

READINESS OF PROSPECTIVE TNI OR POLRI ACADEMY CADETS TO FACING PSYCHOLOGICAL TEST PREPARATION

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Abstract

Objective study This is to determine the readiness of prospective TNI and POLRI academy cadets to face psychological test preparation. The method used is qualitative, with a study field. As for participants in the study, these are two prospective TNI and POLRI cadets. Results study This means that an individual's readiness to face psychological tests is influenced by various factors. Some of these factors include previous experience, learning approach, social support, mental and emotional readiness, understanding of psychological tests, motivation, commitment, awareness of the importance of psychological tests, self-reflection, and personal readiness. In the context of prospective TNI cadets, it was found that their readiness to face psychological tests varied, with some individuals feeling ready and confident after intensive preparation and practice, while others may feel less prepared or anxious about facing the test.

Keywords: Readiness, cadets, psychological tests

INTRODUCTION

Pedhu (2020) explains that psychology is a test used to measure various aspects of psychological someone, like personality, cognitive abilities, interests, talents, as well as mental disorders and emotional Psychological tests for personality themselves have various benefits that can help someone understand themselves better, develop their potential, and improve their quality (Aziz et al., 2023). Basically, Basuki et al . (2020) explain that the use of personality tests can provide a deeper understanding of various aspects of a person's personality, including behavior, preferences, tendencies, and thought patterns. Thus, this test can be used for several purposes that are very beneficial for individuals, such as: self-understanding, self-development, improved communication, and problem solving. stress management: career choice, improved interpersonal relationships, decision-making, improved quality of life, increased self-awareness.

Furthermore, according to Bekti et al . (2018), psychological tests that include evaluations of personality, cognitive abilities, interests, talents, and mental and emotional disorders are needed to provide a comprehensive understanding of individuals holistically. These tests not only help in depicting complex aspects of an individual but also provide valuable information for various purposes, such as: Personal Adjustment: Understanding various psychological aspects of an individual helps in the process of their adjustment to various challenges and changes in life. With

a better understanding of their personality, interests, and talents, individuals can better tailor their choices, thereby increasing their success and happiness in everyday life. **Career Development:** Psychological testing helps individuals explore their interests and talents that may suit various career paths. This information can be a valuable guide in choosing a career that suits individual strengths, thereby increasing job satisfaction and performance in a professional environment.

Education and Learning: Understanding an individual's cognitive abilities helps in designing effective learning strategies. Psychological testing can help teachers and educators identify each student's learning needs, thereby enhancing their learning experience and increasing academic achievement. **Intervention Planning:** Psychological testing is also necessary to plan appropriate interventions for individuals experiencing mental or emotional disorders. By properly identifying the problem, mental health professionals can design appropriate treatment programs to help individuals overcome their difficulties and improve their overall well-being. **Team Management and Organization:** In an organizational context, psychological testing can be used to understand team dynamics, identify the strengths and weaknesses of team members, and facilitate more effective communication and collaboration. This information can help managers design optimal team structures and improve overall organizational performance. **Leadership Development:** Psychological tests can be used to identify leadership talents and develop leadership abilities that suit individual needs. It can help prepare individuals for greater leadership roles and responsibilities in various organizational or societal contexts.

Scientific Research: Psychological tests provide valuable data for scientific research in various fields of psychology and related sciences. Information obtained from tests can be used to test hypotheses, understand patterns of human behavior, and develop new theories about individual psychological functioning. Thus, psychological tests that cover various aspects of an individual's psychology are essential to helping individuals understand themselves, optimize their potential, and support positive growth and development in various life contexts (Bokiyar et al., 2016).

However, Fitriani (2016) explains the problems that occur in psychological tests in Indonesia, especially those related to: a) **Standardization:** One of the main problems is the lack of standardization in psychological tests. The large variations in tests used by different institutions or organizations can result in ambiguity in results and interpretation. This can create injustice and uncertainty for individuals taking the test. b) **Test Quality:** The issue of test quality is also a serious concern. Some psychological tests may not be valid or reliable in the Indonesian cultural context because they are often adapted from other cultural contexts without revalidation. This can produce inaccurate or irrelevant results, thereby not providing a true picture of the individual being tested. c) **Lack of Training:** Lack of training and qualifications of staff conducting

psychological tests is also a problem. The psychological testing process requires special skills in administration, interpretation, and providing appropriate feedback to the individual being tested. Lack of training can result in errors in test administration, inappropriate interpretation, or inadequate feedback. d) Cultural Appropriateness: Psychological tests that are not adapted to Indonesian culture can produce biased or irrelevant results. Indonesian culture has unique values, norms, and practices, and psychological tests adapted from other cultures without considering local cultural factors may produce invalid or meaningless results. e) Unmet Needs: Some psychological tests may not meet the needs of certain individuals or groups within the Indonesian population. For example, tests designed to measure cognitive abilities in a foreign language may not be suitable for individuals who are not fluent in that language. f) Unethical Use: In some cases, psychological tests may be used unethically, for example, by collecting personal information that is irrelevant or used for an inappropriate purpose. This can threaten the privacy and rights of the individual being tested. g) Cost: The cost of psychological tests is also a concern, especially for individuals or groups who are financially disadvantaged. High costs can be a barrier to access to quality psychological testing services. h) Stigma: Stigma towards psychological tests or counseling can also be a problem. Some individuals or groups may be reluctant to take psychological tests because of the stigma associated with mental health problems or fear of negative labels.

Meanwhile, in the world of education, labor recruitment and cadet recruitment (TNI/POLRI) always use psychological tests. In the world of education, labor recruitment, and the military (TNI/POLRI), psychological tests are often used as part of the selection and evaluation process. For example, in the selection of new students, universities often use psychological tests as one of the criteria for selecting new students. Psychological tests can help universities assess students' academic abilities, personalities, and potential. Then, in guidance and counseling, the use of psychological tests is used in schools to help students understand themselves, explore interests and talents, and plan their careers and education (Gunarto, 2015).

Meanwhile, in the world of work, according to Hidayati (2014), psychological tests are used for employee selection, where companies use psychological tests as part of the new employee selection process. This test helps companies assess a candidate's skills, personality, and potential to ensure suitability for the available position. Furthermore, employee development, apart from selection, also uses psychological tests to identify the development needs of existing employees. With a better understanding of employee strengths and weaknesses, companies can design development programs accordingly.

The Military World (TNI/POLRI) recruits TNI/POLRI cadets using psychological tests as an important part of the selection process for new cadets. This test helps in assessing an individual's personality, cognitive abilities, interpersonal skills, and

suitability for duties and responsibilities in the organization. Then personal and professional development: apart from selection, psychological tests are also used in the personal and professional development of TNI/POLRI cadets. This test can help in evaluating leadership skills, stress management, and adaptation to changes in the task environment (Pratiwi, tt).

The use of psychological tests basically aims to ensure that the individuals selected or hired have abilities, personalities, and potential that are in accordance with the needs and values of the organization or institution concerned. In addition, psychological testing can also assist in an individual's personal and professional development, as well as in providing appropriate support and guidance services. Based on this background, researchers are interested in conducting research on the readiness of prospective TNI or Polri Academy cadets to face psychological test preparation.

RESEARCH METHOD

Methods of research used in the study This is a method study qualitative with a type study in which the field is wrong. One general approach is used in the study. Method This aim is to understand moderate phenomena researched from the perspective of participant or subject research, with a focus on meaning, interpretation, and context social (Iswadi et al., 2023) In the study qualitative field, researchers are involved directly in the situation field, like 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. The data obtained is then analyzed in a way that is deep and interpreted to disclose patterns, themes, or meanings that emerge.

As for steps in study This among others:

1. Observation participatory: researcher involved in a direct way in situation field, observing and taking notes relevant information about context, behavior, and social interaction.
2. Identification problem research: The researcher determines the topic, study, and identification problem or question of the research you want to answer. Researchers explain an objective study in a clear and specific way.
3. Study library: researcher does review References for understanding the study were previously relevant to the topic study. With scientific journals, books, articles, and sources I trusted others to obtain a good understanding of the subject study.
4. Design research: researchers make appropriate research with an objective and question study. Researchers determine the method of research to be used, like a survey, observation, interview, experiment, or combination of these

methods. Furthermore, the researcher compiles a list of instruments and techniques that will be used to collect data in the study. This researcher uses observation and interviews to collect research data.

5. Interview in depth: Researchers do interview structured participant research to obtain a deeper understanding of their perspective, experience, and interpretation of the phenomenon under study. This researcher observed and interviewed each of the two TNI or POLICRI cadets.
6. Analysis: After finishing collecting data, researchers do data analysis for answer-question research and use qualitative method analysis.
7. Interpretation Result: After analyzing the data, researchers interpret the results of the study. Identification findings are main, and connect them back to the question study. Then explain the implications and findings. And an intriguing logical conclusion.

RESULT AND DISCUSSION

Based on the results of interviews on January 8, 2024, with prospective new cadets who took part in the TNI selection, information was obtained that their readiness to face psychological tests varied. Several new cadet candidates stated that they had prepared themselves intensively by studying material that is generally tested in psychological tests, such as personality tests, cognitive ability tests, and interest and aptitude tests. They also stated that they had carried out practice questions and test simulations to increase their confidence and readiness to face various types of psychological tests that might be tested.

On the other hand, there are new cadet candidates who admit that they feel unprepared or anxious about facing psychological tests. Some expressed uncertainty about what was being tested in the test and felt they had not prepared adequately. They expressed concerns about their ability to withstand psychological tests, especially because these tests often involve subjective and complex aspects of assessing personality and cognitive abilities.

Apart from that, several new cadet candidates also highlighted the importance of adequate mental support and preparation when facing psychological tests. They stated that getting clear information about the process and purpose of psychological tests, as well as getting support from mentors or psychologists, was very helpful in increasing their readiness and comfort in facing the test. Interview results show that the readiness of prospective new cadets to face psychological tests varies depending on the level of preparation and support they receive. Therefore, it is important for the TNI selection committee to provide clear information and adequate support to prospective new cadets to help improve their readiness and performance in facing psychological tests. To face psychological tests, prospective new TNI cadets on average prepare themselves with various strategies and approaches, according to the

preferences, experience, and resources available to each individual. Following are some, according to Gunarto (2015) general strategies that are often used by prospective new TNI cadets in preparing for psychological tests: Study of Relevant Material: Prospective new cadets often start preparations by studying material that is generally tested in psychological tests. This includes basic psychological concepts such as personality, cognitive abilities, interests, and talents, as well as other aspects related to psychology. Practice Questions and Test Simulations: Practice questions and psychological test simulations are strategies commonly used to improve skills and confidence when facing tests. Prospective new cadets can use practice books, websites, or special applications that provide question banks and psychological test simulations. Consult with an Expert or Mentor: Some prospective new cadets choose to consult with an expert or mentor in psychology to get guidance and advice on how to approach psychological tests. These experts or mentors can provide valuable insight into the types of tests that may be conducted and effective strategies for dealing with them. Practice Critical Thinking Skills: Psychological tests often test critical and analytical thinking skills. Therefore, prospective new cadets often undertake exercises to improve their ability to identify patterns, analyze information, and draw logical conclusions. Managing stress and anxiety: Taking a psychological test can be a stressful experience for some people. Therefore, prospective new cadets often prepare themselves with relaxation and stress management techniques, such as meditation, deep breathing, or light exercise, to help overcome anxiety and maintain their mental balance. Improving Mental Readiness: Apart from technical preparation, several new cadet candidates also focus on improving their mental readiness when facing psychological tests. This includes building self-confidence, visualizing success, and adopting a positive and optimistic attitude. Reviewing Previous Experiences and Achievements: Some new cadet candidates use previous experiences and achievements as a source of confidence and motivation when facing psychological tests. Reminding themselves of challenges they have faced and succeeded in the past can help increase their confidence in facing new tests. Understanding the Process and Purpose of Testing: It is important for prospective new cadets to understand the process and purpose behind psychological testing. By understanding what the test is and why it is important for the recruitment and selection of TNI cadets, they can prepare themselves better and approach the test with a more positive attitude. Collaboration with Peers: Some new cadet candidates choose to collaborate with fellow cadet candidates in preparing for psychological tests. They can form study groups, share tips and strategies, and provide moral support for each other.

Meanwhile, the results of interviews on January 9 with two prospective POLRI cadets revealed varying findings regarding their readiness to face psychological tests. According to evidence, a number of variables including prior experience, learning style, and social support have an impact on how prepared prospective POLRI cadets

are to take psychological tests. The following are some of the findings revealed from the results of the interview:

1. **Previous Experience:** One of the factors that influences the readiness of prospective POLRI cadets to face psychological tests is their previous experience taking similar tests. Prospective cadets who have taken psychological tests before may feel more prepared and confident because they have gone through the same process before and know what to expect.
2. **Learning Approach:** The learning approach used by prospective POLRI cadets also plays an important role in determining their readiness to face psychological tests. Some prospective cadets use a systematic learning approach, such as reading books and relevant materials, while others may be more inclined towards practicing questions and test simulations.
3. **Social Support:** Social support from family, friends, or fellow prospective POLRI cadets can also influence their readiness to face psychological tests. Prospective cadets who receive support and encouragement from their surroundings may feel more confident and ready to face tests, while those who feel less supported experience higher levels of anxiety.
4. **Mental and Emotional Readiness:** Mental and emotional readiness is also an important factor in facing psychological tests. Prospective POLRI cadets need to have the ability to manage stress, anxiety, and pressure that may arise during the selection process. Those who have good mental preparedness are better able to face tests calmly and focused.
5. **Understanding of Psychological Tests:** A good understanding of the types of psychological tests that may be faced can also influence the readiness of prospective POLRI cadets. Those who have studied related material and have a good understanding of what is tested in psychological tests feel more prepared and confident.
6. **Motivation and Commitment:** The level of motivation and commitment of prospective POLRI cadets towards their profession and goals can also influence their readiness to face psychological tests. Those who have high motivation and a strong commitment to the POLRI profession are more motivated to prepare themselves optimally for the test.
7. **Awareness of the Importance of Psychological Tests:** Awareness of the importance of psychological tests in the POLRI cadet selection process can also influence the readiness of prospective cadets. Those who realize that psychological tests are an important part of the selection process and have a big impact on their success in achieving their goals as POLRI cadets will be more committed to preparing themselves well.
8. **Self-Reflection and Personal Readiness:** The process of self-reflection and personal readiness assessment can also help prospective POLRI cadets assess

the extent to which they are ready to face psychological tests. Those who can honestly admit their strengths and weaknesses and are willing to learn and grow from the psychological testing experience will be better prepared overall.

Basically, according to Carl Jung, psychological tests are a tool for understanding and analyzing an individual's psychological structure and dynamics. According to Jung, psychological tests are a means of revealing and exploring aspects of an individual's subconscious mind that may not always be directly visible in their behavior or speech. Jung believed that psychology could help individuals better understand themselves, recognize hidden potential, and overcome internal conflicts that might hinder personal growth and development (Karimulloh et al., 2023) According to Nastiti et al . (2021), Jung emphasized the importance of using psychological tests as a tool to dig deeper into personality structure, including aspects such as personality type, cognitive functions, and archetypes that influence an individual's behavior and thinking patterns. By understanding these psychic structures and dynamics, individuals can be more effective in managing emotions, making decisions, and interacting with their environment.

Apart from that, Jung also viewed psychological tests as a means of identifying and resolving internal conflicts that may arise in an individual's subconscious mind (Nilamsari et al., 2022). By helping individuals confront and integrate conflicting parts of their personalities, psychological testing can aid in an individual's process toward greater psychological balance and personal growth. For Carl Jung, psychological tests were an important tool in self-understanding and personal development. Psychological tests help individuals reveal hidden potentials, understand subconscious dynamics within themselves, and overcome conflicts that may hinder psychological growth (Putra & Anwar, 2023; Raganiz & Sumaryati, 2021).

In facing psychological tests, Carl Jung emphasized the importance of openness and self-introspection. Jung believed that individuals need to have openness to reveal various aspects of themselves, including those hidden in the subconscious mind (Subasman & Aliyyah, 2023; Wismanadi, 2017). Therefore, individuals who face psychological tests according to Jung's view will be encouraged to undergo a process of deep introspection to identify and understand various aspects of their own personality.

Jung also emphasized the importance of awareness of various aspects of personality, including personality types that may appear in psychological tests. According to Jung, understanding a person's personality type can help individuals better understand the way they think, feel, and behave, as well as help them recognize their potential and weaknesses. In addition, Jung emphasized the importance of awareness of emotional dynamics when facing psychological tests. Jung believed that emotions have an important role in shaping individual behavior and thought patterns,

and therefore, individuals need to have skills in managing their own emotions in order to face tests calmly and focusedly (Burhanudin et al., 2018). Furthermore, Jung would probably also advise individuals to adopt an attitude of openness and acceptance towards the results of psychological tests. For Jung, the results of psychological tests can be a valuable tool for understanding oneself and identifying areas that require attention or further development. Therefore, individuals are expected to accept test results openly and use this information as a basis for personal growth and further self-development (Sujono et al., 2023; Wicaksono & Aryono, 2021).

CONCLUSION

Based on the findings from interviews with prospective TNI cadets on January 8 and prospective POLRI cadets on January 9, it can be concluded that individual readiness to face psychological tests is influenced by various complex and diverse factors. Several factors that influence readiness include previous experience, learning approach, social support, mental and emotional readiness, understanding of psychological tests, motivation, commitment, awareness of the importance of psychological tests, self-reflection, and personal readiness. In the context of prospective TNI cadets, it was found that their readiness for psychological tests varied, with some individuals feeling ready and confident after intensive preparation and practice, while others may feel less prepared or anxious about facing the test. A systematic learning approach, social support, and a good understanding of the psychological testing process are significant factors in increasing their readiness. Meanwhile, the results of interviews with prospective POLRI cadets also showed variations in their readiness to face psychological tests. Previous experience, social support, mental and emotional readiness, motivation, and awareness of the importance of psychological tests are factors that influence the readiness of prospective POLRI cadets to face these tests.

Therefore, the conclusion from the findings of this research is that individual readiness to face psychological tests is the result of the interaction between interrelated internal and external factors. It is important for individuals to recognize these factors and develop preparation strategies that suit their needs and preferences. Apart from that, a holistic approach and adequate support from the surrounding environment can help increase individual readiness to face psychological tests more effectively. Therefore, the selection committee and related institutions need to pay attention to these factors in preparing preparation programs and providing the necessary support to prospective cadets so that they can face psychological tests more prepared and confident.

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