

# SUPPORT SYSTEM MEMBANGUN PERCAYA DIRI

SELF CONFIDENCE: THE  
FOUNDATION OF  
LIFE SKILL INTELLIGENCE

**Buku Pembelajaran dan  
Pengembangan Life Skill  
Intelligence**

**Damaruci  
Happy Karunia Robbi**

A stylized illustration of a dark green ceramic cup filled with orange-brown coffee, with white steam rising from it. The cup is surrounded by various green and yellow leaves and branches. In the bottom right corner, a wooden spoon rests on a dark blue plate with concentric circles.

Buku Pembelajaran dan Pengembangan  
*Life Skill Intelligence*

# ***SUPPORT SYSTEM*** **MEMBANGUN** **PERCAYA DIRI**

***SELF CONFIDENCE:***  
***The Foundation Of Life Skill Intelligence***

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# **SUPPORT SYSTEM MEMBANGUN PERCAYA DIRI**

## **SELF CONFIDENCE: The Foundation Of Life Skill Intelligence**

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Background isi buku di ambil dari <https://www.freepik.com/>

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**Penerbit Karya Bakti Makmur (KBM) Indonesia**  
**Anggota IKAPI/No. IKAPI 279/JTI/2021**  
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**ISBN: 978-634-202-398-3**

Cetakan ke-1, Mei 2025  
15 x 23 cm, viii + 142 halaman

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## KATA PENGANTAR

**P**uji syukur kita panjatkan kepada Tuhan Yang Maha Esa, karena berkat rahmat dan karunia-Nya, buku ini dengan judul: *"Support System Membangun Percaya Diri"* dapat diselesaikan dengan baik. Buku ini hadir sebagai panduan bagi siapa saja yang ingin memahami bagaimana lingkungan yang positif dan suportif memainkan peran penting dalam membangun kepercayaan diri yang kokoh.

Kepercayaan diri bukanlah sesuatu yang muncul secara instan, melainkan dibentuk melalui proses yang melibatkan banyak pihak. Dalam buku ini, kami mengupas bagaimana peran **Orang Tua (Wali/Keluarga)** yang memberikan dukungan lahir bathin, **lembaga pendidikan** yang menciptakan ruang untuk berkembang, dukungan **teman (komunitas)** yang memotivasi, **mentor** yang memberi arahan dan **coach** yang membimbing, menjadi elemen penting dalam membentuk mental yang kuat dan percaya diri.

Kami berharap buku ini dapat memberikan wawasan dan inspirasi bagi pembaca untuk membangun *support system* yang tepat dalam perjalanan pengembangan diri. Terima kasih kepada semua pihak yang telah berkontribusi dalam proses penulisan buku ini. Semoga buku ini bermanfaat dan menjadi panduan yang aplikatif bagi semua kalangan yang ingin mencapai potensi terbaiknya.

Selamat membaca!

Jakarta, 17 Mei 2025

Penulis

Damaruci & Happy Karunia Robbi



## KATA PENGANTAR LSI INSTITUTE

**L***ife Skill Intelligence (LSI) Institute* yang merupakan pusat pelatihan dan pengembangan diri mengucapkan selamat atas terbitnya buku yang berjudul *Support System* Membangun Percaya Diri.

Buku ini diterbitkan dalam upaya pengembangan *Life Skills Intelligence* yang meningkatkan kualitas hidup seseorang secara individu juga memperkuat hubungan sosial dan produktivitas bersama, menciptakan kehidupan yang lebih cerdas, bahagia, dan sinergis. *LSI Institute* untuk mulai menggali potensi terbaik dari diri sendiri, menetapkan visi hidup yang jelas, dan membangun langkah-langkah strategis yang nyata untuk mencapainya.

*Life Skill Intelligence* adalah konsep kecerdasan manajemen talenta diri yang holistik mencakup IQ, EQ, SQ, AQ dengan

menggunakan kerangka konsep SIPOC (*Supplier-Input-Process-Output-Customer*) & APIE (*Assess-Plan-Implement-Evaluate*).

Semoga dengan diterbitkannya buku ini dan upaya pengembangan ekosistem percaya diri oleh *LSI Institute* dapat mempersiapkan SDM Indonesia di Era *Artificial Intelligence* menuju Indonesia Emas 2045.

Selamat menikmati suguhan ilmu dan selamat menikmati ekosistem kepercayaan diri yang kondusif.

*Salam Hormat*

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## PROFIL PENULIS

**Dr. Damaruci, S.Sos., M.M.**



Damaruci *founder* dan *CEO Life Skill Intelligence Institute* adalah anak ketiga dari delapan bersaudara. Masa bersekolah SD hingga SMP pernah berjualan es mambo, menjadi kuli yang bekerja menurunkan batu bata dari ruang pembakaran, menggembala kambing, menjadi petani, menjadi pemetik dan pamarut kelapa untuk pembuatan minyak kelapa, dan pekerjaan-pekerjaan serabutan lainnya. Saat SMA, untuk membiayai sekolahnya, ia menjadi pedagang asongan, menerima jasa vermak celana panjang, beternak ayam dan lele, hingga buruh bangunan.

Alhamdulillah walau dengan penuh keterbatasan bisa melanjutkan kuliah di Jurusan Kriminologi FISIP UI. Untuk membiayai kuliahnya, Damaruci melakoni beberapa pekerjaan

seperti menjadi tenaga interviewer dan pengolah data di berbagai lembaga penelitian baik di dalam maupun di luar kampus, juga menjadi penulis resensi buku di berbagai harian, dan membuka bisnis penyewaan VCD. Semua dilakukan untuk menggapai pendidikan tinggi yang dicita-citakan sejak kecil.

Setelah lulus kuliah, pekerjaan formal pertama adalah menjadi peserta *Manajemen Trainee* (MT) di sebuah perusahaan retail nasional ternama. Setelah mengikuti program MT selama satu tahun dan menjadi lulusan terbaik, jabatan pertama yang dipilih adalah menjadi *Internal Audit Officer*, *Internal Audit Team Leader* lalu *Assistant Store Manager* hingga menjadi *Assistant Training Manager*. Lalu pindah bekerja ke perusahaan retail asing asal Belanda sebagai *Training Section Head*. Kemudian pindah bekerja di grup perusahaan pembiayaan asal Jepang, hingga menjadi *HR Development Division Head* (jabatan General Manager) yang membawahi tiga departemen yaitu *Recruitment & Selection*, *Career Development & Assesment*, dan *Policy and System Development*.

Setelah itu Damaruci memutuskan untuk menjadi *associate consultant and trainer* dengan spesialisasi *Organization Development & Talent Management* di berbagai perusahaan konsultan dan training seperti *Haygroup*, *People Prime Consulting Group*, *Duta Bangsa Training Centre*, *Q-One Consulting*, dan *DSS Consulting*. Disamping itu Damaruci juga mendirikan PT Optimis Solusi Berdaya. Klien konsultasi terkait *Organization Development & Talent Management* yang pernah dilayani Damaruci diantaranya Pertamina EP (2012), Kideco Jaya Agung (2013) Pipit Group (2015), Kisel (2017), Agro Boga Utama (2018), PT Kawasan Industri Makassar (2018), LKPP (2018), KSO Surveyor Indonesia; Sucofindo (2019), Pertamina Holding (2020), KCIC (2021-2022), Hutama Karya Infrastruktur (2023), Dapen

PLN (2023-2024), dan PT Usui International Indonesia (2023-2024).

Sambil membesarkan empat orang anak, Damaruci juga berhasil menyelesaikan studi jenjang magister (S2) di MM Trisakti dan jenjang doktoral (S3) di Manajemen SDM UNJ. Kegiatan lain Damaruci saat ini adalah menjadi dosen dan asesor BNSP, menjadi ketua RT, menjadi ketua komite sekolah, menjadi anggota berbagai asosiasi, juga menjadi pengelola sejumlah kios sebagai pasif income.

Damaruci telah menulis beberapa judul buku yaitu “Memimpin dengan Filosofi Koki”, “Sukses dengan Filosofi Dongkrak”, “Leadership for Life”, “17 Kebodohan Koruptor”, “*Life Skill Intelligence Smart and Synergic Way to Happiness*” “Nyali dan Kepemimpinan”, “Salah Kaprah Memahami Percaya Diri”, “Menjadi Manager SDM Bernyali”, “Transformasi, Manajemen SDM di Era Digital”,

### **Happy Karunia Robbi, B.Agr.**



Happy adalah seorang profesional di bidang pengembangan SDM dan manajemen organisasi, yang memiliki perhatian khusus pada pengembangan diri sebagai fondasi utama pertumbuhan individu dan organisasi. Dengan pengalaman lebih dari 15 tahun di industri manufaktur, ia telah terlibat dalam berbagai inisiatif strategis yang mendorong peningkatan performa, efektivitas kepemimpinan, serta manajemen perubahan berbasis budaya organisasi yang sehat dan adaptif.

Lulusan Applied Biotechnology dari Shinshu University, Jepang ini memulai perjalanan kariernya dengan mendalami

sistem manajemen mutu dan lingkungan berbasis ISO, sebelum akhirnya berfokus penuh pada pengembangan sistem HR dan manajemen organisasi. Dalam peran profesionalnya sebagai Business and Administration Division Head di perusahaan manufaktur Jepang, Happy memimpin program-program pengembangan karyawan, penguatan budaya kerja, serta proyek inovasi organisasi berbasis pendekatan *people-centered*.

Ia memiliki berbagai sertifikasi profesional di bidang SDM dan kepemimpinan diantaranya Certified Human Resources Training and Development Manager (BNSP), Certified Trainer (BNSP), Certified Public Speaking Professional, serta Certified Leadership Management Associate. Seluruhnya memperkuat kompetensinya dalam bidang pelatihan, coaching, dan fasilitasi transformasi diri maupun tim.

Selain menjalankan peran manajerial, Happy juga aktif sebagai fasilitator, trainer, dan pembicara di berbagai pelatihan dan seminar yang berfokus pada pengembangan potensi diri, kepemimpinan, dan manajemen organisasi. Ia percaya bahwa penguatan self-awareness dan kepercayaan diri merupakan langkah awal menuju perubahan yang berkelanjutan.

Bersama Dr. Damaruci, S.Sos., M.M., Happy menulis buku “5 Bahan Baku Percaya Diri”, dan kini melanjutkannya melalui buku “Support System Percaya Diri” sebagai bagian dari rangkaian konsep pengembangan diri berbasis nilai, pengalaman, dan sistem dukungan personal.