

PERSONALITY ANALYSIS PROFILE TRAINER WITH DISC METHOD AS A DETERMINANT OF PSYCHOLOGICAL TEST FOR SELECTION OF CANDIDATES FOR TRAINERS AT AL AZHAR - DEPOK MAS

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ABSTRACT

The need for social workers in the regions of Eastern Indonesia, especially in the fields of human enrichment and the development of the Islamic religion, makes it necessary to have prospective workers. Da'i as a trainer at the Al Azhar Zakat Charity Institute. Therefore, it is necessary to select candidates for Da'i according to the characteristics of the demands as a trainer. Selection using the DISC method already has high validity and its effectiveness has been used in several aspects and fields of work to measure individual aspects of Mental Readiness and Cognitive. DISC was created to help individuals explore their personality and behavior types so that they can better understand themselves and others (Bonnstetter & Suiter, 2011: 32). The method with a comparative research design is used to determine the profile of Dai as a trainer by using psychological tests and DISC analysis. The combination of DISC results is known that the prospective Da'i participants have a dominant combination of CS/DI, SC/DI, SC/ID, where this type tends to obey the rules and be consistent. In conclusion, Candidates for preachers on average have the ability to influence as a form of da'wah business that is inherent in them.

Keywords: Personality of Da'i, DISC

PROEM

Profession of Da'i as a trainer for current developments is very much needed by the younger generation. Da'i as trainers in Amil zakat institutions are like guides for people who want to enlighten themselves to get the safety of the world and the hereafter. The need for social workers in areas in Eastern Indonesia, especially in the field of human enrichment and the development of the Islamic religion, makes it necessary to have prospective Da'i workers as trainers to implement their competence and willingness to broadcast their religious teachings to the people of the region.

A Da'i as a trainer must be aware that all behavior is always used as a benchmark for the community towards the truth. For this reason, prospective preachers are required to have a good, polite and authoritative personality. Meanwhile, if the Da'i's personality as a trainer is weak, unsteady and unstable, then what the trainer conveys will not have any impact on the surrounding community. When the trainer's understanding of cognition is low and only limited to intuition, it will cause a miss perception. Therefore, it is necessary to select candidates for Da'i according to the characteristics of the demands as a trainer. The selection test was carried out with psychological tests which were carried out to measure individual aspects of Mental Readiness and Cognitive. This is because the trainer is not only proficient in the areas of cognitive (IQ), Personality (EQ) but also spiritual (SQ) and fighting power (AQ).

The comprehensiveness of the assessment is measured using the DISC (Dominance – Influence - Steadiness - Compliance) measuring instrument which already has high validity and has been used for its effectiveness in several aspects and fields of work. This tool provides an overview of a person's behavior that can predict the tendency of his behavior in the future. Each DISC character has a different response to the pressure he experiences in his environment. So the study tried Personality Profile Analysis Using the DISC Method as a Determination of Passing the Psychological Test for Selection of Candidates for Da'i in Al Azhar - Depok Mas.

THEORETIC

DISC

DISC is a *non-critical tool* to understand the type (*style*) of a person's behavior. DISC was created to help individuals explore their personality and behavior types so that they can better understand themselves and others (Johannes, Knoetze, & Ebersohn, 2007). DISC measures personality, more precisely is work behavior. Everything that is learned in DISC is all *observable*. There are many methods for performing DISC measurements. Generally, online-based applications are available. However, the DISC measurement method that we have is the Manual system using our own method in accordance with the standard psychological system, namely by behavioral table tests (typology test tables), questionnaire tests and DISC psychological tests interviews by psychologists.

Personality Factors in DISC

To be able to describe the four types and styles of behavior in DISC more clearly, it can be done by grouping them into four different types (styles) of individuals (McGourty & De Meuse, 2001). Based on the DISC theory, a person's personality is classified into four types, namely (Santiko, Prasetyo, & Sukisno, 2019) are :

1. **Dominance.** People with the nature of dominance (power), like to achieve results quickly, like challenges and new fields and take authority. They will feel comfortable in an environment of power and authority with opportunities to enhance individual achievement (Sari, et, al., 2020). Dominant people like to be in charge and don't want to be under the control of others and are most comfortable when they can control the environment. Dominant people always come up with big ideas, so they are often in control and make quick decisions (Putra, et, al., 2020). But dominant people often miss details, often ignoring the judge and the feelings of others.
2. **Influence (Influence)** Individuals with the influence of influence their behavior tends to be fast, but prefers to be and work with other people when doing a task. They are influential, good at winning people's hearts. They are very happy to hang out with the community or a group to increase relationships. Influence people enjoy connecting with others and making a good impression, speaking out loud and creating a positive and enthusiastic environment. People with the nature of influence prefer in the field of coaching and counseling (Pardede, et, al., 2020)
3. **Steadiness (Stable)** A person with steadiness is known for his consistency in doing something until it is successful/finished. Best at creating harmony in the workplace. The most positive contribution to this stediness person is to be a true listener, patient, helpful and good at controlling the situation. Individuals with this category are always focused on collaborating with others to complete their tasks. The disadvantage is that they do not have strong self-motivation, so they change quickly and are easily influenced by others and are reluctant to make decisions. This type requires people who can put pressure on them and help prioritize tasks, work and have high flexibility in work procedures (Syukron, et, al., 2020). In order to have optimal effectiveness, this individual needs to be in-depth informed about the upcoming changes as soon as possible in order to adapt.

4. Compliance (thinkers) Compliance produces diligent workers, focused on quality and accuracy. Characteristics of people with a strong nature of compliance are very thorough and like to think complicated. This type will be comfortable if you are in an environment that has clear performance expectations. Compliance people are usually firm in their stance and choices. The positive traits that can be taken from compliance are conscientious, critical thinking, using a subtle and analytical approach, having a mature plan, being able to solve problems well, being professional, diplomatic and having high loyalty. The disadvantage is that they tend to be hesitant and seem slow in making decisions because they are too thorough.

DISC Measurement Method

There are many methods for performing DISC measurements. Generally, online-based applications are available (Goodwin et al., 2020). However, the DISC measurement method that we have is a Manual system using our own method in accordance with psychological system standards, namely by behavioral table tests (typology test tables), questionnaire tests and DISC psychological tests interviews by psychologists (Urbina, 2014; Whitcomb, 2013) .

Understanding Psychological

Tests Psychological tests are psychological examination activities that use certain psychological test tools as measuring tools (in the form of test questions) created by psychologists (Naglieri et al., 2004). This test aims to measure a person's conditions related to intellectual abilities, emotions, interests, talents, and personality (Millon, 2011; Zeidner, Matthews, & Roberts, 2012)

METHOD

The method used in this study is a quantitative and qualitative descriptive analysis using a standard DISC questionnaire that has been quantified in a system. In addition, a comparative research design is used to determine the profile of Dai as a trainer by using psychological tests and DISC analysis. In qualitative research methods, qualitative research designs can include designs *grounded theory* and narrative. These designs were determined by the researchers based on the methodological views believed by the researchers themselves as well as the significance of the research problems studied both

for the development of science and for improving existing policies and practices (Bandura, 2014: 75).

RESULT AND DISCUSSION

Based on the measurement results using the DISC method. There are several combinations of DISC results as follows:

Table 1. Combination of DISC results

Results	Total	Percent
CD/IS, CD /SI	2	8
CS/DI, SC/DI, SC/ID	6	24
IDS/C	3	12
CSD/I	1	4
SI/CD	2	8
ICS/D, SIC/D, CIS/D, ISC/D	5	20
IC/SD	2	8
IDC/S, CID/S	2	8
DI/CS	1	4
SD/IC	1	4
Total	25	100

Source: Research data, 2020

Based on a combination of the results of prospective participants DISC known Dai has combination a dominant CS / DI, SC / DI, SC / ID, where this type has the inclination by the rules and consistent. Meanwhile, only a small proportion of Dai candidates have attitudes that can influence (*Influence/ I*) and Dominant (D) in taking action.

This finding explains that the personality of a Dai with a good religious background will show an obedient and obedient attitude. This is an important value, that a coach must rely on the applicable rules, especially those related to religious rules. So, it is very appropriate if the criteria for a tax trainer are taken from among the Dai who have good religious knowledge.

In addition, there are consequences that must be considered in appointing a Dai as a zakat trainer, namely a wise attitude towards the dynamics that develop in the midst of society, which are related to zakat. So, a consistent attitude towards religion is very necessary. This will affect the perspective, how the ability of reason is connected to the basics of religion by looking at the reality in life. Thus, it is important to consider being obedient and consistent.

However, it is the institution's duty to continue to provide training for Dai as zakat trainers, to have insight and motivating personality, what does that mean? as a trainer, he is not only fundamentally intelligent in religious knowledge, but he is also required to be an inspirational figure, so that what is conveyed can be an encouragement for zakat agents in collecting zakat from the Muslim community.

Likewise with the dominant attitude, this attitude is deemed necessary, because it is very useful in making decisions. The decision in question is sensitivity in presenting solutions for various backgrounds of zakat givers. So, the demand is to have other special abilities such as financial management skills, psychological abilities, the ability to overcome problems in the household, and so on. With the breadth of this general knowledge, a Dai Trainer of Zakat can provide concrete directions in solving problems related to Zakat either directly or indirectly.

CONCLUSION

The Conclusions obtained from the results of this study are as follows:

1. The DISC method produces a dominant combination of CS/DI, SC/DI, SC/ID, where this type has a tendency to adhere to the rules and is consistent, and there is also a combination of ICS/D, SIC/D, CIS/D, ISC/D. Where Candidates for Dai on average have the ability to Influence (Influence / i) as a form of da'wah inherent in them
2. DISC's role in determining the characteristics of Dai is with a personal profile that becomes a strong character for a Dai in addition to cognitive abilities and emotional maturity, fighting power namely the ability to focus on good procedures and interactions or respond to various changes with a combination of IC and DC so that they can work optimally.

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