



Evaluation Basic Online Training Program for Character-Building of Transportation Cadets at Indonesian Aviation School Banyuwangi

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Received : November 3, 2022

Accepted : January 28, 2023

Published : January 31, 2023

Citation: Putra, R. H., Rusdyansyah, A., Wicaksono, A. W., Wibowo, U. L. N., Qiram, I. (2023). Evaluation Basic Online Training Program for Character-Building of Transportation Cadets at Indonesian Aviation School Banyuwangi. *Ijomata International Journal of Management*, 4(1), 96-104. <https://doi.org/10.52728/ijjm.v4i1.623>

ABSTRACT: The base period of character formation activities for transportation cadets is called "MADATUKAR" a mandatory program for new cadets (juniors) who will enter educational institutions within the Human Resource Development Agency of Ministry of Transportation Republic of Indonesia. This study aims to understand the effectiveness of MADATUKAR program at the Banyuwangi Indonesian Aviation School (APIB). This type of research uses a qualitative descriptive method. Data analysis includes the stages of reduction, presentation, and verification. The results show that character building through the MADATUKAR program is most important for cadets. Characters formed are religious, responsible, disciplined, social care, hard work, independence, curiosity, national spirit, love of the motherland, care for the environment, communication, and respect for achievement. Character building through 3 stages; planning, implementation, and evaluation. Meanwhile, the method used is the method of internalization, habituation, exemplary, and discipline coaching. In the process, the character formation of cadets is influenced by internal factors (instinct and will) and external factors (education and environment).

Keywords: *Cadets, Evaluation, Madatukar programe, Indonesian Aviation School*



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INTRODUCTION

Aviation or in Dutch is called *luchtvaart*, in this context, it refers to the mobility of people or goods using airplane transportation. The main physical elements of aviation are not only airplanes but also pilots, runways, and airports ([Buldeo Rai, Verlinde, Merckx, & Macharis, 2017](#); [Government Office for Science, 2019](#)). In the history of Indonesian aviation (as well as the world) it is known that there were two types of aviation, namely military and civil (commercial). Both have historical roots that intersect with each other, both in terms of time chronology and the reasons for their emergence ([I G N Askhara, 2019](#); [Radivojevic & Milbredt, 2016](#)) .

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The aviation industry has experienced very rapid development, this is evidenced by the increasing number of passengers and airlines since the introduction of aviation industry regulations ([Kemenperin RI, 2022](#)). In 2045, Indonesia is predicted to become a big country and become the world's four major economic powers along with China, America, and India ([McKinsey Global Institute, 2012](#)). 26 years from now, when it reaches 100 years of Indonesia's independence, it will be a golden year in which today's young generation will lead the country. With a large population of more than 270 million people and a large potential for natural resources, this opportunity is getting closer to reality with the record that the development of Indonesia's Human Resources is also aligned and massively carried out. The government realizes that Indonesia's economic progress can be accelerated, one of which is by increasing development in the field of transportation and logistics in the country. For this reason, Transportation HR must be equipped with good competence and abilities ([al Sarrah, Ajmal, & Mertzanis, 2020](#); [Banuara & Purba, 2018](#); [Qiu, Hou, Chen, & Meng, 2021](#)).

The pattern of education that is urgently needed at this time is education that can integrate character education with the education that can optimize the development of all dimensions (cognitive, physical, socio-emotional, creative, and spiritual) ([Handayani Tyas & Naibaho, 2020](#)). Character education is interpreted as a systematic and planned effort to grow, develop or instill noble qualities in the soul, so that from these noble traits noble behavior is born which has become a necessity of life ([Fatimah, 2017](#); [Saputro & Murdiono, 2020](#)). Character building for prospective cadets who have just joined the School of Transportation under the auspices of the Ministry of Transportation through the Transportation Human Resources Development Agency (BPSDMP) is needed to produce strong Human Resources (HR) in the transportation sector ([Riyanto & Rivolindo, 2019](#)). Tough character is an important thing for Taruna to have so that any job risks in the transportation sector can be faced. The development of the character of Aviation HR focuses on the formation of soft skill competencies which are carried out in an integrated, structured, planned, and tiered manner using the right method ([Flores, Rios Insua, Alfaro, & Gomez, 2022](#)). Cadets who excel in character will be able to become someone who is lifelong learners ([Weir, 2005](#)).

Basic Character Formation Training (Madatukar) for transportation cadets at the Indonesia-Banyuwangi Aviation Academy (APIB) is one of the programs held to shape and train prospective cadets to become individuals who have a disciplined and skilled attitude ([David & Maurer, 2022](#); [Sharma, Sumaiya, Awasthi, & Mehrotra, 2022](#)). In addition to having technical competence in their field of work, cadets also have a strong character to be able to carry out their role in providing reliable aviation transportation services to the public. This is under the goals of the APIB organization which continues to strive to produce graduates who have competence and knowledge in the field of aviation who are prime, professional, and ethical as well as develop and disseminate science and technology in the field of aviation in the Asia Pacific region ([Akademi Penerbang Indonesia Banyuwangi, 2019](#)).

In practice, Madatukar training is generally used to prepare cadets to be able to adapt to life in the hostel and have a complete picture of the objectives of the activity concerning the various tasks, responsibilities, and challenges that will be faced in the world of work. During Madatukar,

cadets are given an orientation on campus introduction, campus life arrangements, cadet rules of conduct, and internal affairs regulations ([BADAN PENGEMBANGAN SUMBER DAYA MANUSIA PERHUBUNGAN, 2018](#)). The findings from the pre-research activities indicate that the short training program is felt to be not effective enough to equip cadets to avoid negative behavior during their studies so the implementation of the Madatukar training program feels that it needs to be continuously evaluated.

Various forms of human resource character-building programs have been extensively researched, one of which is a summative and meta-analytical review to identify the state of leadership development programs for students in higher education ([Reyesa et al., 2019](#)), development of observational instruments to evaluate character strengths during military field exercises ([Bang, Boe, Nilsen, & Eilertsen, 2017](#)), A soft skill model based on emotional intelligence at the Semarang seafaring cadet polytechnic . Some of these descriptions show that the evaluation of character-building programs is an important part that cannot be separated in human resource development ([Fatimah, 2017](#); [Mil, 2017](#); [Sitti Mania, 2018](#))he success of the Madatukar training program will have a significant effect on the image of the cadet's character during the educational period that he will take. Implementation of an effective training program will have an impact on the expected quality of graduates([Ehrnrooth, Barner-Rasmussen, Koveshnikov, & Törnroos, 2021](#)).

METHOD

This research uses a qualitative descriptive approach ([Moleong & J., 2014](#); [Sugiyono, 2017](#)) . The data collected came from interview scripts, field notes, personal documents, notes or memos of researchers, and other supporting official documents. The qualitative descriptive approach aims to obtain an overview of the empirical reality behind the phenomena that occur related to the effectiveness of the Madatukar training program implemented at APIB. The research was carried out by matching empirical reality with the prevailing theory. Data collection was carried out through interviews and observations with research subjects determined by purposive sampling with the criteria of cadets who had attended Madatukar training in the APIB environment. The results of interviews and observations were analyzed qualitatively by narrating them rationally to be presented.

RESULT AND DISCUSSION

Based on Law Number 20 article 3 of 2003 that the purpose of the national education system is a form of guidance and development of the potential of students so that they are directed and able to become individuals with strong character. APIB is a cadet-based transportation institution that seeks to provide character education through character education, one of which is formed through Madatukar training. Someone who has character means he has morals and manners. Four types of character have been known and implemented in the educational process ([Granić, 2022](#)), namely religious value-based character education which is the truth of God's revelation

(moral conservation), cultural value-based character education, environment-based character education (environmental conservation), and potential-based character education self.

The basic period of forming a cadet character (Madatukar) is the first step in nurturing cadets at the Banyuwangi Indonesian Aviation Academy (APIB), which focuses on introducing the aims, objectives, and character building activities (character building) of transportation human resources, to prepare cadets to be able to adapt with life in the hostel and have a complete picture of the purpose of the activity concerning the various tasks, responsibilities, and challenges that will be faced in the world of work. To foster a spirit of togetherness, physical endurance, and the formation of attitudes and behavior of all cadets, coaching is given for a maximum of 2 (two) weeks, in collaboration with designated agencies based on the results of an agreement which is called the basic period for forming cadet character (Madatukar).

Every educational institution will provide positive teaching to its students. One of the positive things given by the school to its students is character education ([H Sitti Mania, 2018](#)). Every school must apply character education to its students as an effort and form of guidance in giving birth to young generations who have a strong character in their attitudes and behavior. Therefore, the role of the school is very important in terms of inserting character education in every lesson. The attitude of discipline is a major part of the objectives of Madatukar's activities at APIB which apply semi-military ideology as a guide in the process of applying discipline. This is because the military is full of rules, attachments, high discipline, loyalty, and so on. This process can form a pilot cadet who has a norm of togetherness, and obedience to seniors or superiors. Apart from the real impact and implication of character building on the implementation of the semi-military system in Madatukar's activities, another expected impact is the attitude of total institutions. This is in line with the organization with a high vocational character that prioritizes excellence in professionalism, expertise, and discipline and link and matches with business partners to produce forms of cooperation with various parties.

Pilot cadets are always identified as cadets who have strong physical endurance, a smart brain, and a strong mentality ([Bang, Boe, Nilsen, & Eilertsen, 2017](#)). Pride in collective identity is more likely to be something that is "given" to pilot cadets. The differences that exist in the life of cadets are pride which is the result of achievement or is an accident.

The implementation of mandatory character education for transportation cadets is very important because it can make APIB cadet candidates have good character and strong character ([Hege, Hutson, & Laing, 2021](#)). APIB is an aviation institution that implements character education. The character education implemented at APIB is character education based on the 5 compulsory character cadets.

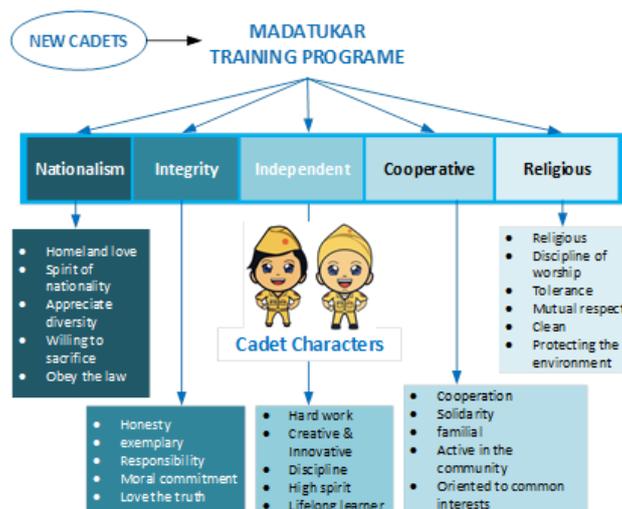


Figure 1. The concept of the APIB Madatukar training program

The obligatory character of cadets who are disabled in Madatukar activities refers to the values of nationalism, integrity, independence, cooperation, and religion. The 5 characters are applied in 7 days of activities in the training series.

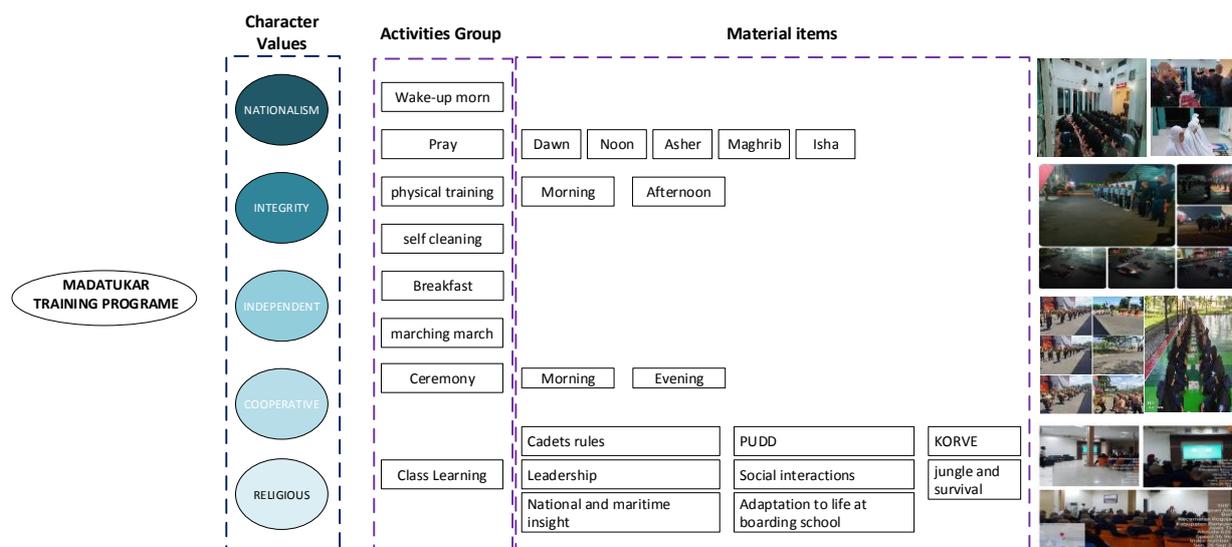


Figure 2. APIB Madatukar training program scheme

(Harangus, Horváth, & Kovács, 2021) Obstacles faced in the training include: 1) There is no awareness, so the tendency for cadets to find it difficult to implement character education based on the 5 mandatory characters for cadets, 2) Habits before becoming a cadet candidate, 3) lack of parental supervision at home, so these things become an obstacle faced in implementing character education through Madatukar training for APIB cadet candidates. Solutions that can be implemented are as follows: 1) Providing prevention so that violations do not occur, cadet discipline is monitored with a cadet discipline book (pocketbook), worship activities with worship control books, 2) Communication between the school and parents, 3) Conducting consultations each class conducted by battalion staff to discipline cadets, 4) Control of cadet attitudes through counseling guidance, 5) All school elements participate in upholding the 5

mandatory characters of cadets. Thus, the obstacles faced in implementing character education based on the 5 compulsory character cadets can be overcome.



Figure 3. Closing of the APIB Madatukar Education and Training program.

The application of character education based on the 5 mandatory cadet characters that have been implemented by schools must of course be well conceptualized because APIB is a formal educational institution that is also a forum for providing self-quality development and identity of transportation personnel. Schools need to provide educational services in the fields of teaching, training, and coaching to turn young people into human beings with strong character. Regarding the obstacles that occur, the school needs to provide an understanding of the application of character education based on the 5 compulsory character cadets to the cadets themselves. Character education must be conceptualized and carried out by the entire APIB academic community. Communication and coordination must be intensive to discuss the 5 character-based character education policy for compulsory cadets implemented by APIB, so that all parties understand, understand, and can support the implementation of 5 character-based character education for cadets compulsory. The solution to overcoming the obstacles to implementing character education based on "5 obligatory cadet characters" is by creating an atmosphere of discipline for all school members so that the concept and application can go hand in hand so that this becomes a positive culture while the cadets are undergoing the educational process.

CONCLUSION

The application of the Madatukar training program to prepare cadets and instill 5 characters has been implemented for 7 days of activities. The instilled character is expected to be applied in daily activities, from obedience, honesty, discipline, cooperation, and achievement. The results of the study revealed that the Madatukar training program for cadets must be well conceptualized because APIB is a formal educational institution that provides self-quality development and identity for generations of transportation people. The 5 character doctrine that is instilled in

cadets must be conceptualized and carried out by the entire academic community. In addition, communication and coordination between stakeholders must be intensive to discuss program development in the future. This is remembering that a positive culture through the 5 characters instilled in cadets will determine as long as cadets go through the educational process.

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