
DESCRIPTION OF STRUCTURAL OFFICERS STIFIn TEST RESULTS OF UIN ALAUDDIN MAKASSAR

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Abstract:

One's leadership is usually influenced by intelligence and personality types that can be obtained through tests. The STIFIn test can describe an individual's intelligence directly as well as someone's personality types. Therefore, this study aims to identify the personality types possessed by structural officers (bureaucracy) at UIN Alauddin Makassar, the characteristics of each STIFIn personality type and the ratio of the number of male and female leaders. The research instrument used was in the form of STIFIn intelligence test. Data were analyzed by quantitative descriptive analysis. The results showed that of the 20 respondents tested, 4 of the 5 STIFIn personality types were identified namely Thinking, Intuiting, Feeling and Instinct, and none of them were Sensing type. They consisted of 17 men and 3 women. Moreover each type of intelligence and personality has different characteristics.

Abstrak:

Kepemimpinan seseorang biasanya dipengaruhi oleh kecerdasan dan tipe kepribadian yang dapat diperoleh melalui tes. Tes STIFIn dapat memetakan kecerdasan individu secara langsung sekaligus menjadi tipe kepribadian seseorang. Oleh karena itu, penelitian ini bertujuan untuk mengidentifikasi tipe-tipe kepribadian yang dimiliki oleh pejabat struktural di UIN Alauddin Makassar, karakteristik dari masing-masing tipe kepribadian STIFIn, serta rasio jumlah pemimpin laki-laki dan perempuan. Instrumen penelitian yang digunakan, yakni dalam bentuk tes kecerdasan STIFIn. Data dianalisis dengan analisis deskriptif kuantitatif. Hasil penelitian menunjukkan bahwa dari 20 responden yang diuji, diidentifikasi menjadi 4 dari 5 jenis kepribadian STIFIn yaitu *Thinking*, *Intuiting*, *Feeling* dan *Insting*, dan tidak ada yang bertipe *Sensing*. Mereka terdiri dari 17 pria dan 3 wanita. Kemudian setiap jenis kecerdasan dan kepribadian memiliki karakteristik yang berbeda.

Keywords:

Structural Officer, Personality Type, STIFIn Test (Sensing, Thinking, Intuiting, Feeling and Insting)

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INTRODUCTION

The phenomenon of leadership in universities is different from the leadership in institutions, which are structural foundations. For instance, lecturers who are given additional tasks run the position as a rector to the department secretary. In addition, it occurs due to the tasks in tertiary institutions are closely related to Tridharma function

which includes the development of education and teaching, research, and community service which become the main tasks and roles of the lecturer that must be fulfilled. Meanwhile the employees who are accepted as civil servants for administration, their highest leader is the Head of bureau. Their duties and functions are to manage administration. Therefore, the ability to lead from the lecturers who occupy a position at UIN Alauddin Makassar can actually be assessed through an assessment. On the other hand, generally lecturers who are appointed as officers do not go through the process.

Observing this matter, an initial assessment is needed to see the intelligence possessed. Along with the development of increasingly modern times, many things are offered in particular to offer services in measuring a person's intelligence in various ways, for example, by doing psychological tests and so forth, making it easier for humans to measure their own abilities (Valdez & Pathak, 2014; Sundari, Mahrudin, & Kholik, 2019). According to Tyagi (2008) throughout the world, different psychological instruments are used to determine various attributes of the human personality. One test that can be done is through the STIFIn test. STIFIn test is a test that is present as one method that can "detect" individual's lack of knowledge when interacting with others and someone can be simple so that they will know themselves, their God and will be able to *survive* (Poniman, 2017). It will be able to harmonize with other people (Goelman, 2015). It is explained by Alindra (2018: 64) that how to find out this intelligence machine with the Fingerprint STIFIn, a test conducted by scanning ten fingertips. Fingerprints that carry information about the composition of the nervous system are then analyzed and linked to certain brain hemispheres that are dominantly acting as the operating system and at the same time become a type of intelligence. Even from the arrangement of these nerves can still be predicted where the dominance of the intelligence machine that is in the white brain layer or in the gray brain layer (Poniman, 2012). So using fingerprints to get information about one's potential is very accurate (Misbach, 2010).

Gardner (2003) shared his opinion about a person's intelligence which has nine aspects called the Multiple Intelligences or numerous aptitudes. This test is also called as the brain test because one of the most important components bestowed upon humans is the brain. Like a machine, the brain is a machine that is amazing and incomparable (Ramly, 2010; Mundiri & Irma, 2017). STIFIn it self is an acronym of Sensing, Thinking, Intuiting, Feeling, and Instinct. Those five items are called intelligence machines and each person actually has a dominant intelligence machine as the leader of the five intelligence even though the individual will be able to have another intelligence as well. This is the strength of the STIFIn Test (Poniman, 2017). It is stated by Poniman (2017) that the characteristics of the intelligence machine, namely: (1) Sensing, which is a person who has characteristics such as the cerebral hemisphere on the left, which is called left limbic. Sensing has a strong memory ability, its language is non-fiction, diligent, thorough and detailed, demands evidence in its activities, thinking is strung to get results, requires certainty, likes to sample and the obstacles to its development are high excitation and inhibition low. (2) Thinking is a person who has characteristics such as, the hemisphere of his brain in the upper left or left neocortex, this person is quite clever, analytical, logical-rational, likes to ask with

data, critical, firmly demanding rights, but less sensitive, cold and keep distance. (3) Intuiting is a person who has a creative type. It is dominated by the upper cerebral hemisphere or the right neocortex. Happy to imagine something because this kind of person has lots of ideas or big pictures, so it looks theoretical and abstract thinking, future-oriented, happy with diverse patterns, analogies and metaphors, like fiction, big matters, and strategic things. (4) Feeling is a person who has a right hemisphere or limbic right hemisphere. This person is characterized as playfulness, stands out in terms of emotions, is oriented towards people, is warm and friendly in interacting, likes to talk and believe, is gentle and affectionate but is easily offended. (5) Instinct is the fifth intelligence machine. This type of intelligence is more dominated by the lower midbrain. Characteristics are spontaneous, to the point, generalist, instinctively strong in reading situations, easy to adapt, easy to help and sacrifice, can be a reconciliation of conflict easily traumatized.

So far there have been several studies that have used the fingerprint analysis method to get a picture of individuals. Najafi conducted a research about the relationship between digit II finger patterns and intelligence levels in adolescents. The research results show a relationship between several dermatoglyphic patterns observed at right II digit with IQ levels in adolescents (Najafi, 2010). Yohannes, Hundessa, Duale, Getahun, Ali, & Negasa (2015) research on Ermatoglyhic Biomarkers and functional handling in multiple intelligences. The results revealed that intelligence and fingerprint patterns correlate mainly with patterns on the right middle finger, left thumb, middle left. Besides, Zhou, Zeng, Lizhen, & Hu (2002) conducted a research about the application development and palm print. The results showed that there was a big difference between palm prints and fingerprints, palm prints could not be used as an index to describe medical disorders.

According to Rafianti & Pujiastuti (2017) STIFIn can also be used to determine the dominance of machine intelligence so that students are more comfortable in the learning process that is expected to increase mathematical power. Besides that, the implementation of STIFIn method is very helpful for santri to be able to memorize the Qur'an more easily and comfortably (Mundiri & Irma, 2017). Lately, studies on intelligence based on STIFIn are still lacking. One reason is the study of intelligence refers to multiple intelligence, the Simon-Binet intelligence test and other personality tests that are needed. While the results obtained have not met the expected impact. Therefore, the presence of STIFIn intelligence tests is considered to be a new reference in placing officials in the UIN Alauddin Makassar environment because they can see leadership tendencies with the type of intelligence they have.

Someone who gets the mandate as a leader will be a wise determinant, so that he will always make decisions on things that may be unusual. These tend to be influenced by intelligence machines with introverted or extroverted brain layers.

Referring to the explanations above, there are several objectives that can be met, namely identifying the type of intelligence, the personality type possessed by the structural officers of UIN Alauddin Makassar in the 2014-2019 period. Furthermore, it aimed to find out the comparison of the number of men and women in leadership at UIN Alauddin Makassar, as well as to know the characteristics of each these personality types.

RESEARCH METHOD

This research is a descriptive quantitative research. The sample in this study was determined by purposive sampling, amounting to 20 people, including structural officials who were serving in the UIN Alauddin Makassar in the 2015-2019 period. Then those who met the requirements to be nominated as a rector of UIN Alauddin Makassar in 2019-2022 period (Source: Personnel Bureau Data, 2018). This research applied an instrument in the form of STIFIn test. Then the data were analyzed with descriptive statistical analysis to find out the mean, frequency and standard deviation (Santoso, 2011; Creswell, 2014). Furthermore, the data analysis was analyzed using SPSS.

RESULTS AND DISCUSSION

Referring to the research conducted from April 24 to June 28, 2019, it showed that of the 20 respondents who were tested, none of the research subjects had an intelligence machine and Sensing personality type. They are spread on intelligence machines and personality types such as Feeling extroverts (3 people), Feeling introverts (3 people), Intuiting extroverts (5 people); Introvert intuiting (3 people); Thinking introverts (2 people); Thinking extrovert (2 people), and Instinc (2 people), as contained in table 1.

Tabel 1. Personality Type Frequency

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------|------------------|----------------|----------------------|---------------------------|
| Fe | 3 | 15.0 | 15.0 | 15.0 |
| Fi | 3 | 15.0 | 15.0 | 30.0 |
| Ie | 5 | 25.0 | 25.0 | 55.0 |
| Ii | 3 | 15.0 | 15.0 | 70.0 |
| Ti | 2 | 10.0 | 10.0 | 80.0 |
| Te | 2 | 10.0 | 10.0 | 90.0 |
| In | 2 | 10.0 | 10.0 | 100.0 |
| Total | 20 | 100.0 | 100.0 | |

Meanwhile, the results of the second study showed that leadership at UIN Alauddin Makassar was mostly relied on men and only a few was given to women. It was shown that from 20 leaders at UIN Alauddin Makassar, there were 17 men and 3 women, as shown in table 2.

Tabel 2. Gender

| Gender | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|------------------|----------------|----------------------|---------------------------|
| Male | 17 | 85.0 | 85.0 | 85.0 |
| Female | 3 | 15.0 | 15.0 | 15.0 |
| Total | 20 | 100.0 | 100.0 | |

These results illustrate that more men hold the highest positions such as rector, vice of rector and dean compared to women. This is caused by:

1. The requirements contained in the statute of UIN Alaudin Makassar only accommodate the position of rector must be Professor. This means that the higher the position to be occupied, the higher the conditions set. As a result, more men hold those positions than women. While the positions of vice rector and dean also required professors and doctors. Unlike the other Islamic State Higher Education (PTKIN), which are still called IAIN or STAIN, have not yet had such a requirement because of limited human resources. In term of the statute description shows that men who served more than women are also influenced by the opportunity to continue their study at the doctoral level at UIN Alauddin. Until now, women who have continued to the next level of higher education have not been so popular so that more male human resources fulfil the requirements than women.
2. In general, employees who are male are more qualified at UIN Alauddin than women. This is inseparable from the opportunity to continue their education to a higher level so far it is more likely to be done by men than women. Especially if they are married. Sociological analysis shows this factor in South Sulawesi community families in particular. Men who have the status of husbands and professors are encouraged to continue their studies than women. This is caused by cultural factors that prioritize husbands to move forward compared to wives. After all, a family that has children, tends to show closeness with their mother. As a result, husbands are more encouraged to receive education than wives. This also affects the affairs of leadership which prioritize men compared to women in the workforce.
3. The highest leader until the appointment of his representatives to the department level is determined by the existence of chemistry or compatibility in the relationship among individuals. According to a research that leaders who seek co-workers can create an atmosphere to an organizational culture that is built among those who are appointed as structural officers on the grounds. The reason is there is a common vision of something, common ideas, common paradigms, norms, unwritten rules, shared assumptions, deep trust even the same hobby so that coordination in work is easily conducted to achieve the expected targets. It can turn into and appear to be the culture of society. A strong or weak organization is shown by the organizational culture that it has launched. This organizational culture can be seen from the organization's governance in providing services needed by the community, so that the community feels the benefits of it.

The description of the leadership varieties of each type of intelligence possessed is illustrated as follows:

1. Intuiting type leaders are those who work by constructing concepts and conveying ideas and/ or referring to concepts, designing for future by compiling programs. His/her social role is to work varied, think creatively, show achievement, think solutively, be appreciative, take change and inspire change, compelled to make breakthroughs from what he/ she sees, listens or reads. Find patterns from what you

have learned and connect with the knowledge you want to master. The biggest capital is imagination and creativity. A good way of learning is to use the ability of the right brain in finding ideas and patterning. It can be found from books, films, magazines or television. The key to success is improving quality.

2. Feeling type leaders are those who have a tendency to think and work with caring for people and working together and building team cohesiveness, being interactive and persuasive, being a link between people, having the drive to lead, happy to refer to values, being able to propose programs. In learning the best feeling for people is to get inspiration or understanding through other people, carry out discussion activities especially from people who master the knowledge to be mastered.
3. Leaders who have thinking personality types are those who have a tendency with ability to analyze, think objectively, look for data and accuracy, work independently, get used to being effective, have fair attitude, describe the process, plan work for today, driven to manage and fix the work environment, refer to the system, and be able to control the program. The key to success of thinking people is when they are able to prioritize many choices that lie before them.
4. The Instinct personality type is characterized by a tendency that is versatile, the strength of having a seventh sense show, a way of thinking and behaving based on instincts. Instinct people naturally help others.

Furthermore, the relevant research results related to the STIFIn test conducted by Sundari, Mahrudin, & Kholik (2019) based on the observation results of the Information Pesat Vocational High School applying STIFIn tests on all of its teachers because there is a policy from the foundation for teachers in carrying out STIFIn tests. In this case, at that time there was a decrease in teacher job performance which was so lacking, so that the foundation decided to carry out the STIFIn test to all of its teachers. Thus after the STIFIn test was carried out on each teacher, there was a change in the teacher's performance. The results of another study by Nistingtyas (2013), revealed that the STIFIn test results were able to identify seven types of intelligence that have an impact on improving learning achievement. STIFIn learning technique is able to provide comfort and convenience for students in the learning process.

CONCLUSION

Referring to some findings that have been explained above, the writer concludes the matters as follows:

1. The results showed that of 20 respondents who were tested, it was found that there were 3 people who have the type of Feeling extroverted intelligence, 3 people felt introverted, 5 people who were intuiting extroverted, 3 people intuited introverted, 2 people thought extroverted, 2 people thought extroverted and 2 people were instinctive.
2. The description of each type of intelligence can be broken down as follows:
 - a. Thinking extroverted is characterized as thoughtful, competitive, forceful, responsible, justice.
 - b. Thinking introverted is typical of with specialists, independent, focus, prudent, mechanistic.

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- c. Intuitive extroverted is typical of inspiring, benchmark, expressive, innovation, spatial.
 - d. Intuiting introverted is characterized as learner, assertive, perfectionist, innovation, and optimistic.
 - e. Feeling introverted is typical of idealist, leader, popular, reflective, and convincing.
 - f. Feeling extroverted is typical of empathy, communicative, social minded, affectionate, and guiding.
 - g. Instinct is typical of generalist, flowing, resourceful, instinctive, and altruist.
3. It was also revealed from the findings that respondents who held positions consisted of 17 men and 3 women. It has indicated that the leadership at UIN Alauddin Makassar is still dominated by men. This is owing men are more qualified to occupy positions than women.

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