



The Role Of Caregivers In The Formation Of The Discipline Character Of The Institution Of Domestic Government West Sumatra Campus

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Abstract

This study explores the role of mentors in character-building strategies for cadets at the Institute of Public Administration (IPDN) West Sumatra Campus. Using a qualitative case study design, data were collected through interviews, observations, and documentation, validated via source triangulation. Results show that mentors are central figures in enforcing discipline and shaping values through consistent guidance and exemplary behavior. Despite institutional frameworks, challenges such as insufficient mentor capacity and generational shifts impact the effectiveness of character formation. The study highlights the need to strengthen mentor competencies and improve character education programs to ensure cadets develop strong leadership values and integrity.

Keywords: *character building, mentors, cadets, IPDN, public service education*

Abstrak

Penelitian ini mengeksplorasi peran mentor dalam strategi pembangunan karakter bagi praja di Institut Pemerintahan Dalam Negeri (IPDN) Kampus Sumatera Barat. Dengan menggunakan desain studi kasus kualitatif, data dikumpulkan melalui wawancara, observasi, dan dokumentasi, yang divalidasi melalui triangulasi sumber. Hasil penelitian menunjukkan bahwa para mentor merupakan tokoh sentral dalam menegakkan disiplin dan membentuk nilai-nilai melalui bimbingan yang konsisten dan perilaku yang patut dicontoh. Terlepas dari kerangka kerja institusional, tantangan seperti kapasitas mentor yang tidak memadai dan pergeseran generasi berdampak pada efektivitas pembentukan karakter. Studi ini menyoroti perlunya memperkuat kompetensi mentor dan meningkatkan program pendidikan karakter untuk memastikan taruna mengembangkan nilai-nilai kepemimpinan dan integritas yang kuat.

Kata kunci: pembentukan karakter, mentor, praja, IPDN, pendidikan pelayanan publik

INTRODUCTION

The Institute of Domestic Government (IPDN) is an Official Education Institution under the auspices of the Ministry of Home Affairs of the Republic of Indonesia which has the task of producing state civil servant cadres who are of superior quality, have competence, high discipline, have good character and personality (Maryati, 2019).

Parenting has a strategic role in internalizing the values of the church through regular, systematic, and comprehensive coaching activities. Based on IPDN Rector's Regulation No. 6 of 2023 Article 5 Paragraph 4, parenting covers various aspects of royal life: ranging from daily cycles, learning activities, social behavior, the use of attributes, to cross-individual and group interactions. Parenting is not only tasked with ensuring compliance with the rules, but also assisting the state in the process of forming character in accordance with the values of discipline, responsibility, and government ethics.

The character of the praja is eroded by the development of the current era, where the praja becomes indifferent to the surrounding environment, the praja does not know each other in one generation, including the Academic Community, and the use of mobile phones that are not in accordance with the rules results in many problems found in the classroom and in the regaja dormitory, and the lack of leadership spirit that the praja has. Where this character is very influential on the leadership of the state who is responsible for protecting and respecting the community. In addition, many modern states always complain about their activities. Praja must be strong, tough, and proficient in every task they do as IPDN praja.

The article submitted is of the author's original work that is plagiarism-free, and neither of which has been previously published in other scholarly journals or books. Articles published in this journal must comply with the article format, which is the style of this journal.

METHOD

This type of research uses a qualitative approach. The purpose of the qualitative approach is to describe and analyze the phenomena, events, social activities, attitudes, beliefs, and perceptions of individual and group thoughts. The purpose of the qualitative approach is to describe and uncover the research topic.

As stated by Bagdon and Taylor, descriptive data consists of people's words (written or oral) and their behavior. This research is considered a descriptive analysis. (MOELONG, 2018). Data obtained from the field, either in the form of images, interviews, photographs, documentation, etc., will be displayed in the form of sentences.

In this study, the researcher went directly to the field or directly to the research object, namely the Institute of Internal Government, West Sumatra campus.

FINDING AND DISCUSSION

Social dynamics and technological advances present new challenges. Changes in government behavior influenced by globalization, digital-native mindsets, and diverse socio-cultural backgrounds create a gap between the existing coaching strategies and the real needs of the current generation's characters. Data on violations of the Batch XXXIV of youth discipline at the IPDN West Sumatra Campus from August to December 2024 showed a significant increase, especially in the light and medium discipline categories. This indicates that coaching strategies, including the role of caregivers in them, still need evaluation and adjustment.

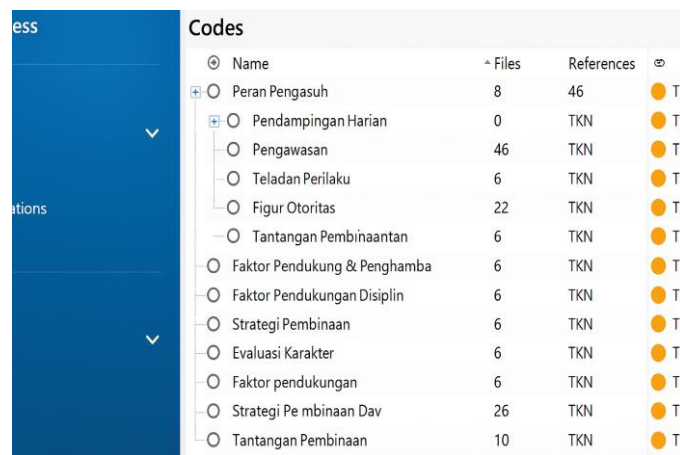
Table : 1 Number of Disciplinary Violations of IPDN West Sumatra Campus in August 2024-December 2024

Month of Violation	Light Discipline		Moderate Discipline		heavy discipline	
	Man	Women	Man	Women	Man	Women
August	11	6	2	5	-	-
September	18	10	7	9	-	-
October	35	12	13	7	1	2
November	28	17	18	12	-	-
December	38	18	23	14	-	-

This data reflects that the development of character and discipline of the state still faces various complex challenges. Creating a strong state character with integrity, and high discipline is not an easy task.

This study involved as many as 21 key informants who were selected purposively because they were considered relevant and able to provide in-depth information about the research topic, namely the role of caregivers in the formation of the character of the state discipline at IPDN West Sumatra Campus.

The interview data was analyzed using NVivo 12 Plus software with a thematic analysis approach. The analysis is carried out through several systematic stages.



Name	Files	References	
Peran Pengasuh	8	46	TK
Pendampingan Harian	0	TKN	TK
Pengawasan	46	TKN	TK
Teladan Perilaku	6	TKN	TK
Figur Otoritas	22	TKN	TK
Tantangan Pembinaan	6	TKN	TK
Faktor Pendukung & Penghambatan	6	TKN	TK
Faktor Pendukung Disiplin	6	TKN	TK
Strategi Pembinaan	6	TKN	TK
Evaluasi Karakter	6	TKN	TK
Faktor pendukung	6	TKN	TK
Strategi Pembinaan	26	TKN	TK
Tantangan Pembinaan	10	TKN	TK

Figure 1 : Code input

The entire interview was conducted in the form of a voice recording, then transcribed verbatim (word for word without reduction of meaning) into text format. These transcripts are then imported into NVivo software for further coding and analysis.

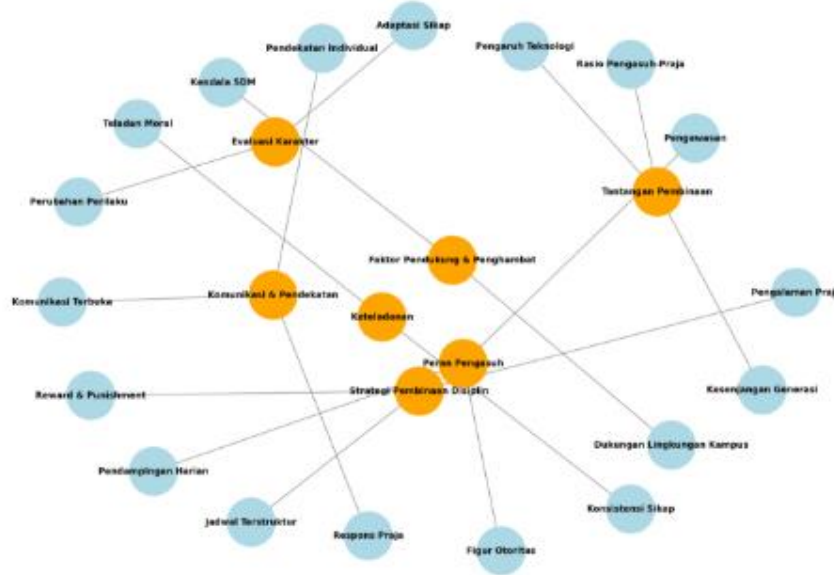


Figure 2 : Open Coding Results

The most common codes appear: Discipline, Supervision, Example, Communication, Human Resources Limitations.

Name	Files	References	Created by
Peran Pengasuh	8	35	WES
Pendampingan Harian	3	10	WES
Pengawasan	4	13	WES
Figur Otoritas	3	12	WES
Keteladanan	7	31	WES
Konsistensi Sikap	4	18	WES
Teladan Moral	3	13	WES
Strategi Pembinaan Disiplin	9	42	WES
Reward & Punishment	5	16	WES
Jadwal Terstruktur	3	14	WES
Pengalaman Praja	4	12	WES
Komunikasi & Pendekatan	6	28	WES
Komunikasi Terbuka	2	10	WES
Pendekatan Individual	2	9	WES
Respons Praja	2	9	WES

Figure 3 : Frequently Appearing Notes

After open coding, the axial coding process is carried out, which is grouping the codes into five main themes (main nodes) which is the focus of this research.

Table : 1 Nvivo Data That Has Emerged

Aspects/Constructs	NVivo Data That Has Emerged
The Role of the Caregiver	It is found in <i>the "daily mentoring", "supervision", and "authority figure"</i> nodes.
Example	Identified in the nodes <i>"consistency of attitude"</i> and <i>"moral exemplar"</i> .
Discipline Development	It appears in <i>the nodes "reward and punishment", "structured schedule", and excerpts of the royal experience.</i>
Communication and Approach	It is reflected in the <i>nodes of "open communication", "individualized approach", and direct quotation of the government.</i>
Coaching Challenges	Identified in the <i>nodes of "caregiver-state ratio", "technological influence", and "generation gap".</i>
Impact/Character Evaluation	Implied in the quotes of the state and caregivers that mention <i>"behavior change" and "attitude adaptation".</i>
Supporting/Inhibiting Factors	It was explored through <i>the nodes of "HR constraints" and "campus environmental support"</i> mentioned by the informant.

Once the main node is formed, visualization features such as Node Tree, Word Frequency Query, and Matrix Coding Query are used for advanced analysis.

Based on the results of data analysis obtained from interviews with 21 informants and processed using NVivo 12 Plus software, five main themes (main nodes) were obtained that reflect key aspects in the role of caregivers in the formation of the character of civil discipline at IPDN West Sumatra Campus. Each theme is analyzed in depth and elaborated through a descriptive narrative to provide a comprehensive understanding of the reality on the ground.

CONCLUSION

Caregivers play a central role in the IPDN education system, especially in the aspects of character formation and government discipline. Through daily supervision and intensive mentoring, they create a disciplined and orderly environment.

Example is the most effective coaching instrument. When caregivers are able to show consistency and integrity, it is easier for the government to emulate and internalize the values of the government.

The discipline development strategy is implemented through a combination of sanctions and rewards as well as the implementation of a structured life schedule. The effectiveness of this strategy depends on a balance between assertiveness and a humanist approach.

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