

Training in Military: An Islamic Perspectives

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ABSTRACT

Training is a vital segment in developing the quality of human capital to achieve the organizational goals. In military, the design of training program is focus on the process in developing knowledge, skills and attitude to prepare personnel for the contemporary security situation. A training framework must be well designed to ensure the training effectiveness and the level of expected performance of the military personnel will achieve. The training program must be triangulate within theoretical and practical aspects to produce a high performance of military personnel. Training management literature emphasized the designing of training program consist of three important elements: (1) training syllabus; (2) instructors' roles; and (3) superiors' support, which may lead to a high impact of training transfer in organizations. However, the role of training motivation as a mediator is given less explanation in the training program. Therefore, the aim of this research is to investigate and quantify the effect of training motivation in the military training through the Islamic views. In Islamic perspective, training of the military is compulsory regarding to the word of Allah in Surah al-Anfal verses 60: "And prepare against them (enemies of Islam) whatever you are able of power and of steeds of war by which you may terrify the enemy of Allah and your enemy and others besides them whom you do not know (but) whom Allah knows." As a Muslim soldier, as well as a duty to defend the country's sovereignty, they are also serves to introduce Islam. Therefore, this role requires the competency, physical strength, mental and spiritual to ensure the excellence, and do not be misled by temptations of lust and enemy tactics.

Keywords: Training program, training motivation, training transfer, Islamic perspective