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The Role of 'Modul Pembinaan Karakter (MPK)' in Building a Superior Personality in Trainees: a Case Study

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THE ROLE OF 'MODUL PEMBINAAN KARAKTER (MPK)' IN BUILDING A SUPERIOR PERSONALITY IN TRAINEES: A CASE STUDY

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Abstract

Program Latihan Khidmat Negara (PLKN) is a national agenda that aims to train Malaysian youths to become a generation of more excellent heirs and the core of development and the backbone of the country's future. MPK is a module implemented to build prominent personality in trainees as an excellent and quality human development process. The implementation of MPK in the PLKN camp is focused on personality elements that form discipline and self-awareness of essential matters and exemplary personal qualities with noble values that are the core of community life. Thus, this study analyzed the role of MPK in building a distinguished personality in trainees: a study at the Tawau PLKN Camp, Sabah. The variables involved in this study were character building, prominent personality, trainee, and camp. All variables were examined for their manifestation through unity, character, leadership, confidence, self-strength, and national integration. The design of this study was conducted by combining quantitative and qualitative approaches, namely questionnaires and interview sessions. This study was conducted in Tawau for group 2 Series 9/2014. A total of 142 trainees were directly involved in the questionnaire study, and 90 respondents were involved in the interview session. The method used to analyze the collected data was to find the average score given by the respondents. Generally, the average score for all items studied ranged from 4.07 (agree) on a scale of 1-5. Overall, the findings from this study can be re-evaluated so that MPK can be reabsorbed in PLKN in the future to build healthy young people in terms of positive identity and physical and spiritual to form a national leadership that can compete in the eyes of the world of the future.

Keywords: Character Building; Superior Personality; Coaches; Camps.



A. Introduction

The National Service Training Program was introduced or launched on 16 February 2004, which aims to form positive character and leadership characteristics through applying noble values. This program combines military training and cultivating the younger generation's patriotic values toward the country's love. PLKN, which started in 2004, has 4 Main Core Modules, namely the Physical Module, Nationality Module, Character Building Module, and Community Service Module, as well as other additional modules such as the Spirituality and Literary and Cultural Appreciation Program.

The MPK is a module implemented to build compelling character for trainees, including personal, family, community, and national personalities. There are two modules that the trainee will go through. Where the first module focuses on showing the best in oneself, and the second module is about showing the best in others and the community. In the first module, trainees go through self-exploration, realizing and identifying self-characteristics such as aspects of leadership, enriching strengths and recovering self-weaknesses, and applying universal moral values.

Trainees become aware of the involvement of others in their lives, learn the skills to work as a team, act as a leader in a group, and overcome problems in the current group through this second module. In addition, trainees learn about honesty, choice-making, responsibility, leadership, keeping promises, commitment, and building self-confidence. This character development module is implemented for 18 days in PLKN. Despite this, at the cabinet meeting, it was decided that the PLKN program be abolished on 13 August 2018. It is intended to save government costs, and this expenditure can be used for the human and economic development of the country.

There are four (4) Research Objectives as follows, 1) MPK forms a positive character through the application of noble values among candidates; 2) Evaluate the role of MPK in shaping leadership characteristics among candidates, especially in group work; 3) Prove the module's effectiveness in enriching and enhancing the personal strength of PLKN candidates; and 4) Creating a spirit of unity and national integration and building the self-confidence of PLKN candidates.



Then how do we define personality? Because most aspects of human behavior will reflect and give birth to their personalities. The concept of personality may be a subjective value judgment or description. According to the Hall Dictionary, Third Edition, personality means the personal description, traits, character, and characteristics specific to a person. The word is also synonymous with the meaning of personality, i.e., personality or character. Mohd gave the initial definition of personality. Mahadee Ismail, Mohd Syariefudin Abdullah, & Mansoor Mohd Noor (2015), according to his personality or personality is 'anything that describes a person. This definition assumes the physical and physiological state of a person as well as it is also considered to be too brief. Saad, R. (2011) has given an arguably more comprehensive definition. According to them, personality or personality is a dynamic organization within an individual consisting of psychological and physical systems that determine his or her adaptation to his or her environment.

Personality or prominent personality means a highly prudent human being, knowledge, achievement, prowess, and high intellect. Its characteristics are having ambitions, a strong spirit, and always striving towards achieving outstanding success for the greatness of the nation, religion, and country. Most trainees who follow PLKN are 18-year-old teenagers in the transition stage from adolescence to adulthood. In general, trainees will undergo PLKN training based on five modules that have been set, one of which is the MPK. However, not all trainees have basic skills or knowledge of the modules implemented by the PLKN.

This causes the coaches to be mentally and physically prepared. For example, while implementing MPK, some trainees do not like this module because they think it is the same as what they learned in school and have no interest in implementing it. This causes the trainer not to do the activity in earnest. While there are coaches who supervise and teach the trainees, there are still trainees who are shy and cannot adapt to the implemented modules. Throughout the modules at the camp, not all trainees had individual or personality skills. These skills are required as trainees will be confronted with a variety of situations throughout their stay in camp. At this point, the



trainees will be trained to know themselves and the direction of their lives. In addition, interpersonal skills also need to be possessed by a trainee. This is because as long as the trainees are in the camp, they will socialize and need to communicate with peers of various races, cultures, and religions.

B. Method

In order to obtain an excellent and reliable study result, the methodology is an aspect that needs to be considered. According to the Hall Dictionary Fourth Edition, methodology carries the meaning of a system that includes the methods and principles used in an activity or discipline. Other meanings of methodology are method, path, technique, style, manner, rhythm, pattern, and system. The methodology also means knowledge of the methods or disciplines used when conducting a particular study to achieve a particular goal. The methodology is a method used in research to collect data. It is to ensure that the methods used by researchers in the study are appropriate to the variables and hypotheses used in the study. This section will explain the research methodology used to complete this study (Monggilo, Z. 2020).

The study design is a method that describes in detail how the research will be conducted. It is a reference framework for sampling, measurement, and data analysis matters. Method or methodology in a study refers to the most effective way to obtain helpful information at a minimal cost to achieve a research goal. Therefore, the researcher should make a study based on the appropriate methodology to make the study compelling. When researchers use an effective methodology, we will get clear, accurate, valid, and high-reliability research results of a study (Hashim, M., Osman, N., & Keling, M. 2020).

This research is a study in the form of research methods sampling, which before starting a research, researchers need to know who and how many study populations are used. A population is a group of people that will be identified with some specific characteristics that are similar and uniform. The population for this study is trainees of Tawau PLKN Camp, Sabah, who have undergone PLKN Module 1.0. This study was conducted

among trainees of group 2 series 9/2012 who are undergoing the National Service Training Program at the Tawau PLKN Camp, Sabah, which consists of various backgrounds. In this study, the researcher wants to identify the role of the Character Building Module in building a prominent personality in the trainees at the PLKN Camp, Tawau.

Sampling is the process of selecting elements in a study population to represent the population of a study, according to Ahmad Zamzuri Mohamad Ali. (2012), the selected sample had at least the same properties as the population in the research. The smallest sample size allowed for a given measurement is 30 respondents. (Hamidah Y, Jamal Y., & Khalip M. 2015) suggested using 35 to 40 respondents as minimum subjects in the research sample. The study subjects were the hero and heroine trainees from the Tawau PLKN Camp, Sabah. A total of 282 trainees undergo PLKN training in this camp. However, a total of 142 trainees were randomly selected, consisting of 72 female and 70 male trainees, to participate in this study. They are part of the trainees who are undergoing the National Service Training Program Group 2 Series.

C. Result and Discussion

Overall, the MPK is still relevant to be conducted in PLKN in the future based on the results of the data obtained. This can be evidenced by the items found in Part B regarding the effectiveness of MPK training, which got a score of 4.07 (true/ agree) on a scale of 1-5. Generally, the average score/ scale or Likert for all items studied is between 4.07 (agree) on a scale of 1-5. This means that overall, respondents agree that this MPK positively impacts trainees. A total of 142 trainees, comprising 72 coaches of women and 70 male trainees as respondents, were studied, which were Malays (48), China (35), natives of Sabah (43), and other races (16).

Table 1: Score Min for Objectives

No	Item	Value of Data	Frequency	Total of Data	Score Min
1	Forming a Positive Character	29.246	7	35	4.178



No	Item	Value of Data	Frequency	Total of Data	Score Min
2	Forming Leadership	12.824	3	15	4.275
3	Improving Self Strength	12.676	3	15	4.225
4	Creating a Spirit of Unity	21.986	5	25	4.397
5	Building self-confidence	8.092	2	10	4.046

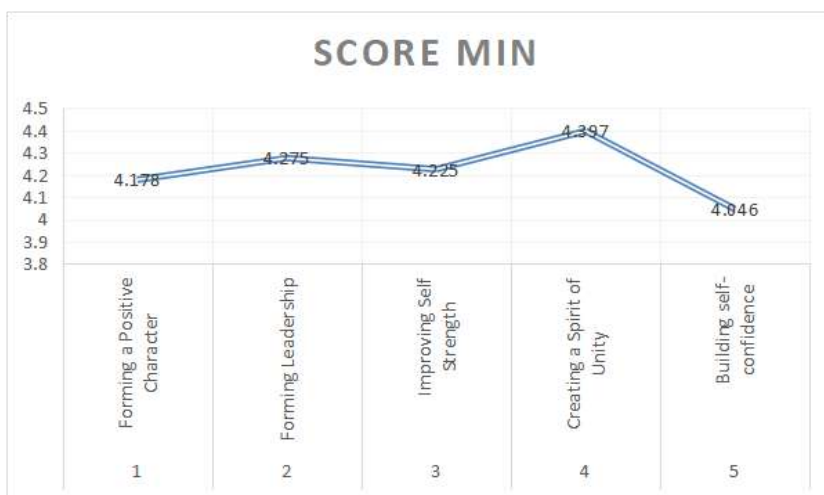


Figure 1: Score Min for Objectives (Graph)

Based on Table 1 and Fig. 1, the mean score or average score obtained to form a positive character among the candidates is 4.178 out of 5.00. Meanwhile, the mean score for shaping leadership characteristics through good values is 4.275 out of 5.00. Next, for the objective of enriching and improving self-strength, the mean score obtained was 4.225 out of 5.00. In addition, the objective of creating a spirit of unity and racial integration obtained a mean score of 4.397 out of 5.00.

Finally, building self-confidence got a mean score of 4.046 out of 5.00. The average for all objectives studied was 4.224 out of 5.00. For the study on forming a positive character among the candidates, the mean score or average score obtained was 4.178 out of 5.00. This shows that almost all respondents agree with the MPK in PLKN. This shows that the respondents agreed that the content and implementation of MPK in PLKN have formed a prominent personality among the candidates. According to the study of Anelyza, (2010), most of the former candidates have shown



constructive personality changes such as being more responsible, positive thinking, and having a clear direction. In addition, Dawi, A., Idris, I., Lambin, R., & Ibrahim, A. (2019) states that increasing value-added, more positive self-esteem, and increasing the candidate's self-confidence towards a more positive.

Meanwhile, to create a spirit of unity and racial integration, the mean score obtained was 4.397 out of 5.00, showing the highest scores for all five study objectives. This shows that MPK can create a spirit of unity and racial integration among PLKN candidates. This is because the activities carried out in MPK involve all candidates, and candidates need to act as leaders or members of the game or activity team. Candidates need to work with other members of different races and ethnicities to succeed in the activities. To build self-confidence, they got a mean score of 4.046 out of 5.00, which showed that the candidates agreed that MPK could increase their self-confidence.

D. Conclusion

In general, this study aims to identify the role of the MPK in building a distinguished personality in PLKN candidates in the Tawau PLKN Camp. The study was conducted by combining both quantitative and qualitative approaches. To further strengthen the study's findings, data were collected through interviews among 90 respondents consisting of PLKN candidates, former PLKN candidates, parents of candidates, and community leaders. A total of five objectives have been built, namely, to form a positive character among candidates, form leadership characteristics through the application of noble values, enrich and enhance self-strength, create a spirit of unity and racial integration and build the self-confidence of candidates.

The study's findings showed that the five objectives of the study got a mean score of 4.2 out of 5. This means that the respondents agreed that MPK could improve their self-esteem, self-confidence, and ability to communicate and work together. Hence, it can be concluded that MPK



Module is a module implemented to build compelling character for candidates that includes personal, family, community, and country personalities.

An MPK is still relevant to be conducted in PLKN in the future based on the results of the data obtained. Therefore, it is hoped that the results of this study will lead to the proposed improvement of the module to become a more exciting module and in line with the current developments of the world or the current needs of increasingly challenging. Therefore, the author would like to suggest that this PLKN program needs to be studied carefully and held again.

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