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**CHANGE OF CHARACTER OF CANDIDATES FOR CIVIL SERVANTS OF MINISTRY OF  
TRANSPORTATION AFTER FOLLOWING CHARACTER BUILDING COURSE****Dyan Apriyani<sup>1</sup>, Giri Kurnia Widyasari<sup>2</sup>**<sup>1,2</sup> Balai Diklat Pembangunan Karakter SDM Transportasi, Kementerian Perhubungan<sup>1</sup>dyan.mspsc@gmail.com, <sup>2</sup>ponjil0227@gmail.com**ABSTRACT**

The construction of the character has long been echoed by the first president of the Republic of Indonesia, Ir. Sukarno in 1961. Bung Karno said: this nation must be built by prioritizing character building, because this character building will make Indonesia a great, advanced, and prosperous and dignified nation. This study is to find out the change in character of the prospective Civil Servants of the Ministry of Transportation of the second generation while participating in character development training in the HR Development Training Center for Human Resources Development. The research data was obtained by questionnaires given before (pretest) and after (posttest) the implementation of the training. This research is descriptive quantitative research. The results and discussion of this study is that there is a change in character in prospective Civil Servants of the transportation ministry after carrying out character building training. Changes in the character of participants in accordance with the learning agenda that is owned in accordance with the curriculum, namely: 1. Intrapersonal; 2. Interpersonal; 3. Professional relationship; 4. God relationship.

**Keywords:** Character building. Character.**INTRODUCTION**

Character is the attitude and nature that exist in man. The character and personality is formed by the values chosen, carried out continuously which is manifested in an action (Wening, 2012).

Strong character and personality is demonstrated through the orderly, independent, respectful attitude of others, caring and affectionate, responsible, fair and acting as good citizens and prioritizing the public interest (Wahyu, 2011).

Muchlas explained that the character is closely related to the value of human behavior related to God, self, fellow human beings, environment and nationality which is manifested in thoughts, attitudes, feelings, words, and actions based on religious norms, law, manners, culture, customs and traditions, and aesthetics which then emerge in everyday behavior to act and act (Alawiyah, 2012).

As a candidate for state apparatus who served as a public servant requires a strong attitude or character. For that character that has been embedded since childhood that if

already good, will be improved more. While the characters are less appropriate will be changed to be better as a servant or public servant.

According to research conducted in United States precisely done at Harvard University, revealed that one's success is not determined by the knowledge and technical skills (hard skill), but determined by the skills of managing yourself and others (soft skill). This research revealed 80% success comes from soft skill and hard skill only 20% (Astuty, 2010).

Character building is a process or effort undertaken to foster, improve and or form the character, psychological nature, morals (character), human beings (community) so as to show good character and behavior based on the value of Pancasila (Module Education and Training LAN RI) (Masrukhin, 2013). From the definition of character development can be interpreted:

1. A business or process to foster human behavior that has been owned for morality (good character) to be good.
2. Improving the nature, character that has been owned by humans, which was not good enough to be better in order to organize the government as a civil servant
3. To form a character or a better character so as to display a conducive character in the life of society, nation and state in accordance with the values of Pancasila.

Evaluation is one way used to determine whether an activity that has been implemented needs improvement and development and refinement. As revealed (Aryanti, Supriyono, & Ishaq, 2016) that: evaluation can be used to determine the level of participants' learning achievement and the effectiveness of the training program that has been or is being implemented or the impact of the implementation of the training program.

## **METHODS**

The subject of this research is the Prospective Civil Servants of the Ministry of Transportation, Group II, Force II 2018 3rd Platoon, totaling 33 people. Acceptance of CPNS class II on average from secondary school education. The Character Development Training at the Human Resource Development Training Center was held on April 3-8 2018.

This research data is primary data obtained from dissemination of research instrument specially designed by researcher in accordance with research purpose. The instruments used are questionnaires or questionnaires given to the training participants at the beginning and end of the training.

The analysis technique used in this research is experimental research data management. By using pretest and posttest.

**RESULT AND DISCUSSION**

**Result**

Curriculum of Character Building course is divided into four learning agenda, that is building a good relationship with self (intrapersonal relationship), build and manage interrelationship with others (interpersonal relationship), build and manage good relationship with work (professional relationship), and build and manage good relationships with God Almighty (God relationship).

1. Intrapersonal Relationship

Table 1. Test of Normality

	intrapersonal Relationship	Kolmogorov-Smirnov <sup>a</sup>			Shapiro-Wilk		
		Statistic	df	Sig.	Statistic	df	Sig.
R1	pretest	0.188	33	0.005	0.956	33	0.195
	posttest	0.167	33	0.02	0.939	33	0.065

Testing criteria:

If (sig) > 0.05, then accept H<sub>0</sub>.

Hypothesis Formula tested:

H<sub>0</sub> : Normally distributed data

H<sub>A</sub> : Data is not normally distributed

Because the sample size is 33 people then the sig used is Shapiro-wilk. From table 1, a sig of 0.195 for pretest and 0.65 for the posttest indicates > 0.05. this means that the resulting data is normally distributed. Because the resulting data is normally distributed, it is continued on the homogeneity test of the variance and the test of significance of the two mean differences

Table. 2 Independent Samples Test

		Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Interval of the	
									Lower	Upper
R1	Equal variances assumed	2.535	.116	-6.021	64	.000	-11.152	1.852	-14.851	-7.452
	Equal variances not assumed			-6.021	52.274	.000	-11.152	1.852	-14.867	-7.436

Testing criteria:

If (sig) > 0.05, then accept H<sub>0</sub>.

Hypothesis Formula tested:

- H<sub>0</sub> : there is no character change in interpersonal relationship during the training of character building.
- H<sub>A</sub> : There is a character change in interpersonal relationship during the training of character building.

From Table 2, the sig for the homogeneity test of variance is in Equal variances assumed, which means that both groups are homogeneous.

2. Interpersonal relationship

Table 3. Test of Normality

Interpersonal Relationship		Kolmogorov-Smirnov <sup>a</sup>			Shapiro-Wilk		
		Statistic	df	Sig.	Statistic	df	Sig.
R2	pretest	.136	33	.124	.963	33	.305
	posttest	.138	33	.110	.949	33	.124

Testing criteria:

If (sig) > 0.05, then accept H<sub>0</sub>.

Hypothesis Formula tested:

H<sub>0</sub> : Normally distributed data

H<sub>A</sub> : Data is not normally distributed

From table 3, sig. of 0.305 for pretest and 0.124 for the posttest which both show > 0.05. this means that the resulting data is normally distributed.

Table. 4 Independent Samples Test

		Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Interval of the	
									Lower	Upper
R2	Equal variances assumed	.461	.500	-6.055	64	.000	-12.333	2.037	-16.402	-8.264
	Equal variances not assumed			-6.055	59.593	.000	-12.333	2.037	-16.408	-8.259

Testing criteria:

If (sig) > 0.05, then accept H<sub>0</sub>.

Hypothesis Formula tested:

H<sub>0</sub> : there is no character change in Interpersonal relationships during the character building training.

H<sub>A</sub> : there is a character change in interpersonal relationship during the character building training.

3. Professional relationship

Table 5. Test of Normality

Professional Relationship		Kolmogorov-Smirnov <sup>a</sup>			Shapiro-Wilk		
		Statistic	df	Sig.	Statistic	df	Sig.
R3	pretest	.083	33	.200 <sup>*</sup>	.976	33	.660
	posttest	.099	33	.200 <sup>*</sup>	.969	33	.452

Testing criteria:

If (sig) > 0.05, then accept H<sub>0</sub>.

Hypothesis Formula tested:

H<sub>0</sub> : Normally distributed data

H<sub>A</sub> : Data is not normally distributed

From table 3, sig is generated. of 0.660 for pretest and 0.452 for the posttest which both show > 0.05. this means that the resulting data is normally distributed.

Table 6. Independent Samples Test

		Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Interval of the	
									Lower	Upper
R3	Equal variances assumed	1.174	.283	-4.726	64	.000	-10.242	2.167	-14.572	-5.913
	Equal variances not assumed			-4.726	60.533	.000	-10.242	2.167	-14.576	-5.909

Testing criteria:

If (sig) > 0.05, then accept H<sub>0</sub>.

Hypothesis Formula tested:

H<sub>0</sub> : there is no character change in professional relationship during the character building training.

H<sub>A</sub> : there is a character change in professional relationship during the character building training.

4. God relationship

Table 7. Test of Normality

God Relationship		Kolmogorov-Smirnov <sup>a</sup>			Shapiro-Wilk		
		Statistic	df	Sig.	Statistic	df	Sig.
R4	pretest	.136	33	.127	.947	33	.109
	posttest	.205	33	.001	.947	33	.106

Testing criteria:

If (sig) > 0.05, then accept H<sub>0</sub>.

Hypothesis Formula tested:

H<sub>0</sub> : Normally distributed data

H<sub>A</sub> : Data is not normally distributed

From table 7, the result is sig. of 0.109 for pretest and 0.106 for the posttest which both show > 0.05. this means that the resulting data is normally distributed.

Table 8. Independent Samples Test

		Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Interval of the	
									Lower	Upper
R4	Equal variances assumed	4.176	.045	-4.199	64	.000	-8.152	1.941	-12.030	-4.273
	Equal variances not assumed			-4.199	58.945	.000	-8.152	1.941	-12.036	-4.267

Testing criteria:

If (sig) > 0.05, then accept H<sub>0</sub>.

Hypothesis Formula tested:

H<sub>0</sub> : there is no character change God relationship Almighty during the training of character building.

H<sub>A</sub> : there is a character change God relationship during the training of character building.

**Discussion**

1. Intrapersonal Relationship

From the T-Test results to test the hypothesis by looking at the sig value. If the value of sig > α then accept H<sub>0</sub>

From table 2, in column sig. (2-tailed) and line equal variances assumed obtained sig = 0 so sig < 0.05 means reject Ho. So, there is a character change in interpersonal relationship during the training of character building.

This is confirmed by the comments written by most of the training participants that after attending the training activities of character development, the participants can add discipline in using the time. They can take time between activities and rest. Prefer urgent interests rather than less important times. For examples they use more time to prepare the upcoming activities compared to playing mobile phones. Participants are also more concerned about the environment, taking and disposing of garbage in place, maintaining the completeness, cleanliness and tidiness of clothes.

## 2. Interpersonal Relationship

From table 4 in column sig. (2-tailed) and line equal variances assumed obtained sig = 0 so sig < 0.05 means reject Ho. So, there is a character change in interpersonal relationship during the character building training.

Participants also stated that during the training the participants become more able to communicate with other people, especially new people known. Those who had been embarrassed, began to greet and interact with new people known. In teamwork too, they can suppress the ego, hear the opinions of others, dare to express opinions in groups and mutual respect.

## 3. Professional relationship

Managing relationships with work / problems (professional relationship)

From table 6 in column sig. (2-tailed) and line equal variances assumed obtained sig = 0 so sig < 0.05 means reject Ho. So, there is a character change in professional relationship during the character building training.

In managing relationships with work / problems, participants can apply the experience gained in completing the work or problems it faces. In addition, participants are brave to innovate and find new ways to complete a job.

## 4. God relationship.

From table 8 in column sig. (2-tailed) and line equal variances assumed obtained sig = 0 so sig < 0.05 means reject Ho. So, there is a character change God relationship during the training of character building.

During the training activities, the participants felt a very significant change in attitude. They revealed during this time many of the participants who are not on time in running the 5 times of worship, especially for the Muslims. As long as they undergo their training activities become more timely in conducting the worship and performed in congregation in the mosque (for the Muslims). Participants also felt mutual respect between religions. At the time of the Muslim participants performing the Friday prayer service, for other religions also perform the activities of worship in the same

place and time. Participants feel the difference does not hinder the activities undertaken.

As expressed by Wening (2012) that character or character is determined by the value chosen by a person and carried out continuously and manifested in action. Character building training, which is carried out for seven days with programs and activities carried out continuously, shows an increase or change in the attitude of the participants. Of the four agendas given in training, Interpersonal, Intrapersonal, Professional, and God relations, the average resulted in an increase

## CONCLUSION

From research that has been done about the change of character of Civil Service Candidate of Ministry of Transportation during mnegkuti training of character development that is:

1. In intrapersonal relationship, participants experience a change of attitude. Participants can self-manage in terms of time for the better. Participants become more disciplined in taking advantage of the time given, more disciplined to the completeness of the appearance and concern for the environment. For examples picking up garbage and throwing garbage in place, keeping the environment clean.
2. Intrapersonal relationship as well as teamwork, participants can better express communication better. Participants who had been embarrassed to meet new people, now more open, dare to greet and communicate with new people. In cooperation, participants are more daring to express opinions and ideas in solving a problem in front of his group, suppressing the ego by wanting to hear opinions from others.
3. Professional relationship / problems solving, participants are bold about trying new things, innovating, using the knowledge and experience they already have in solving problems or jobs.
4. In God relationship, participants feel a significant change. When worship is rare or not timely, so, more timely in the implementation and performed in congregation for the Muslims. Appreciate the differences in beliefs they feel, and the differences do not make them more respectful.

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