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Implementation of Personality Tests in the Learning Process in Era 4.0 Based on the Concept of Pumping HR Model for the world of Education in Indonesia

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A R T I C L E   I N F O

A B S T R A C T

Understanding the character of learning is one of the important factors for success in learning and in the future. The era of 4.0 and the COVID-19 pandemic today has forced major changes in the teaching and learning system so that it is not disruptive. The learning process in the 4.0 era requires all-digital and effective breakthroughs. This condition is also supported by the COVID-19 pandemic which is predicted not to end soon. This study aims to (1) design a digital student character understanding test tool (2) develop students through a character approach to learning the Pumping HR Model concept, (3) develop teaching-learning techniques based on student character development through strengthening personality, competence and values. - spirituality values. The research method used is a qualitative study of literature and evaluation of the test equipment used for decades. The results of the study indicate that the implementation of personality tests (behavior and character) in the learning process in the 4.0 era greatly determines the effectiveness of the teaching and learning process. This effectiveness is strongly influenced by the implementation of three main components, namely (1) teacher integrity, (2) teacher competence, and (3) teacher personality in teaching, as part of the Pumping-HR Model framework.

1. INTRODUCTION

The digital era 4.0 provides opportunities for the world of teaching to continue to innovate in various matters related to the development of teaching and teacher competencies. The current digital era is expected to spur teachers to take advantage of digital literacy in regularly updating knowledge (Pratiwi, 2017). The policy of the ministry of education and culture since 2019 education in Indonesia has focused on developing the character of students. According to Muchtar and Suryani (2019), the Ministry of Education and Culture has declared four main character values that are spearheading the application of character among students in schools, namely honesty (from the heart), intelligent (from thinking), tough (from sports).), and caring (from taste and intention).

Instilling these character values requires a special strategy that must be a school policy and requires special competencies that must be possessed by teachers. One strategy is to use an online system that is able to identify the behavior and character of students quickly, safely and be able to identify the behavior and character of student learning comprehensively. To support this, an online system and teacher competence are needed that are practical, easy to learn and support character learning policies.

The results of student personality tests conducted online will make it easier for teachers to understand students through mapping of student learning characters, which can then be used as the basis and guidance for teachers in teaching. Teachers who teach must have special competencies to understand the results of behavior and character tests. The competence in question is being able to map the behavior and character of students and being able to teach on the basis of the behavior and character of these students. The results of Wati and Kamila's research (2019) show that as a professional teacher, one must be able to keep pace with the times and adjust the way of teaching and presenting material well so that it is easily understood by students. Therefore, the competence of teachers to understand and teach on the basis of understanding the behavior and basic character of students is a must in the 4.0 era and today's pandemic era.

The design of the personality test tool for the Pumping HR model of learning concepts has been carried out in a simple manner, and needs to be developed online digitally and corrected through trials, then implemented in schools experimentally and trained by teachers for online use. This study aims to develop an online-based personality test (Software) as well as improve teacher competence in mapping test results and using them in teaching based on the behavior and character of students. To achieve these results, research was carried out in 3 main stages.

In this first stage, the research will focus on understanding the effectiveness of teaching and learning in the implementation of personality tests in the teaching and learning process in the 4.0 era based on the concept of the Pumping-HR model of learning. In the second stage, design a personality test tool that supports learning in the 4.0 era according to the Pumping-HR model of teaching and learning concepts. In the third stage, analyze the results of the imple-

mentation of personality tests in the learning process in the 4.0 era in the concept of the Pumping-HR model for the world of education in Indonesia.

In this first stage, it answers the problem of the effectiveness of the implementation of personality tests in the teaching and learning process in the 4.0 era based on the Pumping-HR model concept. Personality tests based on the Pumping-HR model of learning concepts place the importance of teachers understanding the personality of students as the basis for teaching. For students themselves, they can use test results as a basis for developing effective behavior and learning styles.

2. RESEARCH METHODS

This research in the first year, is a descriptive qualitative research, using the literature study method. According to Hasan (2002) literature study was carried out in three stages, namely: (1) mapping the types of letarure studies used, (2) reviewing and collecting literature, and (3) presenting literature studies by means of direct quotations and indirect quotations.

The literature study research method in this study used several methods, namely (1) keyword search, (2) subject search, (3) using the latest scientific articles, (4) searching for citations in scientific sources, (5) searching through bibliography. published, (6) searching through in-person sources (whether through verbal contact, e-mail, etc.), and (7) systematic exploration, particularly of full-text sources organized into predictable subject groupings.

In the process of collecting literature study data, three important processes are needed, namely: (1) editing: re-examination of the data obtained, especially in terms of completeness, clarity of meaning and harmony of meaning between one another; (2) organizing: organizing the data obtained with the required framework; and (3) finding: carry out further analysis of the results of organizing data using predetermined rules, theories and methods so that conclusions are found which are the results of the answers to the problem formulation.

To obtain correct and precise results in analyzing the data, the author uses content analysis techniques. Content analysis is research that is an in-depth discussion of the content of written or printed information in the mass media. Content analysis can be used to analyze all forms of communication, be it newspapers, radio news, television advertisements and all other documentation materials. While the connection with the discussion is as one of the authors' efforts in facilitating understanding by analyzing the truth through the opinions of the scholars who are then used as research references.

According to Danial and Warsiah (2009), literature study is a research conducted by researchers by collecting a number of books, magazines related to the problem and research objectives. Literature studies are carried out looking for research data or information through reading scientific journals, reference books and publication materials available in libraries (Ruslan, 2008).

3. RESULTS & DISCUSSION

A paradigm shift. The change from teaching to learning is an important part of growing the gratitude of educators so that they continue to grow, continue to be creative, continue to learn and be happy in their teaching. This change will directly affect the personality of an educator, both from motivation, teaching behavior and teaching character (Ramly & Warcito, 2021). Spiritually, the educator's personality must have a balance in his world as an individual with the world of his profession as a person who needs to be 'guided and imitated'. So educators must have principles and values, which are the center of their lives and activities. The principles and values that are central to balancing self-competence and professional competence, actually lie in the heart of the teacher himself. How much light the teacher's heart will have a real effect on the success of balancing personality and competence.

The paradigm shift is the basis for success in the implementation of personality tests in the current digital 4.0 era. The most important paradigm change is the teacher paradigm towards the obligation to change the teaching and learning approach, due to the change to the digital era. This change in the teacher's paradigm in the teaching approach is strongly supported by the learning concept of the Pumping HR Model. This learning concept affects 3 basic components of teachers in teaching, namely (1) teacher integrity, namely the beliefs, beliefs and values of teachers in teaching, (2) teacher competence, especially personal and professional mastery of a teacher in teaching, and (3) the behavior and character of the teacher as a person (personality) that needs to be respected and imitated.

Personality. Carl Gustav Jung in Ramly (2007) divides human personality into extroverted and introverted personalities. Extroverts get their passion (or energy) from social interactions. Extroverts usually have an open and sociable personality, and have a high concern for what is going on around them. While introverts, on the other hand, are considered to get a passion through being alone. Introverts tend to be quiet, brooding, and more concerned about their thoughts in their own world. Between the extreme tendencies of introversion and extroversion, there is ambiversion which is the intermediate personality between extroverts and introverts. Despite the contrasting differences between introverts and extroverts, Carl Jung considered that it is rare for people to be completely extroverted or introverted.

As educators, the teacher's personality has a direct influence on students. There is a saying that says 'garbage in, garbage out'. If we enter something that is garbage then the result is also garbage. If a teacher displays a bad personality, the student's educational output will also have a bad personality. So the task of the teacher as an educator (quadrant being teacher) is not only to teach his field of expertise, but his daily personality in front of the class affects the formation of the personality of students. In the future, they will grow up as the nation's generation which indirectly determines the personality of the nation itself. The personality of the nation in the next 10, 20 years is actually very much determined by the personality of today's teachers in front of the nation's generation.

A teacher who has a personality (good behavior and character) will teach with good energy and personality (Ramly & Warcito, 2021), which will give birth to a generation of good personalities. Personal teacher being actually lies in five main qualities, namely: 1. the quality of faith and piety (belief), 2. the quality of the mindset, 3. the quality of the teaching process, 4. the quality of teaching outcomes, and 5. the quality of personal life.

According to Naisaban (2003) in Ramly & Warcito (2021), there are three important things related to the teacher's personality in teaching, namely (1) aptitude, (2) application, and (3) interest. Even though you and your co-workers work together as teachers, get the same education, the same curriculum and the same informal trainings, you are different because of your talents. But is it true that your choice as a teacher is based on discovering your talent in that world? This becomes less important anymore, if you are already in it and already love your job. The most important thing is how to train these talents so that they become optimal in the profession you are running. Is this gift of the teaching profession a talent you naturally have, or are talents something you enjoy doing? Maybe the teaching profession is a combination of the two.

Teaching is the task of the teaching profession which has its own character. The main difference between teachers in teaching is the strength of the teacher's personality, which distinguishes the three important things mentioned above by Naisaban. Personality will affect a teacher's aptitude, application and interest in teaching. Introverted and extroverted types of teachers will show that the teacher's energy in the classroom tends to be calm or enthusiastic. The type of Sensing (S), Intuition (N) will affect the way the teacher presents information and teaching data. Thinking (T), Feeling (F) types will affect how to solve problems in teaching.

The concept of learning Pumping-HR model is a model of self-development, profession and human resource management based on understanding and strengthening personality (behavior and character), competence and spiritual values (Ramly & Suherbi, 2020). The conceptual framework for learning the Pumping-HR model can be analogized as a tree, which has roots, stems that grow and produce leaves and fruits. Behavior and character are an important part of the root of human success. Therefore, understanding behavior and character is an absolute requirement in the teaching-learning process and human resource development in general.

The Pumping Model is a learning concept used in training and HR development programs as a learning approach model. The pumping model is the author's intellectual work that has been tested in training programs for 10 years since 2004. The pumping model has received intellectual property rights (IPR) from the Ministry of Law and Human Rights with No Haki: IDM000427876, dated 15 August 2011. Framework, structure, and the components of the pumping model learning concept are as shown below (**Figure 1**)
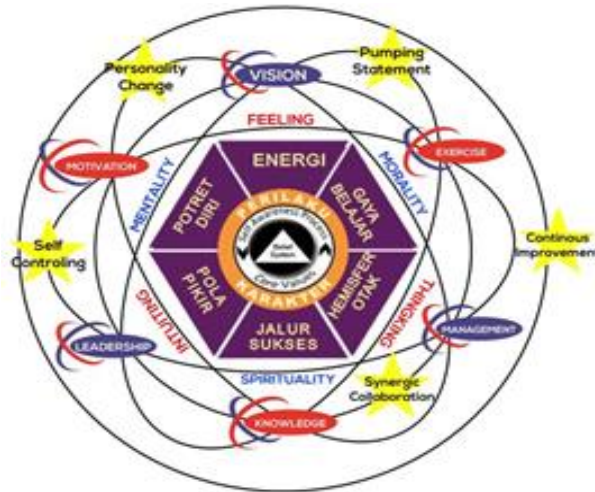
Figure 1. The Concept of Learning the HR Pumping Approach Model
Source: Researcher, 2022

According to Ramly (2019) the Pumping Model Framework has 3 main foundations, namely (1) the pumping principle, (2) Pumping Competency and (3) Pumping Action which are sourced from existing theoretical approaches and have been scientifically tested, namely: (1) using the metaphor of complete tree structures consisting of roots, stems and leaves & fruits (QS.14: 24), (2) based on the principles of the milky way model (solar system) which consists of a centre orbit, an orbital point and an orbit line, (3) based on Iceberg's theory which shows 3 human realms, namely the subconscious, pre-conscious and conscious nature, and (4) based on modern theories about human grace, namely the senses, intuition, and heart (Ramly, 2016). Pumping Principle in the metaphor is similar to the root of a good tree. Or in the metaphor of the milky way is the centre of the orbit of the solar system. In the concept of Iceberg theory, it is an unconscious area (the base of an invisible iceberg). In the concept of human intelligence, the pumping principle is a function of the human heart. The pumping principle has four main variables, namely (1) Belief System, (2) Awareness, (3) values, (4) Personality. Personality is part of the Pumping Principle. See Figure 2.

Figure 2. Pumping Principle
Source: Researcher, 2022

Personality is a combination of behaviour with character. The behaviour consists of (1) energy, (2) Self-portrait and (3) learning styles. While the characters consist of (1) the path of success, (2) mindset, and (3) brain hemispheres. Pumping competency in the concept of a good tree (Qs: 14: 24) is the pillar/ stem of human success. In a milky way are the orbital points of the solar system. In Iceberg's theory, pumping competency is the pre-conscious region (the middle region of the iceberg that sometimes appears to sink). In the concept of human intelligence, pumping competency is a function of the human brain/ mind. There are 6 main components/ variables of pumping competency.

Personality test based on the Pumping-HR Model learning concept (personality test) is an online test tool (software) that shows basic behavior and basic character preferences that contain energy, motivation, learning styles, mindsets, multiple intelligences, and successful mindsets. design to support achieving learning objectives. The results of research by Ramly and Aminda (2020) understand the behavior and character of student learning and the results have a positive impact on the teaching process and teaching outcomes. Therefore, the change in the Personality of Educators entering the digital era is very important if it is associated with the success of the teaching carried out. The learning concept of the Pumping-HR model is a model of self-development, profession and HR management based on understanding and strengthening personality (behavior and character), competence and spiritual values (Ramly & Suherbi, 2020).

The functions of personality tests for the development of teaching with character are: (1) as a guide for students to understand their motivation and learning styles in the learning process, as well as developing mindsets and study paths, (2) guidelines for teachers in mapping behavior and the character of student learning, for effective teaching, and (3) as one of the school's approaches and strategies in developing character teaching.

Implementation of Personality test. Implementation is an action that is carried out both individually and in groups with a view to achieving the goals that have been formulated. The implementation elements include (1) the existence of a personality test program that is carried out online by students and teachers, (2) the existence of the Pumping HR Model learning concept that can be implemented in the teaching and learning process to strengthen the integrity, competence and personality of a teacher, (3) the existence of a target group, namely senior high schools that implement character education and are expected to receive benefits from the program, and (4) the existence of either organizations or individuals who are responsible for the management, implementation and supervision of the implementation process.

The implementation of personality tests in the digital era 4.0 combined with the application of the Pumping-HR model of teaching and learning concepts has a significant impact on the ease of teachers adapting to the teaching-learning approach in the 4.0 era, with ease in understanding student behavior and character in learning, and using a learning approach - behavior-based teaching and student learning styles.

Information and Communication Technology (TIK) in the era of 4.0 and the current covid 19 pandemic is growing very rapidly. The development of ICT can make a positive contribution to student learning. If ICT is designed and developed properly and utilized according to the objectives and characteristics of students, the use of ICT in learning will improve the quality of learning, both process and results (Ismaniati (2010).

According to Muijs & Reynolds (2008) the use of TIK can be utilized, among others, to:

a. Presenting information. TIK can make a clear difference for students in presenting their ideas. Difficult ideas can often be made easier to understand by making them more visible through TIK.

b. Complete routine tasks quickly and automatically. The use of computers can help complete routine tasks easily and quickly, without which students would have to spend much longer time and gain no meaningful additional understanding or learning.

c. Access and handle information. Accessing and handling information is one of the most important contributions of TIK to student learning. Through tools such as the world wide web (WWW) students can now access far more wealth of information than ever before.

d. Modeling and control. Computer modeling is one of the strongest uses of TIK in the classroom. Another form of modeling that students can now access through computers is simulation.

e. Interactivity. One example of interactivity is the integrated learning system (ILS), where students solve a problem and receive immediate feedback about whether the answer is correct.

f. Extending the school to students' homes. Students can complete homework and exercises at home and receive immediate feedback on their results, as the exercises are graded by the software program.

The urgency of implementing e-learning in Indonesia is related to the limited access to quality education in terms of the number of educational institutions and the number of students, the increasing trend of internet users, geographical constraints, as well as aspects of long-life learning opportunity (Darmawan, 2012).

Preliminary Study and Achieved Results. Student Personality Tests as part of the manual Pumping HR Model learning concept, before the pandemic, were often used in schools. With the help of tests which are then mapped to students according to their behavior and character, it makes it easier for teachers in the teaching and learning process. Implementation of personality tests in the digital era using web or android-based technological tools/facilities will facilitate and speed up teacher detection of student personality typologies and their potentials in the teaching and learning process. This preliminary study is important for the next research step that focuses on mastering information technology as a tool for teachers in optimizing the teaching and learning process.

4. CONCLUSION & SUGGESTION

Conclusion. The implementation of personality tests in the teaching-learning process is very important for the effectiveness of teaching in the 4.0 era. Personality tests combined with the concept of learning and developing HR Pumping-HR models have a significant impact on the development of the teacher's personality and competence in teaching in class based on a quick understanding of student behavior and character**.**

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