Coaching Management: Tough Student Character

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Abstract

Universities in addition to paying attention to students cognitively must also pay attention to the field of effective and psychomotor. Character development management can produce good results, if done with good strategies as well. Tough character consists of three aspects, namely control, commitment and openness to emerging challenges, character development is influenced by several factors, namely internal factors and external factors, these two factors must support each other. Character development aims to form students who are resilient in life and do not become human beings who easily give up. Planning for character development is the main step in carrying out the intended development. Character development must also include all university residents to support each other for the realization of students who have strong characters, and can compete with the real world.

Keywords: Management, Character Development, Student, Tough.

Introduction

Higher education not only aims to transfer knowledge, but also to form a strong and resilient character in students, the goal is that the knowledge received from academic activities, can be applied by students and even science becomes *a life skill* (Muhson, A., Wahyuni, D., & Mulyani 2012). Higher education should be a place of Education that not only focuses on science but also produces results in Noble attitudes and behaviors, through learning, training, processes, ways or academic activities (leadership and School 2018). Universities that only focus on cognitive knowledge, will produce students who are only good at theorizing anyway.

Character development management is important because Student Life is now increasingly undergoing changes, accompanied by an increase in various issues that are increasingly conical. Students experience various obstacles in their character, influenced by certain factors both from the students themselves, and from outside. College students are not the same students as 1900s college students, who are easy to manage, and even have a strong character. The backdrop of globalization, social change, and technology has increased the complexity of Student Life in college. Students are not only expected to have academic intelligence, but also social skills, mental resilience, and high morality. Affective and psychomotor aspects should be of concern to educators in higher education (Rai, Ni Gusti Made Savitri, Eka Dian Ratu 2018). Many students experience stress because of the difficulties that exist. This is certainly related to the psychology of the student. The inability of students to manage their hearts and minds during times of stress will cause them to make decisions so quickly without thinking about whether the decision is right or not. The state of stress will make people think with not clear, tend to think negative things and so difficult to think clearly.

Tough character is the main key for students to face challenges in the real world, both in career and personal life, and service. Therefore, the management of tough student character development is an important aspect in the context of Higher Education. This character development serves to determine what strategies need to be done to develop each existing student. The character possessed by students depends on the habits faced every day, for that college needs to organize well, what important things need to be applied to students every day so that it becomes a habit and can form a strong character.

Academically, resilience is known as *resilience* which means the ability to face challenges, difficulties, problems that have long been in the academic sphere. Of the many problems faced by students today, not infrequently influenced by the problem of character that is not tough, so there is no readiness to face the challenges that arise. Not only when how much in the field of work, or the service environment, even when still on campus, students feel helpless, and not strong to face the tasks that are quite a lot, financial problems, and many of them related to the thesis, this has become a scourge that is so scary for every student, so that students those that are not resilient will become high levels of depression, and some even choose to end the life (Silviani, Hastuti, and Fida 2023). Tough character is a resource owned by students to compete with the world that is in sight, for the need to develop the character of gnats students when they are out of campus have good resources to compete with circumstances, with individuals, even with technology that will be faced after graduating from campus.

In this context, character development management is important to ensure that students are ready to face the various challenges they face. All challenges can be faced by students, if they have a strong character, because there is a readiness to survive and do not have a goal to avoid existing problems before finding a solution. This coaching can be done by developing strategies that must be done by the University. To be able to help students realize their potential comprehensively in the development of their personality, intelligence, noble character (Woenardi 2023). Character development given to students must also pay attention to any factors that can support the success of the coaching.

RESEARCH METHODS

The method used in this research is the study of literature. Literature study is research conducted by collecting data sourced from books, journals, articles or other scientific writings (Hadi 1990). From existing sources this study only takes theoretical sources from books and journals. The author uses qualitative description research method, which aims to provide a description or description of an event, phenomenon, social behavior, beliefs, perceptions, and groups. In relation to the title of the study, this paper provides a description of the management of tough student character development. The author uses a descriptive approach to literature based on the writings that lead to the discussion of this study.

Discussion

Basic Theory Of Management Of Tough Student Character Development

According to Usman (Woenardi 2023), management is a science that is used to manage all educational resources, so that learners can actively develop themselves, their personality, intelligence, akhlah mulia, and skills. To develop the character of students to be resilient, management is important, so that coaching can run well and regularly. Without Management, character development is only a discourse that is never implemented. Character is something that determines a person in taking every action, a person who has good character, will motivate him to do things right according to existing standards of behavior and is able to adjust in all situations faced. A person's character can be interpreted based on the behavior shown in

front of others, from the way they communicate, speak, and think (Astra 2018). Good character is formed because of a process that goes through by a person, the process that goes through will make him more and more days, more mature in the face of all circumstances (E,1956).

Character building focuses on values in the form of behaviors and actions shown. One of the goals of character building is to strengthen leadership and a sense of responsibility, both for yourself and others (Duska 2002). According to Hasbullah and Azmi: character is related to the quality or ability of a person regarding mental strength, morals, or ethics that become its own characteristics, as well as differentiators between one individual and another (Anistyasari, Yeni Muslim 2020). Character development for students must involve all parts within a particular college, starting from lecturers, employees, the relationship between all these parts makes a considerable contribution to the formation of student character (Woenardi 2023).

One character that needs to be nurtured and equipped for every student is toughness. According to Kobasa, toughness *(toughness)* includes 3 characteristics, namely, control, commitment, and challenge. Resilience is becoming someone stronger, optimistic, not easily give up, and have a strong endurance to deal with any negative energies, both internally and externally (Kobasa, S. C., Maddi, S. R., & Kahn 1982). Resilience is a characteristic of a person's personality that makes him survive in all situations, and see that challenges are an opportunity to develop, and grow into a better person, to achieve good results. strong character is also something that is able to withstand the negative effects of stress.

Toughness is related to stress, but a strong student is able to control himself, both thoughts, feelings, and behavior, even a strong person is able to control every situation and event he faces to be better and in his favor. A strong student also has a commitment in itself to continue the steps he has taken in a long period of time and is not easy. Talking about commitment is related to the activities carried out by these students in their daily lives. Committed students do not give up easily under stressful situations and their involvement takes an active rather than passive approach and avoidance (Kobasa, S. C., Maddi, S. R., & Kahn 1982). as well as being able to be a challenge as a stepping stone to do great things.

According to Kobasa, a person will achieve a level of toughness if he has experienced several processes, which can be seen from the following chart (Kobasa 1982):
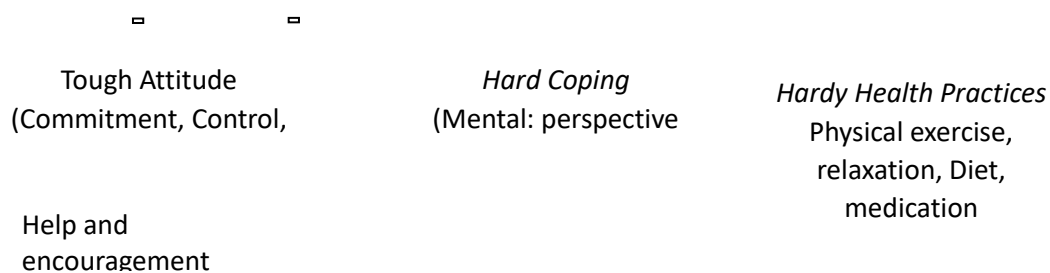
| Tough Attitude (Commitment, Control, | *Hard Coping* (Mental: perspective | *Hardy Health Practices* Physical exercise, relaxation, Diet, medication |

Help and encouragement

Chart 1 The Process of Forming Toughness

From the chart above, it can be seen that a process occurs, a person will experience pressure, tension, and decreased health performance. Health performance can be restored again through physical exercise, relaxation, diet and medication. Tensions and challenges can be overcome with the perspective of understanding behavior, all of which will be able to be done without the help and encouragement of the people around, until finally created a character that is tough, which consists of 3 important parts, namely commitment, Control and challenge.

Of the many characters possessed by humans, tough character becomes an important point that must be owned by every student. Tough character becomes a guarantee of student resilience in carrying out tasks

on campus, and even when in the field of work, or service. Tough is a constellation of individual selves that causes a person to be stronger, more resilient, stable and optimistic. A person who has a strong character has an optimistic soul, and is able to control himself when facing (Arsyad, Muhammad Sulistiyana 2021). When students have a tough character, in themselves there will be a spirit, and a desire to give their best, in their lectures, and even later when they graduate, they will make a great contribution to their workplace, trustworthy and professional (Woenardi 2023).

Tough character is one of the competencies that must be possessed by every student, meaning that students are able to forge themselves when there are challenges that arise, not even just survive but are able to find the right solution to the problems faced. A strong character will lead every student to enter a higher area of life, toughness will enable students to have a design for the future, even though so many challenges will certainly be faced in the future (Rai, Ni Gusti Made Savitri, Eka Dian Ratu 2018). Conversely, students who are not tough, will be afraid to face the future, do not dare to make plans for the future.
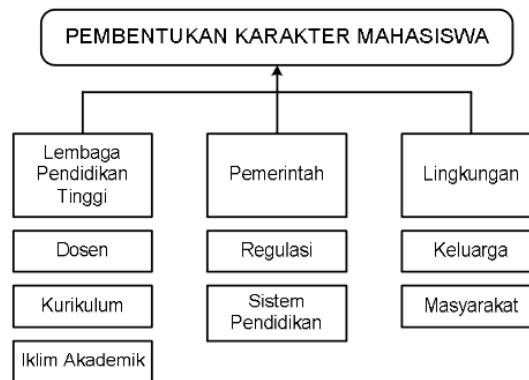
Tough character will be one of the determinants of the performance that will be displayed by students to survive in education and apply the knowledge that has been received from the campus. The toughness of students can also be a helper for them to become skilled students, because tough students will continue to strive to get what they expect, and not just give up. Toughness will encourage a person to find a solution to every challenge in front of him, so that more and more become skilled in solving existing problems (Jumel C. Miller 2023). Universities must be able to see clearly that character development will be a great opportunity to create strong students. Jumel C. a sportsman trying to nurture each of his students in an academic sport, Jumel conducted a study, and found that the level of toughness of a student depends on the process of character development received. Jumel C. saying that being persistent and refusing to give up gets low marks, and is not considered a mental toughness factor, but rather is resistant to pressure and has good cognitive abilities (Jumel C. Miller 2023), meaning that to be a tough person is not a trait that is formed without a process, but must go through a process that is quite long and maybe even difficult, full of pressure.

According to Philip Jackson a sociologist, 1968 (Manik 2023), states that character development given to students is not only when meeting in the classroom, but character development can also be done using a hidden curriculum. This hidden curriculum includes the development of different values, attention, and emphasis on the physical conditions and climate of the school. The application of the hidden curriculum is more able to experience an increase in certain abilities because it gets a deepening of what the class has learned. Character development given to each student does not only depend on the curricula that are visible, but the need *for follow-up* given to students after learning in class.

Character education must be the responsibility of all influential elements, both academically and non-academically. Academically every student should follow every rule as it applies in academia in general. Academic characters also exist and are measured academically, including: academic achievement, learning motivation, and scientific attitude possessed by each student (Manurung and Rahmadi 2017). In addition to academic character, students also have non-academic character, this includes morals, attitudes or behaviors of students, one of which is toughness, but in principle these two characters are interconnected, which is why universities must be able to manage the education system properly (Manurung and Rahmadi 2017). Another important thing in character building is the role of the government, and this support has been shown by the law of the Republic of Indonesia number 12 of 2012 on Higher Education. There is an evaluation of the performance of higher education, in order to follow the progress of the Times and changes in student behavior. More than that, student character development will be greatly influenced by the family

environment, and the community and institutions of the college itself. here is the student character formation scheme.

Chart 2 Student Character Formation Scheme

Factors affecting the formation of tough character

Character development is done to achieve an expectation that every student has a strong soul. Character development must be carried out continuously and involve many people, or certain elements that are factors that influence the formation of tough character to each student, consisting of Internal factors (ability to plan, self-confidence, communication skills, managing feelings), and external factors (Community Environment, family, Technology) (Aningsih et al. 2022).

Internal Factors

Self-concept affects the tough behavior of students, self-concept also follows every character development to be tough. Self-concept talks about how a person assesses himself, and plans his life. The success factor of character development for students depends on how he assesses himself, How according to Florian there are several Internal factors that affect tough character development, namely (Florian, V., Mikulincer, M., & Taubman 1995):

Ability to plan according to reality

The ability to plan something in reality will affect students to have toughness. Students who are accustomed to planning things based on reality will help to find a way out of every problem that may be faced. Because the plans drawn up are not a fantasy but a matter of fact.

Self-confidence

Confidence is the ability to think positively and believe in his abilities. The confidence possessed by the student will make him think that he is able to overcome any challenges that arise, instill a self-image that certainly can, and not easy to give up, because they feel incapable. Students who have a low level of toughness do not believe in their abilities, even as if they see themselves as people unable to do anything, or even inferior.

Ability to communicate and manage feelings well

If a person is good at communicating what he feels both to himself and others, this will be a great opportunity to shape the character of the student, to see what steps can be taken to develop his character, while for those who cannot communicate themselves to others will only make developing his character difficult, because it is not encountered in him what to do. Management of feelings is also important, a person will look more relaxed and not and not rash when faced with problems.

External Factors

In addition to Internal factors, it is inevitable that character development is also influenced by community factors, Family environmental factors, and technological factors

Factors Surrounding Society

Universities certainly stand in the midst of the general public, which is formed of people who have unique characters. A good environment will help universities in fostering student character. Unfriendly environmental conditions become an obstacle to the success of character building carried out in the college environment. After returning from academic activities on campus, students will certainly return to an environment where there are citizens who may have a less good character. an unfavorable and unsupportive environment will make it difficult for students to implement good things that have been accepted on campus. Mulyasa, an educational figure, said that the environment that does not support, will make character development as if building a house on the sand, the college is trying to build a beautiful palace but after coming out of the house destroyed by strong waves, which is an environment that does not support (H. E. Mulyasa 2019).

Ambiguous, or inconsistent behavior encountered by students in the community environment either directly or indirectly will contribute badly and weaken the character of students. Moreover, if the surrounding community are people who like to give criticism and negative value to all efforts made by the campus to foster students to have a tough character, the result is that students will take refuge under the criticisms given by the community, and are not ready to follow every character development carried out on campus. Moreover, if the tough character development activities are in the form of things that make students have to experience a difficult process, students who are not consistent will have to follow the coaching, and are more inclined to listen to the voice of the community more, because with that students will feel protected, so they will never experience development in (H. E. Mulyasa 2019).

A good community environment will also have a good influence on student character development, a community that lives in good norms, ethics and good behavior, will be a tremendous support in fostering student resilient character. The contribution of thought and not seen by students to the surrounding environment will make him a strong person. Community environment that does not become an outlet for students to issue Bad characters who have been detained because of regulations, or coaching programs conducted in higher education.

Family Factors

The family is a determinant of whether or not the development of a child's character, the family becomes a source of Education for a child, which produces a way of thinking, behaving, and making decisions. For a family is *a role mode* that becomes their reference in behaving. A child's decision in life is inseparable from the inputs received from the family, including in choosing the character that a child wants to instill is influenced by the family. A child will grow into a strong human being if in the family he is accustomed to be independent, and try. Lickona says that the relationship between parents and children provides an important influence in the development of the child's character (Hasibuan, Syah, and Marzuki 2018).

The family becomes the main factor in the formation of student character, the attention given by the family to the child will foster good motivation in a child to achieve his future. However, on the contrary, if the child does not receive attention from the family, it is likely that the child will feel alone, not considering that there is nothing to fight for his future. This will make the child more likely to do things on his own, without preparing himself to be better (Manurung and Rahmadi 2017). However, the attention referred to

in this case is not in the sense of pampering children in the family, but attention can be shown by paying attention to every activity carried out by children on campus, and giving attention and entering every problem faced. Thus the children will not feel alone, and when faced with problems they do not give up so easily.

Mindful parenting from parents is generally done with the method *of mindful parenting approach. Mindful parenting* is known as awareness, or understanding to show his love, care, to his child (Duncan, L. G., Coatsworth, J. D., & Greenberg 2009).Through the attention given by parents to their children even though they are on the student bench, children will feel safe, children will feel that parents are their place to go home. Thus, when the child is in a problem, he will be easier to come to his parents, and given the right solution in dealing with the problem, through it the child will not be easy to give up in every challenge he faces. The feeling of security that children have starting from home, also automatically when they are in other places, for example on campus, that sense of security will carry over. And will enter into a mindset that there is no problem that can not be solved. Students who are nurtured in a good family will produce strong character, noble character, and good (Suciati et al. 2023).

Factors Of Technological Development

The development of technology makes a positive contribution to life, technology makes it easy for everyone to connect even from rarely far enough. Technology that is increasingly developing also contributes in the world of Education, Lecture activities can run more exciting with technology. The longer the technological progress can no longer be dammed, the more rapid technological development provides benefits for humans from various fields, from the other side of technological development is also a factor that affects the development of human character in this world, especially students who are still in the process of growth.

The development of technology is increasingly making everything so easy (Bahtiyar, F. H., Mufliha, Ainiy, N., Ngarifah, I., Mufidah, N., & Taufiqurrochman 2022). As a result, what happens is the emergence of students who want to enjoy life instantly, and what happens afterwards is unpreparedness in facing challenges in the real world. Students who get along too well with technology without being able to limit it lead to dependence on technology, and even can only be a connoisseur of existing technologies. On the contrary, for intelligent students, he will utilize technology to develop himself into a human being who has good resources, who can compete in the real world and in the world of technology. A smart student will also not depend entirely on technology, his life will not be allowed to be governed by technology.

Strong Student Character Development Strategy

A concern for every party that makes a character development strategy is to include every citizen of the University in it, a strategy made only by one party will make the strategy become lame and can not run normally. The strategy is to open a suggestion space for every citizen in certain universities to state what things can be done to develop resilient students. The strategies that can be done are as follows:

a. **Designing college regulations relating to toughness**

Regulations of higher education institutions that include matters of toughness will be a good means to obtain the success of character building in the college environment. Strict rules are firm, and thoughtful will make students do not bargain with all the learning that can be obtained from these rules.

Designing mentoring system in small Group*(Small Group)*

Dividing students into small groups will make it easier for lecturers to provide guidance to each student.

This Small Group will be guided by a lecturer with a maximum of 10 students. Small Group will conduct a meeting, if necessary the time is set directly by the University, the goal is that each Small Group has a regular meeting, so that in these regular meetings between one another will be able to get to know each other, sharing not only talk about academic but also about everyday life. This Small Group should be a home for every student, the supervisor directs every child to have the concept that everyone in the Small Group is his brother.

Small Group as much as possible can provide solutions for every student problem. Each member in it is expected to be open to each other. So that one another support each other and provide encouragement, in order to continue to move forward, and not give up, with the inputs given, and the experiences shared in the small Group of troubled students will see that it is not only themselves who are experiencing problems but others too, feel it, and the results are expected of students will use the experience of others to spur himself, more advanced, remain committed, willing to persevere, or can be called to be tough.

Designing resilience trainings

Universities can do tough character development to every student by providing a container in the form of training, which pays attention to aspects of toughness, namely, control, commitment, and challenge. These trainings can be conducted indoors or outdoors. The trainings contain theories, namely explanations about toughness, its purpose, and consequences. In addition, it can be followed by direct practice of existing theories, by providing challenges, or pressure to students, and giving them the opportunity to find solutions to the challenges given (Widhigdo, Ahuluheluw, and Pandjaitan 2020).

Plan Academic Regulations well

Academic activities are not only allowed to run that way to fill the minds of students, but hrus think so that academic activities can take part in student character development. universities can do things like checking every student assignment is always checked for plagiarism, to avoid cheating, thus students learn to be responsible even face challenges in the form of tasks, and complete them well. Each lecturer checks well the duties of each student, and checks appropriately. Academic activities must also be carried out with strict discipline. Many students are not tough because there is no strict supervision in college, students expedite each of the tasks at hand .

Planning of psychology services in higher education

The accelerating social changes of life make the questions more and more complex, including in relation to Psychology. Students who are not ready to face significant changes will bring students into a state of stress. Counseling services that are open in higher education will contribute to being a place where students convey their problems and receive solutions from counseling that has been implemented. Counseling services are expected to be a communication that affects the minds and behavior of students not to give up on any difficulties faced (Rai, Ni Gusti Made Savitri, Eka Dian Ratu 2018).

b. Briefing / socialization of tough character development design

The success of character development carried out by the school depends on the cooperation between all residents in the college. For that, educators / lecturers who design character development should socialize to every high school Resident, both to students, educational personnel, and even to the parents of students on campus. The goal is to establish cooperation with every campus citizen to run every program or character development process that will be given to students. in addition to building cooperation, socialization will also be an opportunity for universities to introduce the vision, mission to be achieved (H. E. Mulyasa 2019).

Without efforts to socialize, it is likely that efforts to develop characters to students will not succeed, and cannot run well. Because without socialization, the school community will just be silent, not knowing what they should do, the college community who does not understand will just stand idly by without feeling burdened by the efforts of the school that is trying to form great characters for its students. Through socialization, every school community will understand and understand tough character development the concept of tough character development offered (H. E. Mulyasa 2019). In fact, if this socialization invites student parents, it will certainly be a very good opportunity, to offer cooperation to parents, to agree on all programs that have been designed to foster students towards strong character.

c. Carry out tough character development

Building an example

In carrying out the character development that has been planned, and has been understood by several parties, the next step is to implement the existing plan. One of the things that really needs to be involved in the implementation of this character development is to provide examples to students (H. E. Mulyasa 2019). all university residents must be involved starting from educators and educators. Without exemplary character development will only be a routine that does not produce results, even become the subject of student protests against the implementation of character development. Without exemplary coaching it will also be ambiguous for the student, a do not understand in which direction they will go and develop their character, since there is no real example in sight. For this, both the educator and the educator must indicate the following:

a) All educators and educators must show an attitude of responsibility for the rules or programs that have been made. The designer of character development is not only tasked with regulating what is part of character development, but also participates in and accounts for tough character development for students, involving actions, behaviors, and thoughts.

b) All educators and educators display ethics that are in accordance with school rules that have been made.

c) All educators and educators must be able to communicate themselves, so that students can be encouraged to obey the rules and be ready to develop their character.

On campus (School culture)

Tough character education to students not only talks about right or wrong but more than that character Education discusses how to instill habits in students, so that with habits it will have awareness of the real value of life (H. E. Mulyasa 2019), and these habits can foster resilient values in students.

d. Evaluation Of Character Development

Evaluation becomes an important thing in the management of student character development, the goal is that every rule or program that has been prepared is not just running, but is increasingly experiencing good development. this evaluation can be done on 3 things:

Evaluation of regulations or programs

This evaluation contains things that have been going well, and have not been done well, also to find out what things are challenges in the implementation of character building, so that solutions can be found together.

Evaluation of student progress

In addition to program evaluation, evaluation of student development is also important, giving appreciation to students who have good character development as a driver for these students to progress. For students who still do not have significant progress can be given the spirit and motivation. Meanwhile,

students who violate existing rules need to be given consequences, or discipline. The goal is that the student can learn, and try to master, control himself so that by itself will have a tough soul, strong character. Discipline should be followed by guidance that so that students can see opportunities in the discipline he received.

Cover

Management Character Development Management conducted by the university regularly, systematically, and carried out continuously. Managing character development takes place over a long period of time to produce students who are increasingly, more resilient. Management of character education for students in higher education is not only based on a visible curriculum, but can also be applied using a hidden curriculum, this curriculum is related to a special approach given by educators/lecturers to individual students. Character development must involve all elements in the community ranging from government, higher education institutions both educators and educators, the surrounding community, and no less important is the element of the family as a container of education, especially for each student.

Tough character is the main thing that influences students to be able to survive both in college and while in the real world. Tough character includes several aspects, namely, control, commitment, and challenge. Tough character is a person's ability to survive under pressure, the attitude is not easy to give up but to be optimistic. Tough characters have a fairly close relationship with stress, a person who experiences stress will experience a big upheaval in himself, and if there is no self-control, no commitment, then that is wrong decision making.

Tough character development for students is influenced by several things, including internal factors that include the ability to plan in reality, confident attitude, and the ability to communicate and manage feelings. In addition to Internal factors, tough character development for students is also influenced by external factors such as surrounding community factors, family factors, social media factors. However, likewise all these factors both internal and external everything will go well. Tough character development that is given to students should be designed as much as possible, then socialize to all school residents, cooperation between educators and educators will be one of the determining factors for the success or failure of student character development.

Character development should not be ignored by higher education institutions, otherwise it will create generations that are getting weaker, or the current term *Storowbery* generation that only slightly accepts the challenge has been destroyed. Character development should also be implemented immediately in various universities, tough student character development must be able to compete with existing advances, so that students are not left behind, nor are they included in unfavorable developments. Character development management is important because Student Life is now increasingly undergoing changes, accompanied by an increase in various issues that are increasingly conical, one of which is related to Psychology. For this reason, universities are also expected to provide psychological services to students, who can pay attention, which can provide solutions to the difficulties that may be faced by students. If universities do not pay attention to the development of student character, then the resulting possibility is that students who do not dare to face the real world, even before they go into the field have given up.

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