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## **Improving Self Esteem of Students of Islamic Counseling Guidance Study Program Through Training of Trainers (ToT) at IAI Darussalam Blokagung Banyuwangi**

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### **Abstract**

The need for prospective graduates of Islamic guidance and counseling to work is to have an awareness of their potential, abilities and self-awareness. This can be seen from the students' self-esteem. However, the situation shows that some students show low self-esteem. Self-esteem needs to be increased through the Training of Trainers (ToT) Super Student. This training aims to motivate individuals to make dreams come true. This study measures the success of the Training of Trainer (ToT) Super Student for increasing students' Self Esteem. One Group Pretest and Posttest designs were used to measure the self-esteem of the Training of Trainer treatment students. The result is an average pretest of 97.98. The average value of the posttest score calculation is 142.68 and the standard deviation is 9,127 after receiving the Training of Trainers (ToT) Super Student. This shows that Training of Trainers (ToT) Super Student is effective in increasing the Self-esteem of Students of the Islamic Guidance and Counseling Study Program IAI Darussalam Blokagung.

Keywords: counseling, self-esteem, training of trainer

### **Introduction**

Higher education is an educational concept that directs the output of the education system to be able to compete by having a competence in the world of work. Problems that occur in students in order to enter the world of work include students

who have not been able to develop their careers when they have chosen the majors in accordance with those chosen on campus. In fact, they are all students in need of welfare.

Students need subjective well-being which is used to increase their self-esteem (Werty, Situmorang, & Mujidin, 2021). Subjective well-being can be interpreted as a combination of a person's overall evaluation of life, satisfaction in aspects of life, positive influence in the environment (Diener, 2000). One component of self-welfare is Self Esteem. Self Esteem is part of the self-concept (Cast & Burke, 2002), referring to the subjective evaluation of oneself (Coopersmith, 1965). Most people conclude that Self Esteem is a stable trait for oneself (Trzesniewski, Donnellan, and Robins 2003) but can fluctuate in contact with other people (Baldwin & Sinclair, 1996). Therefore, people who have high self-esteem are associated with a happy life, are confident, have a positive and optimistic attitude about life, while people who have low self-esteem are associated with a pessimistic attitude, lack confidence in their abilities and have low self-esteem (Baumeister). et al. 2003).

Seeing from the current phenomenon, we still encounter several BKI IAIDA students who are confused in determining their careers when they are about to graduate from college, not as described in existing theories, so there are still many students who graduate from the BKI study program who still feel confused or hesitant in making decisions. determine whether they want to step into the world of work, because the students feel there are still many weaknesses in themselves and many other factors that cause them to feel low or low . Self Esteem , this lack of confidence often appears in BKI students who are about to graduate from college when choosing the type of work.

Often lecturers, teachers or parents do not know the symptoms of Low self-esteem that occur in students. We can see that today's children's communication style is more open with friends or other people who feel comfortable opening up complaints that happen to them. Often those who know more details about children's problems including the symptoms of Low Self Esteem are their peers . One of the steps that can be taken is to provide guidance and counseling that focuses on increasing students ' Self Esteem with the concept of " Training of Trainers" carried out by professional trainers.

Students of Islamic Guidance and Counseling Study Program are expected to understand the development of counseling training through the Training of Trainers .

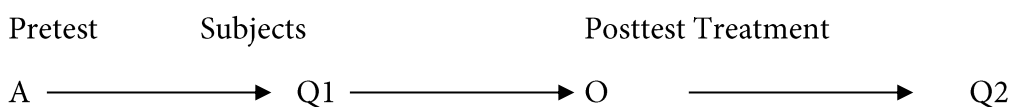
Training of Trainers is carried out to increase student knowledge and competence, contribute to a development system that is integrated with industry (Russell et al. 2020) .

### *Method*

This research is an experimental type by measuring the effect of the independent variable on the dependent variable (Creswell, 2014). Quasi-experiments were used in this study because there were no control variables and the samples were not randomly selected (Hastjarjo, 2019). This study uses the One Group Pretest and Posttest designs which are used to measure the self-esteem of students of the Islamic Guidance and Counseling Study Program at IAI Darussalam Blokagung using Training of Trainers as treatment. This design was chosen because it requires a sample that can be adapted to the existing population compared to other experiments. This design is a quasi-experimental type that involves pretest and posttest (Wahab, Junaedi, & Azhar, 2021). This research procedure measures the success of the Training of Trainer program through tests conducted before and after treatment to improve the Self Esteem of students in the Islamic Guidance and Counseling study program.

The stages carried out in this material use the Self Esteem instrument developed by the researcher. This research instrument was tested for validity and reliability on 20 students randomly to measure the level of validity and reliability. The results of the measurement obtained a validity result of 0.765 which indicates the validity of the instrument and the reliability results of t count 0.578 and t table 0.468. The results of the calculation of t arithmetic > t table then the instrument is reliable to be used as a measurement of Self Esteem .

The research design of One Group Pretest and Posttest can be described in the image below



The population in this study is a combination of individuals who have the same characteristics (Yusup, 2018). Based on this opinion, it can be explained that the population is a combination of individuals who have the same characteristics, in this study it can be categorized as the subject of this study, BKI students with the

characteristics of being able to understand the Training of Trainer program carried out on students.

The data sources of this research used pretest and posttest which became the benchmark of this research. Data analysis in this study using SPSS Statistics 27 was used to analyze the results of the pretest and posttest calculations of research subjects. Results used to measure

1. Average value and Standard Deviation, based on data before and after ToT is given.
2. The Wilcoxon Signed Rank Test was used to determine the significant difference between the students' pretest and posttest mean.
3. Cohen's score analyzes the effect of Training of Trainers to increase Self Esteem of BKI study study students

To measure the effectiveness of the Training of Trainers in increasing the Self Esteem of students of the Islamic Guidance and Counseling study program, a hypothesis was formulated

Ha: Training of Trainers is effective for increasing the Self Esteem of BKI Study Program students

Ho: Training of Trainers is not effective for increasing the Self Esteem of BKI Study Program students

## **Discussion**

The treatment was carried out in 6 meetings with different time allocations. The pretest and posttest were counted in two meetings. Because it was carried out only in one group, this experiment was used once pretest and once posttest without any difference between the control and experimental classes.

The implementation of the Training of Trainers is divided into 6 treatments as follows:

1. Pretest Implementation
2. Treatment of "Training Of Trainers"

- a. Understanding Training Of Trainers. Training Of Trainers is a training that started from a training held by two young trainers Coah Thohir and Coach Nasikh who wanted to create a formula to motivate students and students to dream and turn dreams into reality.
- b. Super Student Training activity program. There are several activities or programs that will be carried out in this training. Such as Dream (Building a Dream) , and the Ladder of Success.

- 1) Building a Super Student's Dream. In this activity students will be invited to listen to stories about We Are Like Eagle Children, Tells about the story of an eagle child, who tries to flap his wings, imitating what he sees, because the eagle thinks that he is the same as him (an eagle flying in the sky ), the eagle thinks that if he can fly, then he can circle all over Indonesia easily.

Dreams and Dreams, Tells about Lee Kwan Yew's dream about Singapore. In the past, the city of Singapore was not as good as it is now, when Lee Kwan Yew was led, he took lots of photos of parks, roads, buildings, ways and attitudes of European people, then shared them with all Singaporeans to dream of having a city like the one in the photos by Lee Kwan Yew.

If someone wants success, then there are several things that are prepared. one of them is to have a clear vision in life, because the vision will encourage someone to reach their dreams. Vision comes from the basic word vision, which is a picture, a dream of a shadow of the future. The vision that determines the direction of the dream life journey determines what will be achieved, the goals or achievements of the activities carried out. Vision provides direction on how a person achieves the goals he has set. Setting a clear vision will encourage someone to do the best activities to realize future dreams.

Goal setting will clearly direct the steps to be taken to reach a final picture of the journey. People get married only one day but in preparing it takes a long time, months. Starting from psychology, material, thoughts, etc. Likewise with life, life requires a plan, plan, preparation so that we can move with certainty with a clear direction. On the way, you will definitely find failure,

but failure should not be an excuse to stop moving forward. Failing is normal, getting up is extraordinary.

Writing dreams is the key to achieving dreams. Because, if dreams are only thought and described in wishful thinking, it will be easy to forget. So it is better if you have a desire or dream, it will be more effective if it is written on paper and pasted on the wall of the room, so it will be easy to remember and take action to realize those dreams.

Sharing Dreams, Reaping Prayers and Hopes, Building the future starts from how we build a positive self-image. Those who like to complain and regret what is received at this time, are actually building a bleak future that is never satisfying.

By building a strong self-image, stop complaining and say negative words, let alone grumble. Also stop being a "stove" who indulges in weaknesses from others. It's time to change by choosing to always be optimistic, as well as increasing awareness of the environment. When we choose the good path, then by the will of the creator, surely a better future will be obtained. Then Sing the Song "Laskar Pelangi"

- 2) Super Student Success Ladder. At this stage is as a step to realize what has been previously planned. To improve students' *Self Esteem* , the steps to make it happen are as follows:
  - a) Positive Thinking, the material that will describe positive thinking is as follows: Thinking positively on people, the environment and circumstances Positive thinking, leads us to act positively towards dreams Free ourselves from various shackles If we believe we can, then we will be able, and if we are not sure we can , then we will not be able to cultivate positive thinking in students, there are several stages that are carried out as follows: Making a Dream The negative beliefs that are instilled in ourselves will be an obstacle for us to think positively. So that we can think positively, then from ourselves we must destroy all negative beliefs, so that it can lead us to reach our goals. This activity begins with a slide show asking which idol students admire

- b) Who is your Idol?, Someone who develops into a teenager, his identification character changes to famous celebrity figures, maybe artists, religious leaders, scholars, teachers, sports motivators or any character that symbolizes greatness and fame. They like to put up posters of characters who become their idols in the bedroom, imitating their hairstyles, fashion clothes. In general, in their teens they take idol figures without understanding the substance of the greatness of their idol figures.
- c) Good Habits, Good habits material that will be delivered in the training later is as follows: Good habits will form good character as well. Successful people must have good habits. Success today is the result of 5 years ago's habit. Tomorrow is determined by today's habit.
- d) Be Your Self, the material for be your self that will be delivered later in the training is as follows: *No one is the same Everyone is special and unique Each of us is the best creation Created once and for all Unaffected by the bad habits of friends.*
- e) Never Give-Up, The material for never give-up that will be delivered later in the training is as follows: *Persevere, try hard. Don't give up, don't get bored, always rise. Every success requires a life forging. Move, try and keep getting up.*

Watching Videos about parental love and good behavior of a child  
Meditation comes from the word *renung*, which means quietly thinking about something, or thinking about something deeply. Reflection in the results of pondering.

- 3) Giving Posttest. Data was obtained from the results of the self-esteem questionnaire which was filled out by the research subjects with the results of the pretest as initial data and posttest as final data. Pretest data is used to measure students self-esteem before treatment is given. The results of the student pretest are described in the table below

Table 1.1 Pretest Results

Name	Score	Name	Score
MT	122	HK	93
MH	94	IPL	116
AH	121	KM	96
WR	86	SRK	93
MA	88	SAS	124
MAY	125	NPK	99
MRK	120	YAS	87
MIF	82	IPS	112
BA	91	SU	78
AR	99	SJ	120
MAF	84	TIQ	118
BS	103	NR	88
AK	106	SK	77
ASB	83	FM	71
DU	91	RH	98
INF	112	DF	105
TB	70	MS	72
AP	97	MWJ	123
AW	83	NY	93
RS	125	SQ	74

Table 1.2 Results of Pretest Description

**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation
Pretest	40	70	125	97.98	16.988
Valid N (listwise)	40				



Based on table 1.2, the highest result for the pretest value is 125 with the lowest value of 70. The average value of the pretest is 97.98 with a standard deviation of 16.988.

Table 1.3 Posttest Results

<b>Name</b>	<b>Score</b>	<b>Name</b>	<b>Score</b>
MT	146	HK	148
MH	159	IPL	132
AH	157	KM	149
WR	141	SRK	148
MA	130	SAS	132
MAY	140	NPK	152
MRK	141	YAS	139
MIF	154	IPS	136
BA	158	SU	152
AR	136	SJ	140
MAF	132	TIQ	147
BS	157	NR	155
AK	130	SK	135
ASB	146	FM	139
DU	150	RH	135
INF	140	DF	158
TB	131	MS	138
AP	140	MWJ	138
AW	136	NY	131
RS	131	SQ	148

Table 1.4 Results Description of posttest scores

<b>Descriptive Statistics</b>					
	N	Minimum	Maximum	Mean	Std. Deviation
Posttest	40	130	159	142.68	9.127
Valid N (listwise)	40				

Based on table 1.4, the highest value data from the posttest is 159 and the minimum value is 130. The average value of the calculation of the posttest value is 142.68 and the standard deviation is 9.127.

The comparison of the highest results of the pretest and posttest scores was 125 and 159, this indicates an increase in Self Esteem with the Training of Trainer (ToT) treatment . This is supported by Mulyadi's research which states that Training of Trainers can improve students ' Self Esteem (Mulyadi and Matin 2022). In addition, Wahyudi's research is also supported which states the success of the service with the use of Training of Trainers (Wahyudi et al., 2022). Self-Esteem can be increased by implementing the Training of Trainers (Radid, Lotfi, & Akoul, 2020). The effectiveness of the trainer can support the success of the community's Self Esteem during the implementation of the Training of Trainers (Alibhai et al., 2019). The success of the Training of Trainers for students is carried out with a positive attitude of the trainer to increase Self Esteem (Golshan, Zargham Hajebi, & Sobhi Gharamaleki, 2019).

#### Ranks

		N	Mean Rank	Sum of Ranks
Posttest - Pretest	Negative Ranks	0 <sup>a</sup>	.00	.00
	Positive Ranks	40 <sup>b</sup>	20.50	820.00
	Ties	0 <sup>c</sup>		
	Total	40		

a. Posttest < Pretest

b. Posttest > Pretest

c. Posttest = Pretest

**Test Statistics <sup>a</sup>**

Posttest - Pretest

Z	-5,512 <sup>b</sup>
asymp. Sig. (2-tailed)	.000

a. Wilcoxon Signed Ranks Test

b. Based on negative ranks.

The results of data analysis using the Wilcoxon Sign Rank Test show that there is a significant difference between the pretest and post test scores between self esteem and the Training of Trainer. The Z value obtained is -5.512 with a p value (Asymp. Sig 2 tailed) of 0.000 which is less than the research critical limit of 0.05 so that the hypothesis decision is to accept Ha which means Training of Trainers is effective for increasing the Self Esteem of BKI Study Program students. This is in accordance with research conducted by (Mandoa, Saud, & Reba, 2021) which states that the Self Esteem variable can be influenced by training of trainers which has an impact on student self-adjustment. Self Esteem also has a relationship with all student activities in living life in college (Erwin, 2019). Life in college requires students to have high self-esteem so that it has an impact on high self-confidence. High self-confidence makes students believe in themselves that they are capable of achieving. This makes a great motivation to encourage achieving his goals (Meliawati, 2020). Conversely, low self-esteem can cause mental disorders and various social problems such as anxiety, depression, violence, high-risk behavior and drug consumption (Sholichah, Paulana, & Fitriya, 2019).

Based on the explanation of the table above, the results of the calculation of the hypothesis are the value of 0.000 <0.05, indicating Ho is Rejected and Ha is accepted. Which means that the Training of Trainers is effective in increasing the Self Esteem of Students of the Islamic Guidance and Counseling Study Program at IAI Darussalam Blokagung.

These results are in accordance with Wahyudi's research entitled Improving BMT Services for Independent Community Development (BUM) in Tegal City through Training of Trainers (Wahyudi et al., 2022). This study shows that the Training of

Trainers can improve service, ability and perform excellent service to sell products from BMT Bina Ummah Mandiri. Research from Mulyadi entitled Training for Trainers: Improving Educators' Readiness and Understanding at the Assalafi Al-Fithrah Islamic Boarding School Surabaya against COVID-19. Based on the results of the study, it can be concluded that the Training of Trainers can improve students' understanding and readiness to prevent the spread of the COVID-19 outbreak (Mulyadi & Matin, 2022). Based on research that has been done previously, Training of Trainers can improve the Self Esteem of students of Islamic Guidance and Counseling Study Program IAI Darussalam Blokagung Banyuwangi.

In students, there is a tendency by participating in the Training of Trainers to make students have high self-esteem. A person with high self-esteem will be able to accept himself and allow others to understand what he is doing or feeling (Mathews and Sebastian 1993). In addition, one of the factors a person can express himself is influenced by self-esteem as a personality characteristic. Individuals with high self-esteem tend to position themselves on an equal footing with other people so that it will be easier to interact (Hapsari & Retnaningsih, 2011). In addition, there is another study conducted by (Lestari, Astuti, & Rochwidowati, 2020a) which shows that there is a positive and significant relationship between Training of Trainers and Self Esteem. The more maximally participating in the Training of Trainers, the higher the self-esteem that students will have.

The results of this study are in line with research conducted by (Handayani, Ratnawati, & Helmi, 1998) regarding the effectiveness between training of trainers and student self-esteem. The results of their research also show a very strong and direct relationship between training of trainers and self-esteem. This can be interpreted that individuals with high self-esteem will tend to be more open, empathetic and feel commensurate with their communication partners. As for those with low self-esteem, it will be difficult to express themselves and tend to be afraid if they experience failure in social relationships.

Reinforced in the article (Heny Wahyuli, Haryani, & Sari, 2022) it is said that training is in the form of Training of Trainers (ToT) Writing Reputable Scientific Articles in an Effort to Improve the Quality of Lecturer Scientific Articles which is held to improve the ability of lecturers to write reputable scientific articles is a program

increase in publications that must be routinely carried out by an institution in order to improve the quality and output of a scientific work. In addition, the trainers will get a knowledge break in selecting the right journal so that they will be more sensitive and observant in mapping research outputs in terms of selecting the right journal or in accordance with the results of the scientific articles produced.

Other research also confirms that the existence of the Training of Trainers shows that the average understanding of the material before and after the training was carried out for the participants, before the training the average understanding of the material from 35 participants was 60.9%, while after being given the training the average participants' understanding of 89.4%. The tcount value is -15,929 with sig 0.000 <0.05, meaning that the average understanding before and after the implementation of the Training of Trainers is different for the participants. Thus it can be stated that the withdrawal of the Training of Trainer material greatly influences the understanding of the participants in the village economic empowerment training (Nurdyastuti, Penawan, & Pahlawi, 2018). Then the results of the Wilcoxon Rank Test (Lestari, Astuti, & Rochwidowati, 2020b) showed a significant difference in the self-confidence and assertiveness scores of the experimental group between before and after being given assertiveness training, namely self-confidence ( $p=0.043 <0.05$ ) and assertiveness ( $p=0.043 <0.05$ ). This result is supported by the confidence score before training (75.20) increasing to (84.40) after assertiveness training and the assertiveness score before training (92.40) increasing to (102.20) after assertiveness training. Based on the explanation above, it can be concluded that assertiveness training can increase self-confidence in West Kalimantan Women's Dormitory students in Yogyakarta.

Strengthened the results of the first hypothesis analysis obtained a correlation coefficient of 0.383 and a significance value of  $P = 0.018$  ( $P > 0.05$ ) so the first hypothesis was accepted, and the results of the second hypothesis analysis found that the correlation coefficient value was 0.831 (self esteem) with a significance of  $P = 0.000$  ( $P < 0.05$ ) it can be seen that there is no difference in the average pre-test and post-test scores, then the hypothesis is rejected. The results of this study concluded that assertiveness training has a positive correlation with the self-esteem of young women who experience a tendency to be violent in dating at Unitomo Vocational High School Surabaya, but it seems that assertiveness training has not been effective in increasing the

self-esteem of young women who experience tendencies to violence in dating (Ristiani, Noviekayati, & Saragih, 2017).

Assertiveness training is a concept of a behavioral approach that is used to help people get their rights perfectly, namely by developing self-esteem and involving the expression of positive feelings according to Alberti & Emmons (Hardjono, 2012) in (Lestari et al., 2020b). Then the results of the pre and posttest interventions (Hutahaean & Sumampouw, 2018) showed that the average score of participants' self-esteem increased and the average score of psychological pressure decreased. The Wilcoxon test results also showed significant changes in both variables ( $Z_{RSES} = -2.246$ ;  $Z_{HSCL-25} = -2.366$ ;  $p < .05$ ). This study shows that the training intervention conducted by several researchers was above average effective in increasing the level of self-esteem, self-confidence and reducing the level of psychological pressure in undergraduate students at the University of Indonesia. Participants also commented that they gained new knowledge about self-esteem and new skills to communicate assertively and think positively.

Developing a counseling model, in line with a training of trainers, has an increase in self-esteem for someone, especially with psychological pressure. This is in accordance with the results of the Semar Counseling Model which was developed from the preparation stage, the product preparation stage and the trial or product validation stage. This is proven to be able to increase the self-esteem of students who experience psychological pressure after field trials using a pretest and posttest control group design (Habsy, Hidayah, Lasan, Muslihati, & Fudholi, 2019). Self-esteem is an important variable that influences into adulthood. The results of research from (Hlađo, Juhaňák, Hloušková, & Lazarová, 2022) show that self-esteem coupled with adaptability can improve subjective well-being in adults. In general, self-esteem could be a protective factor in stressful or unfavorable situations (Ng, Lua, Majeed, & Hartanto, 2022). Self-esteem was found to play an important role for adolescents, there is a correlation between self-esteem, empathy and life satisfaction. Self-esteem mediates between empathy and satisfaction in life (Supervía, Bordás, Robres, Blasco, & Cosculluela, 2023). The opinion of the authors of this research article is that this study shows that the intervention of training of trainers conducted by several researchers is above average effective in increasing levels of self-esteem, self-confidence and reducing levels of psychological distress.

## Conclusion

This research is limited to one study program of Islamic Guidance and Counseling, Darussalam Islamic Institute, Blokagung Banyuwangi. So it needs to be expanded to the research sample so that the results obtained are more detailed because of the increasing number of research subjects. Suggestions for further researchers so that the variables measured are not only Self Esteem and Training of Trainers, it can also be added to reduce stress levels, discipline, and improve communication skills through Training of Trainers.

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