

THE INFLUENCE OF COMPETENCE AND WORKING PERIOD ON HUMAN RESOURCES REGENERATION OF KRI CLASS OF DESTROYER OF MISSILES

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ABSTRACT

The purpose of this study was to analyze the effect of competence and service period simultaneously and partially on the regeneration of KRI Class REM. This study uses quantitative methods with multiple linear regression techniques. The sample used was 69 ABK KRI Class REM selected using the slovin formula from a total population of 220 existing personnel. The results of the study show that: (1) Competence partially has a positive significant effect on the regeneration of KRI Class REM crew, this means that competence is an important factor in efforts to increase the regeneration of KRI Class REM crew members, therefore personnel competence needs to be improved, (2) Period service partially does not have a significant positive effect on the regeneration of REM Class KRI crew, this means that service period is not the main factor in efforts to increase the regeneration of REM Class KRI crew members, (3) Competence and service period simultaneously have a significant positive effect on REM class KRI crew regeneration, this means that these two variables play an important role in increasing the regeneration of the crew of the REM class KRI.



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INTRODUCTION

In carrying out the task of upholding the sovereignty of the Unitary State of the Republic of Indonesia, maintaining the territorial integrity of the State of Indonesia and maintaining national security from all forms of threats and disturbances, the Indonesian Navy continues to modernize the Integrated Fleet Weapon System (SSAT). The presence of a new KRI, namely KRI Raden Eddy Martadinata class and accompanied by technology that is continuously up to date must be followed by the capabilities of the crew in the KRI.

Human resources (HR) is a valuable asset. HR is the most important asset owned by an organization (Syakur et al., 2021). Meanwhile, effective management is the key to organizational success (Utari et al., 2021). So that HR must be managed and regulated properly in order to create an effective and efficient organization. (Hartatik, 2014). Human resources are important things that should not be ignored, because this is to prevent a mismatch between what is desired (the organization) (Sutrisno, 2017).

Regeneration is the replacement of the older generation to the younger generation (rejuvenation). To create a healthy organization, an organization cannot be separated

from regeneration. This is an obligation of an organization in order to create refreshment in the organization in order to achieve the vision and mission of the organization properly. So that the cadre of a worker (soldier) becomes an important point for the implementation of regeneration in an organization. Cadre is a process, method, act of educating or forming a person to become a cadre. By preparing candidates to continue the baton of an organization's struggle. An organization's cadres are people who have been trained and prepared with various skills and disciplines, so that they have the expected abilities (Muniri, 2014).

Competence in public and private organizations is needed, especially to respond to organizational demands very quickly, which are faced with the development of complex and dynamic problems and uncertainties in the future in the order of people's lives (Prasetyo et al., 2021). These competencies are based on skills and knowledge that are supported by work attitudes and their application in carrying out work tasks that refer to the work requirements set (Sutrisno, 2017). Competence is the capacity of a person who works on the task he carries out which is a collection of abilities, skills, maturity, experience, effectiveness, efficiency and success in carrying out responsibilities in accordance with the job description (Priansa, 2017). Soldiers who have competence are expected to be able to carry out regeneration to their successors when the personnel will transfer to a new official place to refresh an organization, especially in KRI.

In service, a soldier will undergo what is called a period of service, which is a certain period of time that has a beginning and a limit on duty and works in service according to the place of service. Along with the official journey, the age factor becomes an influence that cannot be separated. Age and performance of a person can not be separated.

Working period is an indicator of the tendency of workers to carry out work activities, so it can be said that a long working period shows more experience than someone with other co-workers (Karima, 2021). The working period can be seen from how long an employee has worked or served, so each employee has a sense of responsibility, a sense of belonging, courage and introspection in the survival of the company so that it affects labor productivity (Karima, 2021).

Organizations in KRI must be manned by qualified human resources and managed with good management so that all equipment can be utilized optimally. Soldiers who have competence are expected to be able to carry out regeneration to their successors when the personnel will transfer to a new official place to refresh an organization, especially in KRI. Regarding regeneration, the next aspect is the service period of a soldier. This needs to be a concern when someone occupies a position in an organizational structure in the KRI. If a person occupies a crew position on an KRI then he must have enough time to absorb all the knowledge on the ship where he is serving.

The KRI Raden Eddy Martadinata class is a Navy warship that has the ability to carry out anti-ship warfare over water, anti-submarine warfare and anti-aircraft warfare. The KRI Raden Eddy Martadinata class is a new KRI in the ranks of the Indonesian Navy, which is under the ranks of the Eskorta Ship Unit. Each element of the KRI has its own basic functions and duties based on its function. In carrying out its duties, KRI is required to be able to complete it properly. KRI's excellent technical condition in the platform and rental fields makes it an absolute demand. The crew, in this case the crew

of the KRI, are the initial capital for the preparation, maintenance, use and improvement of the organic level. The crew who occupy the KRI must be reliable so that regeneration becomes an important concern. Faced with increasingly modern and sophisticated defense equipment, professional human resources are needed.

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RESEARCH METHODS

To prove what has become the researcher's hypothesis, research is carried out through a research method (Indrawati et al., 2021). Method is a procedure or way to find out something (Salim, 2012). At the time of carrying out the research, there are things that need to be considered, namely the scientific method, data, goals and uses (Utari et al., 2021). In this case the researcher uses a descriptive quantitative method which is a scientific way to get data that describes the current condition based on existing facts (Siregar, 2015).

In this study, the locations of this research plan were KRI Raden Eddy Martadinata-331 and KRI I Gusti Ngurahrai-332. This KRI is under the ranks of the Second Fleet Command, whose base is in Surabaya. The location of this research plan is a suitable place because KRI Raden Eddy Martadinata-331 and KRI I Gusti Ngurah Rai-332 are the latest KRIs with the most up-to-date technology owned by the Indonesian Navy. From the location is expected to provide accurate data on the research plan.

Population is a generalization area consisting of objects or subjects that have certain quantities and characteristics determined by researchers to be studied and drawn conclusions (Aksa et al., 2021). It includes not only people, but also objects around the area as well as the characteristics and traits they possess (Siyoto and Sodik, 2015).

The sample is part of the number and characteristics possessed by the population, or a small part of the population members taken according to certain procedures so that they can represent the population (Rusdiyanto et al., 2020). If the population has a large number so that there will be limitations including cost, energy and time. So that research can use samples. (Siyoto and Sodik, 2015) The sample in this study focused on the crew of KRI Raden Eddy Martadinata-331 and KRI I Gusti Ngurahrai-332. These KRI crew members are soldiers who serve in the KRI who carry out their duties and responsibilities on a daily basis based on the existing job description. Samples were taken from the population of KRI REM-331 and KRI GNR-332 crew members based on the Slovin formula using an error of 10% and the assumption that the population was normally distributed using the Slovin formula. The population (n) = 220, then the

sample was 68.75 or 69 people.

In this study, the data collection technique was carried out by means of a further questionnaire to be tabulated and carried out data processing. Overall, the data that has been collected will carry out further data processing, namely carrying out data processing (Saputra et al., 2021).

In the implementation of this research using quantitative data analysis techniques. Where this technique is the elaboration of data analysis techniques using numerical calculations and statistical formulas obtained from secondary data that has been collected. as for the quantitative analysis used in this study is multiple linear regression analysis. Multiple linear regression analysis aims to measure the presence or absence of a relationship between two or more variables (Utari et al., 2021). In addition, it is used to indicate the direction of the relationship between the independent variable and the dependent variable. (Ghozali, Application of Multivariate Analysis with SPSS Program) In this study, multiple linear regression analysis was used to measure whether or not there was an influence between competence and tenure as independent variables on regeneration as the dependent variable. The multiple linear regression equation in this study is as follows :

$$Y = a + b_1X_1 + b_2X_2$$

Information:

Y : Regeneration

a : Constant

b1 dan b2 : Regression coefficient of competence and service period

X1 : Competence

RESULTS AND DISCUSSION

Multiple Linear Regression Analysis

Multiple linear regression analysis is used to measure the presence or absence of a relationship between two or more variables and also shows the direction of the relationship between the independent variable and the dependent variable.

Table 1. Multiple Linear Regression Coefficient

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics		
	B	Std. Error	Beta			Tolerance	VIF	
1	(Constant)	35,651	6,817		5,229	0,000		
	X1	0,619	0,122	0,552	5,068	0,000	0,919	1,088
	X2	-0,175	0,155	-0,123	-1,130	0,263	0,919	1,088

a. Dependent Variable: Y

Source: Research results

In this study, multiple linear regression analysis was used to measure whether or not there was an influence between competence and tenure as an independent variable on regeneration as the dependent variable. To find out this data processing using SPSS version 26 for windows program. obtained results in accordance with table 1.

The multiple linear regression equation obtained from the results of data processing is as follows:

$$Y = 35,651 + 0,619 X_1 + (-0,175) X_2$$

The explanation of the multiple linear regression equation above is as follows:

- The constant value is 35,651. This means that if the independent variable of competence (X1) and service period (X2) is constant or equal to zero, then the regeneration (Y) will be 35.651 units.
- The competency coefficient value (X1) is 0.619 and has a positive regression coefficient. This indicates a unidirectional change. That is, every time there is an increase in competence by one unit, it can increase regeneration by 0.619 units and vice versa if there is a decrease in competency by one unit, it can reduce regeneration by 0.619 units assuming the other independent variables are constant.
- The coefficient of service period (X2) is -0.175 and has a negative regression coefficient. This indicates the occurrence of the opposite change. That is, every time there is an increase in service period of one unit, it can decrease the others constant.

Multiple Coefficient of Determination (R²)

Multiple determination coefficient analysis (R²) is used to measure how far the model's ability to explain the variation of the dependent variable. In this study, multiple determination coefficient analysis was used to measure how much variation up and down the variable competence (X1) and service period (X2) could affect the variation up and down regeneration (Y). From the results of data processing using the SPSS version 26 program for windows, the following results were obtained:

Table 2 Coefficient of Multiple Determination (R²)

Model Summary b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin Watson
1	.530a	.281	.259	4.07676	2.133
a. Predictors: (Constant), X2, X1					
b. Dependent Variable: Y					

Source: Research results

Based on table 2, it is known that the magnitude of R Square (R²) is 0.281 or 28%. This shows that 28% of the variation in the rise and fall of regeneration (Y) can be influenced by variations in the ups and downs of competence (X1) and service period (X2) while the remaining 62% is influenced by other variables outside the study.

Simultaneous Effect Test with F Test

The F test is basically used to show the simultaneous effect of the independent variable on the dependent variable. The criteria for testing the F test according to Ghozali is if the probability value is less than 0.05 then the independent variable simultaneously affects the dependent variable. In this study, the F test was used to determine whether there was a simultaneous influence between competence (X1) and service period (X2) on regeneration (Y). The F test criteria in this study are:

- If the probability value or significance value > 0.05 then simultaneously competence (X1) and service period (X2) have no effect on regeneration (Y).
- If the probability value or significance value < 0.05 then simultaneously competence (X1) and service period (X2) affect regeneration (Y).

From the results of data processing using the SPSS version 26 program for windows, the following results were obtained:

Table 3. Simultaneous Effect Test with F Test

ANOVAa						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	428.734	2	214.367	12.898	.000b
	Residual	1096.918	66	16.620		
	Total	1525.652	68			
a. Dependent Variable: Y						
b. Predictors: (Constant), X2, X1						

Source: Research results

From the table above, it can be seen that the significance level is less than 0.05, which is 0.000. This shows that simultaneously competence (X1) and service period (X2) have an effect on regeneration (Y).

Partial Effect Test with t Test

The t test is used to determine the partial effect of the independent variable on the dependent variable. The criteria for testing the t test according to Ghozali is if the probability value is less than 0.05 then partially independent variables affect the dependent variable. The t-test conducted in this study was used to partially test the effect of competence (X1) and service period (X2) on regeneration (Y). The t-test criteria in this study are:

- If the probability value or significance value is > 0.05 , then partially competence (X1) and service period (X2) have no effect on regeneration (Y).
- If the probability value or significance value is < 0.05 , then partially competence (X1) and service period (X2) affect regeneration (Y).

From the results of data processing using the SPSS version 26 program for windows, the following results were obtained:

Table 4. Partial Effect Test with t test

Coefficientsa								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	35.651	6.817		5.229	.000		
	X1	.619	.122	.552	5.068	.000	.919	1.088
	X2	-.175	.155	-.123	-1.130	.263	.919	1.088

a. Dependent Variable: Y

Source: Research results

After the classical assumption test has been fulfilled, then a multiple linear regression analysis is carried out on the basis of decision making through the partial t test in multiple linear regression analysis based on the significance value. The partial t test is a test of the influence of the X variable individually. The significance value of the SPSS results must be less than 0.05 so that the independent variable or X variable partially or independently has an influence on the dependent variable. From the table above, it can be seen that the effect of each independent variable on the dependent variable is as follows:

- a. The significance value of the competency variable (X1) is smaller than 0.05, which is 0.000, this indicates that competence partially affects regeneration.
- b. The significance value of the service period variable (X2) is greater than 0.05, namely 0.263, this indicates that the service period partially has no effect on regeneration.

Discussion

Competence partially has a significant positive effect on the regeneration of KRI Raden Eddy Martadinata crew members. This is evidenced by the significance value of the t-test which is 76 less than 0.05, which is 0.000. The results of this study indicate that the higher the competence of the KRI Raden Eddy Martadinata crew members, the higher the regeneration of the Raden Eddy Martadinata KRI crew members. In accordance with the theory of competence that a person must have competence as a basic capital which is a collection of motives, traits, self-concept, knowledge and skills. So that the regeneration of the KRI Raden Eddy Martadinata crew members can run well.

Partial service period did not have a significant positive effect on the regeneration of KRI Raden Eddy Martadinata crew members. This is evidenced by the significance value of the t test which is greater than 0.05, which is 0.263. According to Levinson's theory on the career path model which states that the maintenance level is a period when a person has achieved good work results and is able to pass on his knowledge to the next generation. This will make a person feel authoritative by teaching his knowledge to the younger generation. However, in this study, this did not have a positive effect on the regeneration of the KRI Raden Eddy Martadinata crew members. Because the indications of the respondents who reached this level are the age of 46-55 only 23 people (33.3%) the rest of the total 46 respondents (66.7%) other than that age.

Competence (X1) and service period (X2) simultaneously affect service period (Y). This is evidenced by the results of the F test which shows a significance value less than 0.05, which is 0.000. This research means that it supports the first hypothesis⁷⁷ that "simultaneously, competence and tenure have a significant positive effect on the regeneration of KRI Raden Eddy Martadinata crew members". This study has proven that the regeneration of the Raden Eddy Martadinata KRI crew members is influenced by the competence and service period of the Raden Eddy Martadinata KRI crew members. So it is hoped that the leadership of the Navy will continue to uphold that the competence and period of crew service are priority criteria in managing personnel as crew members of the KRI Raden Eddy Martadinata class. With the aim of regeneration

can run properly so that the information is not interrupted.

This study has similarities with the results of Soanata's research (2020) which shows that organizational culture and work motivation simultaneously and partially have a direct positive effect on Soldier Job Satisfaction in the Submarine Unit Koarmada II.

CONCLUSIONS AND RECOMMENDATIONS

Conclusions

Based on the results of research that has been carried out to analyze and prove the influence of competence and service period on the regeneration of KRI Raden Eddy Martadinata crew members by processing data using the SPSS version 26 program for windows, the following conclusions can be drawn:

- a. Competence partially affects the implementation of KRI crew regeneration in Raden Eddy Martadinata's class, this has been proven through a test, namely the t-test with results showing the significance value of the competency variable is less than 0.05, which means that the competency variable partially affects the regeneration of KRI crew members. Raden Eddy Martadinata's class.
- b. Partial service period has no effect on the implementation of the regeneration of KRI Raden Eddy Martadinata crew members, this has been proven through a test, namely the t test with results showing the significance value of the service period variable is greater than 0.05 which means that the service period variable is partially not effect on the regeneration of KRI Raden Eddy Martadinata class crew members.
- c. Competence and service period simultaneously affect the implementation of the regeneration of KRI Raden Eddy Martadinata crew members, this has been proven through a test, namely the F test which shows a significance value less than 0.05, which is 0.000 which means that competency and service period simultaneously have an effect on the implementation of the crew regeneration of the KRI Raden Eddy Martadinata class.

Recommendations

Based on the results of the research and the conclusions that have been drawn, the researcher will provide theoretical and practical recommendations related to the problems in the research background, the researchers would like to give some suggestions as follows:

- a. To the leadership of the Navy to make plans for the implementation of transfers, schools and retirement for soldiers serving in the KRI Raden Eddy Martadinata Class carried out correctly and orderly, so that the composition of the Personnel Composition List (DSP) is maintained by making Perkasal regulations related to the arrangement of service periods. the first crew and the next crew. Thus, it is hoped that the implementation of regeneration will not be hampered or interrupted from the time the ship is taken as the first generation to the last manning.
- b. To the Commander of the Fleet II, the Commander of the Eskorta Ship Unit, and the Commander of the KRI class Raden Eddy Martadinata for carrying out regular exercises to encourage soldiers to improve competence. So that the crew mastered well according to their respective parts. In addition, it also proposes soldiers who have met the requirements to take development education, so that the implementation

of regeneration can run properly and correctly.

- c. It is recommended for further researchers to conduct similar research by adding the number of samples and variables so that the research results can be more complete and perfect to support the results of this study.

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