



Character Building Through Exemplary Methods for Cadets at The Inland Water and Ferries Transport Polytechnic of Palembang

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Abstract. In the official school, cadets are the subject of education who get influence from the campus environment with the Boarding School system. Research was conducted to determine whether there is an influence of exemplary mentors and senior exemplary on the character building of cadets. By using SEM PLS analysis, a structural model was obtained which stated that there was a significant influence of the exemplary mentor and senior exemplary variables on the character of cadets. The R-Square value obtained is 52.4%, meaning that the diversity of endogenous variables can be explained by exogenous variables. In addition, the GoF value is 0.142, which means that the model obtained is categorized as moderate, which is good enough to explain the data.

Keywords: PLS SEM Analysis, Character, Mentors, Seniors, Cadets.

1 Introduction

Character is a series of attitudes. According to LL Thursione quoted by Abu Ahmadi, attitude is a level of tendency that has a positive or negative nature related to psychological objects. Continuous interaction can unconsciously shape a person's character in thinking and behaving. Character is a combination of innate traits from birth and life experiences.

Inland Water and Ferries Transport Polytechnic of Palembang is vocational college, where cadets are the subject with a boarding school or dormitory system, where cadets live in barracks within the campus area. Mentors are people who take care of cadets who are under the Cadet Character Development Unit (Pusbangkartar). One of the goals of foster care is to always maintain and be an example in implementing the rules of life in the dormitory and campus environment and be able to apply leadership traits.

In educational institutions with a dormitory system, cadets will have more intense interactions with peers on campus and mentors. In educational institutions with a dormitory system, cadets will have more intense interactions with peers on campus and mentors. The results of research conducted by Budi Riyanto and Rivolindo (2019) are that the exemplary-based care process fosters a sense of responsibility for cadets, brings

out leadership, creativity, critical attitudes, and cooperation among cadets. Exemplary is raised from the leading style of the mentor, especially towards the cadets.

In vocational education, each level of cadets has different stages of nurturing. Young cadets (level I cadets) are at the orientation stage at the nurturing stage, so young cadets do not yet have the obligation to be role models for other cadets. Cadets who have the obligation to be role models for other cadets are teenage cadets (level II cadets) and adult cadets (level III cadets) or cadets whose level is higher (senior) than the cadet (junior).

2 Theory

2.1 Exemplary Values in Character Building

According to Mounier in Mukhibat, etymologically character comes from the Greek *kasairo* which means blueprint, basic format, or print. The notion of character has two interpretations, namely character is something that is given naturally and character is something that is formed through a desired process.

Character that can be formed through the process can be helped through education. Character education not only occurs in family education, but also through formal education and society. One of the government's efforts in facilitating character education is by providing strengthening character education in education units.

Strengthening character education has the following objectives ¹:

- a. Build and equip Learners as the golden generation of Indonesia in 2045 with the spirit of Pancasila and good character education to face the dynamics of change in the future
- b. Developing a national education platform that places character education as the main spirit in the provision of education for Learners with the support of public involvement carried out through formal, non-formal, and informal education by taking into account the diversity of Indonesian culture; and
- c. Revitalizing and strengthening the potential and competence of educators, education personnel, students, communities, and family environments implementing strengthening character education.

2.2 Semimilitary Education of Cadets at Inland Water and Ferries Transport Polytechnic of Palembang

Semi-military education requires role models such as providing appropriate rewards and punishments, so as not to create a stigma of violence in the semi-military world in society. Inland Water and Ferries Transport Polytechnic of Palembang has a vision to become a superior vocational university in order to realize human resources in the field of river, lake and ferry transportation that is excellent, professional, and ethical, highly dedicated, and virtuous for the progress of the nation.

Inland Water and Ferries Transport Polytechnic of Palembang implementing semi-military education which aims to build the character of cadets and cadets into prospective transportation officers who are superior and tough and have good potential. Strict and binding regulations with the term semi-military education whose educational style resembles military education in general in accordance with the Rules of Order for Cadets (Pertibtar) which have been set by the Institution.

2.3 PLS Structural Equation Model (SEM) Analysis

SEM is a statistical analysis used to explain the relationship between many variables. SEM is a method that involves path analysis, factor analysis and regression analysis. SEM consists of a system of simultaneous equations. The equation consists of latent variables and measured variables. Latent variables are variables that cannot be measured so they require indicators in their measurement (Bollen, 1989). SEM also calculates the Loading Factor value of the Latent variable indicators and calculates the path model of the latent variables (Singer, 2012). The results obtained from data processing using SEM are Measurement Model and Structural Equation.

1. Measurement Model

The general form of the measurement model equation is formulated as follows (Schumaker & Lomax, 1996; Lomax, 1983, in Kusnendi, 2008, p. 100):

$$\text{Indicator} = \text{Latent variable} + \text{measurement error}$$

Or

$$P_i = \lambda_i \text{ Latent variable} + \delta_i$$

where λ_i (lambda) is called the factor loadings coefficient, and δ_i shows the measurement error. As Schumaker and Lomax explained earlier, the factor weight coefficient basically shows the closeness of the relationship or correlation between the indicator and the latent variable.

Indicator validity is seen from the loading value (λ). The loading value shows how much indicator variance can be explained by latent variables. In this study, from the development of the measurement scale, the loading value greater than 0.3 to 0.4 is still quite good (Hair et al., 2010). Composite reliability and convergent validity (AVE) values. If each latent variable has a composite reliability value above 0.6. This means that the indicators that have been determined have been able to measure each latent variable (construct) well or it can be said that the measurement model is reliable.

Furthermore, a better Convergent validity value is indicated by a higher correlation between indicators that compose a construct. If the latent variable has an AVE value above the minimum criterion, namely 0.5, the measure of convergent validity is good or can be said to have met the criteria for convergent validity.

The next criterion is discriminant validity, by comparing the correlation between constructs with the AVE root (Fornell-Larcker Criterion) If the latent variable has an AVE Root value greater than its correlation value with other latent variables, then the discriminant validity requirements in the model have been fulfilled.

2. Model

The structural model (inner model) is a model that describes the relationship between latent variables evaluated using the path coefficient, R², Q² and GoF. The results of the path coefficient and t-statistic value obtained through the bootstrapping process.

3 Methods

3.1 Populations and Samples

The research population is the entire object of research. Population can be defined as all aspects of the characteristics, phenomena, or concepts that are the center of attention. The population in this study amounted to 582 people with the following details :

Table 1. Research Population Details

DESCRIPTION	TOTAL
Level I Cadets	176 people
Level II Cadets	197 people
Level III Cadets	209 people
Total	582 people

The sample can be interpreted as part of the population. If the population in the research subject is less than 100, the research is population research, but if the population is more than 100 then it can be taken 10%-15% or 20%-25% or more. Based on the population group, the sampling technique in this study was two step clus-ter. The method of taking with two step clusters is to group the sample based on the cluster twice, the first is divided based on the number of levels, then each is taken based on the study program. So that the sample used in this study was 308 people.

3.2 Instrument

The instruments in this study were the Mentor Exemplary Questionnaire, the Senior Exemplary Questionnaire and the Self-Assessment Questionnaire. The scale used in this study is a scale whose items are compiled Pertibtar of Inland Water and Ferries Transport Polytechnic of Palembang which is a derivative of the parenting guidelines issued by the Ministry of Transportation as stated in PK 2/BPSDMP-2018 with scoring by referring to the Likert scale scoring system

4 Result and Discussion

4.1 PLS Structural Equation Model (SEM) Analysis

Structural Equation Modeling (SEM) analysis is used to determine how the influence of exemplary mentors and seniors on the character of cadets.

a) Measurement Model

Predicting the relationship between latent variables in the structural model is done by evaluating the measurement model to ensure that the indicators in the questionnaire are valid and reliable. Indicator validity is seen from the loading value (λ) < 5 which is as shown below:

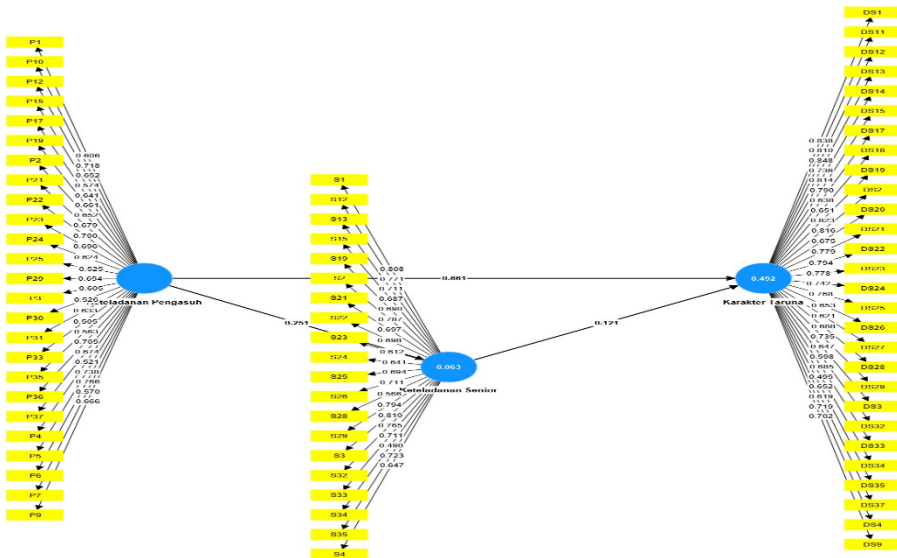


Figure 1 Path Diagram of Loading Factor Value

The next criteria are composite reliability and convergent validity (AVE) which are presented in Table 2.

Table 2. Composite Reliability and AVE Value of Measurement Model

VARIABEL	AVERAGE VARIANCE EXTRACTED (AVE)	COMPOSITE RELIABILITY
Cadet Character	0.523	0.968
Mentor Exemplary	0.507	0.943
Senior Exemplary	0.500	0.954

Based on the composite reliability value > 0.6. This means that the indicators that have been determined have been able to measure each latent variable (construct) well or it can be said that the three measurement models are reliable. Each latent variable has an AVE value above the minimum criterion of 0.5 so that the convergent validity is good.

The following are the results of the Measurement Model and Measurement Equation presented in Table 3 below:

Table. 3 Measurement Model and SEM Measurement Equation

VARIABLE	INDICATORS	MEASUREMENT EQUATION
Mentor Exemplary (ξ_1)	I saw mentors paying attention to the opinions expressed by others (P1)	$P_1 = 0.606 \xi_1 + \delta_1$
	I saw mentors implementing (good) advice given by others (P2)	$P_2 = 0.652 \xi_1 + \delta_2$
	I saw that the mentors motivate me to participate in external events/competitions in academic and non-academic fields (P3)	$P_3 = 0.605 \xi_1 + \delta_3$
	...	
	I saw mentors greeting campus guests (P37)	$P_{37} = 0.674 \xi_1 + \delta_{25}$
Senior Exemplary (ξ_2)	I saw seniors paying attention to the opinions expressed by other cadets (S1)	$S_1 = 0.808 \xi_2 + \delta_1$
	I saw seniors implemented (good) advice given by other cadets (S2)	$S_2 = 0.787 \xi_2 + \delta_2$
	I saw seniors participated in external events/competitions in academic and non-academic fields (S3)	$S_3 = 0.810 \xi_2 + \delta_3$
	...	
	I saw seniors cleaning the dormitory before doing the overnight permit (S35)	$S_{35} = 0.723 \xi_2 + \delta_{33}$
Cadet Character (η_1)	Pride in the organization within the family (DS1)	$DS_1 = 0.838 \eta_1 + \varepsilon_1$
	Pride in the organization in a social setting (DS2)	$DS_2 = 0.816 \eta_1 + \varepsilon_2$
	Pride in the organization's reputation (DS3)	$DS_3 = 0.647 \eta_1 + \varepsilon_3$

	Willingness to develop oneself to keep up with changes (DS37)	$DS_{37} = 0.619 \eta_1 + \varepsilon_{37}$

b) Structural Model

The structural model (inner model) is a model that describes the relationship between latent variables evaluated using path coefficients, R^2 , Q^2 dan GoF. The following Structural Model Equations are formed:



$$\text{Cadet Character} = 0.661 \text{ Mentor Exemplary} + 0.121 \text{ Senior Exemplary}$$

and

$$\text{Senior Exemplary} = 0.251 \text{ Mentor Exemplary}$$

Mentors exemplary and senior exemplary have a positive influence on the character building of cadets. Exemplary mentors have a greater influence on the character building of cadets.

In the second structural model equation shows the relationship between the influence of mentor exemplification on senior exemplification. Exemplary mentors also have a positive influence on senior exemplary. So it can be seen that the character building of cadets is strongly influenced by the exemplary role of mentors and senior role models.

Table 4 Results of Direct Effect and Indirect Effect Path Coefficients on Structural Models

HIPOTESIS	ORIGINAL SAMPLE (O)	STANDARD DEVIATION (STDEV)	T STATISTICS (O/STDEV)	P-VALUES
Mentors Exemplary → Cadets Character	0.661	0.056	11.748	0.000***
Mentors Exemplary → Seniors Exemplary	0.251	0.061	4.120	0.000***
Seniors Exemplary → Cadet Character	0.121	0.044	2.749	0.006***
Mentors Exemplary → Seniors Exemplary → Cadets Character	0.030	0.014	2.171	0.030**

Description: *** : Significant at 1% level, ** : Significant at 5% level, ts :Not Significant

In table 4, it can be seen that all hypotheses are proven that the independent variable has an influence on the dependent variable.

Based on the goodness of model test using the Predictive Relevance (Q2) value, a value of 52.4% is obtained, meaning that the diversity of endogenous variables (Cadet Character) can be explained by exogenous variables, then goodness of fit (GoF) is used. GoF values equal to 0.1, 0.25, and 0.38 respectively mean that the

goodness of the structural model is not good, medium, and good. The following are the results of the goodness of fit model calculation :

Table 5. Goodness Of Fit Results

VARIABLE	AVERAGE VARIANCE EXTRACTED (AVE)	R SQUARE
Cadets Character	0.523	0.495
Mentors Exemplary	0.507	-
Seniors Exemplary	0.500	0.063
Average	0.510	0.495
GoF	0.142	

Based on the table above, it shows that the GoF value is 0.142 so it is categorized as moderate GoF, meaning that the model is good enough to explain the empirical data.

So that based on the model that has been obtained, it can be interpreted that the compiled model is good enough to explain that the mentors exemplary and senior Exemplary influence the character building of cadets at the Inland Water and Ferries Transport Polytechnic of Palembang.

5 Conclusion

Based on the research results that have been presented, the following conclusions can be drawn:

- a) Exemplary mentors have a significant influence on the character building of cadets at the Inland Water and Ferries Transport Polytechnic of Palembang. With a p-value of $0.000 <$ the significance value of 5%, it is concluded that the better the mentor exemplary will increase the character of cadets.
- b) Senior Exemplary has a significant influence on the character building of cadets at the Inland Water and Ferries Transport Polytechnic of Palembang. With a p-value of $0.006 <$ from the significance value of 5%, it is concluded that the better the Senior Exemplary will improve the character of cadets.

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