed from his eyes. Samat's mother and father who were there looked at each other and opened their mouths in awe when they heard the news.

(Zakaria, 2013: 31)

Tosi (2009) states that an organization according to the organizational theory is the unit of analysis and not individuals or groups within it. Disciplines such as sociology, economics, the classical theory of bureaucracy, and post-modern approaches. The general basis of organizational structure is the organizational environment, authentication technology, authority, groups, and departments. Muhamad (2001), on the other hand, stated that organizations exist because there are two or more individuals who are in a systematic arrangement to achieve certain goals. This means that the organization consists of individuals who have the same objective. The objective can be achieved when there is a combined effort, ability, skill, and experience of other individuals.

Organizational aspects are featured in the short story (Tapa, 2013). In this short story, the organization exists in the school. Cikgu Tapa as a teacher carries out his duty to educate his students, especially Samat, to gain sufficient knowledge. His job as a teacher is also to ensure that students attend school. Organizations also exist in a family when each member plays their role. Family institutions also exist in the short story. Samat's parents do their duty to support their son, by working at Tauke Ah Hock's farm. In addition, Samat carried out his duties as a child by studying hard to lift them out of poverty, as explained below:

Dia mahu hadir peperiksaan UPSR dan mahu memperoleh keputusan terbaik supaya dia boleh keluar dari kepompong hidup susah keluarganya. Niatnya juga mahu ubah nasib keluarga.

(He wants to attend the UPSR exam and wants to get the best results so that he can get out of the difficult life of his family. His intention is also to change the fate of the family.)

(Zakaria, 2013: 31)

According to Mohd (2003), leadership is the behavior of a leader who can influence the individuals he leads to follow all instructions without coercion. In the short story *Tapa* (2013) by Nurul Zakaria, there are characters whose leadership is highlighted. Cikgu Tapa's leadership as a teacher is evident when he tries to ensure that each of his students gets proper knowledge. He is also responsible to make sure his students attend school. The leadership of the character Jali, who is Samat's father, is also featured in the short story. His leadership as a father is shown when he works on Tauke Ah Hock's farm to support his family. Samat's leadership as a student and child was also evident when he succeeded in getting all A's in the UPSR exam even though in the early stages, he was a bit behind in his studies, as shown in the quote below:

Jika diikutkan, jadual peperiksaan, Ujian Penilaian Sekolah Rendah (UPSR) sudah hampir benar. Bolehkah dia mengambil peperiksaan sedangkan dia tidak pergi ke sekolah sejak beberapa bulan yang lalu?

(Looking at the examination schedule, Primary School Assessment Test (UPSR) is very close. Can he take the exam when he hasn't been to school for the past few months?)

(Zakaria, 2013: 30)

Conclusion

Management is important in everyday life to achieve desired goals. There are several elements in management including planning, organizing, leadership, staffing (workforce), and control. Correspondingly, the youth works would definitely display daily life management. The Management Approach in Malay Literature Criticism introduced by Mohamad Mokhtar Abu

Hassan is a suitable medium to measure each management element displayed in the work. The characters of Cikgu Tapa and Samat successfully achieved the desired goal through their careful planning. In terms of organization, Samat, Cikgu Tapa, and Samat's parents successfully carried out their respective roles. The leadership aspect is evident in the characters of Cikgu Tapa and Samat's father.

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