ABSTRACT

Objective: This research aims to investigate the strategies used by media organizations to improve the competence of journalists in the digital era and improve the quality of news delivery and development content.

Method: This research uses mixed methods with a sequential strategy explanation approach. The research population consists of television journalists with news segmentation. The research sample consisted of 60 journalists representing national television media. Quantitative data analysis is used in this research using a regression model with SPSS (Statistic Package for the Social Sciences).

Results and conclusion: The research results show that (1) organizational support from dependent media turns out to provide professional awards needed by journalists as a form of appreciation; (2) the function of controlling news and mediating problems between journalists and stakeholders also receives high attention from the media crew. Journalists need more independent media organizations to maintain security and support the implementation of the journalist profession; (2) professionally, journalists always do research before reporting, while journalists' communication competence is still weak in articulating and conveying information. Specific competencies for the media industry, journalists are considered to have mastered their profession, especially in presenting news, and writing scientific papers in the field of education, and journalists are adept at writing about history with social orientation competencies; (3) Regarding the quality of development messages, journalists always pay attention to the appropriateness of the type of information journalists convey development policy information to maintain the quality of development messages so that they remain meaningful, journalists try to adapt themselves to their duties to ensure news is more meaningful and factual; (3) news diversity is a concern in presenting news in maintaining the quality of the news, explaining the chronology, paying attention to the relevance of the truth of the information, news written in language that is easy to understand, according to the facts, in favor of the public interest.

Keywords: Competence of Development Journalists, Development Communication, News Quality, Media Organizations.

RESUMO

Objetivo: Esta pesquisa visa investigar as estratégias utilizadas pelas organizações de mídia para melhorar a competência dos jornalistas na era digital e melhorar a qualidade da entrega de notícias e do desenvolvimento de conteúdo.

Método: Esta pesquisa utiliza métodos mistos com uma abordagem de explicação de estratégia sequencial. A população da pesquisa é composta por jornalistas de televisão com segmentação de notícias. A amostra da pesquisa foi composta por 60 jornalistas representantes da mídia televisiva nacional. A análise quantitativa dos dados é utilizada nesta pesquisa por meio de um modelo de regressão com SPSS (Statistic Package for the Social Sciences).

1 IPB University, Bogor 16680, Indonesia. E-mail: aingiman@apps.ipb.ac.id
2 IPB University, Bogor 16680, Indonesia. E-mail: sumardjo252@gmail.com
3 IPB University, Bogor 16680, Indonesia. E-mail: retnokpm@apps.ipb.ac.id
4 IPB University, Bogor 16680, Indonesia. E-mail: annafa@apps.ipb.ac.id
Resultados e conclusão: Os resultados da investigação mostram que (1) o apoio organizacional dos meios de comunicação dependentes acaba por proporcionar prémios profissionais necessários aos jornalistas como forma de valorização; (2) a função de controlar notícias e mediar problemas entre jornalistas e partes interessadas também recebe grande atenção da equipe de mídia. Os jornalistas precisam de mais organizações de comunicação social independentes para manter a segurança e apoiar a implementação da profissão jornalística; (2) profissionalmente, os jornalistas pesquisam sempre antes de reportar, enquanto a competência comunicativa dos jornalistas ainda é fraca na articulação e transmissão de informação. Competências específicas para a indústria da comunicação social, considera-se que os jornalistas dominam a sua profissão, especialmente na apresentação de notícias e na redação de artigos científicos na área da educação, e os jornalistas são adeptos da escrita sobre história com competências de orientação social; (3) No que diz respeito à qualidade das mensagens de desenvolvimento, os jornalistas prestam sempre atenção à adequação do tipo de informação que os jornalistas transmitem informação sobre política de desenvolvimento para manter a qualidade das mensagens de desenvolvimento para que permaneçam significativas. As notícias são mais significativas e factuais; (3) diversidade noticiosa é a preocupação em apresentar notícias em manter a qualidade da notícia, explicar a cronologia, atentar para a relevância da veracidade da informação, notícias escritas em linguagem de fácil compreensão, de acordo com os fatos, em favor do interesse público.

Palavras-chave: Competência de Jornalistas para o Desenvolvimento, Comunicação para o Desenvolvimento, Qualidade das Notícias, Organizações de Mídia.

ESTRATEGIA PARA MEJORAR LA COMPETENCIA Y PRESENTAR NOTICIAS DE DESARROLLO DE CALIDAD EN LOS MEDIOS DE TELEVISIÓN DE INDONESIA

RESUMEN

Objetivo: Esta investigación tiene como objetivo investigar las estrategias utilizadas por las organizaciones de medios para mejorar la competencia de los periodistas en la era digital y mejorar la calidad de la entrega de noticias y el contenido de desarrollo.

Método: Esta investigación utiliza métodos mixtos con un enfoque de explicación de estrategias secuenciales. La población de investigación está formada por periodistas de televisión con segmentación de noticias. La muestra de la investigación estuvo compuesta por 60 periodistas representantes de medios televisivos nacionales. En esta investigación se utiliza el análisis de datos cuantitativos mediante un modelo de regresión con SPSS (Statistic Package for the Social Sciences).

Resultados y conclusión: Los resultados de la investigación muestran que (1) el apoyo organizacional de los medios dependientes resulta en proporcionar premios profesionales que los periodistas necesitan como forma de agradecimiento; (2) la función de controlar las noticias y mediar en los problemas entre periodistas y partes interesadas también recibe gran atención por parte del equipo de medios. Los periodistas necesitan más organizaciones de medios independientes para mantener la seguridad y apoyar la implementación de la profesión periodística; (2) profesionalmente, los periodistas siempre investigan antes de informar, mientras que su competencia comunicativa aún es débil para articular y transmitir información. Competencias específicas para la industria de los medios de comunicación, se considera que los periodistas dominan su profesión, especialmente en la presentación de noticias y la redacción de artículos científicos en el campo de la educación, y los periodistas son expertos en escribir sobre historia con competencias de orientación social; (3) En cuanto a la calidad de los mensajes de desarrollo, los periodistas siempre prestan atención a la idoneidad del tipo de información que los periodistas transmiten información sobre políticas de desarrollo para mantener la calidad de los mensajes de desarrollo para que sigan siendo significativos, los periodistas intentan adaptarse a sus deberes para garantizar las noticias son más significativas y objetivas; (3) la diversidad informativa es una preocupación en la presentación de noticias para mantener la calidad de la noticia, explicando la cronología, prestando atención a la relevancia de la veracidad de la información, noticias escritas en un lenguaje fácil de entender, según los hechos, en favor del interés público.

Palabras clave: Competencia de los Periodistas de Desarrollo, Comunicación para el Desarrollo, Calidad de las Noticias, Organizaciones de Medios.

RGSA adota a Licença de Atribuição CC BY do Creative Commons (https://creativecommons.org/licenses/by/4.0/).
1 INTRODUCTION

The condition of television media as mainstream media is still a reference for true and accurate news when it comes to fighting hate speech and fake news on social media. According to Tom (2017), the occurrence of euphoria on social media is marked by a collective inability to differentiate between normative and speculative, excessive proportions, and lies that need to be considered. Muhadi (2017) stated that although mainstream journalism still complies with world press regulations, the strength of partisanship is still easy to read. The formation of media professionalism has not gone well because there are still many violations of the code of ethics. The press must be objective, accurate, balanced, and adhere to the journalistic code of ethics (Emergency & Papua, 2021; Muannas et al., 2021a; Rodríguez-Hidalgo et al., 2020; Winora et al., 2021; Yoedtadi et al., 2021).

Journalists are faced with advances in media technology that speed up and make journalists' work easier, but there are degradation factors. The media technology that has given birth to digital media makes journalists' work easier. Still, often it can reduce the quality of news presentations due to the speed of delivery and broadcast. Technological developments in the field of broadcast journalism have called for a re-evaluation of the definition, composition, and competency criteria, such as professional training for journalists. Technological developments in the field of broadcast journalism have called for a re-evaluation of the definition, composition, and competency criteria, such as professional training for journalists. This occurs as a result of transformation in the media sector with changes or shifts in paradigm, which can be seen in the fact that newspapers, radio, and television stations have been forced to further consolidate into multimedia conglomerates and broadcast journalists are increasingly expected to produce convergent content (Carpenter et al., 2018; Weaver & Willnat, 2016).

Another problem is that today's journalists lack understanding of the news, depend on online sources from social media, are hampered by the use of media technology, lack of criticism, convey news too quickly due to competition between media, and intervention by media managers and other stakeholders.

Television journalists must verify the truth of information spread on social media. Reporting must be able to provide trust so that the audience feels satisfied with the performance of the journalists and media that present the news. Media audiences are gods, meaning that as media owners respect and pay attention to their content, they can be selected and remain in business (Ifekristi & Omowale, 2020). Providing quality press is only possible if it is supported by quality journalist resources, and efforts to increase the number of knowledgeable journalists.
are the responsibility of each press practitioner (Bekti Nugroho, 2013). This journalist competency standard is to protect the public interest, people's rights, and the honor of the journalist profession. Competency standards are a measure of journalists' professionalism in protecting the public interest and people's rights, as well as maintaining the honor of the journalism profession (Waluyo, 2018a).

Competency is the ability and authority possessed by a person to carry out work based on knowledge, skills, and attitudes by established work performance. Attitudes and values such as self-confidence can be changed through training and psychotherapy, but they require more time long (Sumardjo, 2008). Competence is a collection of knowledge, skills, and attitudes that are related to each other and influence most of a person's work, which correlates with performance that can be measured and accepted as Good performance standards in terms of knowledge, skills, and attitudes can be improved through training and development (Sumardjo, 2008). Competence is also understood as the breadth of knowledge, practical journalistic skills, personal traits, and values that a competent journalist must possess to do his or her job (Bjørnsen et al., 2007; Dickson & Brandon, 2000). Competency combines abilities and behavior as well as fundamental knowledge for the use of skills (Sturgis, 2012).

The competence of journalists as development news reporters is often known as that of development journalists, who carry out their role as carriers of messages or information about development and invite or involve the community in development programs. In the competence of journalists, understanding the freedom of communication of nations and democratic countries is very important. The role of journalists in society changes its standards and norms under the transformative and interdisciplinary perspective of journalism education, conceptualizing journalistic competence and providing a context for journalistic competence cognitive, knowledge, functional, personal, behavior, ethical, and journalist competency tests to prove themselves and pride in getting public recognition, competency certification journalists are needed to improve quality.

Media companies play an important role in determining the direction of the profession by establishing job qualifications for their new employees, the skills they should have, and ethical and cultural values (Young & Carson, 2018). On the other hand, independent media organizations have the duty and role of supervising the information conveyed by the media, starting from the professional obligations of press personnel to violations committed. In addition, the journalist profession must maintain the existing press corridors to maintain and improve the quality of its reporting. Media organizations, according to McQuail (2000: 14), namely: (1) media organizations live in a public environment so that the life and death of the
media are largely determined by the public environment. Managers and workers of media institutions have the principle of openness to input from the public. The implementation of media organization activities, according to McQuail (2005), includes (1) carrying out the production, reproduction, and distribution of knowledge in a series of symbols that refer to social life; (2) the media acting as a mediator between objective social reality and personal experience; and (3) mediation can take various forms, depending on the level and form of activity, objectives, interactivity, and effectiveness.

Quality news is obtained through the competence of journalists, who are expected to produce quality news. Like a quality journalist, of course, you will continue to strive to present sources that are relevant to the event or topic being discussed and are credible. News quality relates to verification of misinformation, audience attraction, and engagement, news media performance is shaped by media choices, quality news does not have to take into account the awareness of informed citizens, increasing journalist activity on social media by employing more reporters, alternative news media tend to express less satisfaction with the performance of news media, verification of journalists as an important step to ensure the accuracy of news quality. Competition between media has a positive effect on the importance of journalistic goals, while the existence of a strong public-service media sector affects the commercial media industry. quality journalistic work and audience metrics have an influence significantly around the newsroom influenced by the quality of the news, quality news does not have to take into account the audience, increasing awareness of citizens as quality journalists, and digital journalists, and increasing relevance of audience involvement, the existence of ideological power as an alternative cognitive scheme for individuals who do not have sufficient knowledge to assess the quality of news (Bodó, 2019; Choi et al., 2021; Costera Meijer, 2020; Fisher et al., 2020; García-Ortega & García-Avilés, 2020; Krebs, 2017; Lestari, 2017; Steppat et al., 2020; Wellbrock et al., 2020; Yousuf Humaid Yousufi et al., 2019).

In carrying out their duties, journalists must have adequate competency standards that are agreed upon by the press community. Journalist competency standards are important for producing quality news and development information. This journalist competency standard is to protect the public interest, people's rights, and the honor of the journalist profession. Competency standards are a measure of journalists' professionalism in protecting the public interest and people's rights, as well as maintaining the honor of the journalism profession (Waluyo, 2018b).

The role of journalists in mainstream media who have ethics in carrying out their duties as gatekeepers for society is to be selective in receiving information, considering the large
number of fake news stories and the incitement to negative news. Based on the explanation of the problem, the research examines the role of media organizations in increasing journalistic competence and presenting quality news in the digital media era. The research objective is to analyze information needs based on stakeholder perspectives, media organization support for journalist competence and quality news presentation, as well as strategies to increase journalist capacity.

2 METHODOLOGY

The research uses quantitative and qualitative types of explanatory research. Neuman (2003) said that quantitative research is characterized by testing the researcher's initial hypothesis, then the concept is derived into clear and separate variables, calculations are made systematically before the data is collected and have standards according to provisions, the data is in the form of numbers obtained from precise measurements, theories applied deductively and cause and effect, as well as analysis processes using statistics and tables. The variables studied are support from media organizations, journalist competence, quality of development messages, and quality of news.

Researchers use the postpositivism paradigm to verify findings through various methods. The postpositivist view says that humans can't get the truth from reality if researchers are not directly involved with the research object. The researcher's relationship with reality is interactive because it is necessary to use the principle of triangulation, namely using various data source methods and others (Walidin et al., 2015). The relationship between the observer and the object must be interactive to minimize the level of subjectivity (Salim, 2001).

Population and sample describe the unit of analysis and sampling method used. The unit of analysis in quantitative research in this study was aimed at television news journalists. The research sample was 60 news-gathering journalists (reporting teams or news gatherers) from 5 television stations. Determining the sample size in the research refers to statements carried out using cluster random sampling using the survey method. Researchers use surveys to obtain information in the field, both directly and indirectly, and data is collected by giving questionnaires to several respondents from a sample that represents the entire population. Quantitative data analysis was used in this research using a regression model with SPSS (Statistic Package for the Social Sciences).
3 RESULTS AND DISCUSSION

3.1 RESULTS

All indicators of support from media organizations, journalistic competence, quality of development messages, and news carried out by journalists and dependent and independent media institutions were declared valid, as seen from the loading factor value of all indicators greater than 0.6, while six indicators were invalid because the loading factor value was less than 0.6. Factor loading is used in journalistic research to reveal patterns and themes that underlie data sets, help create more informative and insightful reports, and measure the magnitude or strength of the relationship of each variable with the factors being tested.

Organizational support from dependent media turns out to provide professional awards (MPP) journalists need as a form of appreciation for journalistic work. On the other hand, independent media's support for the function of controlling news and mediating problems between journalists and stakeholders also receives high attention from the media crew. Overall, journalists need more independent media organizations to maintain security and support the implementation of the journalist profession.

Journalist competency in the dimension of professional competence is known by research to be of the highest concern. Research is carried out by journalists, assisted by the research and development (R&D) department, to assist the editorial crew in determining editorial policies and speeding up the reporting process for news production. Journalists' communication competence is still weak in articulation when conveying information. Competencies in industry-specific skills are most dominantly controlled by journalists because they master their professional field, especially in presenting news regarding writing scientific papers in the field of education in the media. Regarding journalists' social orientation competence, it is known that history writing in the media is more controlled by journalists than social orientation indicators regarding cultural values, moral values, and scientific development.

Regarding the quality of development messages, journalists always pay attention to the suitability of the type of information and development policies when producing their journalistic work. In maintaining the quality of development messages so that they remain meaningful, journalists try to adapt themselves to their duties to ensure that the news is more meaningful and factual.
News diversity is a concern for journalists when presenting news to maintain the quality of the news. Apart from that, journalists also always provide a chronological explanation of an event by paying attention to the relevance of the truth of the information, so that the news is useful for society. In terms of presentation quality, journalists write news in language that is easy to understand. To maintain public trust, journalists convey news according to facts and complement it with a clear location of the incident. Journalists also pay attention to news related to the public interest by informing economic policies that are needed by stakeholders, especially the business community. The quality of news produced by journalists pays more attention to the public interest.

**Table 1**

*Journal validity results on media organization support, journalist competence, quality of development messages, and news*

<table>
<thead>
<tr>
<th>Variable</th>
<th>Number of questions</th>
<th>r count</th>
<th>r table</th>
<th>Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>X1 Media organization support</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>X1.1 Dependent media organization support</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Media institutions are useful for society</td>
<td>5</td>
<td>0.660</td>
<td>0.254</td>
<td>Valid</td>
</tr>
<tr>
<td>Provide training for journalists</td>
<td>5</td>
<td>0.838</td>
<td>0.254</td>
<td>Valid</td>
</tr>
<tr>
<td>Providing professional awards</td>
<td>3</td>
<td>0.799</td>
<td>0.254</td>
<td>Valid</td>
</tr>
<tr>
<td>Providing job promotions</td>
<td>2</td>
<td>0.704</td>
<td>0.254</td>
<td>Valid</td>
</tr>
<tr>
<td>Provide incentives for journalists</td>
<td>2</td>
<td>0.705</td>
<td>0.254</td>
<td>Valid</td>
</tr>
<tr>
<td>X1.2 Support independent media organizations</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Control function over the credibility of the news</td>
<td>4</td>
<td>0.731</td>
<td>0.254</td>
<td>Valid</td>
</tr>
<tr>
<td>Mediating journalists' problems with stakeholders</td>
<td>3</td>
<td>0.734</td>
<td>0.254</td>
<td>Valid</td>
</tr>
<tr>
<td>Y1. Journalist competency</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Y1.1 Professional competence of journalists</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Research</td>
<td>2</td>
<td>0.412</td>
<td>0.254</td>
<td>Valid</td>
</tr>
<tr>
<td>Selection</td>
<td>4</td>
<td>0.601</td>
<td>0.254</td>
<td>Valid</td>
</tr>
<tr>
<td>Write scientific papers</td>
<td>4</td>
<td>0.426</td>
<td>0.254</td>
<td>Valid</td>
</tr>
<tr>
<td>Have insightful knowledge</td>
<td>3</td>
<td>0.363</td>
<td>0.254</td>
<td>Valid</td>
</tr>
<tr>
<td>Comply with the journalistic code of ethics</td>
<td>5</td>
<td>0.482</td>
<td>0.254</td>
<td>Valid</td>
</tr>
<tr>
<td>Identifying problems</td>
<td>2</td>
<td>0.500</td>
<td>0.254</td>
<td>Valid</td>
</tr>
<tr>
<td>Use of broadcasting equipment</td>
<td>5</td>
<td>0.449</td>
<td>0.254</td>
<td>Valid</td>
</tr>
<tr>
<td>Y1.2 Communication competency</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Articulation</td>
<td>3</td>
<td>0.466</td>
<td>0.254</td>
<td>Valid</td>
</tr>
<tr>
<td>News according to people's needs</td>
<td>5</td>
<td>0.543</td>
<td>0.254</td>
<td>Valid</td>
</tr>
<tr>
<td>Mastery of news material</td>
<td>5</td>
<td>0.610</td>
<td>0.254</td>
<td>Valid</td>
</tr>
<tr>
<td>Y1.3 Media Industry Specific Knowledge</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Editorial management system</td>
<td>3</td>
<td>0.532</td>
<td>0.254</td>
<td>Valid</td>
</tr>
<tr>
<td>News presentation</td>
<td>3</td>
<td>0.698</td>
<td>0.254</td>
<td>Valid</td>
</tr>
<tr>
<td>News Editing</td>
<td>2</td>
<td>0.670</td>
<td>0.254</td>
<td>Valid</td>
</tr>
<tr>
<td>Compile a news rundown</td>
<td>4</td>
<td>0.175</td>
<td>0.254</td>
<td>Valid</td>
</tr>
<tr>
<td>Analyze data, facts</td>
<td>3</td>
<td>0.726</td>
<td>0.254</td>
<td>Valid</td>
</tr>
<tr>
<td>Writing educational scientific papers</td>
<td>2</td>
<td>0.758</td>
<td>0.254</td>
<td>Valid</td>
</tr>
<tr>
<td>Y1.4 Social Orientation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Variable | Number of Questions | r Count | r Table | Results
--- | --- | --- | --- | ---
Historical value | 3 | 0.600 | 0.254 | Valid
Moral values | 3 | 0.421 | 0.254 | Valid
Culture value | 3 | 0.540 | 0.254 | Valid
Development of science | 3 | 0.444 | 0.254 | Valid

### Y2 Quality of Development Messages

#### Y2.1 Meaningful news
Adapt to the task | 2 | 0.844 | 0.254 | Valid
Actual message | 3 | 0.799 | 0.254 | Valid
Appropriately useful messages | 4 | 0.554 | 0.254 | Valid

#### Y2.2 Packaging news information
Y2.2.3 Suitability of the type of information
Process messages | 3 | 0.677 | 0.254 | Valid
Diversify messages | 2 | 0.700 | 0.254 | Valid
Message suitability | 2 | 0.896 | 0.254 | Valid
Development policy information | 2 | 0.891 | 0.254 | Valid
Information technology | 2 | 0.688 | 0.254 | Valid

#### Y3 News quality

##### Y3.1 Presentation Quality
News that is easy to understand | 3 | 0.407 | 0.254 | Valid
Gestures in conveying news | 3 | 0.341 | 0.254 | Valid

##### Y3.2 Trust
News according to facts | 3 | 0.835 | 0.254 | Valid
Balanced news | 3 | 0.505 | 0.254 | Valid
The news is credible | 2 | 0.869 | 0.254 | Valid

##### Y3.3 Diversity
Coverage | 2 | 0.602 | 0.254 | Valid
Investigative writing | 2 | 0.854 | 0.254 | Valid
News issue | 2 | 0.882 | 0.254 | Valid

##### Y3.4 Freedom of Information
Clarity of the perpetrator's identity | 1 | 0.892 | 0.254 | Valid
Chronology | 2 | 0.854 | 0.254 | Valid

##### Y3.5 Completeness
Description of place | 1 | 0.938 | 0.254 | Valid
Clarity of the perpetrator's identity | 1 | 0.892 | 0.254 | Valid

##### Y3.6 Public Interest
Public transport news | 2 | 0.915 | 0.254 | Valid
Citizen security | 2 | 0.882 | 0.254 | Valid
Development of economic policy | 2 | 0.937 | 0.254 | Valid
Sustainable development | 2 | 0.928 | 0.254 | Valid

##### Y3.7 Relevant
Truth of information | 2 | 0.945 | 0.254 | Valid
Useful information for society | 3 | 0.946 | 0.254 | Valid

Source: SPSS
Table 2

Results of journalist reliability tests on media organization support, journalist competency, quality of development messages and news

<table>
<thead>
<tr>
<th>Variable</th>
<th>Reliability value coefficient</th>
<th>Cronbach's Alpha</th>
<th>Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>X1 Media organization support</td>
<td>0.957</td>
<td></td>
<td>Reliable</td>
</tr>
<tr>
<td>Y1 Journalist competency</td>
<td>0.962</td>
<td></td>
<td>Reliable</td>
</tr>
<tr>
<td>Y2 Quality of development messages</td>
<td>0.954</td>
<td></td>
<td>Reliable</td>
</tr>
<tr>
<td>Y3 News quality</td>
<td>0.986</td>
<td></td>
<td>Reliable</td>
</tr>
</tbody>
</table>

Evaluation using composite reliability is carried out by looking at the composite reliability and Cronbach alpha values. A variable is declared reliable if its composite value is greater than 0.7 and its Cronbach alpha value is greater than 0.6. Based on test results, composite reliability, and all variables based on journalists' assessments of media organization support, journalist competence, quality of development messages, and news, the value is greater than 0.6.

3.2 DISCUSSION

3.2.1 Media Organization Support Increases Journalistic Competence

Journalist competence requires the support of independent media organizations whose role is to monitor the credibility of reporting so that mainstream media remains a reference for the truth of news information. Kovach and Rosenstiel stated that journalists must maintain independence so that they are objective in their reporting and coverage and side with the truth and the public interest. Application of intellectual abilities and knowledge of journalistic skills. The support of independent and dependent media organizations in increasing competence needs to continue to be maintained and improved.

Support from dependent media organizations is categorized as very high, stating that independent press institutions provide journalism training, provide student exchange opportunities to media industries abroad for comparative studies, and train multi-platform media skills. In addition, journalists assess the support of independent media organizations as a function of controlling the credibility of reporting, which is categorized as high. With the support of independent media institutions, journalists never mediate journalists' problems with informants when detrimental news errors occur, provide bridges to resolve conflicts that disturb
the public, and provide space for complaints. Journalists because the public's attitude toward insulting their profession is considered to have a low role.

Increasing the competence of journalists requires support from the management of the media company where the journalist works to provide training, rewards, incentives, opportunities for formal education, training exchanges with foreign media, competency test training, obtaining professional certification education, or promotions to support increasing the competence of journalists. Journalism training is provided by dependent media organizations in collaboration with the Press Council, the Ministry of Information and Informatics, and other press associations. Research on journalists' competence reveals that the media's predictive power is strengthened by good corporate governance structures and low levels of information asymmetry and that the effectiveness of the news media predicts opportunistic trading (Sun et al., 2021).

Journalists who have high competence will improve the quality of news and news issues with various interesting angles to present to the audience. Competence plays a partial mediating role in the influence of competent information and news valence. In addition, the information produced must be relevant, accurate, and of high quality, highlighting the development of journalist training competencies, interaction, and production processes that are developed more intensively in journalist training (Li et al., 2021; Rodríguez-Hidalgo et al., 2020).

To maintain media credibility, independent organizations need support for 1) supervising mainstream media reporting by taking credible sources of information to maintain media credibility; 2) supervising the competence of journalists so that they do not commit violations and are not subject to professional ethics sanctions; and 3) mediating journalists' problems with stakeholders by opening a space for journalists to complain about the harassing treatment of the public in their profession. The influence of media organization supports on professional competence: it is known that broadcast media is aggressively recruiting journalist candidates amidst the acceleration of digital transformation, but it turns out that the function of national competence alone is not enough to advance broadcast journalism careers (Guo & Volz, 2021).

3.2.2 Increasing the Competency of Development Journalists in the Digital Era

Journalists in development in the era of the rise of digital media need to improve their competence to maintain the credibility of the profession as the fourth pillar of development. The role of journalists is to meet the information needs of the public by presenting reports that
invite public participation, build public awareness, and provide public motivation to support development programs.

In carrying out his communication competence, he has no difficulty managing articulation when conveying information in the field and easily raises his voice intonation so that he can be heard clearly. In the special competency of the media industry, journalists rarely make mistakes in work procedures and can write and edit images according to the script, but journalists still have difficulty writing scientific papers. Journalists have difficulty writing news about developments in the world of education in the style of scientific writing. Journalists' competency in social orientation upholds moral values and can follow scientific developments by never having difficulty writing about the discovery of historical sites, the discovery of biological weapons, and innovations in the field of technology.

Development journalists maintain the credibility of the media, which is a channel for conveying messages from various parties, especially the public. The importance of journalist competence in development is conveyed through the development project programs launched by the government through their journalistic work. Competence is very important to ensure journalists carry out their profession consistently and produce content that is relevant to the issue or topic of reporting, produces accurate development news, is useful, and has an impact on people's lives.

Competency improvement is carried out by private television media managers in collaboration with independent media organizations (Press Council, KPI, IJTI, PWI, and Kominfo). Support from dependent and independent media organizations is needed to maintain the credibility of television journalists. Dependent television media management seeks to maintain the competence and quality of work produced by mainstream media in the face of competition from digital media, social media, and the existence of citizen journalists. Media organizations need business models that are innovative enough to adapt to the unique and dynamic conditions of their markets (Medina-Laverón et al., 2021).

Apart from that, television media journalists need to pay attention to writing, the appearance of journalists in presenting news, carrying out verification, cross-checking information, interaction, and production processes that need to be developed more intensively in training journalists, evaluating news content that has been broadcast, and implementing a journalist code of ethics to maintain media reputation. Receiving news and evaluating news content, concluding that quality evaluations based more on content have proven to be influential (Krebs, 2017).
Support from dependent media organizations is needed to provide ongoing training for television journalists. Training is provided by the demands of the digital media era by providing additional journalism content creator material. Based on the results of interviews with media management and independent media institutions in the digital era, it is necessary to form creative content journalists who present news by adopting a social media style while still maintaining the corridors of writing and journalistic ethics. TV journalists understand that in carrying out their duties and profession as members of the press, methods of reporting and presenting news are based on data objectivity, and according to facts in the field, the professionalism of journalistic work is highly upheld in the current era of disruption by always being guided by press laws and obeying Journalistic codes of ethics maintain journalist professionalism in an era of media disruption (Muannas et al., 2021). The development news conveyed can be useful for all elements of society and adopt various interests properly and correctly. According to Winarno (2020), journalistic media cannot be replaced by social media, as long as it can clarify information amid a flood of information. With accurate, correct, and actual data and facts, the public can obtain valid information (Budiman, 2017).

Journalists act as sources of information on various issues, from development program plans to involving the community to support government programs. The openness of information provides opportunities for people to participate in various public policies that are delivered transparently and accountable. Development journalism can create useful relationships between government and society and seek to mobilize society to be involved in national development (Chattopadhyay, 2019).

In implementing his duties and role as a development journalist, he must adhere to the journalistic code of ethics regulated in Law No. 40 of 1999 concerning the Press. Article 5 states that journalists present news in a balanced and fair manner, prioritizing accuracy over speed and not mixing facts and opinions. In implementing the journalistic code of ethics, to maintain the reputation of the media, journalists must have competency certification to improve the quality and professionalism of their work and avoid abuse of the profession (Winora et al., 2021).

The media, as a profit-oriented dependent organization, adapts to the needs of stakeholders, who use the media as a channel for information about their interests. The Press Council emphasized that journalist competency standards are needed to protect the public interest and people's rights, apart from maintaining the honor of this profession, and not to limit the human rights of citizens to become journalists. Chairman of the Independent Journalism...
Alliance (AJI), Abdul Manan, said that the discussion of journalistic quality cannot be
generalized because mainstream media still maintain the quality of reporting.

Support from independent media is also needed to maintain the credibility of
mainstream media so that journalism expertise does not die out amidst the rise of new media
and the presence of citizen journalists without the knowledge of broadcast journalistic
communication. Efforts to increase competency supported by media organizations through
various training and additional education on modern journalism in development can be used as
a benchmark for journalists' credibility through journalist certification competency tests.
Competency standards are a measure of journalists' professionalism in protecting the public
interest and people's rights, as well as maintaining the honor of the journalist profession
(Waluyo, 2018).

The strategy to increase journalist competency in the future needs to develop increased
multitasking abilities for multiplatform media. Media managers increase the competence of
journalists to face the challenges of changes in the media industry in terms of technology and
speed of news consumption. Increasing expertise in the field of media technology is needed to
answer the challenges of the journalist profession in the digital era. Journalists' skills are no
longer tied to conventional media work patterns; they can become digital transformational
journalists. Mainstream journalists in the digital era are technically required to be competent:
(1) as a data journalist who can analyze Google Analytics data, able to read search engine
optimization (SEO), able to analyze data, (2) able to visualize data effectively; (3) television
journalists are capable of being content creators; (4) maintaining media organizations'
commitment to improving journalist competency; (5) being able to use electronic news
gathering (ENG) equipment; (6) producing news; (7) publishing news; (9) being able to adapt
to digital media technology capabilities; (10) being able to analyze global issues.

3.2.3 Improving the Quality Presentation of Development Messages and News

Journalists' professional competence is the main focus, especially in carrying out
research tasks with the R&D department to guide editorial policies and speed up the flow of
news production. However, journalists' communication still needs to be strengthened to convey
information more effectively. They tend to be more skilled in mastering industry-specific skills
that are relevant to their professional field, such as scientific writing in educational media.
However, in the aspect of social orientation, especially in cultural and moral values,
 improvement is still needed.
In the context of development messages, journalists consistently pay attention to the
relevance of development policy information to produce substantial and factual journalistic
work. They try to maintain news diversity while providing comprehensive explanations and
paying attention to the truth of the information for the benefit of the community. In presenting
news, journalists try to use language that is easy to understand and ensure the truth of the facts
by providing details about the scene. They also pay attention to the public interest by informing
relevant economic policies for stakeholders, especially in the business world. Overall, the
quality of news produced by journalists prioritizes the public interest to maintain public trust.

News consumption in society is increasingly complex, so mainstream media has an
advantage in meeting the competition between the media industry and social media. Journalists
package development messages in sentences that are arranged systematically so that the public
can easily understand them. News reception and evaluating news content, concluding that
quality evaluations based more on content have proven to be influential (Krebs 2017). Regarding
the quality of development messages, journalists always pay attention to the
suitability of the type of information they convey about development policy when producing
their journalistic work. In maintaining the quality of development messages so that they remain
meaningful, journalists try to adapt themselves to their duties to ensure that the news is more
meaningful and factual.

Based on descriptive analysis, the audience assessed that the development message was
carried out in language that was easy to understand to avoid misunderstandings upon receiving
the message. The media is expected to convey developments in development projects that are
being implemented continuously and transparently. Rosentiel (2007) said that the main task of
journalists is to verify reliable information and help people understand it efficiently. The
message conveyed, according to Servaes et al. (2012), said that communication and information
play a strategic role in contributing to the interaction of different development factors,
increasing the sharing of knowledge and information, and encouraging the participation of all
parties. McQuail (2011: 32) states in mass communication theory that mass communication
creates a broad influence in a short time on many people. Jay Black and Whitney (2007: 12)
state that mass communication is the process of mass-produced messages being distributed to
a wider, anonymous, and heterogeneous mass of message recipients.

Journalists assess the quality of development messages as meaning that they have
broadcast news accompanied by strong data, contain development messages, and broadcast the
progress of development projects. In preparing news, there are a few who are unable to write
systematically, are not able to manage news well, and are less transparent in presenting data because they are hindered by bureaucracy.

On the other hand, the audience also assessed that the development messages conveyed were good, so that misunderstandings rarely occurred in the community, and development programs and budgeted costs were disseminated transparently via the internet. The quality of development in the news is meaningful; journalists have also presented development news messages with strong data; policy information or economic regulations have received attention from the public; development news has conveyed developments to the public; and the development message sentences conveyed are easy for the public to understand. On the other hand, the presentation quality gesture was considered very good, and the quality of the news was balanced and reliable and was proven; the news was never uploaded for the personal interests of the uploader, was not tendentious, and did not refer to group interests.

News diversity gets attention from journalists for improving news presentation and maintaining the quality of the news. Apart from that, journalists also always provide a chronological explanation of an event by paying attention to the relevance of the truth of the information, so that the news is useful for society. Concerning the quality of the presentation, journalists write news in language that is easy to understand, the news is presented according to the facts and completed it with a clear location of the incident, and they pay attention to the public interest by informing the economic policies needed by stakeholders.

In addition, television journalists appear neat when reading news, and news on public policy in the trade sector has been disseminated to the public. Audiences also assess news in language that is straightforward for the public to understand, journalists report news with clear voice intonation, appear confident, and agile, news is delivered according to reality, very accurate, interesting content, investigative news attracts the attention of citizens, information on public transportation services, changes to public transportation routes are considered useful, television media as a partner of the government invites the public to help maintain the security and stability of the country, news does not contain elements of hatred, broadcasts of sustainable development are shown transparently, the success of development programs is liked by the public, news issues about social changes in life, and economic news can become a reference for business people in investing.

All media elements from journalists, media management, independent and dependent institutions in an effort to maintain the credibility of television media and improve news presentation need to pay attention to the following factors; (1) maintaining journalistic ethics, (2) selecting interesting topics, (3) presenting content with diverse news packaging, (4)
verifying messages to avoid errors, (5) facilitating access to information with affordable digital technology to various corners and levels of society, (6) maintaining the trust of the audience by presenting information that is balanced and not tendentious, (7) presenting news that is balanced or not biased towards the interests of certain groups, (8) providing information needed for the welfare of society, (9) maintaining data accuracy, (10) explaining the chronology clearly and precisely, (11) maintaining news relevance according to the topics discussed, (12) prioritizing appropriate speed in delivering news in the era of digital media competition, (13) establishing and maintaining stakeholder relationships. News media pay attention to the quality of news content and take into account business opportunities (Kurnia et al., 2021). Shailendra and Prakash (2008) said that if development is to be accelerated, then provide complete, fastest, most up-to-date, and relevant information to public representatives elected by the people. Apart from that, presenting interesting news can increase the number of media audiences. The selection of content is interesting, and diverse, and has a positive impact on stakeholders by becoming a media force to increase audience, rating share, and revenue for the continuity of the media business.

4 CONCLUSIONS

Media organization support influences competence in presenting quality news. It is known that media organization support is negative and significant (meaning, in the same direction, if the free variable increases, the free variable follows) on journalist competence and news quality. The stronger the support from media organizations, the more journalists' competence will increase in producing good journalistic work. Media organization support is carried out through controlling violations, increasing more intensive journalism education to market needs, and developing technology.

Future development of journalist competency strategies requires the support of dependent and independent media organizations through the application of intellectual abilities, being able to analyze information carefully so that it is not biased in its delivery, understanding journalistic knowledge in terms of writing, packaging news, the appearance of journalists in presenting news, carrying out verification, cross-checking information, complying with the journalistic code of ethics, and giving awards, promotions, incentives, and competency tests.
REFERENCES


