

THE INFLUENCE OF SOLDIER'S ABILITY AND PROFESSIONALISM ON THE PERFORMANCE OF THE MARINE CORPS MARITIME POTENTIAL STAFF

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ABSTRACT

The purpose of this study was to analyze the effect of the variable of soldier's ability and professionalism of soldiers partially and simultaneously on the performance of Spotmar Kormar. As for the method carried out by researchers using a qualitative approach. Processing data obtained from questionnaires distributed to 30 respondents and analyzed using linear regression with the help of SPSS 25 program resulted that the ability of soldiers had a positive and significant effect with a value of 0.666. This means that by increasing one or part of and of course all dimensions of the ability of this HR will have an impact on increasing the ability and also on performance. Meanwhile, soldier professionalism has a positive and significant effect with a value of 0.368, meaning that an increase in professionalism will have an impact on increasing performance. While the ability and professionalism of soldiers simultaneously have a positive effect with a value of 0.369.



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INTRODUCTION

Development of maritime potential which aims to build Space, Tools, Conditions (RAK) Juang is one way to anticipate or prevent threats at sea. The role played by Spotmar becomes very important. Approaches to maritime communities or coastal communities from various sides and methods in the form of active, passive and participatory role implementation (Soekanto, 2001).

The implementation of the role certainly requires resources, and the most important resource is human resources (HR) (Prasetyo et al., 2021). However, people often pay less attention to human resources (HR) because investment in this field is difficult to measure and has a long-term nature (Ulrich, 1998). Organizational capability development leads to the new role of human resources as a competitive resource (Syakur et al., 2021). The criteria for the role of human resources vary according to focus, activity, time, metaphor and value creation (Utari et al., 2021).

The importance of the role of HR is explained by French (1998) who explains that the role of human resources (HR) is as a diagnostic facilitator, consultant and evaluator. Meanwhile, Schuler (1987) describes more broadly in the management framework that human resources (HR) also play a role in planning, staffing, appraisal, compensation and training and development. More specifically, it can be said that human resources

(HR) are business people, change agents, organizational consultants, strategy formulators and implementers, talented managers, cost controllers and asset managers. Thus, human resources (HR) become an important subject in every organizational activity because they have a very broad and large role (Utari, et al., 2020).

In implementing the role of Spotmar Kormar, it is clear that human resources (HR), namely Spotmar Kormar personnel including other Kormar soldiers who carry out Spotmar functions, have a decisive role. The success in realizing this role shows the performance of the Kormar Spotmar personnel. For this reason, it requires high skills and professionalism so that the implementation of the roles that will be carried out by Kormar Spotmar personnel can achieve the set targets.

The role of human resources will be optimal if they have capabilities that are in accordance with the needs of capacity and capability (Utari et al., 2021). This means that ability is very important in order to implement the role of the manned organization. According to Robbin (2006), ability is an individual's capacity to carry out various tasks in a particular job (Robbins, 2006). All abilities of an individual are essentially composed of two sets of factors, namely intellectual and physical abilities. According to Soelaiman (2007), ability is also an inborn or learned trait that allows a person to complete work, both mentally and physically (Soelaiman, 2007). From the description above, it can be concluded that ability is a natural trait that is owned and can be further developed by a person in the form of skills, abilities and intelligence of a person in carrying out work or completing tasks well.

However, human resources (HR) who have the ability are not necessarily said to be professional. Professionalism is reliability and expertise in carrying out tasks so that they are carried out with high quality, on time, and carefully (Siagian, 2009). Professionalism includes the fit (fitness) between the abilities possessed and the needs of the task (Ramadhan, 2018).

The role of Spotmar Kormar will be effectively determined by how the performance of Spotmar Kormar personnel is influenced by their capacity and capability in carrying out tasks as a means to encourage the development of Space, Tools and Conditions (RAK) Juang as an indicator of the implementation of Spotmar's role. However, some of the problems faced were related to the limited number of personnel faced with the high demands of other operational tasks. This is complicated by the rotation of personnel assignments and limited budget support for the implementation of activities.

The activity programs that are planned, prepared and implemented by Spotmar Kormar face challenges because the object is people who have very diverse mindsets, so it is very possible that the program activities carried out are not particularly effective, so there is a high potential for differences in the level of achievement of these activity programs.

This is because the community has a culture that must be faced with the potential diversity of cultural backgrounds of the Spotmar Kormar personnel so that there are cultural barriers that have an impact on the low effectiveness of activities. The program of activities organized by Spotmar Kormar is very likely to be incompatible with the cultural character of the region, resulting in low results and program impact on the expected goals and objectives. This is often the root of the problem of friction and even physical clashes between soldiers and residents of the surrounding community. This

certainly has a negative impact or a bad impact on the performance of the development and empowerment of maritime potential in its working area.

For this reason, a high performance of Spotmar Kormar personnel is needed in order to respond to, treat and manage these diverse cultures so that the goals and objectives of the Spotmar Kormar activity program as the implementation of its main tasks and functions can be achieved optimally. This of course requires skills and professionalism that are felt to still need to be optimized. A common problem faced is the posture of Kormar's Spotmar ability which is not yet ideal to support professionalism. Of course, the ability posture is not just a measure of quantity but is also closely related to a measure of quality which is of course very much supported by the knowledge, skills and attitudes of each Kormar Spotmar personnel.

RESEARCH METHODS

The research method used in this study is the quantitative research method, which is an investigation of social problems or human problems based on testing a theory consisting of variables, measured by numbers and analyzed by statistical procedures (Rusdiyanto et al., 2020) . Quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to examine certain populations and samples, sampling techniques are generally carried out randomly, data collection uses research instruments, quantitative or statistical analysis with the aim of testing hypotheses that have been established. determined (Sugiyono, 2012).

In this study, the population is all Strata of Military Police soldiers of Lantamal III Jakarta, both with the rank of Officer, NCO and Enlisted, totaling 110 personnel in 2019. This is related to the sampling technique. Taking into account the data above, because the population in this study was more than 100 people, the sampling technique used the formula from Taro Yamane as follows:

$$n = \frac{N}{N \cdot d^2 + 1}$$

Information :

n : Number of samples

N : Total population = 110 respondents

d² : Precision (5% with 95% confidence level)

Based on this formula, the number of samples is obtained as follows:

$$n = \frac{N}{N \cdot d^2 + 1} = \frac{110}{(110) \cdot (0.05)^2 + 1} = \frac{110}{1.27} = 86.27 = 86$$

Data collection in a study is a very important stage. Appropriate and correct data collection techniques will produce data that has high credibility, and vice versa (Indrawati et al., 2021). In the data collection method that researchers use is the distribution of questionnaires/questionnaires which is a data collection technique tool that is carried out by giving a set of questions or written statements to respondents to answer.

In quantitative research, to obtain valid, reliable and objective data, the research is carried out using valid and reliable instruments (Utari et al., 2020). The data analysis technique in this study used the Simple Regression technique with the help of SPSS Windows Version 25.

RESULTS AND DISCUSSION

In this study, 2 (two) problem formulations were proposed, namely: (1) Does the Unit Commander's Participatory Leadership Style factor directly and significantly influence the professionalism of the Lantamal III Jakarta Military Police soldier? (2) How much does the Unit Commander's Participatory Leadership Style factor have a direct and significant effect on the professionalism of the Lantamal III Jakarta Military Police soldiers?. These two problem formulations were then tested using the Simple Regression technique and the Pearson Correlation technique. Each of these tests using the SPSS 25 for Windows program rock will be described in detail in the discussion below.

In general, the formula for a simple linear regression equation is $Y = a + bX$. Meanwhile, to find out the value of the regression coefficient, we can refer to the calculation output in the following Coefficients table:

Table 1. Simple Regression Coefficient
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	80.414	11.688		6.880	.000
leadership style participatory	.209	.109	.204	1.910	.002

a. Dependent Variable: soldier professionalism

From the table above, it is revealed that the formula $Y = a + bX$, so the regression equation is $Y = 80.414 + 0.209 X$ which can be explained with the following sentence:

a = constant number of Unstandardizes Coefficients. In this study the value is 80,414.

This number is a constant number which means that if there is an appropriate application of the Participatory Leadership Style (X), the consistent value of Soldier Professionalism (Y) is 80,414.

b = regression coefficient number. The value is 0.209. This figure means that for every 1% addition of the Participatory Leadership Style (X), the Soldier's Professionalism (Y) will increase by 0.209. Because the regression coefficient value is (+), it can be said that the application of the Participatory Leadership Style (X) has a positive effect on Soldier Professionalism (Y).

Because the regression coefficient value is (+), it can be said that the application of the Participatory Leadership Style (X) has a positive effect on Soldier Professionalism (Y).

Based on the output of the data in the Simple Regression Coefficient Table above, it is known that the significance value (Sig.) of 0.002 is less than the probability of 0.05, so it can be concluded that the application of the unit commander's leadership style, in this case Danpomal Lantamal III Jakarta, has a significant and simultaneous effect. towards the professionalism of the Lantamal III Jakarta Military Police soldiers.

To measure the success rate of the regression model in predicting the value of the dependent variable, we are guided by the RSquare value. This value is the fraction of the variation that can be explained by the model. To find out the magnitude of the

influence of Participatory Leadership Style (X) on Soldier Professionalism (Y) in simple linear regression analysis, it can be guided by the R-Square value contained in the output / calculation results of SPSS 25 in the following Summary Model section:

Table 2. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.204a	.642	.030	3.29367

a. Predictors: (Constant), participative leadership style

From the output above, it is known that the R-Square value is 0.642. This value means that "The Influence of Participatory Leadership Style (X) on Soldier Professionalism (Y) is 64.2% while 35.8% is influenced by variables not examined". From the results of the above discussion, it is concluded that the Participative Leadership Style variable (X) has an effect on the Soldier Professionalism variable (Y) with a total effect of 64.2%. This influence means that the increasing Participative Leadership Style applied by Danpom Lantamal III, will greatly affect the increase in Soldier Professionalism in carrying out law enforcement and discipline tasks in the Lantamal III Jakarta work area.

To test the correlation coefficient/closeness of the relationship between Participatory Leadership Style (X) and Soldier Professionalism (Y), the Pearson correlation test was used.

Table 3. Correlation

		Leadership style participatory	Professionalism Soldier
Leadership style participatory	Pearson Correlation Sig. (2-tailed) N	1 86	.796 .002 86
Professionalism Soldier	Pearson Correlation Sig. (2-tailed) N	.796 .002 86	1 86

To test the correlation coefficient/closeness of the relationship between Participative Leadership Style (X) and Soldier Professionalism (Y) based on the results of the data analysis above, it can be obtained that from the calculation, the correlation coefficient r count = 0.796. This value needs to be tested for the correlation coefficient by consulting the r Table. The value of r Table with $N = 86$, for an error of 5% is = 0.213.

The data from the research results show that r arithmetic is greater than r Table, i.e. $0.796 > 0.213$. So it can be concluded that the correlation coefficient value of 0.796 is "Strong". So the conclusion is "There is a strong relationship of 0.796 between Participative Leadership Style (X) and Soldier Professionalism (Y) in the Military Police of Jakarta III Floor". This shows that the appropriate application of the participatory leadership style carried out by Danpom Lantamal III can make a positive

contribution to increasing the professionalism of the soldiers they lead.

From the above calculations, it can be concluded that the role of the participatory leadership style of a unit commander in the Lantamal III Jakarta Military Police is very related and significant to the professionalism of the soldiers. To understand in depth and realize the nature of leadership, faced with the demands for the professionalism of soldiers, supervision and control in the application of leadership is an important factor that determines the success of the organization. It is hoped that it will be able to reduce the level of violations of soldiers in the unit so that the professionalism of soldiers in the unit will continue to increase.

The results of this study also support several previous studies that have been carried out, including:

1. Research conducted by Marine Major Sudrajat Suhana Putra in 2015 at Seskoal which examined "The Influence of Leadership and Professionalism on the Readiness of Brigif-2 Mar Personnel in the Implementation of the Ambalat Task Force" with the Quantitative method, concluded that there was a positive and significant influence on leadership and professionalism leadership elements on the readiness of the Ambalat Task Force personnel. It can be concluded that, if the leadership elements of leaders and leaders are more professional in carrying out their duties, the readiness of personnel will increase.
2. Research conducted by Pramudia in 2012 which has examined "The Influence of Learning Leadership on Student Achievement at SMA Negeri 2 Indramayu" with the quantitative method, concluded that learning leadership that has an influence on student achievement is a leadership concept that comprehensively conducts several dimensions of integral learning leadership in school administration, including continuous improvement, learning culture, assessment, teacher professional development, school management, ethics, and tolerance for differences, have a significant influence on student achievement at SMA Negeri 2 Indramayu.
3. Research conducted by Sri Wahyu Ningsih in 2011 which examined "The Influence of Principal Leadership on Teacher Performance in Public Elementary Schools in Indramayu Regency" with the Quantitative method, concluded that there was a significant influence between the principal's leadership on the performance of public elementary school teachers. Indramayu Regency. Then the results of the correlation between the principal's leadership on teacher performance is 0.867. The magnitude of the influence or contribution of the principal's leadership variable on teacher performance is 75.2%, the variation of changes in teacher performance is determined⁸⁴ by the principal's leadership while the remaining 24.8% is influenced by other factors.
4. Research conducted by Rufaiatul Aimmah Andita Putri in 2012 which has examined "The Influence of Transformational Leadership on Organizational Culture at the PT Wintermar Offshore Marine Tbk Fleet Shipping Company" with the quantitative method, concluded that the presence of turbidity and a significant positive relationship between force transformational leadership with organizational culture. So it can be concluded that there is a positive and significant influence between the transformational leadership style and organizational culture at PT Wintermar Offshore Marine Tbk.

5. Research conducted by IG.A Dwi Perbawa Nugraha in 2011 which examined "The Influence of Leadership Style and Work Motivation on Job Satisfaction of Members of Detachment C Unit III Pioneer of the Brimob Police Corps" with a quantitative method concluded that there was a significant influence between leadership style and job satisfaction of members of Detachment C Unit III Pioneer. There is a significant influence between motivation on job satisfaction of members of Detachment C Unit III Pioneer. The overall leadership style and work motivation factors contributed significantly to the job satisfaction of members of Detachment C Unit III Pioneer Corps BRIMOB. The contribution of leadership style to job satisfaction is greater than work motivation because leadership is the manager of resources and sources of funds in the organization and should always be able to provide motivation as a means of achieving organizational goals without compromising the interests of members. With a good and appropriate leadership style, it will arise and encourage work motivation in members to be better so that if the work motivation of members is good, it will increase work and produce satisfaction.

CONCLUSIONS AND SUGGESTIONS

Conclusions

Based on the results of data processing that has been analyzed, it can be concluded as follows:

1. That there is a significant and simultaneous influence between the participatory leadership style variable (X) applied by Danpomal Lantamal III on the soldier professionalism variable (Y) in the ranks of the Military Police Lantamal III Jakarta. This is based on the output calculated from the simple regression coefficient test with the result that the significance value (Sig.) generated is 0.002 less than the probability value of 0.05, it can be concluded that (H₀) is rejected and (H_a) is accepted.
2. That there is an effect of 64.2% between the participatory leadership style variable (X) applied by Danpomal Lantamal III to the soldier professionalism variable (Y) within the Military Police Lantamal III Jakarta. This can be seen from the output of the R-Square value, the result is 0.642. This value means that the magnitude of the influence between the variables studied is 64.2% while another 35.8% can be influenced by other variables not examined in this thesis writing..

Suggestions

Based on the conclusions above, the writer can give some suggestions as follows:

1. Theoretical Suggestions
 - a. The application of participatory leadership theory can be realized by giving commander hours which are continuously added and improved so that there is always good communication between superiors and subordinates.
 - b. The application of the theory of professionalism can be realized by "The Right Man In The Right Place" which always places every soldier according to his skills and abilities in carrying out each task according to their respective fields and levels.
 - c. For the next researchers to continue more comprehensive research by adding several variables in order to obtain significant and simultaneous results, especially

in increasing the leadership role of unit commanders on the professionalism of soldiers in carrying out their duties.

2. Practical Suggestions

- a. The need for a strong bond in the Pomal Lantamal III unit between the leader and the led, so that the leader is able to behave and act as a role model for his subordinates so that they are able to provide motivation in terms of increasing the discipline and work ethic of their subordinates so that the professionalism of soldiers can be realized.
- b. The need for supervision by each leader of the workings and results of work to its members for early detection of errors or discrepancies with each task given.
- c. The need for a leader who can be an example and role model and can provide rewards or awards for outstanding soldiers so as to motivate subordinates to be able to work better, as well as punishment or punishment for soldiers who violate so as to create a deterrent effect for other soldiers.

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