



INTERNATIONAL JOURNAL OF ACADEMIC RESEARCH IN BUSINESS & SOCIAL SCIENCES



Comparison of Psychological Readiness Factors among the Collegiate Armed Uniform

N. A. Kosni, M. R. Abdullah, S. N. W. Azman, A. B. H. M. Maliki, R. M. Musa, A. Adnan, S. M. Mat-Rasid, H. Juahir

To Link this Article: <http://dx.doi.org/10.6007/IJARBSS/v8-i2/3859>

DOI:10.6007/IJARBSS/v8-i2/3859

Received: 13 Dec 2017, Revised: 25 Jan 2018, Accepted: 02 Mar 2018

Published Online: 05 Mar 2018

In-Text Citation: (Kosni et al., 2018)

To Cite this Article: Kosni, N. A., Abdullah, M. R., Azman, S. N. W., Maliki, A. B. H. M., Musa, R. M., Adnan, A., ... Juahir, H. (2018). Comparison of Psychological Readiness Factors among the Collegiate Armed Uniform. *International Journal of Academic Research in Business and Social Sciences*, 8(2), 94–111.

Copyright: © 2018 The Author(s)

Published by Human Resource Management Academic Research Society (www.hrmars.com)

This article is published under the Creative Commons Attribution (CC BY 4.0) license. Anyone may reproduce, distribute, translate and create derivative works of this article (for both commercial and non-commercial purposes), subject to full attribution to the original publication and authors. The full terms of this license may be seen

at: <http://creativecommons.org/licenses/by/4.0/legalcode>

Vol. 8, No.2, February 2018, Pg. 94 – 111

<http://hrmars.com/index.php/pages/detail/IJARBSS>

JOURNAL HOMEPAGE

Full Terms & Conditions of access and use can be found at
<http://hrmars.com/index.php/pages/detail/publication-ethics>

Comparison of Psychological Readiness Factors among the Collegiate Armed Uniform

N. A. Kosni^{1,2}, M. R. Abdullah^{1,2}, S. N. W. Azman², A. B. H. M. Maliki², R. M. Musa², A. Adnan², S. M. Mat-Rasid¹, H. Juahir¹

¹ East Cost environmental research institute (ESERI), University Sultan Zainal Abidin, 21300, Terengganu, Malaysia, ²Faculty of Applied Social Sciences, University Sultan Zainal Abidin, 21300, Terengganu, Malaysia.

Email: razali896@yahoo.com

Abstract

Psychological readiness to endure the difficulty during training and battlefield is essential to develop a mentally strong armed uniform recruit. In order to assess their current psychological enthusiasm of armed uniform recruit. The aim of this study was to identify the differences in psychological readiness among three armed uniform package unit based on the seven readiness factors. A total of 278 respondents consist of 131 respondents from Suksis, 78 respondents from Palapes and 69 respondents from Wataniah participated in this study. They were asked to complete a Psychological Skills Inventory for Sport (PSIS-R-5) questionnaire in this study. The questionnaire contained with seven factors, which are motivation, confidence, anxiety control, mental preparation, team emphasis, concentration, and cognition. The questionnaire used 5 scales likert from scale 1 for 'Strongly Disagree' to scale 5 for 'Strongly Disagree'. The result shows that there are significant different of psychological readiness between these armed uniform package units. Wataniah unit has the greatest psychological readiness by manipulated six from seven factors compared to the Suksis and Palapes. Among seven factors of psychological readiness, six of them shows that there are significant different between Suksis, Palapes and Wataniah which are motivation, confidence, anxiety control, team emphasis, concentration, and cognition except mental preparation that not show any significant different among the three-armed uniform package unit. In conclusion, although the armed uniform unit has a similar role and practice, however, psychological readiness among the show a significant different except mental preparation. This indicates that the participant has no idea about why they choose to participant in armed uniform package unit.

Keywords: Armed Uniform Package Units, Co-Curricular Activities, Psychological Readiness Factors, Non-Parametric Test.

Introduction

There are several of uniformed units established for co-curricular activities in local universities which are aiming to train students to be more disciplined, obey the rules, have own identity and patriotism (Jumelan, 2014). Fundamentally, there are many choices of uniformed units provided for the students who are interested to participate it. There are three reputable uniformed units that have been listed as most chosen by students, namely, Police Undergraduate Voluntary Corp (Suksis), Reserve Officer Training Units: Air Force (Palapes) and Territorial Army Regiment (Wataniah). These military based training of armed uniform need highly mental toughness to complete the training in two to three years in college.

Psychological readiness plays an important role in determining the readiness level of members in the armed uniform package units. Since the training that had given by each trainers of armed uniform package units (Suksis, Palapes and Wataniah) are quite harder they have to prepare themselves fully physically and mentally. The members will be able to survive in armed uniform package units with fully preparation only even though they are given a very difficult task to do as they are already prepare for any situation that might occurs. The problems arise when they choose the units based on their interest without thinking about their psychological readiness and ability to face the training in the units. One of the some of the students drop out factor from the units even though they are already had been accepted because they cannot stand the customary training.

Readiness has considered as one of the most important elements in military capability. Even though readiness is one of the four elements in overall military capabilities, its importance has made it a subject of current debate on defense (George, 1999). According to Blyth (2015), being ready mean that equipped you with skills to deal with what will happen ahead and to learn from as well as contribute to what is happening. From children until adult the readiness is always being questionable. Are we ever “fully prepared” in all the ways; ready cognitively, socially, and emotionally for what is going to happen? Maybe not fully prepared but at least prepared to take on the challenges ahead and make the most of the opportunities for learning.

Readiness has been defined in two ways; narrow thinking and board thinking. Most of the definition is in narrow thinking. Joint Chiefs of Staff has defined readiness as the ability of forced to deploy quickly and perform initially in wartime as they were designed to do. The readiness as usual is always concerned with such issues that link to the warfare such as the ability to engage in anti-aircraft warfare, the ability to deliver bombs to a target or the ability of a destroyer to conduct anti-submarine warfare. Meanwhile, in boarder thinking readiness is a doctrine of war not to assume the enemy will not come, but rather to rely on one’s readiness to meet them and not to presume that they will not attack, but rather to make one’s self-invincible. This is a broad definition of readiness by Sun Tzu (George, 1999).

Numerous research efforts have been examined various aspects of readiness in recent years. A common thread they found out is readiness is not a simple concept that is easily to define and measured. Readiness is often focused on the capability of a military force that is results from various personnel, equipment, training, mobility and other inputs (Betts, 1995). From Othman, Hashim and Wahid (2012) perception, they defined readiness as the willingness and ability to do

something. It also refers to individual or institution that has been prepared for a future task. On this basis, successful armed force unit relies both on willingness, capabilities, and environmental conditions. In order to measure readiness, psychologists and sociologists commonly apply four concepts in it that were attitude, values, opinion, and belief.

The main component of readiness is a psychological readiness that is very important function to know about their personal components such as motivational and mental readiness and ability of the subjects in their profession (Baimenova, Bekova and Saule, 2015). Psychological readiness widely used in studies involving sports, education, defense, healthy, military and others too. Psychological readiness is important for an individual as it could affect their performance. If their psychological condition is in a better state, they are able to give their best but the opposite will happen if theirs' in worst state. For example, the psychological readiness of an athlete must be examined first before they can return to play after recovering from injury. This is because if they are not psychologically ready it can lead to re-injury. Lack of confidence from the athlete also could reduce their performance.

Based on a study conducted by Thompson and McCreary (2006), militaries are often stressed by their training programs and increasing works demand. They need to control their fear and reckless behavior in order to maintain operational effectiveness from decrease. Therefore, the psychological play an important role for the militaries like learning to control thoughts and emotions that can affect individual behaviors and practice repeatedly with different tasks to increase confidence. Other than that, their training should incorporating lessons concerning cognitive, emotional control, technical and physical performance as part of their learning. So, they can balanced both external and internal themselves.

Understanding the elements of psychological readiness will help an individual to know their limit of performance in the unit. The psychological factors play an important role for them to success because it can lead to positive psychological responses and negative psychological responses depend on the situation. Working for uniformed groups needed them to constant improvement of qualifications and striving for perfection. In this case, the motivation (McClelland, 1961) and the cognitive (Atkinson and Feather, 1966) help them to achieve their ambition. Ambition and aspirations as traits of character have a great effect on professional activity, self-improvement and the feeling of self-realization (Robert, 2011). The motivation make them desire to do something, performing well in their duties, succeeding and being the best among the best as they have their own solutions to problems that is clearly stated. Meanwhile from the cognitive point of view, they are able to calculate risk and sometimes set risky but able to reach the goals.

Motivational readiness is the willingness or tendency an individual to act because of their desire (Kruglanski, Chernikova and Eyal, 2014a) and effort to satisfy a want or goal (Singh, 2009). Motivation is an important key factor in ensures the armies to win in battlefield. This is because of their fighting spirit, aggressiveness and relatively buoyant high morale that able them to win. If an army is not adequately motivated so that the outcome will constantly be low combat performance no matter how much effort and energy are put into their training. The outcome will still be affected and determined by the individual actions, performance thresholds, human

imperfections, and varying personalities (Singh, 2009). In Wong (2006) study, he found three reasons why soldiers nowadays are motivated and in addition to fight for each other. First, soldiers are well educated and they can understand notions of ideology. Second, soldiers are always keeping in touch with the pressing issues of the day via Internet, Fox News and Cable News Network (CNN) to know the world situation. Lastly, soldiers nowadays are volunteers who come from a generation that trusts the military institution and understand the moral aspects of war.

Confidence is a personal thing that does not same for everybody. Different individual have different level of confidence. There are a number of ways for the individuals to build confidence over time even they are not naturally confident. Sometimes, confidence can be difficult to define as it was so personal. Mostly, confidence is seen as having belief in you, another person, or an idea. A confident person shows that they have faith in their abilities, talents, and personal strength. In armed force and military, their confidence and trust are worth as their life too. Confidence can build by remember and continuously practice and training every day. It is important for their memories to prevent them from forget. Confidence also known as a critical performance attributed and was mention in the Army Field Manual (AF-66) over 60 times (Rawat, 2011). Meanwhile, Hammermeister, Pickering and Lennox (2011) state that confidence is a result on how a person thinking, what their focuses on and how they react to the events in life.

Anxiety is a lead to stress; it is good for them as an activator to be more spirited in their work but sometimes it also bad for their health physically and psychologically. For those that have anxiety disorders, it can become more chronic, exaggerated, and uncontrollable. Anxiety and arousal are playing an important role for an individual. Both of them have similar effects on the body; anxiety is more to inhibit performance but arousal could be inhibit and beneficial to performance. Anxiety is one of psychological readiness that is come from the mind of an individual. Meanwhile, arousal is a result of physiological from bodily responses to a stimulus. It helps an individual to optimum their performance in profession (PDHPE, 2015). Whether in sports and arms of a service or military unit, they need psychological strategies to enhance motivation and manage anxiety. Both of motivation and anxiety with addition of concentration skills are very useful to help the athlete and army to release nerves, focus on the task given and also work during in moments of high pressure.

Mental preparation is same important like others psychological readiness for the arms of a service or military unit. Mental preparation (also known as rehearsal, visualization or imagery) is when they are pictures the skills and the movement that they have learn during the training in their mind. It also requires them to take their own view and imagine themselves completing the skill and scenario perfectly (PDHPE, 2015). Mental preparation is use when the army is feel anxious and indirectly helps them to improve their concentration before and during the battle. Mental preparedness is very important for surviving and enduring any life-threatening situation that could encounter.

Team emphasis also known as teamwork is such very important factor in armed force or military. Fletcher and Wind (2014) added teamwork in their study as they thought that teamwork always involve in most military operations. In the military, soldiers work together because their lives may

be at stake during the battle. So that, they was rely on each other and taking advantage of every opportunity for the team to learn and grow. They consistently perform better than their competitors, as they understand better about the value of teamwork. This is how their chance of survival increases during performance.

Concentration is the ability to focus the mind on one subject, thought, object, and at the same time exclude other unnecessary thoughts, idea, feelings, and sensation from the mind. While concentration, one's whole attention is absorbed in one thing only and only one thought occupies the mind and does not oblivious to anything else. The whole energy of the mind becomes concentrated on this one thought. Training is needed for improved the ability to control the mind and attention together because most of them are lack this ability to focus for any length of time. They cannot control their mind to concentrate whenever they want to. However, concentration is more to spontaneous and uncontrolled ability.

Cognitive capability measures are commonly used for selection and assignment in military. Based on previous study, cognitive capability measures also involved intelligence, speed of processing, agility, and memory capacity. It can conclude that the greater cognitive capability an individual have, the less mental workload used in performing a given cognitive task. Therefore, an individual with greater cognitive capabilities will have higher levels of cognitive readiness (Grier, 2012). Fletcher and Wind (2014) had defined cognitive readiness as the mental preparation (including skills, knowledge, abilities, motivations and personal dispositions) an individual needs to establish and sustain competent performance in the complex and unpredictable environment of modern military operations. In general, cognitive itself can influence the stress of an individual.

Questionnaire with 5 scales has been used to get the information quickly and to get the whole picture about the problem of the study. Questionnaire is an instrument that is commonly used in research. It is also the easiest method to seek the cooperation from the respondent (Tuckman, 1978).

Methodology

The respondents are randomly selected in this study are the undergraduate student who are involving in Suksis, Palapes and Wataniah armed uniform units. A total of 278 respondents was volunteered to participate in this study, Suksis (n=131), Palapes (n=78), and wataniah (n=69).

A Psychological Skills Inventory for Sport or PSIS-R-5 developed by Mahoney, Gabriel and Perkins (1987) that is was carry out in this study. Seven factors includes in questionnaire are motivation, confidence, anxiety control, mental preparation, team emphasis, concentration and cognition. The inventory was purposely used for athlete psychological assessment; however, the inventory underwent modification by the researcher.

In this study, there are three factors that have higher value of alpha cronbach; motivation ($\alpha = 0.80$), anxiety control ($\alpha = 0.79$) and mental preparation ($\alpha = 0.75$). The other two factors that are range in 0.60 to 0.70 (Bond and Fox, 2007) are acceptable in the study; concentration ($\alpha = 0.68$) and cognition ($\alpha = 0.60$). Meanwhile, the other two factors have low cronbach's alpha; confidence ($\alpha = 0.55$) and team emphasis ($\alpha = 0.36$). The reported Cronbach's alpha estimates

for these factors ranged between 0.36 and 0.80. The alpha value equal or greater than 0.70 has considered as reliable for research purposes and this is frequently a criterion for publishing the outcome measure (Abdullah, Kosni, Eswaramoorthi, Maliki & Musa, 2016; Spiliotopoulou, 2009). Therefore, the motivation, anxiety control and mental preparation factors are reliable in the study. Concentration and cognition have high alpha that are still acceptable in research (0.60 to 0.70). The other two factors that are confidence (8 items) and team emphasis (9 items) have lower alpha < 0.60 probably because of the small number of items in each subtest. Cronbach's alpha estimation of reliability will be increases if the scale length (number of items in the scale) increases. Swailes and McIntyre-Bhatty (2002) suggest that the effect on alpha is when the number of items is below seven. However, in this study, researcher used Pallant (2005) suggestion that the effect on lower alpha because of the items in a scale is fewer than 10 items.

The Kruskal-Wallis Test was conducted in this study for the major test to achieve the objectives. It was used to compare two or more independent samples of equal or different sample sizes. If the independent variable in the study had more than two categories, follow-up tests were conducted to identify the pairs of categories that will result statistically significantly different from each other. The follow-up test used was Mann-Whitney U test (Chua, 2013). Like in this study, armed uniform package unit was an independent variable that contains three categories of uniformed units (Suksis, Palapes and Wataniah) and the number of samples for each unit was not same. So that, the suitable test to conduct in this study was Kruskal-Wallis test because it involves one independent variable with three categories units. The formula used for the Kruskal-Wallis test is:

$$H = \frac{12}{N(N+1)} \sum_{k=1}^K \frac{P_k^2}{n_k} - 3(N+1)$$

Where:

N = The number of respondents

n = The number of respondents in each group

P = Total ranking

Result

The purpose of this study is to identify which armed uniform package units between Suksis, Palapes and Wataniah that will has the greatest psychological readiness and to identify the factors that will differentiate among the three of armed uniform package units. Table 1 shows the descriptive statistic for the Suksis, Palapes and Wataniah. Suksis in this study. The highest mean among the group dominated by Wataniah, followed by Palapes and Suksis.

Table 1: The descriptive statistic of the three groups of armed uniform package units

Factors	Group	N	Minimum	Maximum	Mean	SD
Motivation	Palapes	78	18.000	64.000	49.679	8.204
	Suksis	131	29.000	65.000	51.794	6.090
	Wataniah	69	40.000	64.000	54.810	5.291
Confidence	Palapes	78	14.000	40.000	30.538	4.477
	Suksis	131	22.000	41.000	30.290	4.139
	Wataniah	69	23.000	43.000	32.884	4.296
Anxiety Control	Palapes	78	16.000	50.500	33.199	6.993
	Suksis	131	17.000	49.000	30.141	6.282
	Wataniah	69	19.000	55.000	33.181	7.818
Mental Preparation	Palapes	78	14.000	38.000	26.128	4.732
	Suksis	131	10.500	39.000	26.485	5.149
	Wataniah	69	20.000	38.000	27.935	3.937
Team Emphasis	Palapes	78	23.000	44.000	33.372	4.215
	Suksis	131	23.000	45.000	32.664	3.860
	Wataniah	69	27.000	44.000	34.478	3.454
Concentration	Palapes	78	17.000	45.000	30.500	4.586
	Suksis	131	18.000	42.000	28.481	4.722
	Wataniah	69	18.000	49.000	31.406	6.100
Cognition	Palapes	78	20.000	39.000	28.256	3.774
	Suksis	131	16.000	38.000	27.840	3.556
	Wataniah	69	23.000	37.000	29.348	3.386

Table 2 shows the Kruskal-Wallis Test and multiple pairwise comparisons of seven factors evaluated among armed uniform units. All factors shows there are significant differences between armed uniform units except for mental preparation factors. The result shows that there are significant differences of motivation factor between these three groups of respondents [$\chi^2 = 20.81$, $p < 0.0001$] with a mean rank of 175.65 for Wataniah unit, 133.92 for Suksis unit and 116.88 for Palapes unit. While, there is no significant differences between Palapes and Suksis. The result also displays that Wataniah unit has higher mean rank of motivation factor compared to the others two. Figure 1(a) clearly shows that the level of motivation factor for the three groups of armed uniform package units was different. Wataniah unit has the highest mean value followed by Suksis unit. Meanwhile, Palapes unit has the lowest mean value indicates that their motivation readiness was at the lowest level. Meanwhile, Suksis unit has the lowest mean value indicates that their motivation readiness was at the lowest level. There is significant differences of confidence factor between these three groups [$\chi^2 = 17.05$, $p = 0.000$] with a mean rank of 172.66 for Wataniah unit, 136.82 for Palapes unit and 123.62 for Suksis unit. From the table below we can conclude that Suksis and Wataniah, and Palapes and Wataniah are identified as different. However, there is no significant difference between Suksis and Palapes. The table shows that Wataniah unit has higher mean rank of confidence factor compared to the other two units. Figure 4.3 below clearly shows that the level of confidence factor for the three groups of

armed uniform package units was different. Wataniah unit has the highest mean value followed by Palapes unit.

The third factor, anxiety control, shows significant differences of anxiety control factor between these three groups [$\chi^2 = 12.76$, $p = 0.002$] with a mean rank of 157.53 for Palapes unit, 153.62 for Wataniah unit and 121.32 for Suksis unit. From the table below we can conclude that Suksis and Wataniah, and Suksis and Palapes are identified as different. Nonetheless, there is no significant difference between Wataniah and Palapes. The table shows that Palapes unit has higher mean rank of anxiety control factor compared to the other two units. below clearly shows that the level of anxiety control factor for the three groups of armed uniform package units was different. Palapes unit has the highest mean value followed by Wataniah unit. Meanwhile, Suksis unit has the lowest mean value indicates that their anxiety control readiness was at the lowest level.

The fourth factor, mental preparation of three armed uniform package unit shows there are no significant differences of mental preparation factor between these three groups; Suksis, Palapes and Wataniah [$\chi^2 = 4.78$, $p = 0.091$] with a mean rank of 156.52 for Wataniah unit, 137.34 for Suksis unit and 128.06 for Palapes unit. From the table below we can conclude that there is no significant difference between Suksis, Palapes and Wataniah. The table shows that Wataniah unit has higher mean rank of mental preparation factor compared to the other two units. Figure 4.5 below clearly shows that the level of mental preparation factor for the three groups of armed uniform package units was different. Wataniah unit has the highest mean value followed by Suksis unit. Meanwhile, Palapes unit has the lowest mean value indicates that their mental preparation readiness was at the lowest level.

Team emphasis factor shows significant differences among these three groups [$\chi^2 (2, N = 278) = 12.01$, $p = 0.002$] with a mean rank of 166.15 for Wataniah unit, 140.46 for Palapes unit and 124.88 for Suksis unit. From the table below we can conclude that Suksis and Wataniah are identified as different. Whereas, there is no significant difference between Suksis and Palapes, and Palapes and Wataniah. The table shows that Wataniah unit has higher mean rank of team emphasis factor compared to the other two units. Figure 1(e) clearly shows that the level of team emphasis factor for the three groups of armed uniform package units was different. Wataniah unit has the highest mean value followed by Palapes unit. Meanwhile, Suksis unit has the lowest mean value indicates that their team emphasis readiness was at the lowest level.

There are significant differences of concentration factor between these three groups [$\chi^2 (2, N = 278) = 16.59$, $p = 0.000$] with a mean rank of 162.01 for Wataniah unit, 154.08 for Palapes unit and 118.95 for Suksis unit. From the table below we can conclude that Suksis and Palapes, and Suksis and Wataniah are identified as different. Nonetheless, there is no significant difference between Palapes and Wataniah. The table shows that Wataniah unit has higher mean rank of concentration factor compared to the other two units. Figure 1(f) clearly shows that the level of concentration factor for the three groups of armed uniform package units was different. Wataniah unit has the highest mean value followed by Palapes unit. Meanwhile, Suksis unit has the lowest mean value indicates that their concentration readiness was at the lowest level.

The last factor is cognition psychological skill shows that there are significant differences of cognition factor between these three groups; Suksis, Palapes and Wataniah [χ^2 (2, N = 278) = 8.89, $p = 0.012$)] with a mean rank of 163.00 for Wataniah unit, 138.85 for Palapes unit and 127.50 for Suksis unit. From the table below we can conclude that Suksis and Wataniah are identified as different. However, there is no significant difference between Suksis and Palapes, and Palapes and Wataniah. The table shows that Wataniah unit has higher mean rank of cognition factor compared to the other two units. Figure 1(g) clearly shows that the level of cognition factor for the three groups of armed uniform package units was different. Wataniah unit has the highest mean value followed by Palapes unit. Meanwhile, Suksis unit has the lowest mean value indicates that their cognition readiness was at the lowest level.

Table 2: Kruskal Wallis analysis result and follow up with Pairwise comparison by Dunn's procedure

Kruskal Wallis					Pairwise Dunn's procedure			
FACTORS	K (Obs.)	K (Crit.)	DF	P	Variable	Suksis	Palapes	Wataniah
Motivation	20.814	5.991	2	< 0.0001*	N	131	78	69
					Mean Rank	133.92	116.88	175.65
					Groups	A	A	B
Confidence	17.059	5.991	2	0.000*	N	131	78	69
					Mean Rank	123.62	136.82	172.66
					Groups	A	A	B
Anxiety control	12.761	5.991	2	0.002*	N	131	78	69
					Mean Rank	121.32	157.53	153.62
					Groups	A	B	B
Mental preparation	4.784	5.991	2	0.091	N	131	78	69
					Mean Rank	137.34	128.06	156.52
					Groups	A	A	A
Team emphasis	12.017	5.991	2	0.002*	N	131	78	69
					Mean Rank	124.88	140.46	166.15
					Groups	A	AB	B
Concentration	16.59	5.991	2	0.000*	N	131	78	69
					Mean Rank	118.95	154.08	162.01
					Groups	A	B	B
Cognition	8.892	5.991	2	0.012*	N	131	78	69
					Mean Rank	127.5	138.85	163
					Groups	A	AB	B

The figure 1 displayed the whisker and boxplot to illustrate the differences between the groups of armed uniform unit.

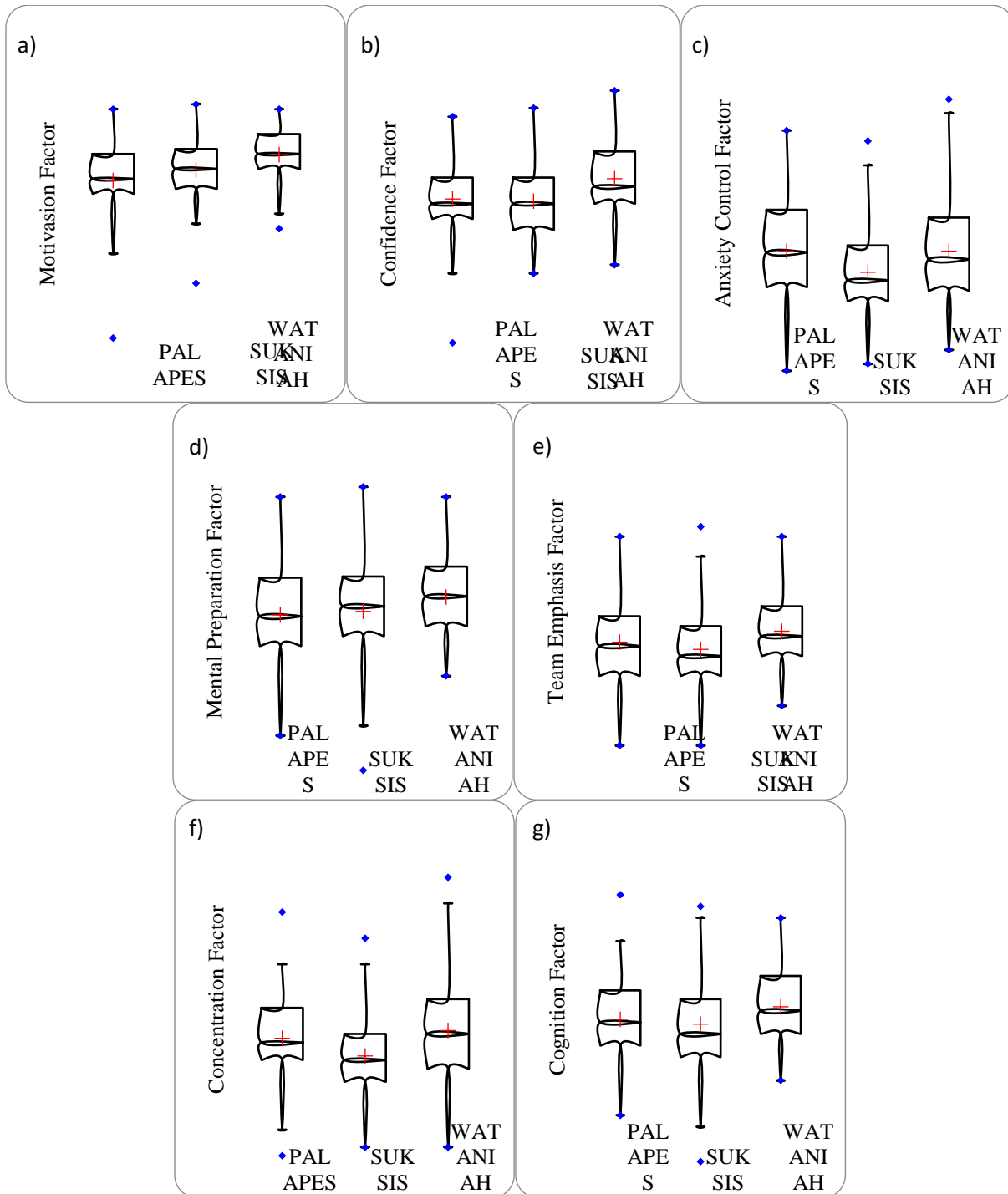


Figure 1: Whisker and boxplot of the three groups

Table 3 shows the summaries of significant differences of armed uniform package units by each factors of psychological readiness. Six out seven factors were significant by the units and one factor that was mental preparation does not significant each other. Kruskal Wallis H test followed by Dunn multiple pairwise comparisons researcher had identify the psychological readiness factors that differentiate between these three groups of armed uniform package units among collegiate. From the seven factors of psychological readiness, Wataniah manipulates six of them the psychological factors, which are motivation, confidence, mental preparation, team emphasis, concentration, and cognition. Meanwhile, Palapes manipulated anxiety control and Suksis does not have any factors to manipulate. The second objective was successfully achieved by the result of significant differences of psychological readiness factors that are six out seven factors were significant difference between armed uniform package units.

Table 3: The summary of the three of armed uniform unit

Factors	Armed Unit	Suksis	Palapes	Wataniah
Motivation	Suksis			
	Palapes	<i>ns</i>		
	Wataniah	< 0.0001*	< 0.0001*	
Confidence	Suksis			
	Palapes	<i>ns</i>		
	Wataniah	0.000*	0.000*	
Anxiety Control	Suksis			
	Palapes	0.002*		
	Wataniah	0.002*	<i>ns</i>	
Mental Preparation	Suksis			
	Palapes	0.091		
	Wataniah	0.091	0.091	
Team Emphasis	Suksis			
	Palapes	<i>ns</i>		
	Wataniah	0.002*	<i>ns</i>	
Concentration	Suksis			
	Palapes	0.000*		
	Wataniah	0.000*	<i>ns</i>	
Cognition	Suksis			
	Palapes	<i>ns</i>		
	Wataniah	0.012*	<i>ns</i>	

Discussion

The purpose of this study is to investigate the differences of psychological readiness factors among the three armed uniform package units (Suksis, Palapes and Wataniah). Kruskal-Wallis test was conducted in this study for the main test to achieve the objectives. Kruskal-Wallis test compared more than two independent variables (IV) of equal or different samples sizes in the data to find out whether there are significance differences between armed uniform package units. Multiple Pairwise Comparison (Dunn) follow up test was conducted to determine the mean

rank of psychological readiness factors that differentiates the groups in this study. The finding of the main study for the three armed uniform package units indicated that there are significance differences of psychological readiness factors among Suksis, Palapes and Wataniah.

Based on this study finding, by using Kruskal Wallis H test it shows that there are significant different among the entire armed uniform package unit in UniSZA with [$\chi^2 (2, N = 278) = 22.36, p = < 0.0001$]. Wataniah are proven to be the greatest uniform unit in psychological readiness with mean rank 175.82 followed by Palapes with mean rank 141.21 and Suksis with mean rank 119.34. Although the number of respondents from Wataniah unit is the least compared to the other two units which are only 69 respondents out from 278 respondents, it has proven that the smallest number of respondents also can have the greatest strength of psychological readiness which is representing their unit overall. Suksis that has the largest number of respondents that are 131 respondents also is the unit that has the lowest strength of psychological readiness.

Between the three units of armed uniform package in this study, which are Suksis, Palapes, and Wataniah it seem that psychological readiness value does not depend on with the total sample size of respondents. Although Suksis has the largest number of respondents in this study which are 131 respondents, overall the unit has the lowest value of psychological readiness. While, Wataniah has the greatest value of psychological readiness although the unit has the lowest number of respondents, which are 69 respondents, compared to the other two. From the result, a conclusion can be made which is quantity do not determine the quality. Has a large number of sample size does not guarantee that they will have a good result and having a small number of sample sizes does not mean that they will get a bad result.

From the results obtained during the tests, it can be concluded that the psychological readiness play an important role in armed uniform package units of Suksis, Palapes and Wataniah. This statement was being supported by Baimenova et al. (2015), which stated that psychological readiness was very important function to know about their personal components in their own profession. Their performance in armed uniform package units was depends by their individual psychological readiness. When their psychological readiness were in the best condition, the individual and the unit overall will be able to give a powerful and good performance.

As we all know military, soldiers and polices have a very hard training before they become the real one. During the training, the tough training programs will test them and this can lead to mental stress. If their mentally was in the worst condition, they will be distracted and cannot perform their best in task. Therefore, the psychological play an important role for military, soldiers and police to help them balancing both external and internal themselves (Thompson and McCreary, 2006). Besides that, psychological readiness will help an individual to know their limit of performance and play an important role for them to success in the unit

Based on this study finding by using follow-up test (Dunn) it shows that there are significant different of psychological readiness factors between the armed uniform packages units. From the seven factors of psychological readiness, six of them show the significant different between armed uniform package units which are motivation, confidence, anxiety control, team emphasis,

concentration and cognition. Meanwhile mental preparation do not show any significant different among them.

By conducting the follow-up Dunn test, the result shows that six out of seven factors contributed to the significant difference among the three of armed uniform package units. Motivation and confidence factors shows a significant different with p-value of $p = < 0.0001$ and $p = 0.000$ between Suksis with Wataniah and Palapes with Wataniah. Anxiety control ($p = 0.002$) and concentration ($p = 0.000$) factors significant between SUSKSIS with Palapes and Suksis with Wataniah. Team emphasis and cognition factors with $p = 0.002$ and $p = 0.012$ for each factors shows a significance difference between Suksis and Wataniah only. Meanwhile mental preparation ($p = 0.091$) does not show any significance difference between armed uniform package units.

From the finding of the first objective, it shows that Wataniah unit has the greatest psychological readiness among the other two. Meanwhile Suksis unit was the weakest in psychological readiness. It has been proven by the follow-up test (Dunn) that turn out six from seven factors in psychological readiness are manipulate by Wataniah which are motivation, confidence, mental preparation, team emphasis, concentration and cognition. The only one remained factor that is anxiety control is manipulated by Palapes. Suksis possessed the lowest in any factor of readiness. This can be concluded that Wataniah are much better in psychological readiness compared to Suksis and Wataniah since they manipulated six out seven factors. The finding is strengthened by George (1999) study, which state that if the military was given to choose between first-rate equipment and first-rate readiness, they rather choose first-rate readiness than first-rate equipment.

As the military, soldiers and polices they need a best psychological readiness besides the best physical fitness. Moreover, when they work under pressure the psychological readiness play an important role to help them overcome the problem under pressure. Among the psychological readiness that was always used in armed unit are motivation, confidence, anxiety control, mental preparation, team emphasis, concentration, and cognition. These seven factors of psychological readiness were very important for all the individuals in every unit for them to apply during working. This is because psychological readiness shows that an individual mind and body are strongly connected. If their mental health decreases, indirectly the physical health itself was decreases.

Motivation is one of important psychological readiness that was needed by armed force. From the finding in this study, motivation factor has the highest mean compared to the other six factors with the mean 156.28. In this factor, Wataniah has the highest mean rank (175.65) followed by Suksis (133.92) and Palapes (116.88). This is because when they have become the part of the member in the units, they will be given a lot of benefits that unearned by regular students. Because of that, they will try harder to earn the benefits. This statement is in line with Kruglanski et .al (2014b) study which assumed that motivation cannot be stand by its own and was determined by an interaction of two first-order ingredient (want and expectancy) and one second-order component (match). For example, the member of each unit will get an allowances

according to their earn hours in programs. The allowances make them desire to compete with each other to get more allowances.

Confidence factor with the mean 93.71 is at the fourth among the seven factors. Wataniah influenced this factor with the highest mean rank of 172.66, Palapes with the mean rank 136.82 and Suksis with the mean rank 123.62. As for the member of armed uniform unit whether military, soldier and police they need higher confidence level in order to protect the country. They need to believe themselves in order to boost their confidence level. With the continuous practice and training the members of armed uniform package unit will be able to improve their confidence (Rawat, 2011) as their memories has remember all the steps in the training. Besides that, they need to change their way of thinking in order to believe in themselves that they can do better in every task given (Hammermeister, Pickering and Lennox, 2011).

There is always anxiety in each individual of the member in armed uniform unit before they do something with the task. In this study, anxiety control factor was in the top three with the mean 96.52 together with motivation (156.28) and team emphasis (100.51). For this factor, Palapes was at the highest mean rank and followed by Wataniah and then Suksis (157.53, 153.62 and 121.32). As anxiety is common in the armed force, they need to control it to the positive effect and not the negative effect. Anxiety is good for them as this factor will be their activator to be more spirited in their work. But at the same time, this factor also can affect their health physically and mentally before they start their performance. As anxiety was in higher mean in this study, the members of armed uniform package units need to know some relaxation techniques to release their anxiety such as control breathing, muscular relaxation and also mental relaxation to help them focus and relax before performance (Fletcher and Hanton, 2001).

This factor was in the last place among the other factors with mean 80.54. It shows that the members of armed uniform package units in UniSZA does not face major problem with this factor. As usual like the other factors, Wataniah was at the highest mean rank (156.52) then Suksis (137.34) and after that Palapes (128.06). They use a lot of rehearsal, visualization, and imagery to remember the skills and movement that they have learn during training in their mind (PDHPE, 2015). It will help them to improve their concentration before and during their performance. It was better for them to control their mental because without enough mental preparation it can lead to negative affect such as suicides (Bachynski et al., 2012). There are a lot of major factors that push to this reason like felt lonely without family beside and felt pressured by the environment. Because of that, they need quickly seek treatment before their mental become worst.

This factor also have higher mean of 100.51 with Wataniah was the highest mean rank with 166.15 followed by Palapes with the mean rank 140.46 and Suksis with mean rank 124.88 which shows that the members of each unit have strong bond of team emphasis. It was a good finding as the member in armed uniform package unit has work as a team and depends a lot with each other in any situation. Besides that, they are also an important unit to defend the country from the intruders so the team emphasis is very important for them in the unit. Because of that, they are able to increase their chance of survival during performance (Fletcher and Wind, 2014). As a

unit, an individual cannot be selfish because the unit cannot function without a team. They share the same goals and support each other. While in the team, they must respect each other and show full support for the team to be effective.

Concentration has mean of 90.38 and this finding shows that the member of armed uniform package units have low concentration during training and performance. Between the three units of armed uniform package, Wataniah was the highest in the concentration with mean rank 162.01 and then Palapes (154.08) and Suksis (118.95). This was not good for them as their focus was very important to prevent them from easy to distract with anything else. By the full of concentration, they can complete the task given in no matter what situation occurs that time. They need to train themselves to improve this ability for help them control their mind and attention together. With the continuously practice, they will able to focus for any length of time. In order to protect the country, the full concentration are also needed besides team emphasis and confidence as the intruders can be everywhere in the country.

Cognition with the mean 85.44 also is the one of psychological readiness factor that was needed in armed uniform package units. Wataniah has the highest mean rank in this factor followed by Palapes and Suksis (163.00, 138.85 and 127.50). However, in this finding the member does not have good cognition as this factor was in bottom place together with concentration and mental preparation. Cognition also important as the other factors as this capability involves intelligence, speed of processing, agility, and memory capacity. Individuals need this capability when doing their task and performance. From the previous study by Hunter (1986), cognitive ability has high validity predicting performance ratings and training success in all jobs. From here, it was needed for each member improve their cognitive abilities in order to success in performance.

Conclusion

Wataniah had best psychological readiness followed by Palapes and Suksis. Wataniah unit was the best in it because from the seven factors in psychological readiness, they manipulated six of psychological skills, which are motivation, confidence, mental preparation, team emphasis, concentration, and cognition. Meanwhile Palapes unit manipulated the anxiety control factor and Suksis unit show lower psychological skills. Besides that, these factors also show significant different between armed uniform package units. A total of six from seven factors assessed shows significant different among them which are motivation, confidence, anxiety control, team emphasis, concentration, and cognition. Meanwhile, mental preparation factors does not show any significant different between these three units. Psychological readiness should be applied to the student who is interested to participate in the three of armed force units. This psychological readiness instrument may apply to the collegiate student before recruiting. Therefore, dropout cases may be reduce in armed force unit and mental readiness of the recruits are well prepared.

Acknowledgement

We would like to thank three armed uniform package unit; Suksis, Palapes and Wataniah for authorizes to participate in this study.

Corresponding Author

Mohamad Razali Abdullah, Faculty of applied social science, Universiti Sultan Zainal Abidin, Malaysia,
Email: razali896@yahoo.com

References

- Abdullah, M. R., Kosni, N. A., Eswaramoorthi, V., Maliki, A. B. H. M., & Musa, R. M. Reliability of test of performance strategies-competition scale (tops-cs) among youth athletes: a preliminary study in malaysia. *Man In India*, 96(12), 5199-5207.
- Atkinson, J. W., & Feather, N. T. (Eds.). (1966). *A theory of achievement motivation* (Vol. 66). New York: Wiley.
- Bachynski, K. E., Canham-Chervak, M., Black, S. A., Dada, E. O., Milikan, A. M. and Jones, B. H. (2012). Mental health risk factors for suicides in the US Army, 2007-8. *Injury Prevention*, 18(405), 405-412.
- Baimenova, B., Bekova, Z., & Saule, Z. (2015). Psychological Readiness of Future Educational Psychologists for the Work with Children in the Conditions of Inclusive Education. *Procedia-Social and Behavioral Sciences*, 205, 577-583.
- Betts, R. K. (1995). Military readiness: concepts, choices, consequences. *Washington, DC*.
- Bond, T. G., and Fox, C. M. (2007). *Applying the Rasch Model: Fundamental measurement in the human sciences*. Mahwah, NJ: Lawrence Erlbaum Associates.
- Chua, Y. P. (2013). *Asas statistik penyelidikan: Analisis data skala likert* (2nd ed.). McGraw-Hill Education Sdn. Bhd.
- Fletcher, D., & Hanton, S. (2001). The relationship between psychological skills usage and competitive anxiety responses. *Psychology of Sport and Exercise*, 2(2), 89-101.
- Fletcher, J. D., & Wind, A. P. (2014). The evolving definition of cognitive readiness for military operations. In *Teaching and measuring cognitive readiness* (pp. 25-52). Springer US.
- George, J. L. (1999). *Is Readiness Overrated?: Implications for a Tiered Readiness Force Structure*. Cato Institute.
- Gerhardt, R. T., Hermstad, E. L., Oakes, M., Wiegert, R. S., & Oliver, J. (2008). An Experimental Predeployment Training Program Improves Self-Reported Patient Treatment Confidence and Preparedness of Army Combat Medics. *Prehospital Emergency Care*, 12(3), 359-365.
- Grier, R. A. (2011). Cognitive readiness at the tactical level: A review of measures. In *Proceedings of the Human Factors and Ergonomics Society Annual Meeting 55(1)*, 404-408, Sage CA: Los Angeles, CA: SAGE Publications.
- Grier, R. A. (2012). Military cognitive readiness at the operational and strategic levels: A theoretical model for measurement development. *Journal of Cognitive Engineering and Decision Making*, 6(4), 358-392.
- Hair, J. F., Black, W. C., Babin, B. J., Anderson, R. E., and Tatham, R. L. (2005). *Multivariate data analysis*, 6th ed. Pearson Prentice-Hall, Englewood Cliffs, NJ.
- Hammermeister, J., Pickering, M., and Lennox, A. (2011). Military applications of performance psychology methods and techniques: An overview of practice and research. *The Journal of Performance Psychology*, 3, 1-14.
- Hunter, J. E. (1986). Cognitive ability, cognitive aptitudes, job knowledge and job performance. *Journal of Vocational Behavior*, 29, 340-362.

- Jumelan, J. E. (2014). *Penguasaan kemahiran insaniah pelajar dalam penglibatan aktiviti kokurikulum badan beruniform*, Dissertation, Universiti Tun Hussein Onn.
- Kruglanski, A. W., Chernikova, M., and Eyal, N. S. (2014a). From readiness to action: How motivation works. *Polish Psychological Bulletin*, 45(3), 259-267.
- Kruglanski, A. W., Chernikova, M., Rosenzweig, E., and Kopetz, C. (2014b). On motivational readiness. *Psychological Review*, 121(3), 367-388.
- Mahoney, M. J., Gabriel, T. J., and Perkins, T. S. (1987). Psychological skills and exceptional athletic performance. *The Sport Psychologist*, 1, 181-199.
- McClelland, D. C. (1961). *The achieving society*. Princeton, NJ: D. Van Nostrand Company, Inc., 1961.
- Othman, N., Hashim, N., & Ab Wahid, H. (2012). Readiness towards entrepreneurship education: Students and Malaysian universities. *Education+ Training*, 54(8/9), 697-708.
- Pallant, J. (2005). *SPSS survival manual* (2nd ed.). Berkshire: Open University Press.
- PDHPE. NET. (2015). *Anxiety and arousal*. <https://www.pdhpe.net/factors-affecting-performance/how-can-psychology-affect-performance/anxiety-and-arousal/>. Accessed on 10 March 2017.
- PDHPE. NET. (2015). *Mental rehearsal/visualisation/imagery*. <https://www.pdhpe.net/factors-affecting-performance/how-can-psychology-affect-performance/psychological-strategies-to-enhance-motivation-and-manage-anxiety/mental-rehearsalvisualisationimagery/>. Accessed on 10 March 2017.
- Rawat, S. (2011). Enhancing self-esteem of the soldier. *Journal of Defense Studies* (5), 2, 122-137.
- Poklek, R. (2011). Achievement motivation of the Polish Armed Forces and officers of the disposition-uniformed groups.
- Singh, J. (2009). An Empirical study of motivation in the Indian air force. *Focus. Journal of Defence Studies*, 3(4), 131-138.
- Spiliotopoulou, G. (2009). Reliability reconsidered: Cronbach's alpha and paediatric assessment in occupational therapy. *Australian Occupational Therapy Journal*, 56(3), 150-155.
- Swales, S., & McIntyre-Bhatty, T. (2002). The "Belbin" team role inventory: reinterpreting reliability estimates. *Journal of Managerial Psychology*, 17(6), 529-536.
- Thompson, M. M., and McCreary, D. R. (2006). *Enhancing mental readiness in military personnel*. Defence Research and Development Toronto, Canada.
- Tuckman, B. W. (1978). *Conducting education research*, 2nd Edition. New York: Harcourt Brace Jovanovich, Inc.
- Wong, L. (2006). Combat motivation in today's soldiers: US army war college strategic studies institute. *Armed Forces & Society*, 32(4), 659-663.