

Student Management in Improving Cadet Discipline at the Aceh Malahayati Shipping Polytechnic, Indonesia

Nanak Pamungkas Prastyo¹, Niswanto¹, Bahrun¹

¹ *Syiah Kuala University*

Jln. Teuku Nyak Arief, Darussalam, Banda Aceh, Aceh, 23111, Indonesia

DOI: [10.22178/pos.90-3](https://doi.org/10.22178/pos.90-3)

LCC Subject Category: L7-991

Received 03.01.2023

Accepted 28.03.2023

Published online 31.03.2023

Corresponding Author:

Nanak Pamungkas Prastyo

hamidi@unram.ac.id

© 2023 The Authors. This article is licensed under a Creative Commons Attribution 4.0 License



Abstract. This study aimed to determine: Student management planning and implementation in improving cadets' discipline at the Malahayati Aceh Shipping Polytechnic and the Obstacles faced in managing students in improving cadets' discipline. Data collection techniques through observation, interviews, and documentation studies. The subjects of this study were directors, heads of academic administration and cadets, instructors/lecturers/teachers, and cadets and cadets. The results of the study are: 1) Planning for cadet and cadet management at the Malahayati Aceh Shipping Polytechnic is carried out based on vision and mission and consists of a) planning for the acceptance of cadets and cadets; b) planning for character development for cadets and cadets; c) planning the implementation of cadets and cadets' learning; and d) planning for the implementation of cadet and cadet learning evaluations. 2) The implementation of cadet and cadet management is by carrying out all regulations such as the cadet and cadet regulations as well as procedures that have been previously arranged and the implementation of all planned programs, namely the implementation of cadet and cadet admissions new, implementation of character training, implementation of learning, and implementation of learning evaluation; 3) The obstacles faced in carrying out student management to improve the discipline of cadets and cadets are not too heavy. The obstacles encountered are only internal, namely between caregivers, instructors and cadets and cadets.

Keywords: Management; Students; Discipline.

INTRODUCTION

Education is a fundamental need for a nation or a country to develop its human resources [1]. Law No 20 concerning the National Education System, article 5, paragraph 1 to paragraph 4, stipulates that: a) citizens have the same right to obtain quality education; b) citizens who have physical, emotional, mental, intellectual and/or social disabilities have the right to obtain special education; c) citizens in remote or underdeveloped areas, as well as isolated communities, have the right to obtain special service education; and d) citizens who have potential intelligence and unique talents are entitled to special education. From the description of the law, it is clear that the arrangements and planning for education and this is evidence of the importance of education for a country.

Indonesian National Education aims to develop the potential of students to become human beings who believe in and fear God Almighty [2], have noble characters [3], are healthy [4], knowledgeable [5], competent [5], creative, independent and become citizens of a democratic and responsible [5]. This is stated in Law No 20 concerning the National Education System in Article 1. To achieve this goal, an Indonesian National Education System was formed, which was carried out to the cultural roots and philosophy of the nation with an orientation towards global competition in the advancement of world civilization through national education management.

The Aceh Malahayati Shipping Polytechnic, formerly the Malahayati Shipping Science Education and Training Centre, is an educational institution under the Ministry of Transportation of the Republic of Indonesia. This education aims to create skilled and reliable sailors. This education is

called training; every cadet is educated at the training centre for up to three years.

At the Aceh Malahayati Shipping Polytechnic, all training participants are taught and forged with various disciplines, including scientific disciplines. What all of us, especially educators, hope for from the Malahayati Aceh Shipping Polytechnic is that the knowledge imparted while attending the training can create a good character for every cadet so that they can work professionally as expected by the world of work at this time.

The learning given to cadets while attending training at the Malahayati Aceh Shipping Polytechnic is almost the same as education at other polytechnic colleges. Still, at the Malahayati Shipping Polytechnic Aceh, the training participants live in dormitories and have strict rules that must be followed, such as the obligation to pray in the congregation. Ah, apple activities, morning and evening gatherings, eating together and other daily activities that fixed daily regulations have determined. Then at the Malahayati Aceh Shipping Polytechnic, have physical training and teaching and learning activities in class.

The physical training provided so cadets can face the worst conditions when working in the field is for more than just normal conditions. Then there are also practical exercises such as ship stimulation, where they are taught about the understanding of the ship, including how to repair the ship. Then learning in the classroom is related to the latest theories and developments in the world of education today and by the curriculum and educational regulations. They are taught using good English and supporting lessons such as mechanical engineering lessons, electrical engineering, turning off and so on. In its implementation, of course, there are obstacles which are problems that must be of particular concern to be corrected, one of which is the lack of attention to discipline in the management of students or cadets in achieving the goals of education at the Malahayati Aceh Shipping Polytechnic. This is where student management becomes an important part that is impossible to separate from the world of education to produce discipline among cadets and cadets to study to create graduates who can compete in the world of work now.

Obedience and obedience in carrying out life's rules will be considered manageable if carried out with an awareness of its importance and benefits [6]. This is how it should be for the edu-

cational process through discipline, every cadet and cadet must be introduced to rules and regulations, including orders, trying to understand their benefits or uses, carried out without coercion, including efforts to supervise their implementation, corrected if violated, not obeyed including sanctions or punishments are also given if necessary.

This, of course, cannot be allowed to happen on an ongoing basis so that efforts to improve cadets' discipline are hampered and impact the formation of cadets' character at the Malahayati Aceh Shipping Polytechnic.

METHODS

This study used a qualitative approach with a descriptive research type. The qualitative approach, namely the approach used by researchers based on data stated by informants orally or in writing, as well as actual behaviour, was researched and studied as a whole based on facts in the field to find out how students' management in improving discipline cadets at the Malahayati Aceh Shipping Polytechnic starting from planning, implementation, and the obstacles faced by the Malahayati Aceh Shipping Polytechnic.

The data collected is not from numbers but from observations, interview scripts, and documentation. So that this qualitative research aims to describe the empirical reality behind the phenomenon in depth and detail and thoroughly make a systematic, factual and accurate description of the picture or painting regarding the facts, nature and relationship between phenomena related to the management of the development of learning discipline for cadets and cadets in character building at the Malahayati Aceh Shipping Polytechnic, then grouped and analysed further, it can be concluded.

This research requires exploration to understand and explain what is being researched through intensive communication with various data sources to provide deep meaning to see existing phenomena, so the appropriate method used in this study is a descriptive-analytical method using a qualitative approach.

Sources of data in this study were all related parties, both human and non-human such as documents, institutions, work equipment and the social environment at the research location, which

can provide data and information by improving the discipline of cadets and cadets at the Malahayati Aceh Shipping Polytechnic. The subject of this research is as follows:

Top management (Director, Head of Academic Administration and Cadets, and Head of Cadets and Taruni Character Development Centre) to obtain information about programs being made, strategies being implemented and obstacles encountered in student management in improving cadets' discipline at the Malahayati Aceh Shipping Polytechnic.

2. Lecturers, instructors, and teachers - to obtain information about program implementation and top management strategies of the Malahayati Aceh Poltekpel. Lecturers, instructors - obstacles encountered in implementing student management in improving cadets' discipline at the Malahayati Aceh Shipping Polytechnic.

3. Cadets, to get information about the programs and strategies carried out by top management and the obstacles faced in participating in learning and learning discipline in improving the field of cadets at the Malahayati Aceh Shipping Polytechnic.

The determination of the research subjects above is based on several considerations, including top managers. Teachers are the main person in charge of activities at the Malahayati Aceh Shipping Polytechnic, both in the form of curriculum and other activities related to learning, as well as other activities related to improving the discipline of cadets and cadets at the Malahayati Aceh Shipping Polytechnic. At the same time, cadets and cadets are the goal of the field.

In this study, the instruments used to collect data regarding student management in improving the discipline of cadets at the Malahayati Aceh Shipping Polytechnic are observation guidelines, interview guidelines, and documentation studies by asking questions that have been formulated according to the research objectives to obtain answers that can be used as a result of qualitative data whose validity and truth can be accounted for.

Researchers systematically arrange the data obtained from observations, interviews, and documentation, followed by describing and interpreting the implementation. Data analysis was carried out by organising the data obtained into categories, describing data into units, analysing important data, compiling or presenting data ac-

ording to the research problem in the form of a report and making conclusions so that it is easy to understand. Activities in qualitative data analysis are carried out interactively and continuously until complete so that the data is saturated.

RESULTS AND DISCUSSION

Student Management Planning in Improving the Discipline of Taruni at the Malahayati Aceh Shipping Polytechnic

The management planning for cadets and cadets at the Malahayati Aceh Shipping Polytechnic is carried out based on the vision and mission of the institution. The results of interviews with the data that have been taken show that the idea of the Malahayati Aceh Shipping Polytechnic is: "Become a Superior Shipping Polytechnic in 2024".

Then the missions of the institution are:

- 1) Implement an Information Technology-based learning system and improve English language skills to produce excellent, professional, ethical, and highly competitive graduates;
- 2) Carry out scientific research and community service in supporting the development of the shipping industry;
- 3) Implementing a quality management system in creating a Clean and Serving Bureaucratic Area;
- 4) Improving work networks with the shipping industry sector and various related institutions;
- 5) Realising educational facilities and infrastructure following the development of science and technology. This education aims to form the character of cadets who are good, disciplined, skilled, honest, wise and intelligent.

Every organisation needs planning, and educational institutions such as the Malahati Aceh Shipping Polytechnic are no exception. This is to what was said by [7], namely: various forms of organisation need planning because this is the primary management process in making decisions and actions. Planning is required for any activity, be it organisational, corporate or community activities. Planning is in every management function because these functions can only carry out decisions set in planning.

Planning and activities at the Malahayati Aceh Shipping Polytechnic must refer to this vision

and mission. Planning is carried out systematically, from accepting prospective cadets and cadets to implementing education and educational evaluation. These activities are prepared and planned based on the rules that apply both from the Ministry of Transportation of the Republic of Indonesia and from the Polytechnic itself.

Student management planning carried out by the Malahayati Aceh Shipping Polytechnic to improve the discipline of cadets and cadets, namely: a) planning for cadet and cadet acceptance; b) planning for character development for cadets and cadets; c) learning implementation planning for cadets and cadets; and d) planning the implementation of learning evaluation for cadets and cadets. The following is a presentation of the results of research on student management planning:

Planning for Admission of Cadets and Taruni.

The first planning stage was carried out at the location of accepting cadets and cadets. And there are several stages of accepting cadets and cadets, namely: the selection system for taking cadets and cadets' candidates here is carried out as the Selection for Accepting Candidates for Cadets and Taruni. The selection system has its own Standard Operating Procedure (SOP) and is regulated by Polytechnic and other regulations.

The discussion of the research results states that there are two stages of accepting prospective cadets and cadets. The first is a centralised system or a nursery pattern or regular route, namely the acceptance system carried out by the Human Resources Improvement Agency (BPSDM) directly under the Ministry of Transportation of the Republic of Indonesia. The BPSDM issues the schedule, the number of acceptance quotas and the selection system, as well as the registration, which is done online. The second system for accepting cadets and cadets is the independent route or the non-pattern nursery route. This independent selection was carried out directly by the Malahayati Aceh Shipping Polytechnic.

This planning for the acceptance of cadets and cadets aims to recruit suitable and quality prospective cadets and cadets by the demands of the vision and mission of the Malahayati Aceh Shipping Polytechnic. Planning to accept prospective cadets and cadets is the first step in the educational input process. This is in accordance with what was explained by [8], namely: The quantity of students enrolled at one level of education is one of the inputs for implementing education in

schools. The amount of graduates produced is the output of providing education. At the same time, learning activities create a quantity of production whose certainty and quality can be guaranteed.

The admission system for cadets and cadets at the Malahayati Aceh Shipping Polytechnic has two pathways, and then the stages are regulated in the applicable SOP. Besides this, the selection process is also carried out online, which upholds the values of honesty, transparency and fairness. The difference between the acceptance of the nursery route and the independent pathway is only in determining the number of quotas. Acceptance of the separate trail is carried out after the selection of the nursery pattern path is complete. This is done so that it is easy to determine the quota that independent lines must receive. However, these two stages of acceptance selection do not exceed 18 classes, with the number of cadets and cadets for each class totalling 24 people.

After knowing the differences in the selection path according to what was explained by one of the instructors and, at the same time, the admission committee for prospective cadets and cadets above, it is clear that the nature of fairness in accepting cadets and cadets is highly prioritised. This is proven that those who cannot pass the nursery route can register independently.

Cadets and Taruni Character Debriefing Planning.

Debriefing or coaching is very important for a person personally, especially in the world of education, namely cadets and cadets who still need encouragement, improvement, and direction from someone who understands better (teacher or instructor). The experience gained from coaching can later be used as a benchmark and guide when doing something. Character training is an important part carried out by the Malahayati Aceh Shipping Polytechnic for cadets and cadets so that they can get various kinds of learning experiences from the environment of the polytechnic institution and from this character training, cadets and cadets know the nature and character of the discipline itself. As stated by [9], namely as follows: character education is all efforts to direct, train, and foster good values to grow good, wise personalities to contribute to the environment and the wider community positively. Character education is a conscious effort to educate children to make intelligent decisions and practice them in everyday life to contribute

to their environment. Character education guides students to become fully human beings with character in the dimensions of heart, mind, body, feeling, and intention.

The character building for cadets and cadets at the Malahayati Aceh Shipping Polytechnic is carried out in two types of coaching; the first is coaching with extra curricula's, and the second is coaching carried out by the character development centre section. Extracurricular development includes all extra curriculars at the Malahayati Aceh Shipping Polytechnic while coaching by the character development centre for cadets and cadets who commit violations.

The planning carried out during the Basic Period of Character Formation (MADATUKAR) for cadets and cadets consists of several processes that are systematic and neatly arranged. The planning stages during the MADATUKAR for cadets and cadets consist of planning their education costs. What needs to be designed is the expenses that cadets and cadets must incur according to their respective majors. In addition to financing planning, planning is carried out in character training. They are starting from the planning of materials and speakers to the debriefing process that will be carried out. After that, next is planning for the orientation period for cadets and cadets. This also starts from the field of orientation, orientation materials, until the planning of the orientation process is carried out.

The management of students in improving the discipline of cadets and cadets at the Malahayati Aceh Shipping Polytechnic is mainly carried out and overseen by the Cadets and Taruni Character Development Center or abbreviated as PUSBANGKAR. The management has been formed by the director and listed in the organisational structure of the Malahayati Aceh Shipping Polytechnic. Under the Cadets and Taruni Character Development Center, there are several caretakers or officers: spiritual officers, cadets and cadets' officers, activity officers, and disciplinary officers.

Learning Implementation Planning for Cadets and Cadets. Changes in work orientation, work requirements and increasingly fierce competition in the global era also demand the need to increase graduate competence and change the paradigm of the teaching and learning process. This paradigm shift cannot be avoided along with changes in the demands of competency standards in the world of work which are increasingly

competitive and place more emphasis on practical skills.

Aceh Malahayati Shipping Polytechnic is a vocational college whose job is to educate young people who have graduated from Senior High School (SLTA) in the field of shipping to become Officers of Large Shipping and Sea or Port Transportation Experts. The Malahayati Aceh Shipping Polytechnic cadets, undergo education with a boarding system. Author [10] states that: The dormitory education system is very effective in disciplinary character education. Because all activities have been regulated clearly from time to time with terms or conditions that must be carried out with a load of moral values, the character is not formed instantly. Still, it must be trained seriously and continue to achieve an ideal form of nature, in this case, discipline. The hostel supervisor's role in guiding those who live there is vital. The coach is expected to instil positive values both in terms of religion and in general by setting an example to all students.

Education is carried out with a boarding system; students interact intensively with colleagues on one campus. Their campus colleagues come from various backgrounds, both from economic and cultural aspects. This has the potential for the acculturation of students' habits, both positively and negatively. The right parenting style is needed to prevent students from harmful influences from various environments. Parenting is the teacher's responsibility in addition to providing formal education.

Appropriate parenting patterns and good interaction between students and healthy educators produce students with character who are expected to help open up opportunities in the world of work in the future. This cannot be done if the process of planning the implementation of learning for cadets and cadets is not carried out correctly and systematically.

Learning planning at the Malahayati Aceh Shipping Polytechnic must follow the ministry's regulations at the centre. The majors of the cadets and cadets must also carry out lesson planning. This learning plan is carried out starting from preparations in the field of instructors, curriculum, learning facilities and infrastructure to rules regarding disciplinary violations in the learning process, both by cadets and cadets and by instructors and staff.

All planning processes, including planning for the acceptance of prospective cadets and cadets, planning for learning, preparing for character development for cadets and cadets, to planning for planning evaluation of learning, are carried out in deliberations or meetings. Led directly by the Malahayati Aceh Shipping Polytechnic director and attended by all instructors, staff and heads of their respective sections. This planning process is carried out twice a year or once at the end of each semester. An evaluation meeting for all instructors and staff often accompanies the planning meeting.

Planning for Implementation of Learning Evaluation for Cadets and Cadets. Evaluation planning carried out aims to improve the quality of cadets. Evaluation is an activity to gather information about how something works, which is then used to determine the suitable alternative in making a decision. Of course, this decision dramatically influences improving the quality of human resources and discipline for cadets and cadets. In the planning process, we do, starting by planning the evaluation pattern that will be carried out, the evaluation tools, and the fields that will be evaluated.

The evaluation carried out at the Malahayati Aceh Shipping Polytechnic is by the guidelines for caring for cadets at transportation training institutions within the Transportation Human Resources Development Agency. The evaluation method at the Malahayati Aceh Shipping Polytechnic has been contained in the 2017 cadet care pattern guidelines (PERTIBTAR), the cadet life management manual in the dormitory, and the cadet care SOP. Still, the implementation of the assessment by Instructors, Company Officers, Battalion Officers from each subject, and training activities, is intended to obtain qualitative assessment accuracy with the following objectives: 1) Integrity; 2) Work Ethic; 3) Initiative; 4) Communication; 5) Cooperation; 6) Interpersonal Relations; 7) Adaptation.

The documentation study proves that the evaluation activities are aimed at finding out the success of the disciplinary character formation carried out by caregivers for cadets, which includes the activities of caregivers making observations, caregivers keeping daily observation notes on cadets' behaviour, every once a week or two weeks the caregivers hold a meeting to discuss the evaluation of cadets, once a month, the caregivers conduct a disciplinary character compo-

nent assessment of all cadets who are their foster children, once every three months in the middle of the semester, the caregivers together with the assessment team (caregivers and instructors) conduct panel meeting to combine and then discuss the cadet discipline character assessment.

Rules of conduct are regulations concerning the discipline of cadets and cadets, which contain general provisions, rights and obligations, prohibitions, implementation of justice and sanctions, which regulate how to behave and act inside and outside the Malahayati Poltekel campus. This regulation was made to increase the discipline of cadets and cadets. The field we mean is an attitude full of responsibility and obedience to cadets and cadets to carry out all the provisions and rules that apply in the rules of cadets and cadets.

Implementation of Student Management in Improving the Discipline of Taruni at the Malahayati Aceh Shipping Polytechnic

Education at the Malahayati Aceh Shipping Polytechnic is higher education that prepares students for jobs with certain applied skills in the shipping field. The changing demands of the global era have made vocational higher education have a strategic role and be at the forefront of getting a job. In carrying out education, a strategy or management must be adequately implemented. One of the management needs in education is the management of students to increase discipline, in this case, the cadets and cadets at the Malahayati Aceh Shipping Polytechnic.

The implementation of student management that is carried out is (a) the implementation of the selection of cadets and cadets; (b) the implementation of character training for cadets and cadets; and (c) the implementation of learning evaluation for cadets and cadets. The management implementation is carried out by carrying out all the rules, procedures and provisions that have been regulated, so cadets and cadets prioritise the quality of education rather than violations.

Implementation of Selection for Admission of Cadets and Cadets. The stages of accepting prospective cadets and cadets are carried out. Namely, the first is a centralised system or a nursery or regular pattern line, namely the acceptance system carried out by the Human Resources Development Agency (BPSDM) directly under the Ministry of Transportation of the Republic of Indone-

sia. The BPSDM issues the schedule, the number of acceptance quotas and the selection system, and the registration, which is done online.

The implementation stages that we carried out during the selection process for prospective cadets and cadets at the Malahayati Aceh Shipping Polytechnic were

- 1) stages concerning administrative selection;
- 2) the academic selection stage, which provides questions regarding the Academic Potential Test for prospective cadets and cadets;
- 3) health selection, which includes the passing criteria for prospective cadets and cadets in the field of health;
- 4) regarding the stages of selection for fitness, namely, the steps of selection focus more on the physical;
- 5) regarding the selection of psychologists, this selection of psychologists assesses prospective cadets and cadets in psychology. Those who have psychological disorders will die;
- 6) the interview selection stage, namely direct selection carried out by the interviewer with the selection participants or prospective cadets and cadets.

Administration Selection. The acceptance stage starts with administrative selection, namely prospective cadets and cadets uploading the required documents according to the announcement. Then there is a data verification team whose job is to verify the necessary documents. Records lacking, wrong, or forged will be aborted immediately during the administrative selection. However, there is also a data correction process. If prospective cadets provide documents that are not visible, they can re-upload these documents within the allotted time. And after passing the administration stage, the next is the academic selection stage which offers questions about the Academic Potential Test.

Academic Selection. This process is carried out at the Aceh Malahayati Shipping Polytechnic for prospective cadets and cadets. If those register for the nursery pattern or regular, then the State Personnel Agency (BKN) carries out the academic selection because cadets who pass this nursery pattern path will immediately become Civil Servants (PNS). In contrast, those who are independent will not immediately become civil servants. That's why the TPA selection was also carried out at the Malahayati Aceh Shipping Polytechnic.

This academic selection consists of a General Intelligence Test (TIU), Academic Potential Test (TPA), and a Personal Characteristics Test. The results of this academic test will be ranked, and those who pass and meet the predetermined passing grade (threshold value) will be released. Vice versa, those who meet the threshold value will fail at the academic selection stage.

Health Selection. The third stage is health selection. This health selection is essential because prospective cadets and cadets must be physically and mentally healthy. Based on the documentation study conducted by the researchers in the Administration and Academic section, there are criteria for this health selection: not being colour blind, not consuming drugs and the like, and not having hereditary diseases. All of these things have been regulated in the health selection assessment standards. Health selection has been carried out in collaboration with Referral Hospitals from the Ministry of Transportation.

The referral hospitals are the Regional Military Health Hospital (KESDAM) and Bhayangkara Hospital. The Aceh Malahayati Shipping Polytechnic cooperates in health selection with the Aceh Military Regional Health Hospital (KESDAM), independent pathways and nursery patterns. Those who meet the health selection assessment standards will immediately be disqualified/failed.

Eligibility Selection. This selection stage focuses more on the physical, including the selection of eight rounds of running, push-ups, pull-ups, and all stages of this selection has set the standard of assessment in the Cadets and Taruni Admissions System. The piece made in The Aceh Malahayati Shipping Polytechnic and other Shipping Polytechnics in Indonesia has the same standards. The accumulation of all the fitness selection values will determine the graduation of participants in the fitness selection stage. Those who do not meet the criteria will fail or fail.

Psychologist Selection. This psychologist selection assesses prospective cadets and cadets in the field of psychology who have psychological disorders and will be disqualified. Examples of these psychological disorders are excessive anxiety disorder, and personality disorder, which are difficult to change, and there are many other criteria in this psychological selection. Prospective cadets and cadets must have a healthy physical and mental psychology.

Interview Selection. The last is the natural selection of the interviewer (interviewer) with the selected participants. Two interviewers will interview one participant. The interviewer's criteria are having a seaman's educational background and English because one of the graduation standards of all participants is proficiency in speaking English. The questions in this interview selection are usually about the majors prospective cadets and cadets applied for, for example, the Nautika major, so what is asked relates to that major.

It is said that the interview selection is the final selection stage because there is no direct selection anymore. Only then is the location of summarising the values of all stages of the piece or the setting of assessment by the final determining committee.

Assessment of the Final Determining Committee. After completing all the selection stages, starting from administrative, academic, health, psychological, and interview, the next stage is the final determining committee assessment stage (PANTUKHIR). All scores in all stages of the piece, followed by participants who pass until the final selection, will be accumulated and ranked again. Values that meet a predetermined threshold will pass, and participants who do not meet the threshold value will not pass. Then the results of this final pantuk will be announced officially. For the nursery pattern line, the one who reveals it is the central SIPENCATAR committee. For the independent bar, the one who tells it is the SIPENCATAR committee of the Polytechnic itself.

Implementation of Taruni Character Debriefing. Coaching is essential for a person, especially cadets and cadets, who should still need encouragement, improvement, and direction from someone who understands more (teacher or instructor) even though they have undergone such a rigorous selection process.

Character training is an important part carried out by the Malahayati Aceh Shipping Polytechnic for cadets and cadets so that they can get various kinds of learning experiences from the environment of the polytechnic institution and from this character training, cadets and cadets know the nature and character of the discipline itself. Author [10] states that: Character is essential because the surface is the determinant of the journey of a nation. This character education is expected to encourage students to become human beings with good personalities and intellectual-

ty, as the purpose and function of national education. The application of character education is essential within the scope of the school, at home, and in the social environment. Discipline is an example of a character that can make people judge us. Discipline is the character of obeying a mutually agreed-upon provision. Usually, discipline is related to time and regulations.

The debriefing was carried out after PANTUKHIR was announced and re-registered. This lang registration can be done by visiting the Polytechnic or re-registering online. This re-registration consists of submitting the specified documents, signing a statement, and paying tuition fees. This re-registration is mandatory for prospective cadets and cadets who have passed. The consequence for prospective cadets and cadets who do not re-register is that they will automatically be declared withdrawn from their graduation results.

Payment of this education fee consists of the cost of the MADATUKAR for cadets and cadets. The amount of tuition fees is also different. According to the major, the range is between sixteen to seventeen million Rupiah. In addition to the MADATUKAR fee, the education fee paid at the re-registration stage is also used for tuition fees for one semester (SPP). It is also used to purchase cadet and cadet equipment consisting of uniforms and meal allowance for one semester. Furthermore, the cadets and cadets only pay tuition fees every semester, and food costs range from three to five million Rupiah.

The material provided during the Basic Period of Character Formation for cadets and cadets consists of two parts. The first is a centralised orientation, MADATUKAR conducted by the BPSDM Ministry of Transportation. Suppose cadets and cadets from the Malahayati Aceh Poltekpel will take part in a centralised online exposure. Second, there is an independent orientation carried out by Aceh Malahayati Shipping Polytechnic. This separate orientation material consists of various kinds, namely leadership material, material about introductions to the Ministry of Transportation and the Malahayati Aceh Shipping Polytechnic, material about Marching Line Regulations (PBB), physical and spiritual stabilisation, then habits that are carried out when carrying out education at the Malahayati Aceh Shipping Polytechnic starting from morning apple procedures, study procedures, eating procedures, worship, and the use of educational facilities, including the time of the activities carried out. In addi-

tion to the rigorous and systematic selection process, this MADATUKAR activity is also the first step in establishing discipline for cadets and cadets of the Malahayati Aceh Shipping Polytechnic.

Implementation of Cadets and Taruni Learning Evaluations. The evaluation is carried out according to what has been planned and aims to improve the quality of cadets and cadets. The purpose of the evaluation activities that we carry out is to collect information about implementing teaching and learning activities and improving cadets' discipline, which then reports on the evaluation results to determine the right policy in making a decision.

The implementation process is carried out, starting with planning the evaluation pattern that will be carried out, the evaluation tools, and the fields that will be evaluated. Specifically, to consider the discipline of cadets and cadets, we have formed a cadet board, which directly takes care of the discipline of cadets and cadets. A system is in place for this evaluation, namely the design of weighting violations. Any violations committed by cadets and cadets will be written in the book of rules and regulations for cadets and cadets (you can see them in the archives).

In addition to the above, as previously mentioned, a book of Rules of Procedure for the Cadets of the Malahayati Shipping Polytechnic (PERTIBTAR) has been formulated. This book is on the parenting pattern standards issued by the Transportation Human Resources Development Agency. The holders of this book are cadets and cadets of the Malahayati Aceh Shipping Polytechnic.

This regulation concerns cadets and cadets, which contains general provisions, rights and obligations, prohibitions, and the implementation of justice and sanctions, which regulate how to behave and act inside and outside the Malahayati Poltekpel campus.

Obstacles Faced in Student Management in Improving Cadet's Discipline at the Malahayati Aceh Shipping Polytechnic

Cadets, instructors, staff, and all Malahayati Aceh Shipping Polytechnic citizens need good management. Taruni and cadets are both subjects and objects in the process of transforming knowledge and skills. Success in organising education will depend heavily on the development of the physi-

cal and intellectual, social, emotional and psychological potential of cadets and cadets.

Management of cadets and cadets is the arrangement and regulation of activities related to cadets and cadets, starting from cadets and cadets entering to leaving an educational institution. Management of cadets and cadets is not merely recording data but includes broader aspects, namely being able to help efforts to grow their potential through the educational process. The application of student management certainly has negative and positive sides. As explained by [10], namely as follows: Implementing a program or policy from an educational institution has positive and negative sides for the parties involved. In this case, the educators and students running the boarding school system implement the hostel system, which has benefits but does not rule out the possibility that it still has drawbacks.

In general, the obstacles faced in carrying out student management to improve the discipline of cadets and cadets at the Malahayati Aceh Shipping Polytechnic are light. The obstacles encountered are only internal, namely between caregivers, instructors and cadets and cadets. There needs to be more communication, and we must improve cooperation again to carry out all the applicable regulations.

The instructors and executors of the rules are still considering the feelings towards giving punishment to cadets and cadets so that it seems easy for cadets and cadets. This should not be done, it should be firmer and more rigid in carrying out the rules, and the punishments given must be burdensome for cadets and cadets. This has negative and positive effects as well.

CONCLUSIONS

Based on the results of research and discussion on student management in improving the discipline of cadets and cadets at the Malahayati Aceh Shipping Polytechnic, it can be concluded that:

1. Planning for cadet and cadet management at the Malahayati Aceh Shipping Polytechnic is based on vision and mission. The planning for the management of cadets and cadets in improving discipline at the Malahayati Aceh Shipping Polytechnic consists of a) planning for the acceptance of cadets and cadets; b) planning for character development for cadets and cadets; c)

planning the implementation of cadets and cadets' learning; and d) planning for the implementation of cadet and cadet learning evaluations.

2. The implementation of cadet and cadet management in improving discipline at the Malahayati Aceh Shipping Polytechnic is by carrying out all regulations such as the cadet and cadet regulations (PERTIBTAR) as well as procedures that have been previously arranged and the implementation of all planned programs, namely the performance of cadet and cadet

admissions new, implementation of character training, implementation of learning, and implementation of learning evaluation.

3. The application of student management certainly has negative and positive sides. The obstacles faced in carrying out student management to improve the discipline of cadets and cadets at the Malahayati Aceh Shipping Polytechnic are light. The obstacles encountered are only internal, namely between caregivers, instructors and cadets and cadets.

REFERENCES

1. Nizarani, N., Kristiawan, M., & Sari, A. P. (2020). Manajemen Pendidikan Karakter Berbasis Pondok Pesantren [Management of Character Education Based on Islamic Boarding Schools]. *Jurnal Intelektualita: Keislaman, Sosial Dan Sains*, 9(1), 37–44. doi: [10.19109/intelektualita.v9i1.5432](https://doi.org/10.19109/intelektualita.v9i1.5432) (in Indonesian).
2. Mubin, F. (2020). *Pengembangan Model Perencanaan Pendidikan* [Development of an Education Planning Model]. doi: [10.31219/osf.io/5fk6n](https://doi.org/10.31219/osf.io/5fk6n) (in Indonesian).
3. Arisanti, D. (2017). Implementasi Pendidikan Akhlak Mulia di SMA Setia Dharma Pekanbaru [Implementation of Noble Character Education at Setia Dharma High School Pekanbaru]. *Jurnal Al-Thariqah*, 2(2), 206–224 (in Indonesian).
4. Mahmud, H. (2018). Guru Di Tengah Perubahan Kurikulum [Teachers in the Midst of Curriculum Change]. *Al-Khwarizmi: Jurnal Pendidikan Matematika Dan Ilmu Pengetahuan Alam*, 1(2), 111–124. doi: [10.24256/jpmipa.v1i2.97](https://doi.org/10.24256/jpmipa.v1i2.97) (in Indonesian).
5. Shidiq, A. S., Masykuri, M., & dan Susanti, E. (2015). *Analisis Higher Order Thinking Skills (Hots) Menggunakan Instrumen Two-tier Multiple Choice pada Materi Kelarutan dan Hasil Kali Kelarutan untuk Siswa Kelas XI SMA N 1 Surakarta* [Analysis of Higher Order Thinking Skills (Hots) Using Two-tier Multiple Choice Instrument on Solubility and Potassium Solubility for Class XI Students of SMA N 1 Surakarta]. Retrieved from <https://media.neliti.com/media/publications/173385-ID-analisis-higher-order-thinking-skills-ho.pdf> (in Indonesian).
6. Asrullah, M. (2022). *Pembiasaan Disiplin Siswa Dalam Mengikuti Tata Tertib di Mts Negeri Takalar* [Habituation of Student Discipline in Following the Rules of Order at Mts Negeri Takalar]. Retrieved from https://digilibadmin.unismuh.ac.id/upload/30581-Full_Text.pdf (in Indonesian).
7. Arifuddin, M., & Sholeha, F. (2021). *Planning (Perencanaan) dalam Manajemen Pendidikan Islam* [Planning in Islamic Education Management]. *MA'ALIM: Jurnal Pendidikan Islam*, 2(2), 146–160 (in Indonesian).
8. Nizarman. (2019). *Manajemen Penerimaan Siswa Baru* [New Student Admission Management]. *Manajer Pendidikan*, 9(2), 224–234 (in Indonesian).
9. Arianti, R., Ria Ningsih, A., Mures Walef, S., & Hendrisman. (2020). Pelatihan Pembekalan Etika, Disiplin, Dan Pendidikan Karakter Bagi Mahasiswa Stkip Rokania Dalam Persiapan Pengenalan Lapangan Persekolahan (Plp) II [Training on Ethics, Discipline, and Character Education for Stkip Rokania Students in Preparation for Introduction to School Field (Plp) II]. *Jurnal Masyarakat Negeri Rokania*, 1(2), 27–33. doi: [10.56313/jmnr.v1i2.21](https://doi.org/10.56313/jmnr.v1i2.21) (in Indonesian).
10. Reskiawan, M. M. N., & Agustang, A. (2022). Sistem Sekolah Berasrama (Boarding School) Dalam Membentuk Karakter Disiplin Di Man 1 Kolaka [Boarding School System in Shaping Discipline Character in Man 1 Kolaka]. doi: [10.31219/osf.io/da8g3](https://doi.org/10.31219/osf.io/da8g3) (in Indonesian).