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Developing A Holistic Personality Through Leadership Training In The UUM Reserve Officer Training Unit (Palapes)

(Membangun Sahsiah Holistik Melalui Latihan Kepimpinan Di Unit Latihan Pegawai Simpanan UUM (Palapes))

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ABSTRACT

Universiti Utara Malaysia has a Reserve Officer Training Unit (PALAPES UUM) consisting of three services: the Army, Navy and Air Force. Every cadet officer who undergoes military training at PALAPES UUM is exposed to various knowledge and skills. The PALAPES training program is one of the curriculum courses at UUM that aims to create holistic graduates by requiring all students to excel in soft skills such as leadership, collaboration, communication, and continual learning. This research aims to develop a holistic leadership personality through Palapes training. Each cadet has an Islamic moral code. This article aims to explain some leadership that form the holistic personality of PALAPES UUM cadets; among them are forming time discipline, application ethics, organising tactical strategies, managing weapons, managing emotions and patriotism values. Islamic leadership concepts, on the other hand, have had little impact on the characteristic leadership method. As a result, the research proposes that military commanders be trained with the necessary Islamic knowledge to improve their leadership abilities and decentralise authority and responsibility. The result of this knowledge and skills can help PALAPES UUM cadet officers become skilled and dedicated holistically. Therefore, an in-depth discussion will be discussed in this article. In conclusion, the findings indicated that the military leadership training program has a positive effect and many benefits for cadets.

Keywords - Developing, Leadership, Skills, & PALAPES UUM

ABSTRAK

Universiti Utara Malaysia mempunyai Unit Latihan Pegawai Simpanan (PALAPES UUM) yang terdiri daripada tiga perkhidmatan: Tentera Darat, Tentera Laut dan Tentera Udara. Setiap pegawai kadet yang menjalani latihan ketenteraan di PALAPES UUM didedahkan dengan pelbagai ilmu dan kemahiran. Program latihan PALAPES merupakan salah satu kursus kurikulum di UUM yang bertujuan untuk melahirkan graduan holistik dengan mewajibkan semua pelajar cemerlang dalam kemahiran insaniah seperti kepimpinan, kolaborasi, komunikasi, dan pembelajaran berterusan. Penyelidikan ini bertujuan untuk membentuk personaliti kepimpinan yang holistik melalui latihan Palapes. Setiap kadet mempunyai tatasusila Islam. Artikel ini bertujuan menjelaskan beberapa kepimpinan yang membentuk keperibadian holistik kadet PALAPES UUM; antaranya ialah membentuk disiplin masa, etika aplikasi, mengatur strategi taktikal, mengurus senjata, mengurus emosi dan nilai patriotisme. Konsep kepimpinan Islam pula mempunyai sedikit impak terhadap kaedah kepimpinan berciri. Hasilnya, penyelidikan mencadangkan agar komander tentera dilatih dengan pengetahuan Islam yang diperlukan untuk meningkatkan kebolehan kepimpinan mereka dan mendesentralisasikan kuasa dan tanggungjawab. Hasil daripada pengetahuan dan kemahiran ini dapat membantu pegawai kadet PALAPES UUM menjadi mahir dan berdedikasi secara holistik. Oleh itu, perbincangan yang mendalam akan dibincangkan dalam artikel ini. Kesimpulannya, dapatan kajian menunjukkan bahawa program latihan kepimpinan tentera memberi kesan positif dan banyak faedah kepada kadet.

Kata Kunci - Membangun, Kepimpinan, Kemahiran, & PALAPES UUM

INTRODUCTION

The Reserve Officers Training Unit (PALAPES UUM) is a cooperation program between the Malaysian Ministry of Defence and the Ministry of Higher Education for students at the Institute of Public Higher Learning (IPTA). Its establishment was one of the state programmes through the Malaysia Ministry of Defence that played a role in training future officials from IPTA on aspects of military learning. PALAPES is a unit that trains volunteer reserve officers from undergraduate students for the armed forces in Malaysia. Those who complete the training will be commissioned as sub-lieutenants in the Army and Air Force or second lieutenant in the Navy.

The training program will enable IPTA students to be taught as *PALAPES* officers. After that, they can choose whether they want to join the military reserve force of the Malaysia Army (WATANIAH), Malaysian Royal Navy Volunteers Conservatory Forces (PSSTLDM) or Malaysian Royal Air Force Volunteer (PSSTUDM).

A leader is an individual who can influence other individuals in an organisation. Something interesting in leadership is creating a leader in an organisation with its structure by creating a leader-follower relationship to achieve success. Excellent achievement in an organisation requires steps or activities planned by the leader to encourage their followers to improve their skills and understanding towards the organisation. Therefore, efforts towards unifying an organisation's activities depend on a leader's interests.

From an Islamic perspective, leaders should embody qualities such as siddiq (truthfulness), amanah (trustworthiness), tabligh (advocacy), and fathonah (wisdom), as exemplified by Prophet Muhammad PBUH. Imam Al-Ghazali also highlights commendable traits in his book 'Arbain Fi Usuluddin', including taubah (repentance), fear of Allah, mahabbah (love), ikhlas (sincerity), zuhud (asceticism), sabar (patience), syukur (gratitude), tawakkal (reliance on Allah), redha (contentment), and zikrulmaut (remembrance of death) (Mohd Adib Abd Muin, et al., 2018). Therefore, we must emulate the Prophet's leadership style to lead an organisation effectively. His approach teaches us to manage significant responsibilities with precision.

HISTORY OF PALAPES UUM

The University of Utara Malaysia, Reserve of Training Unit (PALAPES UUM) was established on 16 February 1984. The team consisted of 2 officers and 3 LLP members at its establishment. On 14 July 1984, the inaugural group of PALAPES Army cadets, consisting of 123 students, commenced their training, marking the establishment of the PALAPES program (Pasukan Latihan Pegawai Simpanan (PALAPES), n.d).

Since its inception, PALAPES UUM has undergone several changes, including relocating its headquarters from Bukit Pinang Kem at the Jitra Darulaman Campus to the UUM campus in Sintok, where it remains today. Throughout its history, PALAPES UUM has been led by various figures who have significantly contributed to its development.

The first commander of PALAPES UUM was Kol (Honorary) Prof Tan Sri Dato Awang Had bin Salleh. At the same time, the Deputy First Commander was Lt Kol Prof Madya Dr Ahmad Fawzi bin Mohd Basri (Allahyarham). Meanwhile, the first head coach of PALAPES UUM was Mej Ismail bin Hamid; he held the position from 1 April 1984 to 31 December 1987.

PALAPES UUM also has an Air Force and Navy. The establishment of PALAPES Airforce began with the founding of the University Air Squadron (US) on 1 January 1988. The first pioneering group comprised 34 Student cadet Officers and 3 Student cadets from the PALAPES Army. Only 11 of them managed to complete the training. On 22 September 1988, the University Air Squadron (SUU) was dismissed by the Head of TUDM at the TUDM Board, Head of the Border, Alor Star. In July 1996, the UUM, KD SRI PINANG, and TLDM established PALAPES Navy with a pioneering group of 34 student cadet officers and three student cadets.

OBJECTIVE

This article explores leadership skills in the UUM Reserve Officer Training Unit (Palapes UUM).

RESULTS

Discipline

Discipline is the basis for the formation of a cadet officer. This attitude will be applied in various aspects, such as time management and good commitment (Rahmat et al., 2017). Disciplinary attitudes have been instilled in cadet officers from the onset of their training. This established discipline, especially regarding time management, teaches cadets to adhere strictly to scheduled activities. Such punctuality is also highly valued in the workplace, where employers prioritise employees who can reliably follow set schedules. The disciplinary attitude within the cadet officer will

form a holistic leadership. In addition, the discipline of committing to assigned tasks is instilled in every cadet officer. Each week, a cadet officer is designated as the platoon leader, a challenging role that must be executed flawlessly until the end of the training week. During this period, the platoon leader gains valuable insights from the official coach. If an infraction occurs, the entire platoon is held accountable, not just the leader. This approach fosters a team-oriented work ethic among the cadet officers. Such teamwork is emphasised in academic and professional settings, contributing to PALAPES's reputation for cultivating responsible leaders who excel in collaborative environments.

Ethics

The army is inherently linked to established ethical standards. Fundamental ethics observed by soldiers include the ethics of conduct, mutual respect, and decorum during meals. Soldiers are trained to be ethical and skilled, which distinguishes them from civilians. One aspect of ethical conduct is meticulous attention to appearance. Soldiers are expected to maintain a neat and elegant uniform, ensuring their attire is always clean and presentable. These standards are enforced during cadet officers' training and upheld even outside training.

Additionally, from the ethics of wear, they can learn how to maintain hygiene and clothes. Moreover, the tradition of respect within the military extends beyond mere deference to higher ranks; it strengthens relationships among all members, including cadet officers and their trainers. This respect is crucial, not only in interpersonal interactions but also in formal settings such as meals, particularly among officers. Although the cadet officers of PALAPES are reserve members, they must be taught the genuine practices of military ethics (Plinio, 2009).

Organising tactical strategies

The term management is often associated with four important activities, which are known as POLC. These four components are planning, managing, organising, leading and controlling. Strategy can be associated with a plan that is structured and organised to the goals or success of an organisation. In other words, strategic management is the activity of planning, managing, leading, and controlling, and it is structured strictly and regularly to the goals of an organisation. Strategic management is essential to be known, understood, and applied further. In carrying out any activity, strategic management is seen as a basic necessity in ensuring the effectiveness and success of the organisation. In the context of this writing, strategic management is tactically seen as one of the most essential elements for any individual, whether as a leader or manager in an organisation. Strategic management is also defined as the stage for managers or administrators to control the programs implemented in the organisation. All the knowledge and skills learned in theory can be applied through programs based on these strategic management concepts (Grojean et al., 2004).

Managing weapons

Military training, taught by coaches across all three services, is an integral part of the cadet officers' curriculum in PALAPES. Although cadet officers in PALAPES serve as reserve soldiers, the curriculum is equivalent to active-duty army personnel. One of the most engaging aspects of this training is learning to manage weapons, a subject considered unique to military settings and cannot be replicated outside of a uniformed service. The coaches demonstrate the weapons' main components to all cadets and instruct them on shooting techniques and gun maintenance. Cadet officers receive comprehensive training on handling these weapons effectively. Studying military science, particularly weapon management, enhances efficiency and focus. Additionally, this knowledge provides added value for cadet officers (Best, 2011).

Managing emotions

All cadet officers joining the Palapes will be trained to manage their emotions throughout the course. This is because every course will have challenges and obstacles that take various forms. From here, we see that managing emotions, especially in different situations, is essential for cadet staff because they are often assigned tasks at the last moment. Still, such tasks need to be delivered immediately and in perfect condition. They need to manage emotions so that the tasks can be completed at the time given. It is clear that former cadet officers working outside the army field can also survive high-pressure jobs (Prati et al., 2003). They have been trained with tasks more demanding than those they typically handle, making them more efficient workers.

Increase patriotic values

A patriotic attitude is characterised by love, esteem, and dedication for one's nation or homeland. This reflects a sense of pride and the desire to impact the development

and well-being of the country significantly. Here are a few examples of patriotic sentiments: Those with strong patriotic convictions typically thoroughly understand their nation's laws, customs, and achievements. They respect and uphold existing traditions and heritage. Patriotic teachings encourage everyone to contribute to the nation's development through research in social, economic, educational, or environmental projects.

Patriotic people respect law and government regulations because they understand that they contribute to the stability and well-being of their country. Patriotism may be effective in improving the quality of life for the local populace. This can accomplished by volunteering, doing charity, or other means that support collective intelligence. Patriotism promotes a sense of unity and solidarity among the people of a nation. People with patriotic convictions inevitably gravitate towards one another and work together to resolve interpersonal conflicts. Recognise that every person may benefit from patriotic teachings.

CONCLUSION

The study shows that PALAPES successfully shapes Islamic moral leadership among cadets. Malaysian military institutions, as well as PALAPES, have practised Islamic culture and rituals in official ceremonies and also encourage Muslim individuals to practice Islamic rituals. There is growing evidence that Islamization in the army, like performing congregational prayers every day in mosques while wearing a uniform. In addition, military personnel are taught proper religious rituals. For example, cadets are taught how to pray during war. Research indicates that military leadership training does not significantly contribute to moral issues among cadets. This conclusion is based on the observation that such problems are infrequent. Furthermore, persistent moral problems are not typically derived from the training itself (Nurus Saadah et al., 2017).

However, it originates from sources other than the person and their training. As a result, it can be said that the training programme offered by the PALAPES system indeed has a lot of advantages for cadets, helping them become more independent, responsible, and self-assured. Additionally, it aids cadets in their academic growth by encouraging them to work hard and advance their knowledge. In order to produce more outstanding and high-quality graduates for the present and future, UUM should continually adopt this PALAPES programme.

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