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Perception of pramoedya on knowledge management in dutch colonial in Indonesia as its representation in Rumah Kaca

Laksmi[1]

[1]Department of Library and Information Science, Kampus UI,
Universitas Indonesia, Depok, Indonesia
laksmi.lksmi@gmail.com

Farah Fida Juwitasari[2]

[2]Study Program of Library Science, Universitas Indonesia, Depok,
Depok, Indonesia

Abstract

This research aims to gain an understanding of the perception of a novelist, namely Pramoedya Ananta Toer on the practice of knowledge management in the Dutch colonial period in Indonesia, which is represented in his literary work Rumah Kaca. The findings show that Pangemanann carried out knowledge management processes, namely the creation, organization, transfer, and application of knowledge, even spying, archiving, searching newspaper media, and disseminating information, but also manipulated knowledge that caused Minke to be banished to Buru Island. Officials could easily suspect the natives as opposition to the Dutch Indies Government, by monitoring them through the archives.

Keywords: Knowledge management, Lliterary work, Dutch colonial, Perception of novelist, Sociology of literary.

Percepción de Pramoedya sobre la gestión del conocimiento en la colonial holandesa en Indonesia como su representación en Rumah Kaca

Resumen

Esta investigación tiene como objetivo obtener una comprensión de la percepción de un novelista, a saber, Pramoedya Ananta Toer, sobre la práctica de la gestión del conocimiento en el

período colonial holandés en Indonesia, que está representado en su obra literaria Rumah Kaca. Los hallazgos muestran que Pangemanann llevó a cabo procesos de gestión del conocimiento, a saber, la creación, organización, transferencia y aplicación del conocimiento, incluso espiar, archivar, buscar en los medios de comunicación y difundir información, pero también manipuló el conocimiento que hizo que Minke fuera desterrado a la isla de Buru . Los funcionarios podrían sospechar fácilmente de los nativos como oposición al Gobierno de las Indias Holandesas, al monitorearlos a través de los archivos.

Palabras clave: Gestión del conocimiento, Obra literaria, Colonial holandés, Percepción del novelista, Sociología de la literatura.

1. INTRODUCTION

The views or perceptions of a famous novelist Pramoedya Ananta Toer are unique, accurate, and accountable views. He wrote many works in the genre of historical novels, with years, places, and names of real characters, such as the name of Governor General Thomas Raffles, Napoleon, Snouck Hurgronje, Sala, Cengkareng, or Renaissance, Aufklarung, French Revolution. All of Pramoedya's works are expressions of his views which are based on archives, which are supported by dictionaries and encyclopedias, for example in the pulrology of Bumi Manusia, Jejak Langkah, Anak Semua Bangsa, and Rumah Kaca (DJOKOSUJATNO, 2004). Writing a novel method has been done by many famous novelists, including philosopher Umberto Eco in his novel, such as In the Name of the ROSE (1980) or THE PRAGUE CEMETERY (2010); Dan Brown in Angels and Demons, or Tere-Liye in Missing and Country at the Horn End (RINA, 2018). According to Robert Scholes quoted by DJOKOSUJATNO (2004),

historical novels can be said to be a fiction that preserve facts, not only reflecting various life events, but also binding readers to the past.

His work entitled Rumah Kaca (hereinafter abbreviated as RK), has been widely discussed in a variety of different topics. The discussion included the history of colonization, social structure, about women, Minke and Pangemanann figures, and education (DJOKOSUJATNO, 2004; TEEUW, 1997). The theme that has not been explored in depth is about Pramoedya's view of the use and governance of records within the colonial government. In the concept of knowledge management, the Pengemanann figure who was described as an archivist, used his expertise to complete his work.

The purpose of this study was to explore the meaning of Pramoedya's view as a novelist on the practice of managing knowledge in colonial period in Indonesia in RK's literary work. As a novelist, he systematically represented the practice of managing knowledge through a native person who held an important position in the government of the Dutch East Indies. The method of managing the knowledge is expressed like the method of journalism at that time.

Synopsis of RK tells of Jacques Pangemanann, an indigenous of Manado, who held an important position in the Dutch East Indies government, 1911 (page 268) (TOER, 1988). "Orphaned since childhood, he was adopted by a French couple and taken to Lyon, then married a French girl, Paulette Marcel, and had 4 children" (page 468). He first served in the police as a Commissioner, then promoted as an

expert staff at the Algemeene Secretarie unit. His job is to manage
knowledge in the form of tacit and explicit systematically to hamper
the struggle of the Indonesian people. All independence fighters were
suspected put in a greenhouse. One of them was Minke, a Javanese
nobility, editor in chief of the Medan newspaper, founder of Syarikat
Islam, and owned several companies. The term 'greenhouse' is a term
used to describe archives and other documents containing all
information about people who are considered to disturb GUBERMEN
(page 74, 243, 256, 281).

Pangemanann has the power to determine who and what
movements must be eradicated or allowed to grow. He observed the
movements of indigenous figures, read all the news of indigenous and
foreign newspapers, confiscated personal papers, distributed spies,
analysed and made reports. In addition, he also analysed rumours
circulating. In essence, because he was obsessed with documents, he
was abandoned by his wife and children to France. At the end of his
position, after Minke's death not long after his return from exile,
Pangemanann resigned and went to the Netherlands and submitted
documents about Minke to Nyai Ontosoroh.

2. METHODOLOGY

This study uses a qualitative approach with the method of
sociology of literature. This method emphasizes the world views of
authors in the midst of society which are expressed in a fiction

(ENDRASWARA, 2012). In this context, Pramoedya's view of managing knowledge is his knowledge, experience, and habits in dealing with tacit knowledge contained in human cognition, as well as explicitly, namely knowledge that has been expressed in writing or documents. Sociology of literature understands literary work as a work that is inseparable from reality, including the reality of the writer and the reader.

Analysis units that are processed are words, sentences, and plots that are in the novel. The research findings will be related to the author's view as a novelist. The method of data collection is library research, by collecting primary data, obtained from the novel RK, and secondary data obtained from literature sources that discuss the novel RK and the author. Data is analysed based on the concept of knowledge management in the context of Pramoedya's perception as an author.

Knowledge management is defined as the process of creating, managing, sharing or transferring, and applying knowledge (DESOUZA & PAQUETTE, 2011). The purpose of managing knowledge is to optimize the achievement of the organization's mission and objectives and maximize the learning process to create innovation and effectiveness in decision making (TELLİOĞLU, 2012). The knowledge management process, both tacit and explicit (DESOUZA & PAQUETTE, 2011; SIAMI-NAMINI, 2018) is applied into 4 stages, namely:

1. Creation of knowledge, namely the process of discovering new or existing knowledge, by reflecting it based on experience, and evaluating knowledge.

2. Management of knowledge, namely the process of sorting, grouping, analysing, compiling, and storing knowledge, while maintaining confidentiality.

3. Sharing or transfer of knowledge, namely the process of determining who or what units need knowledge, and determining access policies.

4. Application of knowledge, namely the use of knowledge to solve problems, make decisions, and achieve organizational goals.

Knowledge management in government organizations is carried out in bureaucratic structures and awareness of human resources on the importance of archives. Generally, government organizations are less prepared, so that archives are not well organized and are not integrated between units (LAWRIMORE, 2009). In the colonial period, the pattern of governance followed a centralistic pattern, which was centred on the Governor-General who controlled all activities and implemented a top-down system in the flow of knowledge (HASAN, 2012).

The writer is someone who creates literature. Generally, writers write based on their knowledge and past experiences, which are mixed with imagination. In the genre of historical novels, a writer who is able to combine the three will give birth to literary works that forge a story

based on actual data. Historical novels are novels that tell the facts of past events that are used as backgrounds or causes of conflict that have historical value, and are presented with the imagination of the author. Therefore, historical novels are still fictional stories, with the subjectivity of the authors**.**

3. RESULTS AND DISCUSSION

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Pramoedya is the most productive novelist in the history of Indonesian literature. He has created more than 50 works, translated into more than 41 foreign languages (SETUNINGSIH, 2018). With his life experience in the colonial and educational period in the country and abroad, his works are very rich in modern, profound, and comprehensive views. He has a nationalist spirit and promotes humanity (DJOKOSUJATNO, 2004).

Knowledge, experience and habits in managing documents provide inspiration and quality for Pramoedya's writing in his work entitled RK (RINA, 2018). This book was published in 1988, after he

was imprisoned three times, namely in 1947 by the Dutch, 1961 by the Old Order Government, and 1965 by the New Order Government (banished to Buru Island).

In this exile, Pram writes based on memory, without the help of documents, archives, dictionaries, and encyclopedias (ABDULSALAM, 2018). In his practice of take notes every event and collecting documents, such as newspaper clippings, etc., adds to his understanding of humanitarian issues. He could not forgive the actions of the government when he destroyed his unpublished manuscripts, which he wrote clandestinely. Based on this experience, when he was imprisoned again, he made several copies and smuggled his manuscripts out of prison, including to America and Australia (ABDULSALAM, 2018).

The findings show that knowledge management carried out by Pangemanann is a practice centred on sharpness and very sharp analysis. All knowledge management activities represented in the RK are as follows:

In the RK novel, Pramoedya shows that the process of creation is not only carried out by PANGEMANANN, but also by other figures. The figures of struggle during the colonial period, considered that the most important activities were journalism, writing in newspapers or magazines (page 352). At that time many local newspapers sprang up and also circulated newspapers published abroad, such as from the Netherlands, England, France, and Germany.

MINKE states that "one may be clever at the sky, but as long as he does not write, he will be lost in society and from history" (page 353). MINKE is said to have written since becoming a school student, who wrote about her experiences being expelled from school and defended by Bojonegoro residents (page 396). PANGEMANANN also write a book titled the Pitung, Marco Kartodikromo wrote a book called Student Hidjo (page 444).

In the process of creation, Pram, who has the habit of recording phenomena, is represented in the habits of PANGEMANANN and other figures (RINA, 2018). This can be seen in the reports that often get praise from their superiors (page 58). Along the RK, PANGEMANANN is represented always using methods of examination, interviews, social research and historical background, psychiatric research and speeches of people (page 62, 72). In his task of quelling the PITUNG gang, which only took 2 months, his skill fully linked the facts and results of his interviews to obtain the names of gang leaders (page 55). To understand MINKE, he traced his family's life, to his hometown in BLORA, SURABAYA (page 259). In addition to reports, he also compiled personal records (page 73, 97), including the office diary Algemeene Secretarie about all the behaviour of people who entered the greenhouse, like MINKE, SOENDARI, MARCO, RIENTJE DE ROO (page 353, 389). Another figure who has a record is Rientje, a high-class prostitute. When Rientje was killed, the note was used by a police agent named Sarimin to extort Pangemanann (page 358-360, 365).

In the creation of knowledge, Pramoedya also shows that someone evaluates the knowledge gained, including truth, accuracy, and rationality. Pangemanann did not immediately obey the orders of his superior, Mr. R., to stop Indische Partij, he evaluated all information. Although he was a Dutch citizen, he acknowledged that Wardi's writings and British newspapers stated that Dutch management of his colonies on Java was not as good as Raffles (page 203). So, when writing a recommendation to close Indische Partij, he overcame the difference in values by neutralizing his feelings that he was only carrying out duties and acting as intellectuals (page 206-207, 342).

Creation appears in the form of reports, letters, wires, also in the form of an anonymous letter and rumour. Reports, letters, wire, and various archives appear along the RK. Meanwhile, canned letters and false reports appeared to overthrow PANGEMANANN, because many did not like it because he as a native had an important position in the Dutch East Indies Government (page 343). However, he himself made an anonymous letter to exile MINKE to Ambon (page 49-50, 53). In addition, PANGEMANANN also spread rumours through paid people to indict Indigenous and Chinese sheep (page 162, 165).

In addition, GUBERMEN also spread rumours in Syarikat that Minke was responsible for attacks on Chinese groups; involved in fraud with the Bank so that all of his assets were confiscated; and helping Gubermen to spy on S.I (page 440, 414-415). Even European breeders persecuted a German doctor, BERNHARD MEYERSOHN,

to give false testimony that Minke had acute dysentery, causing Minke to die (page 442). He also spied on Siti Soendari, Hadji Samadi while serving as chairman of Indische Partij, and Minke after his return from Ambon (page 146, 150, 433, 439).

Organizing knowledge in RK is emphasized in Pangemanann document management as government officials, who utilize all documents for decision making. In his office, he processed information into a graphic display sheet that was hung on the wall. The chart with the blue line shows indicators to monitor the increase in members of S.D.I (Sjarekat Dagang Islam) (page 31). He also charted the map of influence (page 290, 292). His boss several times marked the writing on a stack of newspapers that had to be studied by Pangemanann with red ink, with a small note (page 202, 294). He was also asked to arrange groupings of rioters from various regions, based on their attitudes and actions (page 62).

To explore the problems of colonial Dutch East Indies in relation to the uprising of indigenous scholars and possibly invite other colonial interventions, Pangemanann examined writings from indigenous people published in newspapers and magazines, including documents about Syarekat Islam, Boedi Moeljo, Philippines, Papua, Timor Portuguese, and Pieter Elberveldt as the footprints of Germany. He made comparisons, analysed, interviewed them, and make conclusions about their levels and inclinations towards the Dutch East Indies Governor (page 72, 76, 81, 86, 87, 95, 183). The Office of Self-Empowerment subscribes to Newspapers and magazines published by

the Netherlands, France, and the United Kingdom (page 85). He has a basis for the method of studying the writing based on the lessons he has learned at school (page 238).

When analysing, Pangemanann can capture the construction of the author's feelings and thoughts, including his tendencies and dreams, his shortcomings and intelligence, to the level of his knowledge (page 137). For example in the use of language, the name of an organization that uses mother tongue shows the nature of an organization that only relates to local organizations, whereas organizations with Malay names show the nature of organizations that open the door to dealing with various organizations in the Indies (page 224) (DJOKOSUJATNO, 2004). He can measure the character of Siti Soendari from his 4 writings published in Dutch and Malay (page 264); from Marco's letters which were tapped by the Solo Post Office which indicated a close relationship (page 313); from the leaflet letter of the Soendari paper obtained from the non-Indigenous research section (page 313). Based on this, Pangemanann wrote a recommendation to Soendari's father to silence Soendari by forcing his father to marry off his daughter (p. 314).

For storage, it has a large closet in his office at the General Secretary where various documents, such as letters, clippings from newspapers (page 109, 132). He takes great care of the room and does not allow anyone to enter it, and locks the door and brings home the key child (p. 111, 119, 124) (DESOUZA & PAQUETTE, 2011; DURANTI & XIE, 2012; TOMÉ & FIGUEIREDO, 2015). Even

Pangemanann asked Mr R. to dismiss one of the messengers because he expected to have read the documents when he forgot to lock the door (p. 136). After reading and studying, the files must be destroyed. Extermination is done by burning documents in vats, as well as Rientje's notebooks (p. 286, 292, 365). The safekeeping document is considered not a public document, so it will not be stored in the State Archives ('Landscharchief'), or now referred to as the National Archives of the Republic of Indonesia (page 32).

The importance of archives for organizations can be seen in service governance in the State Archives that apply strict procedures (LAWRIMORE, 2009; MÜLLER, 2013). Service for records at the State Archives served by archivists named Mr. L. It takes about 3 days to provide the requested records, and if it requires a special archive he needs more time, because the archive has not been composed (page 76). Only archivists named Mr. L., who mastered the document code (page 87). The arrangement is a 7 km long line of paper which most people have never touched, and have not been arranged professionally, only grouped by subject, such as crime, immigration, and so forth. This was because the management staff had never obtained an archival expert's education and there were no funds to study an advanced archive office (page 80).

PANGEMANANN goes into the archives by bringing a letter from the General Secretary (page 75). The loan procedure states that the archive must be read on the spot, the borrower must sign the loan form and during the reading must be supervised by the officer (page

78). The reading room is depicted as quiet with ancient furniture and high ceilings, such as the mausoleum, or past graves (page 79). He is not allowed to copy documents, and before leaving the room, officers match documents with a list of loans. After completion, he may leave the room (page 79). However, PANGEMANANN, which has held an expert staff position at Algemeene Secretarie, raised the budget by 5% (page 167).

Archival storage is also carried out at the Surabaya Civil Registry Office (p. 257). PANGEMANANN did not find the name Jean Marais, but found the archives of ROBERT MELLEMA and ANNELIS MELLEMA (page 258). The office only noted that there were 42 France people living in Surabaya in 1898 to 1918. But the Kepanjen Church had a marriage record of Jean Marais and Sanikem, alias Nyai Ontosoroh, and stated that in 1907, NYAI brought two children to leave Surabaya to go to France (page 257, 398). Another storage area is the H.B.S school in SURABAYA. Their policy is to destroy hard paper that is more than 5 years old (page 258).

The O & E department only keeps internal documents that are considered important, and submits documents that are 5 years old to ' LANDS ARCHIEF ' (page 258). Another storage area is the Elephant Building Library. The Indies Government once appealed to publishers, so that they submitted 3 copies for documentation (page 85, 351). Because the appeal has no legal power, many publishers are ignored, and they have not manage it properly. Sometimes magazines that claim to be published monthly or mid-monthly, publish once and only reappear 5 or 6 months later.

4. CONCLUSION

It can be concluded that Pramoedya's opinion of knowledge management in the colonial period was described as a political practice of archives carried out systematically, which was used to save the position of Pangemanann as an official of the Dutch East Indies, as well as the existence of the Dutch Government in the Indies. The Pangemanann figure deeply studied the archives, so the condition made him in a dilemmatic condition, namely as a nationalist native and a colonial official who had to hinder his own people.

Pramoedya's opinion as a novelist and fan of archives, who has extensive and profound knowledge, will have even higher value when he puts it into writing. The strength of knowledge creation carried out by many figures in the form of tacit and explicit, is woven by Pram in a network of interrelated meanings forming a plot that the wider the network, the more interesting and arousing greater curiosity. That is, written notes and oral utterances are knowledge that will be more useful if the knowledge is related to each other, the results of which can solve humanitarian problems and develop knowledge itself.

ACKNOWLEDGEMENTS

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