

The Effectiveness Of Working While Studying For Military's Cadets

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Abstract: This study was conducted to study the relationship between time management, self management, physiological needs and trainers on the effectiveness of military training while studying among cadet officers at National Defence University Malaysia (NDUM). The analysis used in this study is a quantitative analysis that uses descriptive data collected from questionnaires. A total of 250 respondents consisting of year two of Bachelor Cadet Officers were selected for this study. Data analysis method employed is Statistical Package for Social Science (SPSS) Version 22.0. Descriptive analysis was used to analyze the frequency, percentage and mean used while Pearson Correlation analysis and Linear Regression were used to test the independent and dependent variables formed. The findings of the study asserted a positive relationship to all independent variables namely time management, self management, physiological needs and trainers on the effectiveness of training while learning. In a nutshell, it was found that time-management needs are the most dominant factor on the effectiveness of military training while studying among Cadet Officers at National Defence University Malaysia (NDUM).

1. Introduction

In most European countries, such as Australia and the United Kingdom (UK), the framework of students engaging in part-time employment while studying is common. Universities in Australia either work part-time or full-time. Several studies on the cost of student spending have been made in European countries and the United States at the tertiary institution level as well as at the national level by government-appointed agencies (Callender and Kemp, 2000) and it shows that education is costly. Notwithstanding of the role of education in producing highly educated and skilled man force, in some countries, the cost of education no longer subsidized by government. The parents and student have to bear the higher cost of education that ended students need to find adequate financial capital. Many students have taken steps to work while studying to find their own source of income as a result of this situation. However, many researchers have provided explanations of the results of studies on the negative effects that are likely to occur to students who do work during the learning period. Among them as stated by Moreau and leathwood (2006), Hall (2010), is less time spent studying and Curtis (2007) also stated less class attendance. Moreover, those who are always late to class (Metcalf, 2003) who have difficulty concentrating in class (Curtis & William, 2002). For instance, several studies have shown that hiring part-time workers has a negative effect on grade point average (GPA), and their academic performance is higher compare than a full time student (Callender, 2008).

This study explores the impact of cadet officers in managing time and self-management to improve their performance in academics and military training respectively. The outcome of the study is vital for education sector to design an effective education framework for student that study while working. As a defense university the highly skilled coaches should provide more effective training to produce a high performance with excellent academic achievement. Although training courses are conducted outside of study time, the impact on student performance is inevitable. Awab and Fauziah (2003), Azman (2005) show that students need time to relax and they also need to participate in activities other than university lectures to train and build themselves not only skilled but also highly educated students. Many students, especially trainee officers, admitted that their studies were affected by military training because they did not have enough time to review lessons because they were always tired and sleepy. In contrary, (Manthei & Gilmore, 2005) asserted, students working part-time where can improve their academic

performance where the empirical findings found that students who do work while studying were found to have a positive effect on their academic performances. The research aims to examine the level, relationship and the most influence determinants between time management, self-management, physiological needs and coaches on the level of effectiveness of military training while studying among cadet officers at NDUM.

2. Literature Review

Time Management

Proper time management is an important part of a student's life, to achieve academic excellence (Wan Zah et. Al. 2008; Hamizatun and Norzaini 2013). Good time management depends on how realistic one is about what needs to be accomplished in a given time. Cigdeem (2010) conducted a study on college students to understand the relationship between time management and students' academic level. Research has found that effective time management through wise and accurate planning can bring success and improve student academic performance. Proper time management is by increasing the study hours, organized the time and less spend on unnecessary activities (Masri, 1996).

Self-Management

Zakaria (2009) asserted, self-management is essential to achieved a continuous success. A balanced life is vital to achieve a desire dream and success. For instance, an individual should organized a work-balanced and focus too much on one area of excellence. The definition of managing oneself effectively is to know and practice personal hygiene, and ensure eating a nutrition's foods and include a daily exercise in daily schedule. If a student who works while studying is too focused on only one area that is only focused on his job, surely the student will fall into failure in lessons and vice versa.

Physiological Requirements

According to the theory made by Maslow, physiological need is a most basic need. This is the basic needs and requirement for every life of a human. These basic needs include what is needed for an individual such as the need to get food, drink to supply energy and shelter as a shelter. In relation to Maslow's theory of motivation in the context of training and learning, students who get less food are not able to highly focus on training and learning. The effects of this deficiency will cause students to experience health problems. The related parties that can provides a healthy physiological requirements are coaches where early deficiencies of the student can be detected. The roles of teacher and trainer is vital as if these requirements are not met, students will be less motivated and less interested in training and learning

Coach

The success of an organized training program depends on the qualifications and personality of a coach. A coach must have perceived the direction of the training program and have a high level of knowledge and skills which are imperative in training. The role of a coach is often defined as a facilitator, mentor, expert in a field, and an expert in improving a trainee's performance as well as being able to identify and shape learning objectives. Next ready to provide guidance, deliver lessons, and evaluate the results of the teaching process that has been implemented, in addition to also carry out administrative tasks (Maimunah, 2014; Balkisnah & Norhasni, 2009; Mohd. Nasir, 2008).

Training effectiveness

Training is a process that helps an organization or individual cope with any effects of changes in the currents of modernization as a result of competition, globalization, and technological advances. This process is basically aimed at improving the trainee's skills, knowledge, attitudes as well as work behavior. As Brown (1994) points out, an organization that seeks continuous improvement can use the services of training managers to facilitate the implementation of overall quality management, as they will play a role as agents of change. Ibrahim et al., (2017) says that every organization needs to determine training needs according to their own environment.

3. Related theories

Maslow's Theory of Hierarchy of Needs

Abraham Harold Maslow was an American who had a career as a psychologist. Maslow emphasizes on significance and urgency especially on the positive qualities of a person. Maslow’s theory is a branch of discussion of organizational theory and leadership theory. The theory of needs by Maslow presents a range of human policy needs that must be addressed first and then extended to subsequent needs. The pyramid diagram illustrates the basic human needs that would be seen in Maslow’s theory of needs. Maslow’s theoretical diagram of needs consists of the level of human needs that need to be met. The hierarchical needs theory by Maslow states that five essential human needs must be met. Maslow's pyramid diagram of needs is as follows:

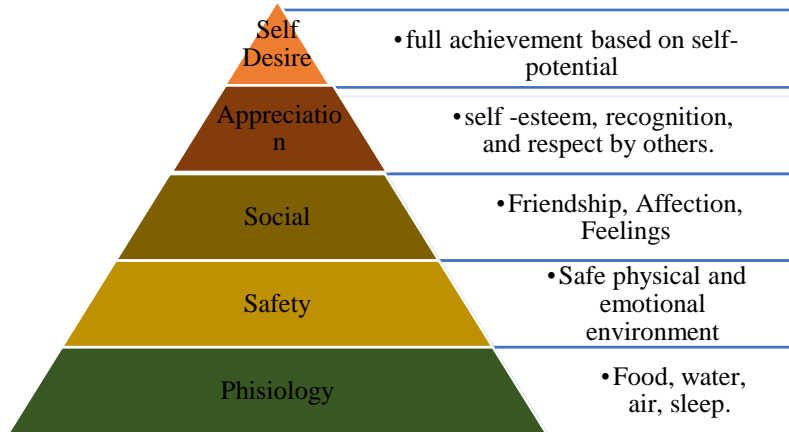


Figure 1: Maslow’s Hierarchical Pyramid of Needs

Maslow (1968) regarded human beings as holy and noble human beings and rose to the level of self-perfection by natural impulse. This will encourage people to feel self-esteem, ability, usefulness and will serve society by achieving the need for self-esteem (Maslow, 1954). Maslow (1954) stated that if a person is able to achieve but does not strive to reach a level of self-perfection, he will face anxiety and difficulties in life.

4. Conceptual Framework

A conceptual framework has been developed to examine the relationship between the level of effectiveness of training while studying among cadets at National Defence University Malaysia (NDUM). The dependent variable (DV) is the level of effectiveness of training while studying. Independent variables include self-management, time management, physiological needs and coaches. The following is figure 2 which briefly shows the conceptual framework of the study.

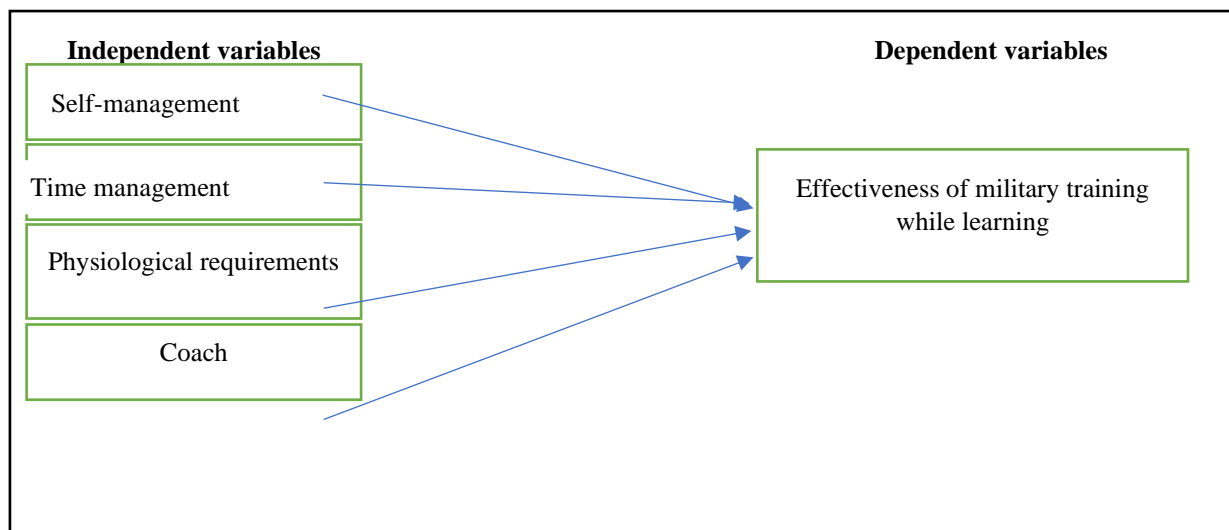


Figure 2: Conceptual Framework; The Relationship Between IV And D

Study Hypothesis

Based on this study, the following hypotheses can be identified:

H₁: There is a significant relationship between time management on the level of effectiveness of training while studying among cadets at NDUM.

H₂: There is a significant relationship between self -management on the level of effectiveness of training while studying among cadets at NDUM.

H₃: There is a significant relationship between physiological needs on the level of effectiveness of training while studying among cadets at NDUM.

H₄: There is a significant relationship between coaches on the level of effectiveness of training while studying among cadets at NDUM.

5. Methodology

This study is based on quantitative methods through Simple Random Sampling by using descriptive analysis and correlation in describing the findings of the study. An appropriate and required sample size and this sample size is determined through a table (Krejcie & Morgan, 1970) as a tool to determine the number of sample sizes required based on the total population. The number of year 3 cadet officers in UPNM is 358 people. The total number of samples required according to the table (Krejcie & Morgan, 1970) is 186.

6. Findings

This study was conducted with the help of 250 respondents who are students in the category of cadet officers who are completing a bachelor's degree at NDUM. The distribution of questionnaires was done to the students online to obtain data. The data collection will be analyzed using Statistical Packages for Social Science (SPSS) Version 22. Pearson correlation analysis to determine all the objectives of the study were achieved. Based on the analysis of the data obtained all the objectives of the study related to the level of effectiveness of military training while studying among cadet officers have proved that there is a significant postitif relationship between the independent variable with the dependent variable. Among the objectives of the study that has been achieved is, there is a positive relationship between time management and the level of effectiveness of military training while studying among cadet officers at NDUM, there is a positive relationship between self –management, physiological needs and coaches effectiveness and the level of effectiveness of military training while studying among cadet officers at NDUM. Refer table 1.Among all theselected determinants, time management are the most significant towards the effectiveness of training while studying among cadet officers.

Level of training & Learning effectiveness	Unstandardized Coefficients		Standardized Coefficients		T	p-value
	B	Std. Error	Beta			
(Constant)	.182	.145			1.255	.211
Self-management	.309	.067	.303		4.594	.000
Time management	.261	.081	.264		3.208	.002
Physiological needs	.166	.070	.171		2.367	.019
Coach	.223	.067	.226		3.320	.001

Table 1:Results of Coeffeicent correlation

Nota: R= 0.909: R²= 0.826: Ajd. R²= 0.822: F(4,7.263) = 222.87 : p-value= 0.0001

7. Conclusion

The purpose of this study was to investigate the conceptual framework based on the relationship between self-management, time management, physiological needs and coaches on the level of effectiveness of training while learning among cadet officers. The results of the measurement scales in this research have convincingly met the reliability standards for survey instruments. Validation of the hypothesis shows that the independent variable has a relationship with the dependent variable that can help the administration of the Military Training Academy (MTA) and National Defence University Malaysia (NDUM) to increase the level of training effectiveness while studying among cadet officers. This study concluded that each independent variable had a significant positive relationship with the level of effectiveness of training while learning. This study contributes to the body of knowledge on the effectiveness of effectiveness of training while learning by investigating the determinants of self-management, time management, physiological needs. Through this study, researchers have concluded that the main factor leading to effective study while training among cadet officers is a good time management. Cadet officers who have good time management poses an academic excellent and good performance at NDUM.

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