

Musicians Of Salamander Big Band Bandung (A Study On Motivation, Competence, And Creativity)

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Abstract

This paper aims to investigate motivation, creativity and competence among the musicians of Salamander Big Band, Bandung. The study gives some theoretical contributions, such as 1) broadening horizons in managing human resources that can be used as a reference for the study of human resource development in the future, 2) expanding the study of science management that related to the field of music, and 3) adding a new concept that can be used as material references for further research for the development of music management. The study which was conducted in Salamander Big Band Jl. Kiputih 12 Balai Pertemuan Sangkuriang Bandung used qualitative method. The data from the musicians are collected and analyzed to gain an understanding of social phenomena-culture about motivation, creativity, and competence in musicians. The results of this study showed that motivation, creativity and competence of the musicians in Salamander Big Band is quite good although not optimal. Thus, more effort is required to improve more in the future.

Keywords: Motivation, Competence, Creativity, Musicians, Big Band.

I **I. INTRODUCTION**
Indonesia is currently facing serious political and economic crises which produce negative effects on all sectors, such as lack of ability in promoting country's development. The development of Indonesia, as a developing country, is highly determined by its human resources as planners, executors, and users. As to this, highly skillful and professional human resources are urgently needed.

Human resource empowerment and quality improvement are highly vital in establishing the operation of an organization, particularly in a music organization in the form of a big band. As a result to this, the existence of human resource management discipline is required in managing an organization.

A number of efforts have been made by the Band Leader of Salamander Big Band to meet the needs of a successful organization in improving its musicians. However, lack of creativity, motivation, and competence has been a serious obstacle in running the programs. One- possible solution to this

problem would be an equal distribution and improvement of education to all musicians in the form of trainings, seminars, and workshops. The trainings, which are routines programs in both formal and informal institutions, need to be considered as learning media to improve skills of each individual to function well in the organization (Nadler, 1982).

The Salamander Big Band, nowadays, has been widely known by Indonesian musicians. Besides, this band has been regarded as a unique big band in Indonesia. However, a number of management problem sometimes arise in the band, such as finding hard times for rehearsal and the absence of one of musicians which indirectly distracts the music harmony in the rehearsal. In addition to this, musicians' creativity, motivation, and competence should be balanced and are extremely needed to play successful music performance, which becomes the highest achievement of the big band. The disparity among musicians' creativity, motivation, and competence has been a great challenge to the

members and the leader of Salamander Big Band.

The level of motivation and competence of Salamander Big Band musicians in playing music can be measured by the level of creativity, effectiveness, and efficiency of the musicians in reading partiture, doing musical improvisations, playing musical instruments and music dynamics, and creating collaboration to play a musical work.

Some contributing factors that increase the level of creativity of Salamander Big Band musicians are the quality of competence and motivation. Creativity, competence, and motivation are factors that reflect one's attitude and characters in performing one's functions and duties, and these should be internalized to all musicians to improve professionalism, motivation, and competence. At the end, the musicians are expected to be independent musicians who take the risks and get satisfaction on their works

By considering the importance of musicians as the vital resources that run the organization, developing their skills becomes a major priority. These skillful, enthusiastic, and loyal musicians make Salamander Big Band the best known band in the heart of music fans.

II. METHODS

The method used qualitative which provides an in-depth description of an event, a behavior or a condition in the form of narration. The data were collected by field observation, interview, literature study, document analysis, data processing, and data validity.

Field study

A non-systematic observation was carried out to directly observe the research object. It was done to all members of Salamander Big Band during one rehearsal in BP Sangkuriang, Bandung. A nonstructured interview was also carried out to the active members and the leader of the band.

Literature study

A number of literature related to the research were studied and reviewed, such as research report and others.

Literature study is a fundamental step in conducting a research, particularly to

investigate and understand previous studies on creativity, motivation, and competence to ensure the reliability of the study.

Document analysis

Document analysis was carried out to collect data from archives and documents related to the topic under study.

Arikunto (2001) suggests that documentation is a way to search for data in the form of notes, transcripts, books, newspapers, magazines, artifacts, minutes of meeting, and others.

Documents are used as the data resources for testing, interpreting, and predicting. In this study, a number of documents related to Salamander Big Band were studied, and it was supported by representative resources.

Data processing

The collected data were selected and studied in three steps: data reduction, data display, and conclusion drawing and verification. The steps were carried out continuously without any chronological limitation, and they were interrelated during and after data collection, or called as interactive model.

Data validity

Data validity was tested using triangulation (technique, resources, and time).

III. RESULTS

In human resource development, the musicians' motivation, competence, and creativity of Salamander Big Band are highly crucial to achieve the goals of the organization. As a result to this, developing human resource management is a key element to develop effective and efficient organization. Evaluating human resources above has indicated that the organization has made use of its resource potentials. The achievement of the musicians highly depends on many different factors. According to Handoko (1999), some contributing factors that influence musicians' motivation, competence, and creativity include motivation of significant others, work satisfaction, stress level, physical environment, salary, economical aspects, technical aspects, and other behavior. Training and development play an important role in developing productivity, creativity,

quality, morality or work force; preventing personal ability to lower; and developing personal abilities in their work and work environment individually.

IV. DISCUSSION

I. The Musicians' Motivation

Motivation in playing music in Salamander Big Band refers to phenomena of a musician behavior in playing music that motivates the musician to perform its work to meet physiological, social, economic needs, and its specific goal. Thus, playing music itself is a motivational activity that indicates motivational aspects. Working is a physical and mental activity to achieve some certain goals. Therefore, playing music is also a service which can be the essence of music life in Salamander Big Band as well as the creative works of the musicians.

Those musicians, who have high level of motivation, but low in ability, will show low performance as well. As a result to this, appropriate motivation techniques are required to increase the level of motivation of the musicians in playing music in Salamander Big Band to show behavior that promote the goal s achievement. Hasibuan (1996) suggests that motivating the musicians in Salamander Big Band aims to 1) encourage the musicians' desire and spirit, 2) improve their morality and work satisfaction, 3) increase their productivity, 4) maintain the loyalty and stability of the band members, 5) improve discipline and reduce the absences of the musicians, 6) create effectiveness, 7) create good work relationship, 8) improve creativity and participation of the musicians, 9) increase the salary, 10) promote a sense of responsibility of the musicians towards their duties, and 11) improve efficiency in using the instruments.

II. The Musicians' Competence

In Salamander Big Band, the competence of the musicians is developed to create high discipline and skills related to work collaboration. In a musical performance, all musicians need to work collaboratively to create the expected music, and thus, regular

rehearsal is highly demanded to ensure successful achievement in delivering the values and messages in the music. Music helps the musicians to perform and work as a equilibrium to this study. This is the ethic which is needed by the musicians because the ability to relaxation, to calm recovery, and high level of emotion that involve in the music can form better attitude and more optimistic for the future, such as willingness to develop skills and leaving unproductive activities.

Competencies require the ability to observe, to communicate, and to show cognitive ability. When the competencies are developed, the musicians' abilities in Salamander Big Band are also developed to gain more achievements. Discipline in music, especially in the form of involvement in a group play, helps the musicians to position themselves effectively in the school environment and prevent them from unlawful violence or inappropriate attitudes.

Different backgrounds in music genres make the musicians develop themselves by showing awareness to their environment and form mental description about many things. This helps the musicians in Salamander Big Band to solve problems in life creatively.

The musicians in Salamander often synchronize their consideration to the tempo, tone, style, rhythm, phrasing and feeling, which train the brain to work better in organizing a number of activities at the same time. Mental development in music also improves the brain, in which music rehearsal physically develops specific parts in the brain that relate to language processing and reasoning. Memory can be enhanced by relating famous songs to specific objects or shadows, which trigger emotion and memory from the past by the sounds and musics.

3. The Musicians' Creativity

The creativity of Salamander musicians in playing music can be seen from how the musicians give appreciation to old tradition as the power of musicians comes from old musicians music works. The old musicians have creatively composed great music arts. Their long search in the past in achieving creativity and meanings has just been started by young musicians nowadays.

The musicians of Salamander Big Band needs to learn about the techniques they have mastered as creativity is a personal choice. In addition, the musicians in the band should respect themselves and has strong self-confidence.

The musicians of Salamander Big Band need to have an open mind by considering musical aspects, such as musical instruments. The instruments are the media to show creativity of the musicians. The musicians also need to understand the sounds and the ranges of notes of the instruments, and know how to use the instruments in high registers. The musicians should know how to play the instruments in every register softly with soft or hard dynamics. The musician in Salamander Band need to understand the ways that the instruments use in staccato, legato, legato, and so on, with slow or fast tempo. The sounds of the instruments need to be studied when played in solo or in a group. The musicians need to listen attentively to the instruments played for a simple music or a music that needs higher techniques. The musicians of Salamander want to perform their best in their music play. They want to blend with other musicians but sometimes they just want to play it alone. So, the musicians of Salamander need to study the level of difficulty of the musics and challenge themselves in playing musics to develop their creative potentials.

The creativity of the musicians in playing musics presents different musics at the same time. The played musics try to represent the experience towards the world in the form of sounds, in which the musicians create works based on life description. When such musics are played, it is expected that the listeners follow the thoughts of the musicians which reflect something important. Therefore, the musicians of Salamander Big Band need to express the sounds reflecting the experience, thoughts, and feelings of the musicians.

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