

Skills of 4Cs Prospective Manuscript Editors in the Era of Digitalization (Research of Language Error Analysis Course in MBKM Framework)

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Abstract. Students of the Indonesian Language and Literature Education Study Program are strongly encouraged to become candidates for manuscript editors. In addition to the 4Cs skills, students must also have the proficiency of Indonesian language skills which can be obtained from the Language Error Analysis course. In this paper, three things are described, namely 1) 4Cs skills that must be mastered by students as a provision in pursuing the profession as a script editor other than as a teacher or educator, 2) the duties and roles of script editors in the era of digitalization, and 3) learning strategies for the Language Error Analysis course within the MBKM framework. The method used in this research is descriptive qualitative to dig up information related to the researched problem. Based on research that in addition to mastering good language skills, manuscript editors must also master skills that are in accordance with 21st century competencies, namely 4C to support their performance in the digitalization era. In this digitalization era, the role of the script editor is very important to maintain the dignity of the Indonesian language so that it is not influenced by foreign languages. These 21st century skills can be obtained from the lecture process and by applying internship programs at book publishers within the framework of Merdeka Belajar Kampus Merdeka (MBKM).

Key words: skill of 4Cs; manuscript editor; era of digitalization

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INTRODUCTION

Merdeka Learn Campus Merdeka (MBKM) is one of the policies of the Ministry of Research, Technology and Higher Education which aims to prepare for changes in social, cultural, work environment and rapid technological advances, student competencies must be prepared to meet the current's need. (Directorate General of Higher Education Kemendikbud, 2020). The MBKM program provides enormous opportunities and chances for students throughout Indonesia both from PTN and PTS to be able to recognize their potential, hone that potential, apply and develop their potential through work practices or direct learning experiences into the working field as a form of preparing oneself for the real work environment. The expected output of the program is the forming of student readiness (both soft skills and hard skills) that are relevant to the particular era's development, capable and skilled when entering the work environment and can also act as new job creation (Aswita 2021:201).

In accordance with the MBKM Curriculum and the Association of Indonesian Language and Literature Education Study Programs (IKAPROBSI is a profile of graduates of the

Indonesian Language and Literature Education Study Program (PBSI). The profile of PBSI graduates in the degree of bachelor (S-1), master (S-2), doctoral (S-3) is to become the educator, researcher, and entrepreneur in the field of Indonesian language and literature and teaching field. This means that in addition to educators, graduates of the PBSI Study Program can also become researcher and entrepreneurs. In terms of becoming entrepreneurs, graduates are expected to be able to pioneer entrepreneurship to increase income and create vacancies in language, literature, and education field such as writers, script editors, presenters, journalists, language consultants, and others. These professional opportunities can be obtained through the courses studied during the higher education at universities.

Through the Language Error Analysis course, the students of PBSI Study Program can analyze various Indonesian language errors which include errors in linguistics, namely phonology, morphology, syntax, semantics, and in language skills, namely listening, speaking, reading, and writing as well as language politeness. Through this course, students gain knowledge about

Indonesian language errors that can be used and useful when students are already assigned to teach or becoming teachers (Arsanti et al. 2022:42). Beside being excellent at analyzing language errors, students can also take advantage of these provisions to become manuscript editors. The skill of being a manuscript editor is one of the graduates profiles of the PBSI Study Program in addition to being a teacher and researcher, namely in the field of entrepreneurship according to the field of science.

Rahardi (2009:3) explains that one of the tasks of a manuscript editor is to prepare a manuscript to avoid language errors so that it is proper for publication. What is meant by 'preparing the script' is 'fixing the script' or 'refining the script', not 'correcting the script'. The point is to fix or improve the manuscripts that go to the editorial desk. The revamping or improvement of the script is aimed at perfecting the manuscript, especially for the linguistic dimensions which are usually still many that are incorrect and chaotic so that in the end it can be truly in accordance with the generally accepted linguistic rules in the Indonesian language rules.

In implementing the MBKM policy, there are many types of student learning activities that can be carried out outside the home campus, namely student exchanges, internships/practices, teaching assistance in educational units, research, humanitarian projects, entrepreneurship activities, independent studies/projects, and village building/ thematic social contribution lectures (Directorate General of Higher Education, Ministry of Education and Culture, 2020). In accordance with the MBKM framework which aims to encourage students to master various sciences that are useful for entering the world environment, one form of learning activity offered is internship/practice. The internship activity aims to strengthen the theoretical provisions that students gain during lectures. The internship program is one form of activity that aims to provide opportunities to apply the theories that have been learned in lectures, as well as the application of general and specific skills in the work field (Aswita, 2021:201).

In accordance with the MBKM framework, to equip students with the skills to become manuscript editors, they are not only equipped theoretically, but also practically. Furthermore, to strengthen and apply the theory learned during the lecture process, students can take part in an internship program. Students can take part in internships at book publishers who are the Study

Program's partners. During the internship program, students will have experience related to being a manuscript editor in a publisher. Thus, students have experience as a script editor as a provision when stepping the work environment.

With regard to 21st century competencies, universities are required to produce competent graduates in accordance with their fields. The US-based Partnership for 21st Century Skills or P21 (2008) identified 21st century competencies as "The 4Cs: communication, collaboration, critical thinking, and creativity". These 21st century skills must be developed through: (1) critical thinking and problem solving skills, (2) communication skills, (3) creativity and innovation skills, and (4) collaboration skills (collaboration). Furthermore, Binkley et al. (2010:1-2) describes 21st century skills globally into four categories which include: (a) ways of thinking: creativity and innovation, critical thinking, problem solving, decision making, and learning to learn; (b) the way to work: communicate and cooperate; (c) tools for work: general knowledge and skills of information and communication technology; (d) way of life: career, personal and social responsibilities including cultural awareness and competence. Likewise, graduates of the PBSI Study Program who are in the profession as script editors, the 4Cs competence must be mastered, especially in the era of digitalization.

The 21st century is the era of information communication and technology. Kurniawan (2016:333) argues that the changes that occur from the industrial era to the Information Communication and Technology (ICT) era drives consequences on changes in community needs and orientation. The era of ICT brings consequences for easy access to information and knowledge. The easy access to information and knowledge is also accompanied by a large diversity of sources of knowledge. In this regard, prospective manuscript editors must not only master ICT, they must also master the 4Cs competence. Therefore, in this article, the 4Cs (Communication, Collaboration, Critical Thinking and Problem Solving, and Creativity) skills of prospective manuscript editors in the digitalization era are described as a result of the study of the Language Error Analysis course with the MBKM framework.

METHODS

This research was conducted with a qualitative descriptive method. A qualitative approach is

used to describe the problem and focus of the research. Qualitative methods are research steps to obtain descriptive data in the form of words and pictures. Data collected in qualitative research is in the form of words, pictures, and not numbers Moleong (2007:11). A qualitative research approach is an approach that does not use the basis of statistical work, but is based on qualitative evidence. In this study, researchers interpret and explain the data obtained by researchers from interviews, observations, and documentation, so that they get detailed and clear answers to problems related to 21st century 4Cs skills (Communication, Collaboration, Critical Thinking and Problem Solving, and Creativity) prospective manuscript editors in the digitalization era from the results of the study of the Language Error Analysis course with the MBKM framework.

RESULTS AND DISCUSSION

The 21st Century Competencies 4Cs Manuscript Editor

In the 21st century, humans are required to have qualified resources produced by professionally managed institutions so that they produce superior results. These all-new demands call for various breakthroughs in thinking, drafting concepts, and actions (Wijaya et al. 2016: 264). In relation to 21st century competencies, Trilling and Fadel (2009:47) initiated the concept of a rainbow of skills and knowledge that must be possessed in the 21st century. These skills include learning and innovation skills which include creative thinking and problem solving skills, communication and collaboration skills, and the ability to be creative and innovate. These skills are an essential basis for a person to be able to live and livable and exist in the 21st century.

According to the results of competency identification conducted by the US-based Partnership for 21st Century Skills or P21 (2008), the 21st century competencies that must be mastered are "The 4Cs: communication, collaboration, critical thinking, and creativity". These 21st century skills must be developed through: (1) critical thinking and problem solving skills, (2) communication skills, (3) creativity and innovation skills, and (4) collaboration skills (collaboration). Thus, the 21st century 4Cs competencies that must be mastered by prospective manuscript editors can be described as follows.

1) Communication

Etymologically, the word communication comes from the Latin *communicatio* which means notification, giving part, an exchange in which the speaker expects consideration or an answer from the listener. The verb is *communicara* which means to consult, negotiate and dialogue. So, communication takes place when the people involved have the same meaning, *communis* in meaning, regarding something that is being communicated (Onong 2004: 3). Based on this understanding, Onong (2004:29-30) explains that communication is the process of delivering a message by one person to another to inform or to change attitudes, opinions or behavior, either directly orally, or indirectly through the media. From this understanding it is clear that communication involves a number of people, where one person states something to others (Nisa 2016:50-51).

From the research results, 90% in 24 hours of human activity is communication (Onong, 2006:7-8). Thus, communication activities become an inseparable part of human routine. As a script editor, good communication skills are very important. This is because a manuscript editor becomes a bridge between writers, publishers, and readers. Therefore, to equalize perceptions related to important matters, the editor of the manuscript must be able to invite discussion of these parties. In the editing process, the editor must also always maintain communication with the author. For example, there is something related to the substance of the content of the writing that needs to be discussed so that the edited manuscript becomes a proper and ready-to-print manuscript. In addition to communicating with writers, manuscript editors must also communicate with publishers regarding matters relating to manuscript selection and planning for manuscripts to be published such as newspapers, magazines, and books. The selection of manuscripts to be published is adjusted to the target audience. The manuscript editor is also in charge of planning and mobilizing.

2) Collaboration

Etymologically, collaborative comes from the words *co* and *labor* which means as a union of energy or capacity building that is used to achieve predetermined or mutually agreed goals. Furthermore, the word collaboration is often used to describe the process of completing work that is cross-border, cross-sectoral, cross-relational or cross-organizational and even cross-country (O'Leary, 2010). In terms of terminology, according to Saleh (2020: 1), collaboration

contains a very general and broad meaning that describes a situation regarding the occurrence of cooperation between two people or institutions or more who understand each other's problems together and try to help each other solving the problem altogether. Even more specifically, collaboration is an intensive collaboration to tackle the problems of both parties simultaneously.

The ability to collaborate for a script editor is a must. This is because in carrying out his profession, a script editor cannot work alone. In carrying out their duties, editors cannot work alone, but involve other parties. Therefore, in carrying out their duties, manuscript editors run three constituents, namely writers, publishers, and readers (Setiawan and Saddhono, 2018:697). The work of the editor is not only related to the content of the book to be published, but is more complex. The editor in a university press has been working since the book manuscript entered the publishing house. Since the initial assessment of a manuscript, an editor has begun the work. At the beginning of this work process, the editor has coordinated with the preprint, printing process, and even post-printing. So, it is clear that an editor plays a very important role in publishing a book (Dodds, 2015:35-42). Thus, the skill of collaborating with various parties is an absolute must for a script editor.

3) Critical Thinking and Problem Solving

The word critical comes from the Greek, namely *kriticos* and *kriterion* (Paul, et al., in Zubaidah 2017: 2). The word *kritikos* means 'consideration' while *kriterion* means 'standard measure' or 'standard'. Etymologically, the word 'critical' means 'consideration based on a standard'. Johnson (2002) explains that critical thinking is a mental activity to formulate or solve problems, make decisions, understand certain things, find answers to questions, and find relevant answers. Critical thinking is a process that aims to make rational decisions that are directed at deciding whether to believe or do something. Critical thinking is a persistent, active, and thorough process. A person's critical thinking ability can be recognized from the indicators/characteristics of his critical thinking ability (Haryani, 2014:122). What is meant by problem solving is a high-level mental process and requires a more complex thought process. This is in accordance with the opinion of Gagne (in Bell, 1978) that problem solving is a stage of thinking that is at the highest level among the 8 (eight) types of learning. The eight types of

learning are learning signals, learning stimulus responses, learning sequences, learning verbal associations, learning discrimination, learning concepts, learning rules, and learning problem solving.

In the context of being a script editor, critical thinking skills are an absolute must to master. In the editing process, in accordance with the duties of a manuscript editor, it must be critical of the linguistic problems that the author does. Errors in language in the text are often made by the author either because it is not intentional or because of the author's own ignorance. Errors contained in the manuscript are the responsibility of the manuscript editor to be corrected so that the manuscript to be published is free from language errors. Manuscript editors must be careful and think critically to find language errors made by the author. In addition to finding errors in the manuscript, the editor of the manuscript must also consider the impact of the author's statement if there is something that will cause problems. An editor must be observant in understanding each author's writing and if it has the potential to cause problems the editor must be able to solve it by discussing it with the author. This is because a manuscript editor may not change the contents of the manuscript without the permission of the author in accordance with the editor's code of ethics. Thus, critical thinking and problem solving skills have become a must mastered by a script editor.

4) Creativity and Innovation

Creativity is an important ability to be possessed by someone. Many scientists raised the term creativity and parsed it to be developed into a key word for success in this modern era. Creativity as an idea must be turned into reality, that is, transformed into an innovation (Riyanti 2019:3-4). According to Munandar (in Riyanti 2019:4) creativity can be understood as a personal trait of an individual (and not a social trait that is internalized by society) which is reflected in its ability to create something new. Furthermore, Riyanti (2019: 36-37) explains that creativity is an ability as well as building personality. In a simple way, creativity is not only considered innate, but can be trained. Creativity is not a fixed price that cannot be owned by someone. Creative people have the ability and/or personality who are able to initiate something new and appropriate and are able to process it into a product. In simple terms, the measure from creative to innovative is the realization of new ideas that are appropriate and acceptable. Thus, it can be concluded that

creative and innovative concepts are linearity between ideas and innovations. Someone who innovates must have initial ideas, but someone who has initial ideas does not necessarily have the innovation to realize his ideas. That mean, in a work unit, a balance is needed between the two in order to be able to produce something new.

In addition to the ability to communicate, collaborate, think critically and solve problems, an absolute must for a script editor is the ability to be creative and innovate. A script editor must be able to be creative and innovate in determining the selected manuscript so that it is not monotonous and boring. There must be new variations and innovations in every publication, for example in periodical magazine publications so that they are always interesting so that they are hunted by readers. Creative and innovative are highly needed from the initial selection, editing, publishing of manuscripts to their promotion to the media. All of these things cannot be separated from the intervention of a script editor. Therefore, the ability to be creative and innovate is inseparable from a manuscript editor in the publishing world.

Duties and Roles of Manuscript Editors in the Age of Digitalization

Ambarwati (2021:26-27) argues that based on NCEE's observations in recent decades the world has become a global market. Every institution expects and even demands that employees have high creativity so that the organization can compete with other organizations. The era of increasing digitization challenges every institution to be able to successfully face changes in the context of the global market. Digitalization in every industry has challenged the assumptions and traditional ways of every institution, especially about how they manage internal management and strategize to face increasingly competitive competition. Among the key challenges is how each institution organize the work of their employees to get the most innovative and creative results in this digital era.

In this era of digitalization, many things have changed, including the printing and publishing industry. Digitization itself has the meaning of changing the form of analog to digital. For example, documents that were originally printed become in digital document format (Sugiarti, 2017:15-25). Basically, the printing and publishing industry is a creative business activity that includes content writing and publishing, including: magazines, tabloids, books, journals,

newspapers, and other digital content such as activities in news agencies (Syarif et al, 2015: 27). Even though manuscripts are currently published in digital form, this does not mean that the editing process has been abandoned. From that reason proves that the role of script editors is becoming necessary so that the resulting manuscript avoids language errors.

In the field of publishing in the era of digitalization, the role of manuscript editors is increasingly important. The disruption of digitalization and globalization has an impact on the use of the Indonesian language that is not in accordance with the rules. Therefore, in accordance with their duties, the editor of the manuscript is obliged to maintain the dignity and purity of the Indonesian language. This is in accordance with the opinion of Rahardi (2009:4) that manuscript editors have a duty to maintain the purity of the Indonesian language from the influence of foreign languages, especially Western languages which have been proven to interfere a lot or influence the existence of the Indonesian language. Language editors must be really careful to see that in Indonesian language constructions, they should not be contaminated with constructions that apply in foreign languages. Another very important thing that editors must pay attention to in relation to linguistic problems is style or 'language style' which is also called '*langgam bahasa*'. Editors are expected to really understand and comprehend '*langgam bahasa*' or 'language style' so that the edited manuscript can attract the attention of readers. With a good mastery of 'language styles', a language editor will be able to assist the scriptwriter in making the manuscript effective, lively, interesting, and beautiful to read. In editing the manuscript, the editor must also pay attention to the style of language according to the characteristics of each publisher. The style of language is usually stated in the form of a 'book style' or a '*gaya buku*'.

Meanwhile, Trim (2015) explains that there are seven tasks of editors, namely those related to (1) readability and legibility which are closely related to the design process/layout of content or popularly called layout pages and cover design; (2) obedience/consistency in using words/terms and punctuation; (3) grammatical accuracy; (4) clarity of language style (stressedness); (5) accuracy of data and facts; (6) legality and decency; and (7) accuracy of production details. Consistency in using words/terms and punctuation, grammatical correctness is the task

force that is best understood as the main task of editors, namely applying good and correct Indonesian language rules in publications.

Eneste (2012:9-10) details the duties of a manuscript editor which include (1) editing the text from a linguistic point of view (spelling, diction, sentence structure); (2) improve the manuscript with the approval of the author/author; (3) making the script easy to read and not confusing the reader (paying attention to the readability of the script); and (4) reading and correcting the test print (pruf). As for the detailed duties of the editor, namely (1) planning the manuscript to be published by the publisher; (2) looking for manuscripts to be published, (3) considering manuscripts that go to publishers (taking into account whether or not a manuscript is published); (4) editing the manuscript in terms of content/material; (5) give instructions/directions to the copy editors (language editors) who assist him on how to edit manuscripts. In addition, there are additional duties of an editor at a book publisher, namely (1) to approve manuscripts for printing; (2) advise on the design of the front cover of the book, and (3) approve the design of the front cover.

By looking at the important role and duties of the script editor, it is clear that a script editor must have good language skills and master qualified IT skills, especially in this era of digitalization. Thus, a manuscript editor must be able to equip himself with various kinds of expertise ranging from education level to when he is already working.

Learning Strategies for Language Error Analysis Courses in the MBKM Framework in the Digitalization Era

Merdeka Belajar – Kampus Merdeka is one of the policies of the Minister of Education and Culture, which aims to prepare students to face social changes, cultural, work, and rapid technological advances, student competencies must be prepared to be more responsive to the needs of the times (Dirjen Dikti Kemendikbud, 2020). Legal basis and policy reference for MBKM Program, namely: (1) Law Number 20 of 2003, concerning the National Education System; (2) Law Number 12 of 2012, concerning Higher Education; (3) Law Number 6 of 2014, concerning Villages; (4) Government Regulation Number 04 of 2014, concerning the Implementation of Higher Education and Management of Higher Education; (5) Presidential Regulation number 8 of 2012,

concerning KKNI; (6) Regulation of the Minister of Villages, Development of Disadvantaged Regions, and Transmigration Number 11 of 2019, concerning Priorities for Use of Village Funds in 2020; (7) Regulation of the Minister of Villages, Development of Disadvantaged Regions, and Transmigration Number 16 of 2019, concerning Village Discussion; (8) Regulation of the Minister of Villages, Development of Disadvantaged Regions, and Transmigration Number 17 of 2019, concerning General Guidelines for Development and Empowerment of Village Communities; and (9) Regulation of the Minister of Villages, Development of Disadvantaged Regions, and Transmigration Number 18 of 2019, concerning General Guidelines for Village Community Assistance. The forms of student learning activities that can be carried out outside the home campus include student exchanges, internships/practices, teaching assistance in education units, research, humanitarian projects, entrepreneurship activities, independent studies/projects, and building villages/thematic social contribution courses (Director General of Higher Education, Ministry of Education and Culture, 2020).

In implementing the MBKM policy, there are many forms of student learning activities that can be carried out outside the home campus, namely student exchanges, internships/practices, teaching assistance in educational units, research, humanitarian projects, entrepreneurial activities, independent studies/projects, and village building. /thematic social contribution lectures (Directorate General of Higher Education, Ministry of Education and Culture, 2020). In accordance with the MBKM framework, which aims to encourage students to master various knowledge and skills that are useful for entering the work environment. One form of learning activity offered is internship/practice. The internship activity aims to strengthen the theoretical provisions that students gain during lectures. The internship program is one form of activity that aims to provide opportunities to apply the theories that have been learned in lectures, as well as the application of general and specific skills in the work field (Aswita, 2021:201).

In connection with this research, the internship program can be implemented as a continuation of the Language Error Analysis course. Students who are interested in pursuing a script editing profession can take part in an internship program at book publishers. The internship program is

arranged by the PBSI Study Program in collaboration with book publisher partners. During the internship program, students gain a lot of experience in the field of script editing. Thus, students can apply the theories learned during lectures in internships, which are related to the skills of being a script editor. By implementing the internship program, students already have the experience and skills to become a manuscript editor.

CONCLUSION

Based on this description, some conclusions can be drawn as follows. The 21st century skills which include 4Cs: communication, collaboration, critical thinking and problem solving, and creativity are skills that must be mastered by a script editor in the era of digitization. In the world of publishing in the era of digitalization, the role of manuscript editors is increasingly important. The disruption of digitalization and globalization has an impact on the use of the Indonesian language that is not in accordance with the rules. Therefore, in accordance with their duties, the editor of the manuscript is obliged to maintain the dignity and purity of the Indonesian language. The learning strategy for the Language Error Analysis course is carried out theoretically and practically. Students learn linguistic theories and analysis of language errors in the text in the lecture process, while the practice can be done through internship programs at publishers. The internship program can be carried out as a continuation of the Language Error Analysis course. Students who are interested in pursuing a script editing profession can take part in an internship program in accordance with the programs offered by MBKM policies.

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