



## **Improving Cadet Discipline And Character Through Time Management At The Official School Of The Transportation Human Resources Development Agency**

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### **Abstract**

Education in institutions such as the Transportation Human Resources Development Agency (BPSDMP) has a crucial role in forming the character and discipline of cadets. One effective approach in achieving this goal is through implementing good time management. Time management not only helps cadets in completing tasks efficiently, but also contributes to the formation of self-discipline and strong character. This study uses a qualitative descriptive method to explore the implementation of time management in BPSDMP and its impact on cadet discipline and character. Data was obtained through observation, interviews and collecting information from various sources. The research results show that effective time management allows cadets to organize their daily activities well, follow a strict schedule, and meet deadlines consistently. The application of time management at BPSDMP also has an impact on developing the character of cadets. They are taught to be responsible, work hard, and not give up easily in facing challenges. Cadet achievements in various fields such as academics and sports are clear evidence of the effectiveness of time management in forming strong character and high discipline. Case studies of several cadets who achieved achievements confirmed that the time management implemented at BPSDMP was successful in forming cadets who were disciplined and had strong character. Cadets are trained to value time, set goals, and work hard to achieve them. Their success does not only reflect academic or sporting achievements, but also the formation of character that is ready to face various challenges in the future. Implementing good time management at BPSDMP is a strategic step in forming cadet discipline and character. With high discipline and strong character, the cadets are expected to become future leaders with integrity and able to face various challenges in the world of work and everyday life.

### **Keywords:**

time management, discipline, character

### **Introduction**

Education in official schools, especially at the Transportation Human Resources Development Agency (BPSDMP), has a very vital role in shaping the character and discipline of cadets. As an institution responsible for producing quality human resources in the field of



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transportation, BPSDMP must ensure that its cadets not only have qualified technical knowledge and skills, but also have high discipline and strong character. One effective way to achieve this goal is through the implementation of good time management.

Time management is an important skill that must be possessed by every individual, especially for cadets who will later carry out important tasks in the field of transportation. The ability to manage time well will help cadets in completing their tasks efficiently, reducing stress, and increasing productivity. More than that, good time management also contributes to the formation of self-discipline and a strong character.

In official schools such as BPSDMP, time management can be applied through a variety of programs and activities specifically designed to hone these skills. For example, strict scheduling of daily activities, trainings that focus on time management, and regular supervision and evaluation of cadets' progress in adhering to predetermined schedules. Through this approach, cadets are expected to develop positive habits in managing their time, which will later become valuable capital in their careers in the future.

In addition, the implementation of good time management in BPSDMP is also expected to form the character of cadets who are responsible, disciplined, and able to work under pressure. Discipline in following a predetermined schedule teaches cadets to respect time, both their own time and the time of others. This is very important considering that in the world of work, especially in the field of transportation, punctuality is one of the keys to operational success. Furthermore, the ability to manage time is also closely related to character development. Cadets who are able to manage their time well usually also have the ability to set priorities, set goals, and make the right decisions. These abilities are very important in forming a strong and resilient character, who does not give up easily in the face of challenges and always strives to achieve the best.

The implementation of time management in BPSDMP official schools does not only aim to increase the efficiency and productivity of cadets in carrying out daily activities. More than that, it is a strategic effort to form superior discipline and character of cadets. With high discipline and strong character, it is hoped that BPSDMP cadets can become future leaders with integrity, able to face various challenges, and contribute significantly to the progress of the transportation sector in Indonesia. The implementation of effective time management in BPSDMP must also be supported by all components of the institution, ranging from teachers, coaches, to the cadets themselves. Awareness and a shared commitment to make time management an integral part of the educational process will be the key to success in producing quality and characterful human resources. BPSDMP can continue to play an important role in the development of a reliable and highly competitive transportation sector in the national and international arena.

## **Literature Review**

### **Time Management as an Instrument of Discipline Improvement**

Time management is an important process in planning and controlling the time spent on various activities. In the educational environment, especially in official schools such as the Transportation Human Resources Development Agency (BPSDMP), time management plays a crucial role in shaping cadet discipline. Research by Britton and Tesser (1991) shows that effective time management not only



improves self-discipline but also reduces procrastination behavior. In service schools, where discipline is one of the key aspects, the ability to manage time helps cadets develop regular routines, follow strict schedules, and meet deadlines consistently. Good time management allows cadets to be more structured in carrying out daily activities, from academic activities to physical exercises and extra-curricular activities. It also helps in forming disciplined habits, as cadets learn to respect time, set priorities, and work efficiently. The implementation of a strict schedule and regular supervision from teachers and coaches at BPSDMP ensures that cadets not only follow the schedule but also comply with existing rules, which ultimately improves their discipline.

### **The Relationship between Time Management and Character Development**

Time management plays an important role in character development, an aspect that has been increasingly highlighted in research over the past few decades. According to Covey (1989), good time management allows individuals to prioritize important and urgent tasks. This has an impact on character development such as responsibility, perseverance, and integrity. In official schools such as the Transportation Human Resources Development Agency (BPSDMP), a strong character and a good work ethic are needed. Lickona (1991) emphasized that character is formed through daily habits, including how a person manages their time. The implementation of good time management in BPSDMP teaches cadets to respect time, set priorities, and work efficiently. This practice helps cadets in forming positive habits that support the development of strong characters.

By adhering to a strict schedule and undergoing intensive training, cadets learn discipline and responsibility. They are taught to strike a balance between academic, physical, and extra-curricular activities, all of which contribute to the formation of a balanced and resilient character. Effective time management also teaches cadets to set goals, plan steps to achieve them, and assess their progress. This process improves decision-making skills and resilience in the face of challenges. Thus, time management not only improves the academic and professional performance of cadets, but also forms a character who is ready to face various challenges in the world of work and daily life.

### **Implementation of Time Management in Official Schools**

The application of time management in official schools such as the Transportation Human Resources Development Agency (BPSDMP) requires a systematic and integrated approach. According to Macan (1994), effective time management techniques involve goal setting, daily planning, and schedule management. In BPSDMP, this implementation is carried out through various programs and activities. Cadets are provided with special training on time



management, which is accompanied by strict scheduling of daily activities and regular supervision by teachers and coaches.

Research by Hellsten and Rogers (2009) shows that structured time management training can improve individual efficiency and productivity. In addition, periodic evaluations of the implementation of time management in BPSDMP help assess the effectiveness of the program and make necessary improvements. Through this approach, cadets learn to manage their time well, which not only helps in the management of daily tasks but also plays an important role in shaping their discipline and character. Implementing good time management, cadets are expected to develop positive habits that support academic and professional success. It also contributes to the formation of a disciplined, responsible, and capable of working under pressure, which is indispensable in the world of work and daily life.

## **Methods**

### **a. Type of Research**

This study uses a qualitative descriptive method. This method was chosen to describe in detail how time management is applied in the Transportation Human Resources Development Agency (BPSDMP) and its impact on cadet discipline and character. The qualitative approach allows researchers to dig deeper into the experiences, perceptions, and practices of cadets in managing their time.

### **b. Research Time and Location**

This study was conducted for two weeks. The location of the research is on the BPSDMP campus and the Medan Aviation Polytechnic. During this period, the researcher conducted direct observations, and collected data from various sources such as daily activity schedules, cadet achievement records, and reports from teachers and coaches.

### **c. Data Analysis Techniques**

Data analysis was carried out with a thematic approach. The data obtained from observation, and documentation are categorized into themes relevant to time management, discipline, and cadet character. The analysis process involves steps: data collection, data reduction, data presentation, and drawing conclusions. Triangulation techniques are used to ensure the validity of the data by comparing information from various sources and methods. The results of the analysis were then used to explain the relationship between time management and the improvement of discipline and character of cadets in BPSDMP.

## **Discussion**

### **a. Application of Time Management in the Daily Life of Cadets**

In official schools such as the Transportation Human Resources Development Agency (BPSDMP), time management is implemented through a strict and structured scheduling of daily activities. Cadets are expected to follow a predetermined schedule, which includes a variety of academic activities,



physical exercise, and extracurricular activities. Data shows that cadets such as Andre Togi Sinurat and Muhammad Raziq Abdul Ilah are able to achieve achievements at the international level. Andre won a Bronze Medal at the 2024 Asean Innovative Science Environmental & Entrepreneur Fair and a Gold Medal at the 2024 Youth International Science Fair, while Muhammad also won a Bronze Medal at the 2024 Asean Innovative Science Environmental & Entrepreneur Fair.

These achievements show the successful implementation of time management in their daily lives. To achieve this achievement, cadets must be able to manage their time well, dividing between academic activities and competition preparation. Cadets are trained to prioritize tasks, manage time efficiently, and follow a predetermined schedule. This not only helps them in achieving good academic results but also prepares them for competition at the international level.

Effective time management allows cadets to complete their tasks efficiently, reduce stress, and increase productivity. Through strict scheduling, cadets learn to value time and work with discipline. They are also taught to set clear goals, plan steps to achieve them, and evaluate their progress periodically. The implementation of good time management in BPSDMP also helps in the formation of cadet character. They learn to be responsible, work hard, and not give up easily in the face of challenges. Cadets such as Grecia Situmorang and Muhammad Abduh who won medals in the 2024 Pekanbaru Taekwondo National Championship show that discipline formed through effective time management also contributes to success in non-academic fields. The application of time management in BPSDMP not only supports the academic achievement and performance of cadets but also plays an important role in shaping discipline and strong character. Discipline and good character, cadets are expected to become future leaders with integrity and able to face various challenges in the world of work.

#### **b. The Effect of Time Management on Improving Discipline and Character**

Good time management has a significant impact on improving the discipline and character of cadets in official schools such as the Transportation Human Resources Development Agency (BPSDMP). The achievements achieved by cadets, such as Grecia Situmorang and Muhammad Abduh in the 2024 Pekanbaru Taekwondo National Championship, show that discipline formed through effective time management contributes to success in non-academic fields. Consistent practice and a regular schedule are key in developing discipline.



Cadets are taught to follow a strict schedule that includes a variety of academic and non-academic activities. Through this process, they learn to respect time, show responsibility, and work with discipline. For example, Grecia Situmorang who won the Gold Medal and Muhammad Abduh who won the Silver Medal in the taekwondo championship, showed that the ability to manage time effectively is very important to achieve high achievements.

In addition, the ability to manage time well helps cadets develop a tough character and is ready to face various challenges. They learn to set clear goals, plan steps to achieve them, and evaluate progress periodically. This process teaches them not to give up easily and always try to achieve their best, both in academic and non-academic fields. Effective time management at BPSDMP not only improves the academic performance of cadets but also forms strong discipline and character.

### **c. Case Study of Cadet Achievement as Evidence of Time Management Effectiveness**

Case studies on several cadets who achieved achievements show the effectiveness of time management in shaping discipline and character. Andre Togi Sinurat is a clear example of the successful implementation of time management. Andre won a Bronze Medal at the 2024 Asean Innovative Science Environmental & Entrepreneur Fair and a Gold Medal at the 2024 Youth International Science Fair. This achievement not only shows academic excellence but also how Andre manages his time well between study activities and competition preparation. With strict scheduling and proper prioritization, Andre was able to achieve outstanding achievements at the international level.

Apart from Andre, Fariz Aulia Abdillah also showed similar success. Fariz won the championship in badminton at the city/district level at the 2024 KEMENKES CUP POLYTECHNIC. This success confirms that time management is not only important in academic activities but also in sports and extracurricular activities. Fariz had to divide his time between physical training, academic activities, and competition preparation. The ability to manage time efficiently allows Fariz to achieve achievements in various fields. The success of these cadets confirms that the time management implemented in BPSDMP is effective in forming cadets who are disciplined and have strong character. They are trained to value time, set goals, and work hard to achieve them. This practice not only

helps them achieve achievements but also forms a character that is ready to face various challenges.

The achievements of cadets such as Grecia Situmorang and Muhammad Abduh in the 2024 Pekanbaru Taekwondo National Championship also show the importance of time management. Grecia won the Gold Medal, while Muhammad won the Silver Medal. This success requires consistent practice and high discipline, which can only be achieved with good time management. Cadets who are able to manage their time well show responsibility, dedication, and the ability to work hard

The research result and discussion section contain results of the research findings and their ensuing discussions. The findings acquired from the results of the conducted research should be written with the supplementary support of adequate data. The research results and findings should be able to resolve or provide explanations to the question stated in the introduction and also contains with the author's analysis of the findings by connecting the empirical data with the theory used.

## **Conclusion**

This study highlights the importance of implementing time management in the Transportation Human Resources Development Agency (BPSDMP) in shaping the discipline and character of cadets. Through a qualitative approach, this study reveals that effective time management allows cadets to organize daily activities well, follow strict schedules, and meet deadlines consistently. The results of the study show that the implementation of time management in BPSDMP has a positive impact on shaping the character of cadets. They are taught to be responsible, work hard, and not give up easily in the face of challenges. The achievements of cadets in various fields, both academic and non-academic, are proof of the effectiveness of time management in forming discipline and strong character. Case studies on several outstanding cadets, such as Andre Togi Sinurat and Fariz Aulia Abdillah, illustrate how the implementation of good time management helps them achieve extraordinary results. Their achievements reflect not only academic or sporting excellence, but also the formation of a character that is ready to face various challenges in the future.

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