



## Improving skills of naval personnel in supporting functions of Indonesian naval base

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### ABSTRACT

The Naval base is part of the integrated fleet weapons system which plays an important role in the improvement of the Indonesian defense forces main task. Basic tasks and base functions are strongly influenced by the skill level of the soldier or the base-preserving. In accordance with the Decree of the Chief of Staff of the Navy number KEP/1771/XII/2013 dated 23 December 2013 concerning the Standardization Administration Manual of the Naval Force (PUM-7.03) Naval Base has a principal task of conducting support of combat, logistics support, administrative support as well as special support for elements of the Navy (vessels, Naval Air Craft and Marines), carrying out operations and carrying out the empowerment of maritime potentials by utilizing the facilities and infrastructure own bases and related agencies in the region. Previous studies have stated that by often conducting training and with a strong motivation work driven will be able to produce the output as expected. Implementation of naval base task has not been running optimally which is influenced by soldier skills still lacking. The purpose of this research is to analyse the professional problems of base soldier skills in supporting the naval task. The main theory in use is the opinion of Huntington mentioned that the professionalism contains three aspects of skill, social responsibility, and cooperation. The article uses qualitative descriptive research methods. The purpose of this study is to explain the factors that affect the skills of base soldiers in supporting the tasks and functions of the base can be implemented well.

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### 1. Introduction

In law No. 34 year 2004 of The Indonesian Defense Forces, especially article 2 paragraph d, mentioned that professional soldiers are soldiers who are trained, educated, well-equipped, not politically practical, do not do business and guaranteed prosperity. As well as following the political policies of countries adhering to the principles of democracy, civil supremacy, human rights, national and international legal provisions that have been ratified. From the explanation, the law mandated the Indonesian Defense Forces to fix its human resources through a good education and training system. The Navy as a means of defense of the country has a task: carrying out the task of The Indonesian navy service in the field of defence, enforce

the law and maintain security in the territory of the national jurisdiction in accordance with national and legal provisions International government that has been ratified, carrying out the duties of naval diplomacy in order to support foreign political policy stipulated by Governments, carrying out The Indonesian Defense Forces duties in the development and development of the naval power of the service, implementing the territorial empowerment of marine defence. Naval force rests on the Integrated Fleet Weapons System (SSAT) which includes naval bases, warships, maritime patrol aircraft, marine forces including advanced combat vehicles and weapons and high-tech. Naval base as one component of SSAT has 5 (five) functions namely Rebase, Replenishment, Repair, Rest and Recreation to support operational units such as Indonesian Warship (KRI) in carrying out defense and security tasks of the state at sea. In improving the skills of soldiers need to be applied good human resource management and according to the demands of

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the task encountered. Quoting Huntington's opinion that the professionalism contains three aspects, namely skills (expertise), social responsibility, as well as cooperation. That is, the professionalism of one can be measured from these three aspects; namely have expertise in carrying out their profession, have a social responsibility in carrying out their profession, and able to cooperate with other professionals and other professions in carrying out their profession. One way to improve the human resources of soldiers is to implement a modern and professional education system, so that the output can support the basic task of the naval force.

According to Syamsul Ma'arif in his dissertation cited by Hening Pratiwi with the title "Military in Society, Towards The Indonesian Defense Forces Professional in The Reform Era", citing the opinion of Huntington mentioned that the professionalism is contained three aspects The expertise (expertise), social responsibility, as well as the corporateness. That is, the professionalism of one can be measured from these three aspects; namely have expertise in carrying out their profession, have a social responsibility in carrying out their profession, and able to cooperate with other professionals and other professions in carrying out their profession. Fattah argues that a professional military is a characteristic army that is skilled and proficient in portraying the function of defence in a practical political constellation, a disciplined army, obedient to the law, has a soul of esprit de corps high moral and ethical ethics, striving to defend the interests of the people, respecting the legitimate government powers and respect for civil supremacy.

In carrying out its task, soldiers are expected to be able to work quickly, effectively and efficiently so as to demonstrate the quantity and quality of a professional soldier's work. In order to support naval base function in addition to being influenced by human resources factor (soldier skill), there are factors of facilities and infrastructure as an indicator in improving the soldier profession. The Navy as part of the Indonesian Defense Forces to face the challenges of the era by conducting a thorough transformation, especially in the development of personnel through a planning of the Indonesian naval personnel with a system setup human capital management-based personnel management, strength arrangement, and composition. Based on the information above, the problem to be presented in this writing is how is the effort made to improve the skills, in realizing the function of the base?.

## 2. Research Methods.

This article will discuss on upgrading the skills of soldiers in order to support the naval base function. The research method used in this research is a descriptive method with a qualitative approach. Descriptive is intended to describe or explain the data of research results as it is. While that is meant by qualitative research approaches here is not only describing something as it is but to dig deeper into the meaning of something. Qualitative approach is expected to produce an in-depth description of the speech, writing, and/or behavior observable of a particular individual, group, community, or organization in a specific context setting examined from a complete, comprehensive, and holistic

standpoint. In this research the author uses two data sources i.e. primary data source and secondary data source. The primary data source is data that is directly collected by researchers (or officers) from its first source. The primary data source in this study is the key informant. Meanwhile, the data source second, which is data collected directly by researchers as supporting from the first source. It can also be said that the data is arranged in the form of documents. The subjects of the research in this paper were soldiers who served in the base B. To obtain the necessary data in order to answer research questions, the collection of data conducted in this study is to use Observation techniques, interview techniques, and documentation. .

## 3. Results and Discussion.

The professionalism of soldiers (skills) in the base is influenced by several factors such as education and training level and facilities and infrastructure owned. These factors have a direct influence on improving the professionalism (skill) of the Soldier in support of the base function. In increasing the professionalism (skill) of soldiers there needs to be continuity between The Indonesian Naval Education Institute, the Fleet Training Command, and the base in training and preparing skilled personnel and experts in carrying out their duties well. The development of the Navy's skills is part of the overall process of the soldier, aimed at obtaining the right and adequate quality of human resources. As the main element of the naval organization, every soldier is required to have the ability to carry the task and always follow the development of science and technology, so that it is always ready and able to perform the task. By carrying out various activities that can support the task of the soldier base must be equipped with sufficient skills and knowledge. Development programs must be carefully organized and based on scientific methods, as well as guidance on the skills and abilities that current and future organizations need. Development of base personnel capability is implemented so that the performance of soldiers works better and can achieve optimal results. The fact of field shows that the development of soldiers' abilities is lacking in attention as expected, even though the strategy of professional development (skill) used is less in line with technological advances, so Soldier skills are less developed. Such circumstances will cause a negative impact on the organization, especially soldiers. They will be ignorant of the work they are responsible for, less motivated, more personnel who are placed on a new assignment or position. According to theory of work motivation, soldiers who have the spirit of practice will produce and create professional and reliable soldiers need strong motivation so that the objectives can be achieved. Motivation is done to stimulate the subordinates to work to the fullest so that organizational objectives can be achieved, supported by the skill and role of a leader is indispensable so that it can give the motivation of his subordinates. Job achievement is influenced by skills, skill, experience and the seriousness of the workforce concerned. The success of the base soldier performance in improving the professionalism (skills) influenced by the performance of the soldiers either in groups or individually, the better the performance of soldiers then expected the

performance of the organization will also be better or increased. The implementation of the skills improvement of soldiers and motivation work as expected can spur the performance of base soldiers in realizing the achievement of organizational objectives and base functions. According to Lt. Gen. Purn Bambang Darmono that the mirror of soldiers who are professionalism there are three aspects:

- a. Well trained. To achieve the professionalism of soldiers must be trained in a multilevel, tiered and continuing and both in military and non-military fields.
- b. Equipped with adequate the weapon system (well equipped). The professionalism of soldiers is achieved when the manned the weapon system has modern technology and is always ready to be used to hone the ability of soldiers according to the demands of tasks and operational needs.
- c. Granted sufficient income (well paid). In order for soldiers to be calm in carrying out their duties, it is necessary to earn enough income to meet the standard of life. From some definitions above theory can be denied that (skill) base soldier is the ability of knowledge, motivation and discipline with skills, infrastructure and income that is quite equipped with the ability of a sufficient physical capacity and the profession of being a soldier Service sea. With the skills of soldiers, supported education and exercises that are carried out in a level and continuing, the base soldier will be able to carry out their duties and responsibilities well in support of the operating unit. To facilitate this research, researchers divide the subject of research into groups, namely regulators, operators, and observers.

The results of the research conducted by implementing an interview that the main task of the naval base is to conduct combat support, logistics support, administrative support as well as special support for the Navy elements (vessels, naval air craft and Marine), conducting operations and implementing the empowerment of maritime potential by utilizing the facilities and infrastructure owned by the base and related institutions in the region. Skills are always connected with the skills of soldiers in carrying out their tasks and functions. The success of a work or task will be highly determined by the technical ability of the soldier in carrying out his duties, so that education and training is required that can make each soldier intelligent, capable, and skilled. For the achievement of basic tasks and base functions one of them is influenced by the skill of the base soldier itself. Based on the test result data of the P I and P II Base assessment conducted by the Fleet Command in 2018 and 2019 obtained data that the skill of base soldier is currently increased from a few years earlier. Condition of facilities and infrastructure that exist in the current base in pushing the skills of soldiers in working less maximized. Lack of facilities and infrastructure to improve the field of water sports and other means of sport still use the facility of the side, so it is not maximal in its organizers. As an example of the means to practice shooting that currently bases A does not have so in its execution using side unit facilities. With the improvement of the skills of the armed troops who are programmatic and continuously, they will be able to produce professional soldiers according to their respective fields.

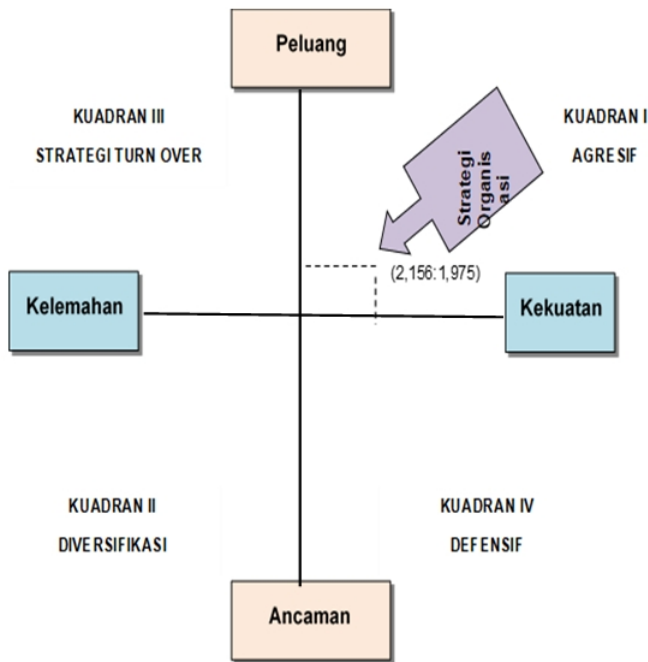
Technical processing data used in this research is the SWOT

Analysis Strengths, Weaknesses, opportunities and Threats, efforts made based on the logic that can maximize strength and Opportunities, and at the same time can minimize weaknesses and threats. It aims to systematically identify various factors to formulate corporate/organizational strategies, strategic planning methods to evaluate influential factors in achieving both short-term and long-term objectives Long. SWOT analysis is a strategy planning technique that is beneficial for determining the right strategy, in this study focused on the skills of base soldier, so that it can be used to evaluate strengths and weaknesses, opportunities and A threat to determine the right strategy to improve the skill of base soldier. With this analysis, organizations can minimize weaknesses and suppress the impact of threats that should be faced. According to Rangkuti (2006), the SWOT matrix can clearly describe how the opportunities and external threats the company faced can be adapted to its strengths and weaknesses. The SWOT matrix can produce four strategic alternative possibilities. The combination of internal and external factors is organized systematically and structured, resulting in four different strategies. The strategies formed are S-O, S-T, W-O and W-T strategies.

The S-O strategy is a strategy that uses the organization's internal strengths to achieve opportunities that exist outside of the organization. The naval base is able to perform the task of the Ministry of Law No. 34 year 2004 on the Indonesian Defense Forces article 9 paragraph, the soldier who served on base for the strata of Noncommissioned officer and Enlisted on average 10 years so that it has skills and More knowledge. The S-T strategy is a strategy that uses the internal power of an organization to avoid or mitigate the effects of threats originating outside the organization. The naval base as one of the components of the integrated Fleet Weapons system has 5 (five) functions: Rebase, Replenishment, Repair, Rest and Recreation have been optimally titled, carrying out Marine patrol activities across the water priority scale in order to prevent and suppress any violation of the law or the crime in the sea periodically. The W-O strategy is a strategy that is done by minimizing the internal weaknesses of the organization and taking advantage of opportunities that exist outside the organization. Unfulfilled number of base personnel in accordance with the list of Personnel arrangement, there is a double office in the implementation of basic tasks, the creation of synergy with other units of The Indonesian Defense Forces-Indonesian Police Department. The W-T strategy is a strategy to survive by reducing internal weaknesses and avoiding threats. Many personnel who have entered the retirement so should immediately be prepared a replacement, limited facilities and infrastructures owned by the base in supporting the implementation of the task.

Based on the analysis of Internal and external factors, the position of the Organization is in the position of IFAS (2,156) and EFAS score is (1,975) the organizational position is located at cell 5a namely growth.

Figure 1



Source: Authors.

Position of the professional enhancement strategy of the base soldier to support the function of the Navy's base is in a developing position. The strategy is to improve the field of maritime intelligence, field of operation, logistics, field of personnel and field of facilities and infrastructure, and to do internal improvement. Factors influencing the skills of soldiers in support of basic tasks and base functions:

#### 1) Personnel education level:

Personnel education plays an important role in improving soldier skills. In order to increase the effectiveness and efficiency so that the objectives that have been established can be achieved, the placement of a soldier's position must comply with the required education qualifications. Thus the soldiers in question can carry on and know the scope of the tasks that are charged to him.

#### 2) Facilities and infrastructure:

Facilities and infrastructures that exist in the base to support the skills of soldiers in the work less maximum so that affects the skill level of the base soldier. Completeness of infrastructure that has not been supported to the fullest, and that is far from the standard will affect the level of skill of soldiers. The better the fulfillment of these factors, the better the skill level of the base soldier, as well as vice versa.

Efforts to improve the skill of naval base personnel. Steps or efforts that can be made include:

- Follow the education and training conducted by the Indonesian Navy and non-service office.
- Conducting training education and courses that can improve the hard and soft skill of naval base personnel in the form of an investigation course, training on the incident and other events in accordance with the Education

Plan Naval Headquarter/Main Command.

- Provide personnel the opportunity to carry out short courses and supplies related to the field of duty, for example procurement of goods and services.
- Carry out drills for test readiness by a team of P1 and L1 L2 training commands in order to supervise the personnel performance so that the personnel in question can carry out their duties and responsibilities optimally.

The skill upgrade of the naval base soldiers has influence on the achievement of basic tasks and base functions in support of operating units, namely:

- Able to carry out prevention, handling and enforcement of any form of threat and disruption of the territory of the Indonesian Republic;
- Able to implement legal enforcement in the territorial waters;
- Able to perform intelligence operations and territorial development;
- Able to perform assistance task to the National Police;
- Able to implement vital object security;
- Able to perform Search and Rescue; and
- Able to help local government to carry out humanitarian activities.

## Conclusions and Recommendations.

### Conclusion.

Based on the results of research and discussion that has been done, it is obtained the following conclusions:

- Factors affecting the skill of the base soldier in supporting the function of the base i.e. the level of personnel education is still not in accordance with the field of duty, existing facilities and infrastructures are still limited and not yet conform to the standards.
- Efforts undertaken to improve the skill of the base soldier is to improve and develop the ability to support the achievement of hard and soft skills (education and training, courses, Drills for test readiness by the team of L1 L2).

### Recommendations.

Based on the above conclusion, it is necessary that the authors submit some recommendations that may give a thought donation for better future conditions:

- The need for improvement of facilities and infrastructure that can support the achievement of the basic task of naval base A. With the fulfillment of the needs of such facilities and infrastructure will encourage the skills of naval personnel can work optimally.
- To improve and develop the skills and expertise of the personnel by increasing the frequency of education and training in the framework of building strength and ability and maintenance of operational readiness by developing systems and methods In order to support organizational/unit tasks.

3. In order to improve the better results for the study of this topic in the future, the authors suggest that adding another variable that can affect the skill, because the more professional a person then will effect well for the institution/ the organization where the person works.

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