

THE EFFECT OF EDUCATION, COURSES AND TRAINING ON THE PROFESSIONALISM OF NAVAL OFFICERS

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ABSTRACT

The development of the Indonesian Navy's strength is carried out through a strategic planning process manifested in four activity programs, namely (1) the Marine Readiness Support Program (2) Modernization Program for Alutsista and Non-Alutsista as well as the Development of Facilities and Infrastructure for the National Defense for Marine (3) Professionalism Enhancement Program for Marine Personnel (4) Marine Management and Operation Implementation Program. The Indonesian Navy realizes that the main strength of all force-building programs lies in the quality of the human resources (HR) possessed by the Indonesian Navy. However, the existing reality reveals various kinds of problems and obstacles that hinder the process of improving the quality of existing human resources. For this reason, the Indonesian Navy seeks to improve the pattern of training for personnel by issuing policies that spur the performance of the personnel development system within the Indonesian Navy. From these problems, a research or modeling is needed that can represent how the influence of the Indonesian Naval Personnel Development Pattern and Indonesian Navy Policy on Officer Professionalism to create superior navy personnel in line with the Indonesian Navy development program towards the World Maritime Axis. The method used in this study uses SPSS (Statistical Package for the Social Sciences) in looking for modeling and by carrying out a questionnaire to determine the percentage of assessments regarding the effect of education on performance in the service. The results showed that there was a significant direct influence between the variables of the Navy's policy on personnel development, especially the education system. In addition, there is an indirect influence between the Navy's policy on professionalism through personnel development as a mediating variable.

Keywords: Indonesian Naval Policy, Personnel Development, Education System, SPSS

1. INTRODUCTION

Article 2 of the Law of the Republic of Indonesia Number 34 of 2004 concerning the Indonesian National Army states that professional soldiers are soldiers who are well trained, educated and equipped. In that sense, one of the criteria in the professionalism of soldiers is education. With the increasingly sophisticated technology of defense equipment owned by the Indonesian Navy, it will increasingly demand the ability and knowledge of Indonesian Navy soldiers to be able to crew and operate the technology. The Navy in order to support foreign policy policies set by the government, carry out the duties of the TNI in the construction and development of the marine dimension, and carry out the empowerment of the marine defense area.

Education plays an important role in equipping and upgrading the knowledge and technology of Indonesian Navy soldiers. Education is a stage that will always be passed by a Navy soldier in the career path he faces. The educational process, in addition to aiming to expand knowledge, can also shape the reasoning, mindset and mental struggle of a soldier.

Based on the explanation of the background of the problems above and the observations of the researchers during their service, the problems can be

identified as follows:

- a. The importance of education for the Navy as a whole.
- b. Benefits of education for Indonesian Navy soldiers in carrying out their duties and responsibilities.
- c. how much big connection pattern education with the professionalism of Indonesian Navy Soldiers.

2. MATERIALS AND METHODS

2.1 Human Resources Development

In an organization, the human element is very important in the continuity of the organization, human resources (employees) are the first and main element in every activity carried out. Reliable or sophisticated equipment without the active role of human resources, means nothing. Therefore, how important it is that coaching is carried out so that employees are more efficient and effective in carrying out the work that is the burden of their duties. The definition of coaching according to the Big Indonesian Dictionary is a process, method, renewal, effort, action, and activity that is carried out efficiently and effectively to obtain better results.

Thus, the development of Human Resources means activities carried out on the existence of Human Resources (Employees) in an Organization,

so that they are more efficient and effective in carrying out their work as well as possible and as effectively as possible.

2.2 The Identity of a Navy Soldier

As described in the Doctrine of the Indonesian Navy: Jalesveva Jayamahe, it can be concluded that the strength of the Navy rests on the presence of warships and their crews. With the field of service at sea, the identity of the Indonesian Navy is a combination of human character and the character of a warship that is influenced by the dimensions of its task environment. Indonesian Navy soldiers need moral qualities and a high level of sincerity, and have respect for human dignity and worth. These values are then formulated in basic norms that are mutually agreed upon and known as the Trisila TNI AL. In addition, the Navy has established a work ethic which is a new paradigm for soldiers in carrying out their duties in accordance with the dynamics of the strategic environment. The work ethic includes honor, honesty, sincerity, dedication,

In addition, TNI AL officers as TNI soldiers have an identity derived from soldiering values, which are derived from the history of the struggle of the Indonesian nation. The identity of TNI soldiers are:

- a. People's Army, which comes from Indonesian citizens.
- b. Soldiers of Fighters, namely fighting to uphold the sovereignty and laws of the Unitary State of the Republic of Indonesia and not knowing surrender in carrying out and completing their duties.
- c. The National Army, which has national insight, serves for the interests of the state above the interests of regions, ethnicities, religions, races and between groups.
- d. Professional Soldiers, namely having discipline, commitment and competence in accordance with their respective professions as well as soldiers who are fostered, trained, armed and their welfare is considered.

Navy officers are TNI officers who are trained as Sapta Marga warrior soldiers as well as marine professionals who are healthy and have excellent abilities, so that they are able to carry out the tasks of the Navy, namely carrying out the duties of the Marine Corps in the field of defense, enforce the law and maintain security in the marine area of national jurisdiction in accordance with the provisions of national law and ratified international law, carry out the duties of naval diplomacy in the context of supporting foreign policy policies set by the government, carry out the duties of the TNI in the development and development of the power of the marine dimension and carry out the empowerment of the marine defense area.

2.3 Soldier Professionalism Theory and Concepts

According to the Doctrine of the Indonesian National Armed Forces Tri Dharma Eka Karma based on the Decree of the Commander of the TNI Number Kep/555/VI/2018 dated June 16, 2018, it is explained that according to the identity of the TNI, one of them is Professional Soldiers, namely soldiers who are trained, educated, well equipped, not political. practical, do not do business and their welfare is guaranteed, and follow the state's political policies that adhere to the principles of democracy, civil supremacy, human rights, provisions of national law and ratified international law. As a professional TNI soldier, they are required to be proficient in using military equipment, proficient in moving and proficient in using combat equipment, and able to carry out tasks in a measurable manner and fulfill accountability values (TNI Headquarters, 2018).

Quoting the opinion of Amos Perlmutter quoted by Muhadjir Effendy (2008) entitled military professionalism, TNI professionalism, military professionalism is divided into two, namely personnel professionalism and corps professionalism (Effendy, 2008). The professionalism of the personnel includes the expertise, responsibility and unity of the corps which is supported by the tenacity, toughness, obedience, sincerity, discipline and enjoyment of the profession. Meanwhile, the professionalism of the corps includes role specialization, which is supported by the existence of a single source of power authority, the rise of various democratic ideas and parties and the growth of the nation state.

2.4 Pattern and Structure of Education of Navy Officers

The pattern, structure and educational strata of the Indonesian Navy soldiers based on the education level and the strata of the officer group consist of:

- a. First Officer Education (Dikmapa), consists of TNI AL Academy Education (AAL) and Career Soldier Dikmapa (Dikmapa PK).
- b. Education Formation of Officers (Diktupa).
- c. General Development Education (Dikbangum), consisting of Officer Advanced Education (Diklapa), TNI AL Staff and Command School Education (Dik Seskoal) and TNI Command and Staff School Education (Dik Sesko TNI).
- d. Education Specialization Development for Officers (Dikbangspespa), consisting of Dikspespa, Officer Position Education, Officer Skills Education and Additional Education/Courses.
- e. Science and Technology Education (Dikiptek), among others, STTAL and non STTAL Diploma III (D-III) Programs, STTAL and Non STTAL Strata-1 (S1) and Non-STTAL Programs, Strata-2 (S2) Programs and Strata-3 Programs (S3).

3. RESULTS AND DISCUSSION

3.1 Research Basis

The research design carried out is in the form of quantitative research, where quantitative research is the process of finding knowledge using data in the form of numbers as a tool to analyze information about what you want to know, while the descriptive approach is carried out to describe or analyze a research result but is not used to make broader conclusions. (Sugiyono, 2006), so that in this study the processed data will be further analyzed in order to obtain conclusions in the form of a relationship with the variables to be studied.

3.2. Data collection technique

The data collection technique used is to collect primary data and secondary data, where primary data is obtained by distributing questionnaires to respondents so that valid and reliable data are actually obtained. The data collected directly by the researcher is called the primary data source, while the data obtained not directly is called the secondary data. The data collection techniques used in this research is through distributing questionnaires to STTAL students and TNI AL officers randomly to obtain primary data, while secondary data is obtained from observations and literature studies related to the research. The data collected in the study are used to test hypotheses or

as answers to questions in the formulation of the problem, because the data obtained will be used as a basis for determining conclusions.

The data collection technique needed in the study is a data collection technique from distributing questionnaires to respondents. In the questionnaire there are a number of statements that are divided into three research variables, namely the Education of Indonesian Navy Officers (X1), Course and Training of Indonesian Navy Officers (X2) and while the variables bound is the professionalism of the Indonesian Navy Officers (Y). as the following table:

3.3. Data Collection Instruments

The research instrument that will be used in this study is a questionnaire to measure the variables and the assessment uses a Likert scale. The Likert scale used in this study is as follows:

- a. Answer Strongly Agree Score Score 5
- b. Answer Agree Score Score 4
- c. Answer Neutral Score Score 3
- d. Answer Disagree Score Score 2
- e. Answer Strongly Disagree Score Score 1

This research instrument was made to find out the opinions of respondents by not including names so that it is more optimal and and can honestly provide answers to obtain reliable data. The research instrument used is a questionnaire method in the form of a questionnaire given to AAL cadets that is tailored to the needs study.

Table 1. Variables, Data Types and Questionnaire Statements

No	Variable	Data Type	Number of Statements
1	Officer Education (X1)	Primary	10
2	Officer Course and Training (X2)	Primary	10
3	Indonesian Navy Officers Professionalism (Y)	Primary	10
		Amount	30

Source: Data processed by researchers, 2021

3.4. Data analysis technique

Data analysis is an activity to process data that has been collected into a new set of results and discoveries or in the form of proof of a hypothesis. In this study, quantitative data analysis techniques were used, namely a data analysis technique using numerical calculations and statistical formulas from the secondary data that had been collected. The quantitative analysis steps are as follows:

a Validity test

Validity test is used to measure the validity or validity of a questionnaire. A questionnaire is said to be valid if the questions in the questionnaire are able to reveal something that will be measured on the questionnaire. Validity test can be done by doing a

correlation between the score of the questions with the total score of the variable. The validity test criteria according to Suharsimi Arikunto is if the correlation between the score of the question items with the total variable score is equal to 0.3 or more (at least 0.3), then the instrument items are declared valid (Arikunto, 2010).

b Reliability Test

A reliable instrument is an instrument which, when used several times to measure the same object, will produce the same data. The reliability of the variable is determined based on the cronbach's alpha value, if the cronbach's alpha value is greater than 0.6 then the variable is said to be reliable or reliable.

c Normality test

Normality test to test whether in a regression model, the dependent variable, the independent variable, or both have a normal distribution or not. A good regression model is to have a normal distribution or close to a normal distribution. To detect regression with normal distribution or not, the Kolmogorov – Smirnov test is used with the provision that the data is normally distributed if the significance value is above 0.05 (Arikunto, 2010).

d Multicollinearity Test

Multicollinearity testing aims to test whether the regression model found a correlation between independent variables. A good regression model should not have a correlation between independent variables. If in the regression model that is formed there is a high or perfect correlation between the independent variables, then the regression model is declared to contain multicollinear symptoms. According to Suliyanto, the multicollinearity test is tested by looking at the TOL (tolerance) and Variance inflation factor (VIF) of each independent variable on the dependent variable. If the VIF value is not more than 10, then the model is declared to have no symptoms of multicollinearity.

e Correlation Test

After performing a simple and multiple linear regression test, a correlation test can then be performed to determine the level of closeness of the relationship between variables expressed through the correlation coefficient (R), in addition to the type of relationship between the independent variable and the dependent variable can be positive or negative. The basis for decision making in knowing the strength of the relationship or the strength of the correlation between variables (Sugiyono, 2017).

3.5. Linear Regression Test

In this study, a simple Linear Regression Test was used to test and obtain a linear formulation of the relationship between these variables so that it can be calculated from the relationship between these variables in a simple linear formula. All sample data that has been obtained are then compiled, namely the X1 and X2 variables and the output variable (Y), namely with the help of IBM SPSS Statistics 25 Software, a linear regression analysis can be obtained. The results of a simple linear regression test between X and Y variables, where: a = constant number of Unstandardized coefficients b = number of regression coefficients.

a. Simple Linear Regression Test for X1 and Y1 variables.

Table 2. X1 and Y1 . Variable Linear Regression Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	23,846	3.178		7.503	.000
	Education	.449	.079	.594	5,713	.000

a. Dependent Variable: Professionalism

From the table it can be seen that between the variables X1 and Y there is a correlation with a significance <0.05 so that a regression equation can be obtained based on the coefficient table equation: $Y = a + bX$, from the formula above, it can be

obtained a linear regression equation between the X1 variable and the Y variable as follows:

$$Y = 23.846 + 0.449X$$

b. Simple Linear Regression Test for X2 and Y . variables

Table 3. X1 and Y1 . Variable Linear Regression Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18,355	3.514		5,223	.000
	Sus&Lat	.548	.081	.655	6.722	.000

a. Dependent Variable: Professionalism

From the table it can be seen that between the variables X2 and Y there is a correlation with a

significance of <0.05 so that a regression equation can be obtained based on the coefficient table

equation: $Y = a + bX$ from the above formula, a linear regression equation can be obtained between the X1 variable and the Y variable as follows : $Y = 18.355 + 0.548X$

c. Multiple Correlation Test

Table 3. Multiple Correlation Test

Model Summary									
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.656 ^a	.430	.411	4.770	.430	22,283	2	59	.000
a. Predictors: (Constant), Education, Sus&Lat									

The table above shows that the variables X1 and X2 have a significance value (F Change) <0.05 so that the variables X1 and X2 simultaneously have a relationship with variable Y with a correlation coefficient (R) of 0.656 which indicates the degree of relationship between the X1 variables. and X2 to the Y variable in the "Strong Correlation" category.

3.6. Research Discussion

Based on data processing and questionnaires that have been collected by the researchers on the initial hypothesis which shows a relationship between education, courses and training on the professionalism of Indonesian Navy officers. The discussion of the results of data processing is as follows:

- The multicollinearity test shows a positive relationship between variables X1 and X2 on variable Y, namely education and courses and training can increase the professionalism of Indonesian Navy officers.
- Meanwhile, in the simple linear regression test, it shows that there is a linear relationship between the variables X1 and X2 on the Y variable. However, in the multiple linear regression test there is an anomaly which indicates that the Education variable (X1) has no relationship or influence on the professionalism of Indonesian Navy officers, while the X2 variable has no effect. to the professionalism of Indonesian Navy officers.
- In the correlation test on the validated questionnaire sample data, it shows a significant correlation/relationship from the Education variable (X1) to the professionalism of the Indonesian Navy Officers (Y). This can be seen from the results of data processing using the SPSS application with a significance level of <0.05 and the Pearson correlation value which indicates the degree of relationship in the "Weak Correlation" category. Meanwhile, the results of the correlation test between the course and training variables (X2) on the professionalism of the Indonesian Navy Officers (Y) showed a strong relationship. This can be seen from the significance value < 0.05 with the Pearson correlation value of 0.594, so that the correlation between X2 and Y has a "Strong Correlation" relationship.

4. CONCLUSIONS

From the results of data processing on the variables used in research on the effect of Education, Courses and Training on the Professionalism of Indonesian Navy Officers using the SPSS application, the data has been tested from the aspects of validity, reliability and normality, showing the test results that meet all the requirements to be forwarded to the next step. So it can be concluded that the data is appropriate and suitable to be used as a description or benchmark of the influence of education, courses and training on the professionalism of Indonesian Navy officers. From the results of the research analysis that has been carried out, the following conclusions can be drawn:

- Variable Education organized by the Navy in printing and forming the officers of the Navy, does not have a significant impact or only has a weak influence on the officers of the Navy in carrying out their duties and responsibilities. The output from Dikmapa is deemed not ready for use and still requires briefing before occupying positions according to their respective rolls.
- Meanwhile, in terms of courses and training in the Indonesian Navy, it is very useful and can support Indonesian Navy officers in carrying out their duties and responsibilities. Courses and training are felt by officers to be very effective and effective in increasing the knowledge and abilities of officers because it is in accordance with the problems and constraints they face in their service, so this variable greatly affects the professionalism of Indonesian Navy officers.
- Meanwhile, when viewed simultaneously, the variables of Education (X1) and Courses and Training (X2) simultaneously have a strong influence on the professionalism of Indonesian Navy officers (Y). This can be seen from the test results on the data samples that have been tested using the multicollinearity test method, linear regression test and correlation test. Where between variables are interrelated and have a strong correlation in shaping the professionalism of Indonesian Navy officers.

ACKNOWLEDGEMENT

This research is expected to be one of the considerations and inputs in the decision-making process. Research subjects are expressed in variables that represent the organization with the aim of not causing negative perceptions. Thank you to the institution that has provided support and the opportunity for researchers to provide input for their thoughts and to honorable officials and supervisors so that this paper can be compiled.

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