

## Integration Model of Human Dimensions, Military Minds and Patriotism

Jessica Ong Hai Liaw<sup>1</sup>, Nora Ibrahim<sup>2</sup>, Inderjit Singh<sup>3</sup>, Anas Tajudin<sup>4</sup>, Aerni Isa<sup>5</sup> and Rasheedul Haque<sup>6</sup>

### Abstract

*Objective: The objectives of this study are to examine the key dimensions of military minds as a determining factor of human dimensions and patriotism among Malaysian Armed Forces personnel and the second objective is to test the extent of mediating effects of human dimensions with military minds and patriotism. This research used quantitative research methods to get the data from the respondent of this study. The dependent variable for this study is patriotism while heroism, clear behaviour, military decency, responsibility for equipment and military skills are the independent variable and talent is the mediating in this study. The population of this study is from the Malaysian Armed Forces personnel, consist of the Malaysian Army, Royal Malaysian Navy, and Royal Malaysian Air Forces, which accounted for 0.32% of the total Malaysian Armed Forces personnel in this country. The utilised partial least square structural equation modelling (PLS-SEM) method to analyse the data and obtain results for the hypotheses generated. The results indicate of this study to be the best practice for developing training methods for future military personnel towards societal impact 4.0 (IR). This research profound implications and contribution towards Malaysian Army as managing and cultivating human dimensions with military minds and patriotism among Malaysian Army to the attainment of mission in the organization. In general, this study will be beneficial for Malaysian Armed Forces to understand the importance implications of integration model of human dimensions, military minds and patriotism..*

**Keywords:** Heroism, Clear Behaviour, Military Decency, Military Skill, Motivation, Responsibility for Equipment and Patriotism.

## INTRODUCTION

In the context of the multiracial society in this country, the participation among people of various ethnicities in the Malaysian Armed Forces is an indicator of superior patriotism. Without denying the spirit of patriotism can be manifested through various means and specific fields, involvement in the Malaysian Armed Forces not denying society's patriotism in this country. The country's achievement in the economy, education, sports, and culture will be difficult if the country is faced with conflicts of war, confrontation, and chaos (Ali, 2016). Thus, the defense sector will create a positive national climate and ensure the country's development areas such as economy, technology, education, agriculture, and sports can grow and be viable (Bespalova, 2018). However, the participation of non-Malays in the armed forces remains a never-ending issue. It recognized the Ministry of Defence in answer to Parliament in 2010 that the non-Malay participation is still lacking, although there is a slight increase (Ahmad et al., 2011). At that point, the non-Malay participation of 17,521 people, a 15:25 percent of the strength of the armed forces, inculcate essential aspects of nation-building in the younger generation, such as the value of patriotism, leadership characteristics, creative thinking, and comradeship (Razak et al., 2013; Bespalova, 2018)

The patriotism and aspects of nationhood are the determining values to the identity of the people and the history of a nation-state. Applying the concept of patriotism in life and creating citizens who have high self-esteem, love the country, and fight to defend and prosper the country (Ismail et al, 2019). The individual is the sole entity of society, patriotism is the soul of a citizen who loves the country. Each country has its

<sup>1</sup> Universiti Pertahanan Nasional Malaysia, Kuala Lumpur, Malaysia, Email: [jessica@upnm.edu.my](mailto:jessica@upnm.edu.my) orcid.org/0000-0003-1109-8915

<sup>2</sup> Universiti Pertahanan Nasional Malaysia, Kuala Lumpur, Malaysia, Email: [alfateh@upnm.edu.my](mailto:alfateh@upnm.edu.my) orcid.org/0000-0002-6504-6304

<sup>3</sup> Universiti Pertahanan Nasional Malaysia, Kuala Lumpur, Malaysia

<sup>4</sup> University College MAIWP International, Kuala Lumpur, Kuala Lumpur, Malaysia, Email: [dr.anas@ucmi.edu.my](mailto:dr.anas@ucmi.edu.my) orcid.org/0000-0003-1109-8915

<sup>5</sup> Taylor's University, Subang Jaya, Selangor, Malaysia, Email: [aerni.isa@Taylors.edu.my](mailto:aerni.isa@Taylors.edu.my) orcid.org/0000-0003-2426-5292

<sup>6</sup> Associate Professor, FOBAFLH, MAHSA University, Malaysia, Email: [rasheedul@mahsa.edu.my](mailto:rasheedul@mahsa.edu.my), orcid.org/0000-0001-8170-5413, (Corresponding Author)

history (Rana et al., 2023). In Malaysia, the existing history has shaped the identity of our country. Our country is multiracial, such as Malay, Chinese, Indian, and so on. The racial unity that was formed in the past until now is a very proud achievement of the country (Chawdhury et al., 2022). These multiracial people can live together in peace because they have a strong patriotic spirit in them. Appreciation of the meaning of independence requires us to know the history of the country (Bespalova, 2018). It is vital to strengthen our identity and know the challenges that can stifle and destroy the independence and sovereignty of this beloved country.

To ensure that all citizens can live in peace and prosperity, we all have our respective roles. Especially for the Malaysian Armed Forces personnel, we are individuals and organizations that can develop the country (Barman et al., 2023). Patriotic should also include efforts to enhance the dignity of the Nation and country and contribute to human civilization, social justice, peace, and universal well-being (Ali, 2016).

Patriotism is often associated with a spirit or value, which requires all citizens in life, especially the younger generation (Zulkifli., 2014). The value of patriotism is a part of the noble value. If it can be best embodied and practiced, it will help form a highly prudent and noble generation. Therefore, it is very suitable for the younger generation, especially to take patriotism as a practice or belief and instill it in the souls of all classes of Malaysian society, especially for the Malaysian armed forces, so that the country's survival can face the challenge is very appropriate the postmodernist era (Ying et al., 2023).

The objectives of this study are to examine the key dimensions of military minds as a determining factor of human dimensions and patriotism among Malaysian Armed Forces personnel and the second objective is to test the extent of mediating effects of human dimensions with military minds and patriotism. Then the third objectives are to propose a new model of human dimensions, military minds, and patriotism.

## **LITERATURE REVIEW**

### **Social Identity Theory**

Nooruddin, and Shortle (2016) state that patriotism with social identity theory, the study on inter group relations, group processes the development to which they belong to with the sense of pride and self-esteem, and group conflicts. The formation of group is constructed based on one of the three components on social categorization, identification, and comparison (Narayanan et al., 2023). These three components described the motives of a nation or group in protecting, exercising power, promoting political ideology, unifying the people of different ethnic groups and multiracial society with diversity of culture, beliefs, perceptions, acceptance, attitudes, and behaviors on the intergroup conflict between in-group love a cooperative motivation to help the in-group, and out-group hate an aggressive or competitive motivation to hurt the out-group, or both.

Lastly, for the Self- actualization, this is the concept that refers to the desire to realize one's full potential and to achieve a high level of accomplishment or mastery. This is the driving force behind the need to succeed, and perfect his or her chosen interest or profession. Tap into this need by fueling competition through your social channels. The desire to be the best is a great motivator (Sharifah., 2018).

As multiracial society, Malaysians are struggling with countless of issues that question the loyalty of other races. Religious, racial, and political tension have hurt Malaysians generally and tarnished Malaysia reputation locally and internationally. Looking at these phenomena, patriotism is closely associated with the 'right' to behave or how group members should behave and how the citizen of a nation sees themselves as patriotic (Subaryana, 2016) why people hold accept and/or reject certain patriotic attitudes and beliefs. The feeling must be propagated, cultivation and nurtured to be, fresh and powerful in the soul of each and every citizen. (Ku Hasnita & Mohd Haizam, 2011).

### **Heroism**

The concepts of patriotism and heroism mean a willingness to fight to defend the homeland. When talking about these two concepts, our minds are led to understand that patriotism and heroism are more directed at

the willingness to take up arms and fight against the enemy and defend the country. Patriotism and heroism flourished remarkably through the struggle for independence. At that time, it was straightforward to understand and practice the concepts of patriotism and heroism. The situation that was colonized by itself demanded citizens, youths, students, old and young to shoulder to lift arms and expel the invaders from the land of Malaysia. Courageously, they came forward to defend the country and the Nation by sacrificing property and ignoring armaments' imbalance. Even bravely sacrificing soul and body for the sake of the beloved homeland. They are later known as heroes, as heroes for the beloved homeland of Malaysia. (Franco et al., 2011)

According to Zulkifli., (2014). Patriotism is the spirit of love for the homeland. The attitude of a person who is willing to sacrifice everything for the success and prosperity of his homeland. Patriots are the lovers (defenders) of the homeland. While heroism is the courage to defend justice and truth, heroism. Hero, that is, a person who is respected for the truth. According to Siti, (2015) the heroic attitude in everyday life called a hero, is not only those who fight against the colonizers but also everyone who has served the Nation or to others can be called a hero. Everyone can serve and be a hero for this Nation in their way. The attitude of heroism is essential and must be possessed by everyone. From an early age, the attitude of heroism must begin to be nurtured and accustomed. People who do not have a heroic attitude will be cowardly, stingy or unwilling to sacrifice, lazy to work, selfish, and easily discouraged. Although not rewarded by anyone, the attitude of heroism should always be nurtured because appreciation is not the goal of a hero. We must get used to having a heroic attitude in daily life. The attitude of heroism in Malaysian Armed forces personnel must at the high level of every personnel.

According to Ali, (2016). In addition to having the heroic attitude of the fighters of our Nation, we also have patriotism. What is patriotism? Patriotism means the love of the homeland. Of course, the heroes of our forefathers who fought to drive out the invaders were based on the love of the homeland. They do not want their Nation to be trampled on by the colonizers. The attitude of patriotism is not only possessed by the heroes of the Nation. As good citizens, we must also have an attitude of patriotism. Who else loves this Nation if not us? Our current struggle is no longer a struggle against the colonialists? After independence, the challenge is getting bigger. We today must fight against poverty, ignorance, and backwardness. According to Razak et al., (2013) among the ways to appreciate the services of the Nation's heroes, the most important thing is to emulate his attitude and struggle. The services of the heroes must be remembered. But just remembering is not enough. Because the struggle is not over yet. The Nation heroes who have fallen will undoubtedly be proud of their struggle is continued by the current generation. To continue their struggle, we must also emulate their heroic attitude and patriotism in daily life.

H1: There is a positive relationship between Heroism and Patriotism

### **Clear Behaviour**

A noble and robust nation and the country depend not only on his physical strength, which is material and technological. Therefore, the country must build strength based on culture, knowledge, noble morals, strong self-confidence, a spirit of responsibility, and high self-sacrifice, and clear behaviors (Osman et al., 2022). Thus, the values of patriotism, which are part of the noble values, if they can be embodied and practiced as best as possible, will contribute towards the formation of a highly prudent and virtuous generation. Therefore, it is appropriate for students, especially at the secondary level, to make patriotism as a practice or belief. Lack of appreciation of the values of patriotism will cause students to the victim of various social ills.

Today's young generation must always cultivate a spirit of loyalty and patriotism and not doing anything that could harm the Nation and the country. Tribal and hostile attitudes will destroy the spirit of patriotism. Therefore, they need to adopt a philosophy of life that does not prioritize self-interest alone; the interests of the country should be taken into account together because the interests of the country will bring better good to themselves (Jing et al., 2023). Naturally, the values of patriotism need to be inculcated in adolescents' souls because at this stage, adolescents are still in the process of adulthood. Patriotism can teach teenagers to discipline themselves. Intact discipline will help them achieve success in the field they are involved in. The country needs a disciplined and productive generation because it is the driving force for the development and

leadership of the country in the future (Saifuddin, 2002). Similarly, the individual and materialistic attitudes that are the current trend of life seem to restrict the development of patriotism's attitude and spirit. The current economic rapidity era seems to be drawing all the energy and the public mind towards a materialistic pattern. From a random survey of teenagers in Kuala Lumpur, most of them admit that the spirit of patriotism no longer exists if there is even a just a small percentage of them.

Recently, it was found that the involvement of teenagers or school students in crime results from the fading of the values of patriotism. The lack of patriotic spirit among the younger generation today is one of the factors that make some of them more prone to unprofitable activities, such as engaging in a culture of hedonism (concerned with entertainment or pleasure) because their souls are empty in terms of values and love of religion, Nation and country (Zulkifli Zainal Abidin, 2011).. This may be due to one of the factors, namely the lack of exposure to accepted patriotism or, if much, less effective (Ahmad Ahmad Rusdi, 2002). It is also possible that students' patriotism is different from the values of patriotism that want to be instilled in them. Military service was regarded as a national obligation and a way of life (Johansen, Martinussen, & Kvilvang, 2015). The attachment feeling was the highest score (39.2%) associated with the idea of patriotism, followed by appreciation (23.5%), respect (16.6%), pride (13.7%), and devotion (2%) among the cadet officer.

H2: There is a positive relationship between Clear Behaviour and Patriotism

### **Military Decency**

The noble values of young officers, such as discipline, cooperation, and concern shown through military common sense have evoked the values of patriotism in society. The aspirations of military intellect have been manifested through the appearance of heroism, apparent behavior, military decency, responsibility for equipment, military skills, and motivation and training to encourage the spirit of patriotism in carrying out responsibilities to his country (Zulkifli Zainal Abidin, 2011).

H3: There is a positive relationship between Military Decency and Patriotism

### **Responsibility for Equipment**

Military organizations are seen as a must to ensure the people's safety, the sovereignty of the country, and the 'survival of the states'. So, the army was equipped with destructive war equipment, and its personnel was trained to fight (Zulkifli Zainal Abidin, 2011). A respected and robust country is represented by a strong military force of both land, sea, and air forces. The military organization is very organized, complete, and able to efficiently carry out its duties. Every personnel who is armed with a weapon during training is reminded not to abuse the weapon. If a weapon is supplied, it is the responsibility of the person concerned to take care of it with full trust (Wansong, 2018).

We do not want the facilities to be misused to the point of causing something undesirable and further damaging the reputation of the Malaysian Armed Forces in general. Safety aspects should be taken seriously by trainees, including officers and other ranks. Officers and other ranks who conduct the training should tighten supervision and monitoring. We take this seriously and remind other personnel or training personnel always to maintain the organization's good name (Fei et al., 2024). Symptoms such as drug abuse, gambling, gangsterism, and other social ills should be avoided in our organization. These symptoms can destroy our organization of military and can threaten the security of the country (Victor, 2020). Therefore, avoid immoral things so that we, as military personnel even as reserve forces, continue to be highly esteemed and respected by society. As an individual is promoted through the military ranks, they assume additional responsibility, especially equipment in the Malaysian Armed Forces.

The Commander of the Malaysian Armed Forces, General Tan Sri Affendi Buang, urged Malaysians to continue strengthening the spirit of patriotism and nationalism by instilling a culture of sense of belonging and sense of ownership in the heart. He said, with the strengthening of this spirit and culture, the union between the people and the MAF will be able to form and at the same time be able to move towards Malaysia as a safe, sovereign, and prosperous country is achieved. "With this, I, on behalf of all MAF personnel, would like to express my sincere thanks to all the people who have faithfully placed their confidence, trust, and

undivided support in us in carrying out the full responsibility of defending the sovereignty of this beloved homeland'. He also reminded MAF personnel to continue to be determined to show devotion in carrying out the trust in strengthening relevance. The premier organization continues to remain intact as the front line in defending the sovereignty of the beloved country (Ramayah, 2020).

H4: There is a positive relationship between Responsibility for Equipment and Patriotism

### **Military Skills**

According to Jalal (2016), based on the study that has been done, several things that are important to take action to strengthen the MAF further and thus improve the relationship between the Malaysian Armed Forces and the civil society—encouraging scholarly development involving MAF through research and development to military matters and other aspects, including the study of history, society, the arts, and so on. Then, organizing scientific programs such as exhibitions and forums to discuss matters involving MAF and the latest military discoveries. MAF can increase the level of discussion in the public space on any issue involving MAF is a positive development to increase public interest and awareness of MAF and national security.

Informal meeting programs between the community and the MAF from time to time are also strongly encouraged to ensure that the MAF is sensitive to issues and perceptions of the community (Osman et al., 2024). Lastly, an essential element that can be considered is to improve the element of general knowledge of any technology and expertise that can increase the confidence of the general public. Involvement of institutions of higher learning or research centres and industries for the production of appropriate technology or tools for MAF. For example, in the United States, the Defence Advanced Research Project Agency under the U.S. Department of Defence has organized research and engineering competitions to produce new technologies for the United States Armed Forces. This program is given extensive media coverage and has attracted young people and technical groups to participate in the program.

H5: There is a positive relationship between Military Skills and Patriotism

### **Motivation**

The influence of the environment and the younger generation's current needs will also affect their level of awareness of patriotism and unity. If their souls are empty and the needs of their lives are not perfect and met will make these young people less interested in the interests of the country. Global influence, for example, through the media, ICT makes them easily deceived. Lifestyles and necessities of life will be given priority before focusing on other matters, including national affairs, especially patriotic and unity (Ramalingam et al., 2024). Many opinions say that the spirit of patriotism and national unity of the younger generation in Malaysia is now declining. Lack of such awareness will have a very high impact or impact on a country (Wickneswary et al., 2024). The young generation in various races also underestimated the unity even though it has proven to maintain national peace to this day. There is no denying that patriotism and unity are inseparable where they are intertwined. Vogelsang (2013) found out 48.7% of participants ranked patriotism as very influential compared to the opportunity to travel, which only 44.7%. Vogelsang (2013) also found out men were slightly more likely to rate patriotism as very influential, with 57.7% compared to 50% of women. However, Zook (2016) found out respondents were not primarily motivated to join the military but were engaged socially.

H6: There is a positive relationship between Motivation and Patriotism

### **Talent**

It can also be done by making it a core subject in education where it is believed to instill a spirit of love for the country. Failure to appreciate the knowledge learned will make some young people easily influenced by the propaganda and easily emotional in responding to an issue so that they act at will. Aspects of obedience, politeness, and the spirit of love for the homeland are fading, making the group seem empty of knowledge about the importance of patriotism to the country. The annoyance of the community is entirely justified, not to mention that today, various things are made sensitive issues that can threaten the country's peace (Khalil et al., 2023).

The younger generation does not understand the country's philosophy and principles apart from having a personality 'does not care' on national well-being issues. This group considers patriotism as trivial, and the responsibility to defend the country's sovereignty should be borne by certain parties only. No wonder most young people today are blind to the importance of the spirit of patriotism in themselves. They consider it just a trivial matter and can be carried by others making no or lack of full appreciation of that aspect (Annathurai et al., 2023). Patriotism is symbolic of how much we love the country, proud, and strive to defend against all threats. To defend the country's sovereignty, a person does not need to carry a weapon, but it is enough if he has the spirit to defend or fight for the freedom and rights of the homeland. In this context, the young generation, in particular, need to strive to appreciate and have that spirit to produce an undivided sense of love for the country (Lee et al., 2023). Some think that defending the country needs to carry weapons or go to war, and some even claim that it is not their responsibility. The spirit of patriotism must be present in everyone regardless of status, background, and religious beliefs because this is our country. Then, the spirit of patriotism is a strong mental weapon. (Ruhaiza,2015)

## **Patriotism**

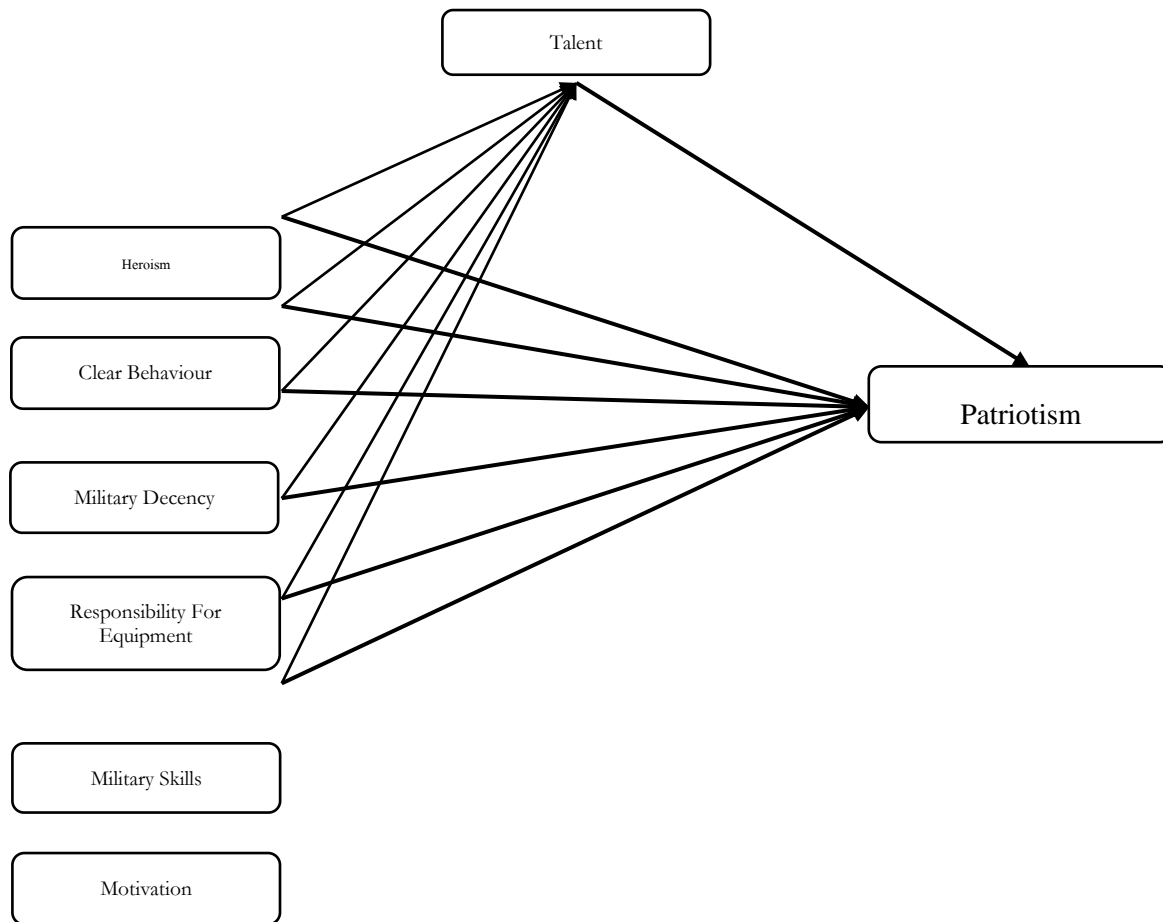
The young generation cannot fully appreciate the meaning of independence because they have never experienced the hardships of life during colonial times and wars. Generations born in an independent nation are unaware that once the country was once colonized and the previous generation with bitter bitterness has successfully fought independence from the colonialists (Razak el al., 2013; Bepalova, 2018). The appreciation of the patriotism of the younger generation differs from, the older generation in which the older generation as Malaysians have sparked patriotism by showing the spirit of loyalty to the Nation, the spirit of belonging, the discipline, and the continuous effort to create prosperity. (Muhamad Ali Embi, 2009). Patriotism is a love for the homeland with the willingness to shed light upon him. It is an abstract born through the actions or struggles of its people based on national, religious, and national interests. In ancient times patriotism was translated through the volunteerism and courage of a person to fight for the sake of his mother's interests, to fight against the invaders, or to champion the independence of his homeland (Bepalova, 2018). Indeed, patriotism is embraced through a people-minded leadership, struggling to advance the Nation to achieve worldly standards and always champion the security of the homeland, and its people's well-being. Patriotism is the spirit of love of the state, the love of the homeland, without race prejudice or religious prejudice (Ruhanie Ahmad, 2005). In general, patriotism involves the mind, the heart, and the instinct of spirit and soul, spirit and conviction, and love, love, and affection. The government accepts the essence of the sacrifice of MAF members, which is invaluable for their willingness to sacrifice and surrender their lives to safeguard the sovereignty and stability of the country. MAF is responsible for producing hundreds of thousands of trained military personnel, and they remain at the highest level of patriotism. MAF has undertaken various military exercises to expose its officers' role and raise awareness of the importance of military service in the context of defense and national security (Haibao & Haque, 2023).

The noble values of young officers, such as discipline, cooperation, and concern demonstrated through the intellectual sense, have instantly raised patriotism values in society. The intellectual sense of aspiration has been manifested through heroic performances, clear behaviors, military decency, responsibility for equipment, military skills, and motivation and training encouraging the spirit of patriotism in carrying out its obligations to his country Military training through various activities such as humanitarian, religious, counseling and counseling services, military education and care, adoption and healthcare programs have been implemented (Adetayo et al., 2022). A harmonious relationship or relationship between MAF's young officer and the people is significant in driving the spirit of patriotism and supporting MAF's organization during peace and war. Hence, shown by a young officer's character or appearance can be an example to other members of society. They also have their capabilities in their respective fields that become the country's assets in the spirit of patriotism can be an example for other civilian youth. (Zulkifli Zainal Abidin, 2014). Figure 1 shows that the frameworks for this study.

**Independent variables**

**Mediating**

**Dependent variable**



**Figure 1:** Framework of this study

## METHODOLOGY

This research used quantitative research methods to get the data from the respondent of this study. The population of this study is from the Malaysian Armed Forces personnel, consist of the Malaysian Army, Royal Malaysian Navy, and Royal Malaysian Air Forces, which accounted for 0.32% of the total Malaysian Armed Forces personnel in this country. A self-administrated questionnaire from the previous validate measures used to collect the data from the respondent. The new integrated model of Human Dimensions with Military Minds possesses nine constructs: Heroism, Clear Behaviours, Military Decency, Responsibility for Equipment, Military Skill, Motivation, Talent, and Patriotism include the 59 of the indicators. The questionnaire includes the seven indicators measuring the heroism, seven indicators measuring the Clear Behaviours, six indicators measuring the Military Decency, six indicators measuring the Responsibility for Equipment, six indicators measuring the Military Skill, six indicators measuring the motivation, five indicators measuring the Talent and five indicators measuring the patriotism. Respondents should answer the questions that have five-point Likert scales consisting of strongly disagree (1), disagree (2), not sure (3), agree (4), and strongly agree (5).

Initially, researchers need to request their permission from the MAF Commander to get approval for conducting this academic research survey in their unit of selected places, such as Army academy in Port Dickson, Negeri Sembilan, Air Force College, Kedah, KDSI, Perak, Malaysian Armed Forces Defence College, Putrajaya and the National Defence University of Malaysia, Kuala Lumpur. After obtaining the feedback and approval, the researcher handed the questionnaire to the respondents after giving a briefing about the topic and the objectives of the study (Jiayuan et al., 2018). In addition, respondents were assured of confidentiality as well as anonymity of their feedbacks in order to get a more accurate result (Haque et al.,

2024). After completion of the questionnaire, the researcher collects the questionnaire personally. A total of 250 questionnaires were distributed, and only 249 sets of questionnaires were returned, showing a response rate of 99.6%. The Statistical Package for Social Sciences version 25 was used to get the data of respondent demography, and Smart PLS version 3.2.8 was used to get the results of the variance-based structural equation modeling (SEM) to test the hypotheses of this study on reflective and formative measure.

**FINDINGS**

In table 1 shows that the demographic profile of the respondents, according to the gender demography it shows that the most of the respondent who participates in this study is male, it is indicated that 85.1% (N=212) of the respondent and the female is about 14.9% (N=37) of the respondent. Then according to the racial demographic of the respondent, it shows that most of the respondent are Malays consist of 95.6% (N=238) of the respondent, Other race is 2.4% (N=6), Indian 1.2% (N=3) and Chinese race is about 0.8% (N=2). In addition, the demography respondent according to the marital status shows that the majority of the respondents is married consist of 62.7% (N=156), the respondent who is single is about 36.1% (N=90) of the respondent and the respondent who divorced is consist of 1.2% (N=3). In describing the demographics of the respondents regarding their age, the results of the study found that the respondent who age between 31 – 40 years is the most, it is consist of 46.2% (N=115), the respondent who age between 21 – 30 years is about 37.8% (N=94) of the respondent, then for the respondent who ages between 41 – 50 years old is about 14.1% (N=35) of the respondent, and the respondent 51 years old and above is 1.6% (N=4) and lastly only 0.4% (N=1) of the respondent age below than 20 years.

**Table 1: Demographic profile of the respondent**

Demographic profile	Frequency	Percentages
<b>Gender</b>		
Male	212	85.1
Female	37	14.9
<b>Race</b>		
Malay	238	95.6
Chinese	2	0.8
Indian	3	1.2
Others	6	2.4
<b>Marital Status</b>		
Single	90	36.1
Married	156	62.7
Divorced	3	1.2
<b>Age</b>		
Below than 20 years	1	0.4
21 – 30 years	94	37.8
31 – 40 years	115	46.2
41 – 50 years	35	14.1
51 years and above	4	1.6
<b>Academic Level</b>		
SPM / STPM	138	55.4
Diploma	23	9.2
Degree	72	28.9
Master	16	6.4
<b>Services</b>		
Malaysian Army	127	51.0
Royal Malaysian Navy	60	24.1
Royal Malaysian Air Forces	62	24.9
<b>Rank</b>		
Officer	111	44.6
Other Rank	138	55.4
<b>Total</b>	<b>249</b>	<b>100.0</b>

Then discussing the academic level of the respondents, the results show that the most of the respondents have their qualification of SPM / STPM, which indicates 55.4% (N=138) of the respondents, then followed by Qualification of Degree indicates that 28.9% (N=72) of the respondents, for the Diploma and Master, the results show the 9.2% (N=23) and 6.4% (N=16) respectively. According to the services of the respondent,



the results of this study shows that the majority of the respondent who services from the Malaysian army is 51.0% (N=127) of the respondent. Respondent from the Royal Malaysian Air Forces and Royal Malaysian Navy is 24.9% (N=62) and 24.1% (N=60) of the respondents, respectively. For the rank of the respondent, an Officer consists of 44.6% (N=111), and the other rank is 55.4% (N=138) of the respondent. For the length of the services, it shows that the majority of the respondent is has served from a range of 16 to 20 years is about 30.1% (N=75), and from a range of 11 – 15 years is consist of 24.1% (N=60) of the respondent, followed by the respondent who served in their services for less than five years is about 19.7% (N=49), and the personnel who has served from the more than 21 years is consists of 14.9% (N=37) and lastly, personnel of served in their services for a range of 6 – 10 years is 11.2% (N=28) of the respondents.

For the the descriptive level of the mean for each variable. For the mean of heroism is 4.53, Clear Behaviour is 4.51, Military Decency is 4.52, responsibility for equipment is 4.37, Military Skill is 4.25, motivation is 4.26, Talent is 4.4.22, and Patriotism 4.39. According to Zikmund et al., (2013), the mean 1.00 – 2.33 is low, then for the 2.34 – 3.66 is moderate level and for the 3.68 to 5.00 is high level. The results for this study show that all the construct variables have a high level. The highest mean that response from the respondent indicates that heroism is not only in handling weapons. The character of heroism is a person who fights for the values of life and the right name of this country (Senathirajah et al., 2023). They consciously and sincerely devote themselves to welfare. Heroism is an individual who is willing to give everything for their Nation (Kaur et al., 2022). Respondent of this study shows the spirit of patriotism at the high level, in order to defend the sovereignty of the country, Malaysian Armed Forces personnel does not need to carry weapons (Wahab et al., 2024). However, it is sufficient if he has the spirit to defend or fight for the freedom and rights of the homeland.

### **Convergent Validity**

Table 2 shows the results of the study's convergence validity. In this study, the convergence validity was tested. In this analysis, the researchers used factor loading, composite reliability, and extracted average variance (AVE) to evaluate convergence validity (Wan et al., 2023). The loading of all items exceeds the recommended value of 0.5. Then, for the composite reliability value, all constructions exceed the recommended value of 0.7, ranging from 0.869 to 0.910. In addition, for the variance related to the measurement error captured by the AVE metric, use the construction to prove that the variance should be greater than 0.5, and then the average variance extracted is in the range of 0.571 to 0.679 (Hair et al., 2019).

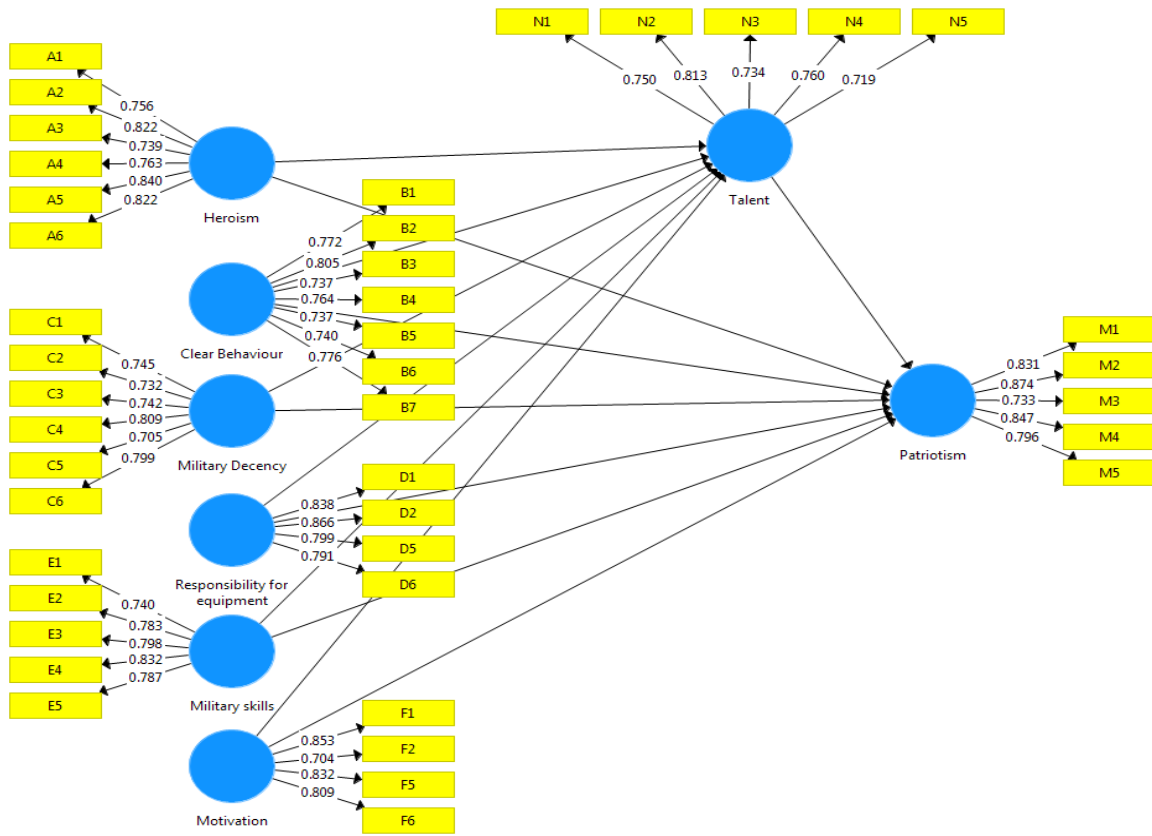


Figure 1: Items loadings

Table 2: Convergent validity

Model Construct	Measurement Item	Loadings	CR	AVE
Heroism	A1	0.756	0.909	0.626
	A2	0.822		
	A3	0.739		
	A4	0.763		
	A5	0.840		
	A6	0.822		
Clear Behaviour	B1	0.772	0.906	0.581
	B2	0.805		
	B3	0.737		
	B4	0.764		
	B5	0.737		
	B6	0.740		
	B7	0.776		
Military Decency	C1	0.745	0.889	0.572
	C2	0.732		
	C3	0.742		
	C4	0.809		
	C5	0.705		
	C6	0.799		
Responsibility	D1	0.838	0.894	0.679
	D2	0.866		
	D5	0.799		
	D6	0.791		
Military Skill	E1	0.740	0.891	0.622
	E2	0.783		
	E3	0.798		
	E4	0.832		
	E5	0.787		
Motivation	F1	0.853	0.877	0.643

	F2	0.704		
	F5	0.832		
	F6	0.809		
<b>Talent</b>	N1	0.750	0.869	0.571
	N2	0.813		
	N3	0.734		
	N4	0.760		
	N5	0.719		
<b>Patriotism</b>	M1	0.831	0.910	0.669
	M2	0.874		
	M3	0.733		
	M4	0.847		
	M5	0.796		

### Discriminant Validity

Table 3 shows that the result of the discriminant validity. The discriminant validity of the measures was assessed by examining the correlations between the construct. Items should strongly value their own construct in the model. The average variance shared between each construct and its measures should be greater than the variance shared between the construct and other constructs. It is proved that the square root of AVE of all latent variables is higher than the correlation between constructs, so we confirm the discriminant validity. It was also found that the individual loadings of all indicators were higher than their respective cross-loadings (Hair et al., 2013).

**Table 3: Discriminant Validity**

	1	2	3	4	5	6	7	8	9	10
<b>Clear Behaviour</b>	<b>0.762</b>									
<b>Education</b>	0.569	<b>0.814</b>								
<b>Heroism</b>	0.618	0.625	<b>0.790</b>							
<b>Innovation</b>	0.418	0.631	0.394	<b>0.807</b>						
<b>Military Decency</b>	0.782	0.653	0.743	0.506	<b>0.774</b>					
<b>Military Skill</b>	0.591	0.638	0.603	0.439	0.661	<b>0.788</b>				
<b>Motivation</b>	0.552	0.623	0.562	0.550	0.616	0.719	<b>0.802</b>			
<b>Patriotism</b>	0.638	0.729	0.648	0.501	0.705	0.763	0.784	<b>0.818</b>		
<b>Responsibility for Equipment</b>	0.531	0.532	0.642	0.455	0.606	0.598	0.593	0.667	<b>0.825</b>	
<b>Talent</b>	0.543	0.695	0.558	0.538	0.609	0.659	0.674	0.771	0.488	<b>0.756</b>

Note:  $\sqrt{\text{AVE}}$  shows in diagonal

### Hypotheses Testing

The hypotheses testing in this study shows in table 4. The hypotheses for this study are to examine the independent variables that have a relationship related to the dependent variable and examine the mediator for this study. The *t*-value is greater than 1.96 (for 2-tailed) equivalent to  $p < 0.05$ , then the hypothesis accepted (Ifedi et al., 2024). The  $R^2$  value for the relationships between heroism, clear behavior, military decency, responsibility for equipment, military skill, and motivation with patriotism is 0.762, indicating that the variances in the patriotism is 76.2%. The  $R^2$  value for the relationships between heroism, clear behavior, military decency, responsibility for equipment, military skill, and motivation with the patriotism and mediating with talent is 0.549; it indicated that the variances in the patriotism mediating with talent are 54.9%. In explaining the direct effect, table 4 shows that the result of the hypotheses for the direct effect, beta coefficient for the heroism and patriotism ( $\beta = 0.0025, p < 0.05$ ), the beta coefficient for the clear behaviour and patriotism ( $\beta = 0.055, p < 0.05$ ), then for the beta coefficient for the military decency and patriotism ( $\beta = 0.079, p < 0.05$ ), responsibility for equipment and patriotism ( $\beta = 0.157, p < 0.05$ ) and then, the beta coefficient for the military skill and patriotism ( $\beta = 0.188, p < 0.05$ ), the beta coefficient for the motivation and patriotism ( $\beta = 0.269, p < 0.05$ ), thus, H1, H2, H3, H4 and H5 is supported.

**Table 4: Path Coefficient and hypotheses testing**

	Path	Coefficient	Supported
H1	Heroism → Patriotism	0.025	Yes
H2	Clear Behaviour → Patriotism	0.055	Yes
H3	Military Decency → Patriotism	0.079	Yes
H4	Responsibility → Patriotism	0.157	Yes
H5	Military Skill → Patriotism	0.188	Yes
H6	Motivation → Patriotism	0.269	Yes

**Note:** Significant at \*t > 1.96; \*\*t > 2.576; \*\*\* t > 3.29

Then explain the mediating effect of this study, the table 5 shows that the relationship between independent and dependent mediating with the talent. For the findings of this study of the heroism, clear behavior, military decency, responsibility for equipment, military skill and motivation with the patriotism and mediating with the talent, the results show that H11 and H12 were supported, on the other hand, H7, H8, H9, and H10 are not supported.

**Table 5: Path Coefficient and hypotheses testing for mediating effect**

	Path	Coefficient	t- Statistics	Supported
H7	Heroism → Talent → Patriotism	0.104	1.341	No
H8	Clear Behaviour → Talent → Patriotism	0.060	0.641	No
H9	Military Decency → Talent → Patriotism	0.125	1.209	No
H10	Responsibility → Talent → Patriotism	-0.046	0.588	No
H11	Military Skill → Talent → Patriotism	0.254	3.697	Yes
H12	Motivation → Talent → Patriotism	0.350	4.492	Yes

**Note:** Significant at \*t > 1.96; \*\*t > 2.576; \*\*\* t > 3.29

Figure 2 shows the new integration model of human dimensions with military minds and patriotism that study among the Malaysian Armed Forces personnel. All the human dimensions and military minds have been discussed in this study, and the researcher has produced a model from the results of this research. The impact of this study to be the best practice for developing training methods for future military personnel towards societal impact 4.0 (IR). With the results of this study, researchers hope to be able to contribute in the field of future research to other researchers in their respective fields of study using the model that has been produced in this study. In addition, applying this integration model at schools and academic institutions can enhance patriotism among future leaders of Malaysia.



**Figure 2:** New Integration Model of Human Dimensions with Military Minds and Patriotism

## DISCUSSION

The result of the hypotheses for the direct effect, shows that H1, H2, H3, H4 and H5 is supported and for the mediating effect of this study, it shows that H11 and H12 were supported, on the other hand, H7, H8, H9, and H10 are not supported. In this regard, the MAF personnel reflected their degree of love for their homes. It is not difficult for us to judge it as belonging to a value-based patriotism group. This is a person's loyalty and love to his country, due to some factors that can benefit. The irony is that the MAF personnel involved have experienced at least one stage of the patriotic education process (Ahmed et al., 2024). In this regard, the appreciation of patriotic values by MAF personnel is significant to promote the progress of the country. It can also be successful in other fields such as sports and science, and technology, which can honor and enhance the country's reputation worldwide. Highly patriotic education can also develop and improve the moral values of MAF personnel. Therefore, social problems that may destroy the country, such as drug abuse and spread, vandalism, street thugs, corruption, etc., can be minimized. Without these problems, the people will live in peace and tranquillity, and then be able to feel progress in all fields while developing the country. As a Military personnel, they are always take care of the equipment provided (Wai et al., 2024). Regarding the responsibility of the equipment, MAF personnel will ensure that the equipment is always in good condition. The equipment provided to me meets the assigned work area. In this way, every piece of equipment provided can help you assign an excellent job.

New integration model of human dimensions with military minds and patriotism among Malaysian Armed Forces. All the dimensions show the high level for the MAF personnel are highly responsible when determining each piece of equipment provided to them and report any damage to the person in charge (Francis et al., 2023). To acquire military skills, MAF personnel will improve their military skills from time to time and always follow the military training in their military plans. Then, the MAF personnel felt that they were experts in their assigned responsibilities. They are also highly skilled in carrying out the assigned tasks and are sent to participate in courses to improve their military skills. When discussing the motivations of each individual, they have a strong loyalty to the country, which increases their motivation to continue military service. Then they are always treated fairly as military personnel in the team. MAF personnel can demonstrate their military skills in the team and always maintain close relationships with other personnel in the team. Senior officer encourages their personnel to perform directive duties. I have been obsessed with the military knowledge and education provided to me. The military knowledge and education given to me are accurate

and concise, and the ones taught to people are the latest. The MAF personnel believe that the level of innovation in their department is high, and everyone is always involved in the latest innovations. Then, they will always be fully engrossed and focused on the latest innovations.

## CONCLUSION

This research profound implications and contribution towards Malaysian Army as managing and cultivating human dimensions with military minds and patriotism among Malaysian Army to the attainment of mission in the organization. Having identified that heroism, clear behavior, military decency, military skill, motivation, responsibility for equipment and patriotism as the six main domains of managing human dimensions with military minds and patriotism, these results and findings have both theoretical and practical implication contributions. For the theoretical and practical contribution, on this study provides the academics and the practitioners a platform for other studies in the same area, specifically in the context of military organization in Malaysia. Other than that, this study helps practitioners, students and academics to understands the relationship between heroism, clear behavior, military decency, military skill, motivation, responsibility for equipment in cultivating a patriotism. This knowledge would enhance their knowledge in area of interest for them to specialize in specifics field of military in cultivating a patriotism.

Additionally, this study serves to augment knowledge of current body of empirical research, particularly the body of knowledge regarding heroism, clear behavior, military decency, military skill, motivation, responsibility for equipment towards cultivating a patriotism. The theory of social identity theory is advanced in this study to explain the results (Mien et al., 2023). Based on the model, the Malaysian Army could further enhance its theories and doctrines on human dimensions with military minds and patriotism with the heroism, clear behavior, military decency, military skill, motivation, responsibility for equipment to cultivating patriotism among personnel in the Malaysian Army. Thus, these findings have direct practical implications for Malaysian Army as it will be able to use the findings to strengthen if there are weaknesses in observing the heroism, clear behavior, military decency, military skill, motivation, responsibility for equipment. From the policy perspectives, the research is expected to contribute further understandings on the heroism, clear behavior, military decency, military skill, motivation, responsibility for equipment of Malaysian Army in cultivating patriotism that are essential for Malaysian Army doctrine for current and potential leaders. Further understandings on heroism, clear behavior, military decency, military skill, motivation, responsibility for equipment that are important to Malaysian Army personnel through appropriate attitude would enhance human resources management ability among the personnel of Malaysian Army in this country.

## Acknowledgment

This research was supported by the Ministry of Education (MOE) through Fundamental Research Grant Scheme (FRGS/1/2019/SS03/UPNM/02/1). We also want to thank to the Government of Malaysia which provides MyBrain15 program for sponsoring this work under the self-fund research grant and L00022 from Ministry of Science, Technology, and Innovation (MOSTI).

**Declaration Of Competing Interest:** The authors declare that they have no known competing financial interests or personal relationships that could have appeared to influence the work reported in this paper.

**Data Availability:** The data that support the findings of this study are available from the correspondence authors upon reasonable request.

## REFERENCES

- Adetayo, A., Senathirajah, A.R.S., Devasia, S.N. & Haque, R. (2022). Modelling Consumer Perception of Service Quality in Banks. *Res Militaris, European Journal of Military Studies*, 12(2), 1357-1373. <https://resmilitaris.net/menu-script/index.php/resmilitaris/article/view/207/137>
- Ahmad Rusdi A. (2002). *Permasalahan Pelaksanaan Unsur Patriotisme Dalam Mata pelajaran Kajian Tempatan: Punca Daripada Guru Sendiri*. Alor Setar: Institut Pengurusan Darul aman.
- Ahmed, M.N., Haque, R., Senathirajah, A.R.S., Khalil, M.I., Ahmed, S., Devasia, S.N., Yong, S.C.S.C., & Isa, A. (2024). Library Services Provision During the Covid-19 Pandemic: A Comparative Study Between Developing Countries. *International Journal of Religion*, 5(5), 816-831. <https://doi.org/10.61707/16dyrm70>

- Allison, S. T., Goethals, G. R., Kramer, R. (Eds.). (2017). *The handbook of heroism and heroic leadership*. New York, NY: Routledge.
- Annathurai, Y., Senathirajah, A.R.S., Haque, R., & Devasia, S.N. (2023). The Impact Of Operation Revitalisation Strategies In Power Generation Plants On Customer Satisfaction. *International Journal of Professional Business Review*, 8(5), 1-21 (e01500). <https://doi.org/10.26668/businessreview/2023.v8i5.1500>
- Barman, P.D., Haque, R., Ahmed, S., Senathirajah, A.R.S., Khalil, M.I., Chawdhury, B., & Din, F.M.B.O. (2023). Predictors Of Social Entrepreneurship Intention Amongst Undergraduates. *Change Management, An International Journal*, 23(1), 30-52. <https://www.cm-os-cgrm.org/os/issue-details.php?pid=193>
- Burhanuddin, J. (2016). Hubungan Tentera dan Masyarakat: Pandangan Rakyat Terhadap Peranan Angkatan Tentera Malaysia (Military and Community Relations: Peoples view on the role of the Armed Forces). *Journal of Advanced Research in Social and Behavioural Sciences*. Vol. 4, No. 1. Pp 19 – 30.
- Chawdhury, B., Haque, R., Senathirajah, A.R.S., Khalil, M.I., & Ahmed, S.. (2022). A Structural Path Study Modelling Factors Influencing Social Entrepreneurship Intention: A Bangladeshi Youth Case Study. *International Journal of Operations and Quantitative Management*. 28(2), 418-440. <https://doi.org/10.46970/2022.28.2.2>
- Chua, Y. P. (2012). *Mastering Research Methods*. Kuala Lumpur. McGraw Hill.
- Cresswell, J. W. (2012). *Educational Research: Planning, Conduct, and Evaluating Quantitative and Qualitative Research (Fourth Edition)*. Boston: Pearson.
- Efthimiou, O. (2015). The search for a hero gene: Fact or fiction? *Heroism Science*. Vol 1 (1), pp-6.
- Fei, L.K., Isa, A.M.M., Sigdel, B., Senathirajah, A.R.S., Al-Ainati, S., Haque, R., & Devasia, S.N. (2024). Factors Affecting Talent Retention to Ensure Sustainable Growth in the Automation Industry in Penang Free Industrial Zone. *Kurdish Studies*, 12(1), 3122-3143. <https://doi.org/10.58262/ks.v12i1.226>
- Feigin, S., Owens, G., Goodyear-Smith, F. (2014). Theories of human altruism: a systematic review. *Annals of Neuroscience and Psychology*, 1(1).
- Francis, U.O., Haque, R., Senathirajah, A.R.S., Al-Hunaiyyan, A., Al-Ainati, S., Farha Zafira Agos Lokman, F.Z.L., & Isa, M.M. (2023). The Impact of Digital Marketing on Consumer Purchasing Behaviour. *International Journal of Operations and Quantitative Management*, 29(2), 378-405. DOI: <https://doi.org/10.46970/2023.29.2.18>
- Franco ZE, Allison ST, Kinsella EL, Kohen A, Langdon M, Zimbardo PG (2018). Heroism Research: A Review of Theories, Methods, Challenges, and Trends. *Journal of Humanistic Psychology*. 2018;58(4):382-396.
- Franco, Zeno, Blau, & Zimbardo. (2011). Heroism: A Conceptual Analysis and Differentiation Between Heroic Action and Altruism. *Review of General Psychology*. 15. 99-113. 10.1037/a0022672.
- Haibao, W., & Haque, R. (2023). Digital Transformation And Sustainable Development Of Automobile Insurance Claims Departments. *MAHSA International Journal of Business and Social Sciences*, 3(1), 42-47. <https://mahsaacademy.com.my/conference/Ejournal/#/view>
- Hair, J., F., Sarstedt, M. & Wen, L., S. (2019). Internet Research using partial least square structural equation modelling (PLS-SEM), *Internet Research*, Vol. 29, No 3. Pp 398 – 406.
- Haque, R., Senathirajah, A.R.S., Qazi, S.Z., Afrin, N., Ahmed, M.N., & Khalil, M.I. (2024). Factors Of Information Literacy Preventing Fake News: A Case Study Of Libraries In Developing Countries. *International Journal of Religion*, 5(7), 804-817. <https://doi.org/10.61707/vqbfj15>
- Ifedi, C., Haque, R., Senathirajah, A.R.S., & Qazi, S.Z. (2024). Service Quality Influence On Consumer Satisfaction In The Banking Sector Aimed At Sustainable Growth. *Revista de Gestão Social e Ambiental*, 18(7), 1-30 (e06025). <https://doi.org/10.24857/rgsa.v18n7-032>
- Jiayuan, L., Senathirajah, A.R.S., Haque, R., Osman, Z. & Murugan, P. (2018). Antecedents and Consequences of Service Quality in the Hotel Industry: A Mixed Methodology Approach. *Science International Journal*, 30(3), 381-386. <http://www.sci-int.com/Search?catid=101>
- Jing, L., Senathirajah, A.R.S., Haque, R., Devasia, S.N., Krishnasamy, H.N., Isa, A.M.M., & Ramasam, G. (2023). The Influence Of E-Service Quality Dimensions On Customer Satisfaction Aimed At Improving Economic Growth In China's Online Apparel Emarketplace. *International Journal of Operations and Quantitative Management*, 29(3). 83-103. <https://doi.org/10.46970/2023.29.3.06>
- Johansen, R. B., Martinussen, M., & Kvilvang, N. (2015). The Influence of Military Identity on Work Engagement and Burnout in the Norwegian Army Rapid Reaction Force. *Journal of Military Studies*, 6(1), 38–48.
- Kaur, K., Ya'akub, N.I., Keong, C.S., Singh, J., Sandhu, S.K., Senathirajah, A.R.S. & Haque, R. (2022). Examining Factors Influencing Fashion Apparel Purchases in Omni-Channel Retailing: A Post-Covid-19 Study. *Transnational, Marketing Journal*, 10(3), 793-807. <https://doi.org/10.33182/tmj.v10i3.2182>
- Keczer Z, File B, Orosz G, Zimbardo PG (2016) Social Representations of Hero and Everyday Hero: A Network Study from Representative Samples. *PLoS ONE*. Vol 11(8)
- Khalil, M.I., Haque, R., & Senathirajah, A.R.S. (2023). Factors Affecting SMEs Perception of Human Resource Management Practices: A Structural Equation Modeling Approach. *International Journal of Professional Business Review*, 8(5), 1-23 (e01502). <https://doi.org/10.26668/businessreview/2023.v8i5.1502>
- Kinsella, E. L., Ritchie, T. D., Igou, E. R. (2015a). Zeroing in on heroes: A prototype analysis of hero features. *Journal of personality and social psychology*, 108(1), 114-127.

- Klisanin, Dana (2016) "Collaborative Heroism: An Empirical Investigation," *Heroism Science*: Vol. 1 : Iss. 1 , pp 1-14
- Krejcie, R. V., & Morgan, D. W. (1970). Determining Sample Size for Research Activities. *Educational and Psychological Measurement*, 30, 607-610.
- Ku Hasnita Ku Samsu, & Mohd Haizam Mohd Nor, (2009). Semangat patriotisme dalam kalangan mahasiswa bukan Melayu di Institusi Pengajian Tinggi, sekitar Lembah Kelang. *AKADEMIKA*. Vol 75 . pp. 85-100.
- Lee, P.X., Senathirajah, ARS., Al-Ainati, S., Isa, A.M.M., Haque, R., Krishnasamy, H.N., Parameswaran, S., & Devasia, S.N. (2023). Factors Influencing Job Hopping Behaviour Amongst Finance Professionals: Towards Improving Employment Policy. *International Journal of Operations and Quantitative Management*, 29(2), 360-377. <https://doi.org/10.46970/2023.29.2.17>
- Mien, O. L., Senathirajah, A. R. B. S., Isa, M. B. M., Haque, R., Lertatthakornkit, T., Ramasamy, G., Krishnasamy, H. N. (2023). Leadership Style's Impact on Operational Performance Towards Sustainable Growth: A Case Study of the Malaysian Banking Industry. *International Journal of Instructional Cases*, 7(2), 107-130. <https://ijicases.com/menuscrypt/index.php/ijicases/article/view/90/65>
- Muhamad Ali Embi. (2009). *Patriotisme dan Kalangan Rakyat di Malaysia*. Utusan Publications & Distributions Sdn Bhd, Kuala Lumpur.
- Narayanan,S., Rahim, H.A., Haque, R., Senathirajah, A.R.S., & Din, F.M.B.O.. (2023). Empirical Study On Effects Of Corporate Social Responsibility On Organizational Performance In Manufacturing Sectors, Nigeria: Flour Mills Nigeria Plc. *Res Militaris, European Journal of Military Studies*, 13(2), 1246-1265. <https://resmilitaris.net/menuscrypt/index.php/resmilitaris/article/view/2407/1989>
- Osman, Z., Senathirajah, ARS., Rasheedul Haque, R., & Khalil, M.I. (2024). A Structural Equation Modelling Approach on Determinants of Working Adults' Choice to Further Study in Malaysian Online Distance Learning Higher Education Institution. *Educational Administration: Theory and Practice*, 30(1), 20-31. <https://doi.org/10.52152/kuey.v30i1.673>
- Osman, Z., Senathirajah, A.R.S. & Haque, R. (2022). A Structured Equation Modelling on The Indirect Effect of Self-Efficacy on Extrinsic Motivation and Students' Performance Relationship in Malaysian Online Distance Learning Institutions. *Mathematical Statistician and Engineering Applications*, 71(4), 2765-2774. <https://www.philstat.org.ph/index.php/MSEA/article/view/835>
- Ramalingam, C.L., Haque, R., Jumbulingam, K., Salehuddin, N., Manickam, L., & Devasia, S.N. (2024). Gender Impeded: The Lived Experiences of Transgenders at The Workplace. *International Journal of Religion*, 5(4), 150-162. <https://doi.org/10.61707/afg0gr17>
- Ramayah, U. (2020). Rakyat digesa tanam budaya 'sense of belonging' (online). *Awani Astro press*. Malaysia. Accessed on 1 November 2020.
- Rana, M., Ahmed, S., Haque, R., Senathirajah, A.R.S., Khalil, M.A., & Chawdhury, B. (2023). Job Satisfaction: A Study On Bangladesh Civil Service Field Level Administration. *Res Militaris, European Journal of Military Studies*, 13(2), 1292-1321. <https://resmilitaris.net/menu-script/index.php/resmilitaris/article/view/2410/1992>
- Ruhaiza, R. (2015). Patriotisme sebagai senjata mental. *My Metro* (online). Malaysia. Assessed on 1 November 2020.
- Ruhanie Ahmad, (2005). *Patriotisme Malaysia: penangkis neoimperialisme*. ISBN: 9676117374 9789676117373
- Saifuddin Abdullah. (2002). *Patriotisme Alaf Baru*. Kertas Kerja dibentangkan di Kongres Patriotisme Negara, di Institut Latihan Keselamatan Sosial KWSP, anjuran Biro Tatanegara dan Universiti Utara malaysia, Bangi pada 22 - 28 Oktober 2002
- Sekaran, U. & Bougie, Roger. (2009). *Research Methods for Business: A Skill Building Approach* (5th Edition). *International Journal of Information Technology and Management - IJITM*.
- Senathirajah, ARS., Haque, R., Abbas, S., Isa, AMM., Udang, L.N., Ramasamy, G., & Krishnasamy, H.N. (2023). A Quantitative Analysis of Global Scientific Literature On Tourism And Digital Economy- Moving Towards Sustainable Tourism. *International Journal of Operations and Quantitative Management*, 29(3), 129-142. <https://doi.org/10.46970/2023.29.3.08>
- Siti Naquiah Abdillah (2015). Semarakkan Semangat Patriotisme Secara Berterusan. *Berita Mutakhir*. Laman Web Rasmi Universiti Sains Malaysia. <https://news.usm.my/>
- Smith, S. F., Lilienfeld, S. O., Coffey, K., Dabbs, J. M. (2013). Are psychopaths and heroes twigs off the same branch? Evidence from college, community, and presidential samples. *Journal of Research in Personality*, 47, 634-646.
- Stenstrom, D., & Curtis, M. (2012). Heroism and risk of harm. *Psychology, Scientific Research*, 3(12A), 1085-1090.
- Victor Tillberg, L. (2020). The Dynamics of Military Skills: The Role of Experience-Based Knowledge in Challenging Situations. *Scandinavian Journal of Military Studies*, 3(1), 55-67. DOI: <http://doi.org/10.31374/sjms.40>
- Vogelsang C., J. (2013). *Propensity for military enlistment: a descriptive study of motivations*. Master's Thesis, Smith College, Northampton, MA
- Wahab, A.A.A., Haque, R., Muhamad, M., Senathirajah, ARS., Qazi, S.Z. (2024). Impact of Employee Performance in Context of Sustainable Growth in Education Sector: A Prospective of Mentorship's Effect. *International Journal of Religion*, 5(10), 455-474. <https://doi.org/10.61707/f45ryd7>
- Wai, L.C., Isa, A.M.M., Bhandari, P., Senathirajah, ARBS., Haque, R., Devasia, S.N., Ramasamy, G., Krishnasamy, H.N., Al-Hunaiyyan, A. (2024). Factors Influencing Job Satisfaction to Ensure Sustainable Growth amongst Family-Owned Organizations in Malaysia. *Kurdish Studies*, 12(1), 3144-3173. <https://doi.org/10.58262/ks.v12i1.227>



- Wan, T.S., Senathirajah, ARS., Haque,R., & Connie, G. (2023). A Structured Equation Modelling Study On Factors Influencing Students' Choices Of Private Institutions Of Higher Education. *International Journal of Professional Business Review*, 8(5), 1-17 (e01501). <https://doi.org/10.26668/businessreview/2023.v8i5.1501>
- Wansong, H (2018). Analysis on the Necessity of Military Training in the Cultivation of Patriotism of College Students. *Advances in Computer Science Research*. Vol 83, pp 826-828.
- Wickneswary, N., Senathirajah, ARS., Haque, R., Udang, L.N., Osman, Z., Al-Ainati, S., Al-Hunaiyyan, A., Isa, AMM., Ramasamy, G. (2024). Factors Influencing College Students' Educational Enrolment Choice in Private Higher Education Institution in Klang Valley, Malaysia. *Kurdish Studies*, 12(2), 3674-3693. <https://doi.org/10.58262/ks.v12i2.274>
- Ying, L.Q., Senathirajah, ARS., Al-Ainati, S., Haque, H., Devasia, S.N., & Parameswaran, S. (2023). Strategic Human Resource Management Factors Influencing Job Satisfaction In Malaysian Audit Firms: Towards Improving Employment Policy. *International Journal of Operations and Quantitative Management*, 29(2), 319-339. <https://doi.org/10.46970/2023.29.2.15>
- Zook C., L. (2016). Military Experience and The Shaping of Nationalism in The U.S. Armed Forces. Doctor of Philosophy Thesis. University of Pittsburgh. Pennsylvania, United States
- Zulkifli Zainal Abidin (2014). The Human Dimensions Of Soldering:A Perspective on Future Requirements in the Complex Operational Environment. *Journal European Scientific Journal* August 2014 /SPECIAL/ edition ISSN: 1857 – 7881 (Print) e - ISSN 1857- 7431.