

## **ANALYSIS OF THE EFFECTIVENESS OF USING PSYCHOLOGICAL TESTS FOR RECRUITMENT OF PROSPECTIVE TNI OR POLRI CADETS**

**Billy Martasandy**

Universitas Kristen Maranatha, Indonesia

[billymartasandy@gmail.com](mailto:billymartasandy@gmail.com)

### **Abstract**

*Research purposes This for-know analysis effectiveness use test psychology for recruitment candidate TNI cadets or National Police. The method used is qualitative, with a study field. As for the participants in the study, these are two prospective TNI and POLRI cadets. Research result This use of test psychology in recruitment of prospective TNI cadets or National Police is effective and useful in choosing individuals who are qualified, competent, and have integrity to join an organisation, whether military or police. Test psychology helps in evaluating various aspects of personality, motivation, and mental readiness, as well as ensuring that recruited members have appropriate moral and ethical values that meet the demands of their profession.*

**Keywords:** Analysis, effectiveness test psychology, TNI cadets or National Police cm.

### **INTRODUCTION**

In the environment of a company, human resources (HR) plays a crucial role, with quality employees becoming a key factor in effectiveness and growth (Khasan, 2020). Therefore, according to Lalong et al. (2023), the recruitment and selection process for employees becomes the main step in obtaining quality human resources. For that reason, test psychology has become a frequent tool used to measure the ability, potential, and personality of candidate employees. In the recruitment of new TNI cadet candidates or police officers, test psychology has become a tool not only for measuring an individual's technical ability but also for identifying characteristics appropriate to personality with the needs of the organisation. Test psychology often includes various aspects like intelligence, emotional intelligence, maturity, personality, motivation, and the ability to work in teams and face pressure (Gunarto, 2015).

For example, in an intelligence test emotionally, prospective cadets are tested to see how well they can recognise and manage emotions themselves, as well as understand and empathise with other people's emotions (Sujono et al., 2023) This matter is important. Because of the tasks carried out, especially in situations that require leadership or interaction, intense social and emotional abilities to manage emotion in a way that is effective can become key to success. Additionally, test psychology can also help evaluate the maturity and personality of Cadet candidates. Maturity This covers the ability to give a responsible answer, have high integrity, and

be capable of controlling oneself in challenging situations. Leaders in the TNI, or National Police, must set a good example for subordinates, and because of that's maturity, personalities become qualities that are highly appreciated in the recruitment process (Farawowan et al., 2023; Hasibuan & Wulandari, 2016).

Motivation also becomes a focus in test psychology. Organisations such as the TNI and Polri have their own necessary tasks: dedication and high enthusiasm, especially in guard security and public order. Therefore, it's important to ensure that prospective cadets have motivation and strong intrinsics to join the organisation and are ready to sacrifice for more interest. Lastly, ability to work in teams and face pressure is also evaluated through test psychology. In the middle of frequent tasks that require tight coordination and decisions quickly below pressure, prospective cadets must show that they can work the same in a way that is effective with others while still being calm and focused in full situations under pressure (Ariyanti & Muslimin, 2015; Nataliya, 2015).

Overall, test psychology is one of the stages important in recruiting prospective TNI cadets or National Police Because it helps ensure that the candidate's own characteristics, appropriate personality, motivation, and abilities meet the demands of their profession, they can become effective and contributing members in a way that is positive to the organization. Therefore, it is important to test psychology as part of the recruitment process for prospective TNI cadets or police. In a way, critical evaluation of effectiveness tests the in-reach objective of recruitment. Evaluation This, according to Fadil et al. (2021), can be done through a number of methods.

Firstly, it is necessary to do an analysis of the connection between results test psychology and the performance of Cadet candidates after they join the organization. With the score or evaluation in the test psychology's own significant correlation with performance operations and leadership Cadet candidates after they are trained and employed, we can give a description of the effectiveness test to predict success in the field. Next, feedback from cadets who have passed the recruitment process and are undergoing their education as well as inside training can become an important indicator in evaluating the effectiveness of test psychology. With request input from them about the extent of the test, the reflect demands profession and whether they feel the test will help them prepare themselves for tasks to be carried out, can give valuable insight in evaluating the relevance and effectiveness of the test.

Additionally, monitoring the level of retention and continuity of the career of recruited cadets with the use of psychology can also become an indicator of effectiveness. If the Cadet candidate is selected through the test process, psychology tends to have a higher level of retention and continue their career in the organisation with OK. Here can be proof that the test successfully identifies an appropriate individual with demands in the profession and culture of the organization. Lastly, updates and adjustments to test psychology based on the evaluation of recruitment

results previously needed to be done in a regular way. By identifying weaknesses and strengths from the tests used, as well as adjusting them with changes in demands in the profession and environment, organisations can ensure that the recruitment process is still relevant and effective in choosing the best Cadet candidate (Khaatimah & Wibawa, 2017).

With careful evaluation of effectiveness test psychology in recruitment prospective TNI cadets or National Police, organisations can ensure that they can choose individuals who have the potential to become effective and contributing members of the organisation's mission and vision. In the background, the researcher is interested in doing a study with title analysis effectiveness using test psychology for recruitment of prospective TNI or POLRI cadets.

## **RESEARCH METHOD**

Research methods used in the study This is a method study qualitative with type study field, which is one general approach used in a study, for example. This method aims to understand moderate phenomena researched from the perspective of a participant or subject researcher, with a focus on meaning, interpretation, and social context (Iswadi et al., 2023). In qualitative research, researchers are directly involved in the situation by observing, interviewing, or interacting with The participants were two TNI or POLRI cadets. Research data, which researchers collect in a direct way from the source, is good through observation, direct interview, in-depth, note field, or audio/video recording. Data obtained is then analysed in a way that is in-depth and interpretable to reveal patterns, themes, or meanings that emerge.

As for the steps in the study, among others:

1. Observation participatory: researcher involved in a direct way in situation field, observing and taking notes relevant information about context, behaviour, and social interaction.
2. Identification problem research: The researcher determines the topic, research, and identification problem or question of the research you want to answer. The researcher explains the objective study in a clear and specific way.
3. Literature review: Researchers do review references to understand studies previously relevant to the topic studied. Read scientific journals, books, articles, and other trusted sources to gain a thorough understanding of the subject under study.
4. Design research: researchers make appropriate research with goals and questions to study. Researchers determine the method of research to be used, like a survey, observation, interview, experiment, or combination of these methods. Furthermore, researchers compile a list of instruments and techniques to be used. To collect data, in the study This researcher uses observations and interviews to collect research data.

5. Interview in depth: Researchers do interview-structured participant research to obtain a deeper understanding of their perspectives, experiences, and interpretations about the phenomenon under study. This researcher is observing and interviewing two TNI or POLRI cadets.
6. Analysis: After finishing collecting data, researchers do data analysis for answer-question research and use qualitative method analysis.

Interpretation Result: After analysing the data, researchers interpret the results of the study. Identify the main findings and connect them back to the study question. Then explain the implications, findings, and interesting logical and cohesive conclusions.

## **RESULT AND DISCUSSION**

Interview results with two prospective TNI cadets show that the use of test psychology for recruitment of prospective TNI cadets or the National Police can be said to be very effective. One of them claims that test psychology assists them in better understanding themselves, including their potential, strengths, and weaknesses, which may influence their future performances. They also emphasise that test psychology gives them a chance to ponder their motivation and commitment to a career in the military, as well as give them useful insight about their mental and emotional readiness to face possible stresses and challenges in the field.

Findings that test psychology gives different experience to new cadet candidates indicated the importance of psychological aspects in the preparation and selection of candidate members of the TNI, or National Police. Experience not only the cognitive or physical exam but also the chance for Cadet candidates to understand more about how psychological factors influence performance and adaptation in an environment full of military pressure. First and foremost, test psychology allows cadet candidates to evaluate themselves in a more objective manner. In the situation exam, they are given bait to come back about various aspects of personality, like intelligence, emotional intelligence, motivation, and attitude towards cooperation. This is possible because they see themselves alone from a possible perspective. No, they realise beforehand, and it is helpful to identify strengths and weaknesses as well as give encouragement for personal development. Next, test psychology also provides simulation situations real in the field, which requires prospective cadets to think quickly, make the right decisions, and adapt to rapid change. This helps in evaluating the ability of candidates to maintain mental and emotional balance in full situations under pressure, which is important in a military career.

Experience test psychology also helps increase awareness that cadet candidates will have the necessary demands and values in the military profession, like leadership, discipline, and cooperation. By exploring how personality and attitude are in accordance with standards set by the TNI, or National Police, cadet candidates can

better understand where they stand in the context of their devotion to the state and society. Besides, existence-test psychology also improves transparency and objectivity in the recruitment process. With the use of tool-standardised and tested measurements, the organisation can ensure that all Cadet candidates are assessed based on the same criteria without the presence of bias or subjective preference that can influence the decision.

For prospective National Police Cadets, results observation field and interviews with researchers find a little difference with findings for TNI Cadet candidates. For them, existence tests in psychology provide more information about work and the environment in which they work. Through test psychology, candidates for the National Police Cadet can identify aspects of relevant psychology associated with tasks in the police force, like the ability to manage conflict, take fast and correct decisions in situations of emergency, and interact with the public in an effective way.

In the context of the National Police, aspects such as leadership in dealing with criminal cases, the ability to communicate with various parties involved, and tolerance for potential psychological pressures that may arise while carrying out police duties become critical. Test psychology helps police cadet candidates identify their strengths and potential in things so they can be more ready and trained when facing real-life situations in the field. Additionally, test psychology also provides a clearer picture of the values and ethics of the profession, which the police must hold steadfastly by every member of the National Police. With understanding values Through the test process, candidates for the National Police Cadet can evaluate their commitment to service publicity, honesty, and professionalism, which are becoming the basis of the profession of police. Professional ethics in the National Police have become important to pay attention to in test psychology. Candidates for the National Police Cadet Programme were evaluated not only on technical and physical abilities but also on moral and ethical values. They ran a test to see how far they were. understand and are willing to apply the National Police Code of Ethics and Professional Standards in all aspects of their lives and duties as police officers.

Test psychology can bring up situations or scenarios that require moral or ethical decisions from police cadet candidates. In facing this situation, prospective cadets are expected to show integrity, honesty, and commitment to the principles of ethics, professionalism, and national police. They were evaluated based on their responses to moral dilemmas and decisions taken, as well as their ability to maintain high moral standards in challenging situations. On the other side, test psychology can also cover aspects of evaluation of values like professionalism, responsibility, and justice. Cadet candidates are evaluated to see how far they have come. Capable of understanding the importance of community service, protecting public trust, and acting fairly in all actions and decisions taken as members of the police.

With ethics, professionalism As part of test psychology, the National Police can ensure that police cadet candidates are chosen not only based on their technical ability but also based on their moral integrity and commitment to ethics and values. This matter is important to ensure that newly recruited police officers have a strong moral foundation to carry out tasks with high integrity and professionalism, so they can strengthen the trust of the public in the institution.

Analysis effectiveness use test psychology For recruitment, prospective TNI cadets or National Police involve evaluation of a number of factors affecting the results and benefits of the test. Following are a number of necessary aspects to be considered:

- a. Prediction and Leadership: A test psychology expected capable predict performance prospective cadets in the field as well as ability to hold role leadership. The evaluation of the connection between score test psychology and actual performance in the field will give a description of how effective the test is in choosing a quality individual.
- b. Identification Potential and Strength: Test psychology should be able to identify potential and strength in individuals who can be developed and utilised by the TNI, or National Police. This is important to ensure that prospective cadets have the necessary abilities to meet the demands of their profession while also contributing to the organisation to the greatest extent possible.
- c. Evaluation Mental and Emotional Readiness: Test psychology is also expected to measure mental and emotional readiness of prospective cadets in facing pressure and challenges in the field. This matter helps ensure that they can survive and function optimally in full situations of pressure and risk (Fathurohman et al., 2023).
- d. Evaluation of Obedience Towards Values and Ethics: A Test Psychology should be capable of evaluating the extent to which prospective cadets comply with values and ethics, TNI professionalism, or the National olice. The ability to show integrity, honesty, and commitment to moral and ethical principles is a factor important in choosing members who can be trustworthy and reliable.
- e. Feedback from Prospective Cadets: Opinions and experiences direct from prospective cadets who have followed test psychology are also important for evaluation. They can give valuable insight about the extent of the test and how relevant and helpful it is to prepare themselves for future tasks.

With consideration of factors, analysis effectiveness, and use of test psychology for recruitment, prospective TNI cadets or National Police can gain a deeper understanding of the benefits and drawbacks of these tests, as well as guidance for future improvements and enhancements. This, in accordance with Ahmad Budi Sujarwo, emphasised the importance of considering various factors in a

holistic way to evaluate effectiveness. He underlined that test psychology isn't a perfect and single tool to evaluate the potency or characteristics of someone, but must be considered as part of a series of methods for wider evaluation (Putra, 2022; Subasman & Aliyyah, 2023).

Ahmad Budi Sujarwo confesses that test psychology can give valuable insight about individuals but also must be balanced with knowledge about context, experience, life, and other possible factors that influence behaviour and performance. He confirmed that using test psychology must be done with caution, especially in context decisions that have a significant impact, like in the selection process for employees or academic evaluation (Syafwan, 2023).

Apart from that, Ahmad Budi Sujarwo highlights the importance of openness to ongoing debate and research to develop in field psychology, as well as the importance of adopting a based approach to proof in the use of test psychology. With so, he pushes to keep going, do research and evaluation to test existing psychology, and develop methods for evaluation that are good and more accurate in the future (Azwar, 2008; Fadillah et al., 2021; Meilinawati, 2023).

Finally, Ahmad Budi Sujarwo emphasises that although test psychology can give valuable insights, decisions about an individual can simply be based on the results of the test. He pushed to see individuals in a comprehensive way, considering various complex aspects, including personality, potential, and abilities, as well as the social and situational context in which they will work. Thus, the approach is integrated, and based proof is key in using test psychology in a way that is effective in practical and professional context.

## **CONCLUSION**

Based on the results, findings, and discussion above, it can be concluded that the use of test psychology for recruitment of prospective TNI cadets or National Police officers has significant effectiveness in choosing qualified and suitable individuals with demands from the military profession. A number of conclusions main from the analysis are:

- a. Identification Potential and Quality Personality: Test psychology helps in identifying potential and quality personality Cadet candidates, including aspects of leadership, discipline, ability adaptability, and mental readiness. This ensures that selected individuals have appropriate characteristics with duties and responsibilities in the field.
- b. Understanding Ethics and Professional Values: Test psychology is also possible to evaluate the extent to which prospective cadets understand and comply with values, ethics, TNI professionalism, or the National Police. This matter is important to ensure that recruited members have their own integrity, honesty,

- and commitment to necessary moral principles when carrying out tasks in the police or military.
- c. Mental and Emotional Preparation: Test psychology helps evaluate mental and emotional readiness of Cadet candidates for facing pressure and challenges in the field. This ensures that they can survive and function optimally in full situations of pressure and risk.
  - d. Positive Feedback from Prospective Cadets: Prospective Cadets provide bait and come back positive to use test psychology in recruitment. They confess that test psychology gives them a better understanding of preparation and tasks in the field, as well as helping them prepare mentally and emotionally.

The main conclusion is that using test psychology in recruitment of prospective TNI cadets or National Police is effective and useful in choosing individuals who are qualified, competent, and have integrity to join an organisation, whether military or police. Test psychology helps in evaluating various aspects of personality, motivation, and mental readiness, as well as ensuring that recruited members have appropriate moral and ethical values that meet the demands of their profession.

## REFERENCES

- Ariyanti , A., & Muslimin, ZI (2015). Effectiveness of Gaming Tools Educational (APE) based on internal media increase ability counting in children 2nd grade at SDN 2 Wonotirto Bulu Temanggung . *Journal Psychology Tabularasa* , 10 (1), Article 1.
- Azwar, S. (2008). QUALITY ACADEMIC POTENTIAL TEST VERSION 07A. *Journal Educational Research And Evaluation* , 12 (2), Article 2. <https://doi.org/10.21831/pep.v12i2.1429>
- Fadil, F., Afandi, NK, Sukriyanto , H., Yusuf, T., Munirah, M., & Adawiyah, R. (2021). Effectiveness of Discussion Methods Based on Personality During the Pandemic . *Southeast Asian Journal of Islamic Education* , 3 (2), Article 2. <https://doi.org/10.21093/sajie.v3i2.3556>
- Fadillah , R., Ambiyar , A., Giatman , M., Fadhilah, F., Muskhir , M., & Effendi, H. (2021). Meta Analysis: Effectiveness Use of Project Based Learning Methods in Vocational Education . *Journal Pedagogy And Learning* , 4 (1), Article 1. <https://doi.org/10.23887/jp2.v4i1.32408>
- Farawowan , FF, Subroto, DE, Sujatmiko , W., Assabana , MS, & Nastiti , AE (2023). DEVELOPMENT OF CAREER INFORMATION MEDIA FOR HIGH SCHOOL STUDENTS IN JAKARTA. *Journal of Educational and Psychological Studies* , 1 (2), Article 2. <https://doi.org/10.61397/jkpp.v1i2.44>
- Fathurohman , F., Marzuki, M., & Baharta , R. (2023). THE INFLUENCE OF SOCIAL MEDIA USE ON THE SELF-PERCEPTION AND SOCIAL RELATIONS OF TEENAGERS IN THE DIGITAL ERA. *Journal of Educational and Psychological Studies* , 1 (2), Article 2. <https://doi.org/10.61397/jkpp.v1i2.89>
- Gunarto , D. (2015). *Complete Guide TNI POLRI Test : Most Complete Material Module* . StarRevelation .

- Hasibuan , RL, & Wulandari, RLH (2016). The effectiveness of Rational Emotive Behavior Therapy (REBT) for Improving Self Esteem in Middle School Students Victims of Bullying. *Journal Psychology* , 11 (2), Article 2. <https://doi.org/10.24014/jp.v11i2.1559>
- Iswadi , I., Karnati, N., & Budianto , AA (2023). *Case Study Design & Methods Robert K.Yin ( First )*. CV. Adanu Abimata .
- Khaatimah , H., & Wibawa, R. (2017). EFFECTIVENESS OF COOPERATIVE INTEGRATED READING AND COMPOSITION LEARNING MODEL ON LEARNING OUTCOMES. *Journal Technology Education : Journal Research and development Learning* , 2 (2), 76–87. <https://doi.org/10.33394/jtp.v2i2.596>
- Khasan, AN (2020). *Implementation management source Power man in the recruitment and selection process employee at Sidogiri Village Subdistrict Kraton Regency Pasuruan* [Undergraduate, Maulana Malik Ibrahim State Islamic University]. <http://etheses.uin-malang.ac.id/19063/>
- Lalong, EM, Darmanto , & Sidi, P. (2023). Unitary Agency Employee Performance Analysis Nation and Politics Regency Malinau . *Ganaya : Journal Knowledge Social And Humanities* , 6 (4), Article 4. <https://doi.org/10.37329/ganaya.v6i4.2706>
- Meilinawati , A. (2023). *POLICE MEMBERS RECRUITMENT AND SELECTION SYSTEM (Case Study on members Dit Polairud Polda South Kalimantan)* [ Thesis , STIE Indonesia Banjarmasin]. <http://eprints.stiei-kayutangi-bjm.ac.id/2043/>
- Nataliya, P. (2015). THE EFFECTIVENESS OF USE OF THE TRADITIONAL CONGKLAK GAME LEARNING MEDIA TO IMPROVE NUMERICATION ABILITY IN PRIMARY SCHOOL STUDENTS. *Journal Scientific Psychology Applied* , 3 (2), Article 2. <https://doi.org/10.22219/jipt.v3i2.3536>
- Putra, RN (2022). *Implementation Updating Voter Data in Elections Governor and Deputy Governor in the Regency Bengkalis 2018* [Masters, Riau Islamic University] . <https://repository.uir.ac.id/17106/>
- Subasman , I., & Aliyyah, RR (2023). THE IMPACT OF TECHNOLOGICAL TRANSFORMATION ON CAREER CHOICES IN THE STEM SECTOR. *Journal of Educational and Psychological Studies* , 1 (2), Article 2. <https://doi.org/10.61397/jkpp.v1i2.94>
- Sujono, SAF, Aulia , Q., & Tando, CE (2023). CONNECTION WITH SELF-EFFICACY ON PSYCHOLOGICAL PRESSURE OF CORRECTIONAL OFFICERS IN CLASS I COMMUNITY INSTITUTIONS TANGERANG. *Journal of Educational and Psychological Studies* , 1(2), Article 2. <https://doi.org/10.61397/jkpp.v1i2.61>
- Syafwan , A. dilvanya LVP (2023). *WHO implementation in Removal Test Virginity towards Prospective Policewomen and TNI Soldiers in Indonesia (2018-2022)* [Thesis, Indonesian Islamic University]. <https://dspace.uui.ac.id/handle/123456789/46396>