

ATTITUDE, TRAINING, MOTIVATION AND LEADERSHIP TOWARDS PATRIOTISM AMONG MALAYSIAN ARMY PERSONNEL

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ABSTRACT

Patriotism involves the mind, the heart that involve the soul and the spirit as well as love and affection. Nowadays, some of the army personnel are found to be lacking in their spirit of the Patriotism, they also lack of discipline, drug abuse and there is a lot of criminal cases and exposed to the mass media. The objective of this study is to determine the relationship of the attitude, training, motivation and leadership with the patriotism among Malaysian Army personnel in Kuala Lumpur. Quantitative research methods were conducted using questionnaires with 350 respondents from the Malaysian Army and analyzing using the Statistical Packages for the Social Sciences 23.0. The results for this study of the relationship between Attitudes ($r = 0.887$; $p = 0.001$), Training ($r = 0.825$; $p = 0.001$), Motivation ($r = 0.719$; $p = 0.001$) and Leadership ($r = 0.823$; $p = 0.001$). All these four factors contribute towards patriotism in the Malaysian Army. The highest beta coefficient is the Leadership with $\beta = 0.368$ and the highest t-statistic of 4.752 indicates that the Leadership is the most significant factor influencing Patriotism among Malaysian Army personnel. The military minds aspirations should be given priority in Malaysian Army to continue to enliven the spirit of patriotism at the forefront of national defense. In terms of practical implication Malaysian Army have employ the right strategies and use effective training to enhance personnel interest and understanding of history which will also help to enhance their level of patriotism and find ways to unite the young generation of Malaysian Army by bridging their gap in patriotism.

Keywords: *Patriotism, Attitude, Training, Motivation and Leadership*

INTRODUCTION

Patriotism is a national sentiment that emphasizes on the aspect of loyalty and deep love for the country. Defending the sovereignty of the country and the willingness to fight for the life of the country shows the highest level of patriotism that exists in a citizen especially for the military personnel. The high spirit of patriotism is very important for every citizen in an independent country. The independence achieved by a country is different from each other and usually it is not an easy thing. Thus, a deep love for the country is the main basis to ensure that the country remains free and independent from any form of colonialism. The early post-independence era showed a

high spirit of love for the country among the Malaysian Army. Through education, multiracial people have learned history and civic subjects to cultivate and nurture the spirit of patriotism.

Patriotism is the spirit of love for the country, the spirit of love for the homeland, without prejudice of race or religious prejudice. Generally, patriotism involves the mind, the heart and the instincts that involve the soul and the spirit, as well as love and affection. The government accepts the fact that the sacrifices of Malaysian Army personnel are invaluable because they are willing to sacrifice and risk their lives for maintaining the sovereignty and sturdiness of the country. The Malaysian Army is responsible for producing hundreds of thousands of trained military personnel and they remain at the highest level of patriotism. This is because, the Malaysian Army has carried out various military exercises to expose the role of its personnel and provide awareness of the importance of military service in the context of national defense and security. The noble values of young officers such as discipline, cooperation and concern shown through military common sense directly have evoked the values of patriotism in society.

The aspirations of military intellect have been manifested through the appearance of heroism, clear behavior, military decency, responsibility for equipment, military skills, and motivation and training to encourage the spirit of patriotism in carrying out responsibilities to his country (Zulkifli Zainal Abidin, 2011). Military training through various activities such as humanitarian aid, religion, guidance and counseling services, military education and careers, adoption programs and health services have been implemented. Harmonious relationships or ties between young Malaysian Army personnel and the people are very important in driving the patriotic spirit and in turn giving support to the Malaysian Army organization during peace and war. The character or appearance of a young officer can be used as an example to other members of the community. They also have their own abilities in their respective fields which are the assets of the country in shaping the spirit of patriotism to a new dimension and can be a role model to the younger generation of the country.

As everyone knows, Malaysian Army personnel are citizens who have expressed the spirit of patriotism and are always willing to sacrifice their lives to defend the country. At present Malaysian Army personnel has 95,000 personnel and of these as many as 85.5 per cent are Malays while 16.5 percent are Iban. The rest are 2.04 per cent of Indians, 0.54 per cent Chinese and 6.76 per cent of other races. The Malaysian Army personnel has produced hundreds of thousands of trained soldiers and they remain at the highest level of patriotism. Whether they have retired or not, their position in society and in this country also contributes to the spirit of patriotism. This can be seen through the appearance of themselves that can be used as an example to other communities. They also have their own abilities in their respective fields, and this is a national asset in pouring the spirit of patriotism

LITERATURE REVIEW

The Cultivation Theory

The Cultivation Theory was refined by George Gerbner and Larry Gross in 1976. This theory established by this scholar is to show that the media can influence one's thinking while making an impact in the long run. In general, this theory also shows that the media plays a role in shaping or creating consumer concepts of social reality. The effect of the combined exposure of this medium to the consumer over time will shape the perception of social reality for an individual and culture holistically. Cultivation Theory has provided value in the past by stimulating media effects for researchers to think further at the macro level i.e. by using a more naturalistic and systematic

approach across different components in an increasingly widespread media phenomenon (Potter 2014).

According to this theory, there are three assumptions put forward. The first assumption put forward is referring to the medium. It explains that each media is basically different from each other. The second assumption in this theory is the audience. The presentation of information in the media shapes the way individuals in a society think and relate to each other. All three are medium functions to the audience. This means that the media is assumed to affect the audience (Mohd Sobhi et al. 2018).

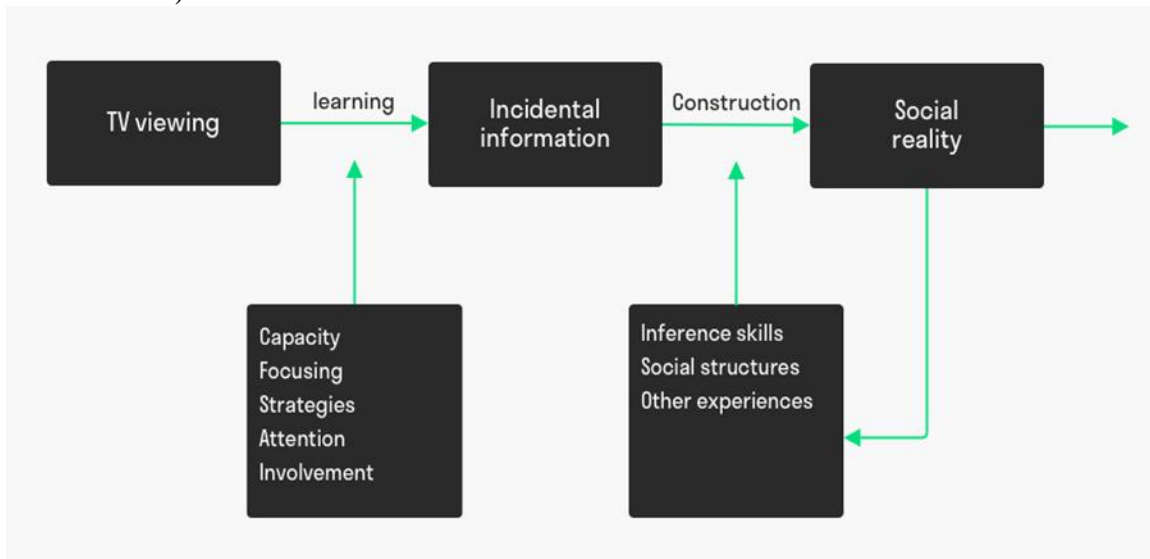


Figure 1: Cultivation Theory

Social Identity Theory

Nooruddin, and Shortle (2016) strongly affiliated patriotism with social identity theory, the study on inter group relations, group processes the development to which they belong to with the sense of pride and self-esteem, and group conflicts.

Then, Patriotism is generally defined as an attachment to a nation. According to the Fairbrother (2005) emphasizes patriotism as a feeling associated with the state, responsibility to the nation and it is an idea where the state has values that carry more meaning than individual values. He found that blind patriotism is cooperation through conservative politics and the identity of political parties. While constructive patriotism is cooperation through the efficiency of political implementation, political knowledge, collection of political information and political activities.

According to Mohd. Jamil (2005), in his article entitled "Patriotism in the Context of Building the Nation of Malaysia" asserts that patriotism is a manifestation of feelings, attitudes, world-views and values towards one's own country or state, namely feelings such as love, mutual respect or affection for the object especially the country. These attitudes include positive traits, not negative ones, such as being willing to sacrifice something or flattering someone respectfully. Worldview is the view of life and the notion that the country protects the rights of a citizen that is something that brings good and not bad. The measurement of patriotism in terms of value is a high and positive consideration for anything related to the homeland, but all this is not necessarily aimed at the homeland alone.

Training

According to Wansong (2018), he stated that the spiritual character of patriotism can be greatly strengthened and embodied in military training. The cultivation of patriotic character can enable students not only to pay attention to their own affairs in military training, but also to be concerned with the realization of the rejuvenation of the Chinese nation. Student can set up the spirit of patriotism and nationalism in military training and establish a sense of responsibility to consciously shoulder the historical mission entrusted by the times. The patriotism of family in one can be well reflected in college student military training activities. In the military activities, the cultivation of the quality of patriotism is the main way to cultivate the spirit of patriotism student, inspire the patriotism of college student.

Motivation

Ahmad Fawzi Mohd. Basri. (2002) stated that a strong and noble nation and country does not only depend on its physical and technological strength. Therefore, the country must build strength based on culture, knowledge, motivation, morals, self-confidence, a spirit of responsibility and high self-sacrifice. Thus, the values of patriotism which are part of the noble values of motivation, if they can be embodied and practiced as best as possible, will be able to contribute towards the formation of a generation that is highly prudent and virtuous. Therefore, it is appropriate for Malaysian, especially at the Malaysia Army Personnel level, to make the values of patriotism as a practice or belief. Lack of appreciation of the values of patriotism will cause Malaysia Army Personnel to fall victim to various social ills. Today's young generation of Malaysia Army Personnel must always cultivate a spirit of loyalty and patriotism and not do anything that could harm the nation and the country. Tribal and hostile attitudes towards one another will destroy the spirit of patriotism. Therefore, they need to adopt a philosophy of life that does not prioritize self-interest alone, national interests should be considered together because national interests will bring better good to themselves.

Leadership

Leadership relates to people's feelings about Patriotism. According to Muhammed (2013), the military leadership is closest to transformational leadership where supervisors expect performance from employees while motivating them. They also stated that the military leaders are a role model for any cadet, and every cadet looks upon his commander. It focused on commissioned and noncommissioned officer to measure leadership efficiency in company sized units. They searched the considerations of soldiers about their leaders' efficiency. They identified that all the included traits are important, while the influences of job satisfaction and unit satisfaction are the most important their spirits of the Patriotism towards the sovereignty of the nation.

METHODOLOGY

For this research, researcher used quantitative research methods, the purposiveness to get the definite aims, purpose or objective and has a purposive focus. Then, for the purpose of study in quantitative research used is the exploratory study and the descriptive study conducted to defined the problems and the descriptive used the determine the frequency, averages and other statistical to analyses the data of findings. For the research designs, the researcher used the survey research designs of the structured questionnaire the get the data from the respondent. The population of the study in Kuala Lumpur is approximately 10,000 personnel, according to the samples size of

Krejcie & Morgan (1970) the numbers of samples required of 370 respondents in this study. The units that involved in the survey are represented by Military personnel at the Malaysian Army in Kuala Lumpur. The questionnaire distributed to this place is about 400 and the feedback from the respondents is 350, then the response rate of the questionnaire received is 87.5% of the response rate. The questionnaire get from the respondent will analyses using the Statistical Packages for the Social Sciences 23.0.

FINDINGS AND DISCUSSION

Table 1 shows that the result of the respondent demography, most of the respondent according to the gender is male 79.4% (N=278) and female is 20.6% (N=72). Then for the age the respondent who ages between 21 to 25 years old is 56.2% (N=197), and the respondent ages between 26 to 30 years old is consist of 18.6% (N=65) respondent, then for the respondent ages between 31 – 35 years old consists of 14.6% (N=51) and lastly the respondent who age between 36 years old and above is 10.6% (N=37). For the rank, most of the respondent is from the other rank about 94.9% (N=332) and officers consists of 5.1% (N=18) respondent. In the terms of the length of services, the majority of the respondent who services for the below 15 years is about 60.2% (N=211), then 6 to 10 years of the services is 26.5% (N=93) of the respondent, the services 11 to 15 years of the respondent is 10.3% (N=36) and lastly the length of the services of more than 15 years is 3.5% (N=10).

Table 1: Demographic of respondent

	Frequency	Percentage (%)
Gender		
Male	278	79.4
Female	72	20.6
Age		
21 to 25 years old	197	56.2
26 to 30 years old	65	18.6
31 – 35 years old	51	14.6
36 years old and above	37	10.6
Rank		
Officer	18	5.1
Other rank	332	94.9
Length of services		
Below 15 years	211	60.2
6 to 10 years	93	26.5
11 to 15 years	36	10.3
More than 15 years	10	3.5

Table 2 shows that the result of the correlation analysis. To determines the relationship of the Attitude, Training, Motivation and Leadership with Patriotism among Malaysian Army personnel. As the correlation coefficients shown in Table 2, Attitude and Patriotism has a positive significant

amount with the value correlation coefficient ($r = 0.887$) showed that there was a highest significant relationship between Patriotism. Training and Patriotism has a positive significant amount with the value correlation coefficient ($r = 0.825$) showed that there was a third highest significant relationship between Patriotism. Motivation and Patriotism has a positive significant amount with the value correlation coefficient ($r = 0.719$) showed that there was a fourth highest significant relationship between Patriotism. Leadership and Patriotism has a positive significant amount with the value correlation coefficient ($r = 0.823$) showed that there was a second highest significant relationship between Patriotism. This value is smaller than the value alpha set. This finding clearly supports the research hypothesis that there is positive linear relationship between Attitude, Training, Motivation and Leadership with Patriotism.

Table 2: Correlations Analysis

Variables	Y	X ₁	X ₂	X ₃	X ₄
Y Patriotism	1				
X ₁ Attitude	0.887**	1			
X ₂ Training	0.825**		1		
X ₃ Motivation	0.719**			1	
X ₄ Leadership	0.823**				1

** Correlation become significant at the 0.01 level; Bonferroni adjusted alpha ($\alpha_{adjusted}$) = 0.0125 (0.05/4).

The table 3 indicates that the regression analysis of this findings, the R-squared value of 0.645 shown that the four variables explained 64.5% of the variance / variation in the Patriotism. The results obtained are satisfactory. Comparing this R^2 value obtained ($R^2 = 0.645$) to Hair, Hult, Ringle & Sarstedt (2019) criteria (0.75 = substantial, 0.50 = moderate, and 0.25 = weak), it is very obvious that the coefficient of a determination of 0.645 obtained is considered to be moderate. The ANOVA table revealed that the F-statistics [$F(4, 346) = 70.170$] was very large and the corresponding a p -value was highly significant ($p = 0.001$). Results of the analysis slope of a line indicates the estimated regression model is not the same with a value of zero to confirm that there is a linear relationship between Patriotism with the four predictor variables.

Table 3: Regression Analysis

Patriotism	B (Unstandardized Coefficient)	Std. Error	Beta (Standardized Coefficients)	T	p-value
Constant	.993	.362		2.742	.007
Attitude	.238	.063	.311	3.788	.000
Training	.063	.094	.062	.670	.050
Motivation	.176	.079	.196	2.227	.028
Leadership	.294	.062	.368	4.752	.000

*Notes: $R = 0.668^a$; $R^2 = 0.645$; $Adj. R^2 = 0.427$; $F(4, 346) = 70.170$, $P = 0.0001$.

Referring to Table 3, the Beta coefficient is $\beta = 0.368$, which is the greatest satisfaction with Leadership, and this corresponds with the highest t -statistic of 4.752. This means that these variables are more likely to make contribution to improving Patriotism, when the variance explained by all other predictor variables in the model was controlled for. It suggests that one standard deviation increase in satisfaction on Leadership is followed by 0.711 standard deviation increase in satisfaction on Patriotism. The Beta value for satisfaction on Attitude was the second

highest is $\beta = 0.311$. This result indicates that one standard deviation increase in satisfaction on Attitude is followed by 0.742 standard deviation increase in satisfaction on Patriotism. The Beta value for satisfaction on Training was $\beta = 0.062$ and the Beta value for satisfaction on Motivation was $\beta = 0.196$

CONCLUSION

The month of August every year as the month of national independence in strengthening the identity of the nation and the spirit of patriotism must be done continuously. The spirit of love for the country in the celebration of the 63rd independence anniversary this year gives a sign that the country is mature which should also mature the minds and souls of its people especially the Malaysian Army personnel in appreciating the meaning of independence. Togetherness and patriotism also need to be inculcated in individuals throughout the year so that the spirit of patriotism is always praised. The patriotism needs to be strengthening among Malaysian Army personnel and not just by seasonal. As a multi-racial nation, the responsibility of defending the country by all the people in this country. The spirit of patriotism needs to be appreciated because it is the core of national defense. Therefore, we need to regenerate the true patriotic spirit. With the blessings of independence enjoyed now, we need to move forward and at the same time eliminate the remnants of the colonialists who are still nestled in the soul of society. Hopefully, the Malaysian nation will continue to progress with the spirit of true patriotism. The Malaysian Army top management needs, paradigm shifts are constantly being made to ensure Malaysian Army remains relevant to the high spirit of patriotism. The balance between humans, machines and methods with intuitive psychological elements as well as prioritizing the dimensions of combat readiness and quality of life as outlined by the top government of the Malaysian Army has inspired researchers to realize this study. The military minds aspirations should be given priority in the Malaysian Army to continue to enliven the spirit of patriotism at the forefront of national defense.

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