

COMMITMENT OF KRI PATTIMURA CLASS CREW REVIEWED FROM SOLDIER MOTIVATION AND COMPENSATION

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ABSTRACT

In order to support the main tasks of the Navy and other tasks based on the policy of the Chief of Staff of the Navy, it is hoped that the crew of the ship (ABK) will always have good combat readiness. However, the current condition of the crew's combat readiness is still not optimal, which is indicated by several factors/variables including motivation and compensation. The purpose of this study was to analyze the effect of motivation and compensation simultaneously and partially on the level of combat readiness of ABK KRI Pattimura Class. This study uses quantitative methods with multiple linear regression techniques. The sample used was 83 ABK KRI Pattimura Class selected using the slovin formula from a total population of 264 personnel. The results showed that motivation and compensation simultaneously had a significant positive effect on the level of combat readiness of KRI Pattimura Class crew members. Motivation partially has a significant positive effect on the level of combat readiness of ABK KRI Pattimura Class and compensation partially has a significant positive effect on the level of combat readiness of ABK KRI Pattimura Class.



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INTRODUCTION

Law of The Republic Indonesia Number 34 Year 2004 concerning TNI Chapter 9 states that the Indonesian National Armed Forces (TNI) Navy is an integral part of the TNI which carries out the duties of the TNI in the marine dimension in the field of defence, enforces the law and maintains security in the marine area of national jurisdiction in accordance with the provisions of national law and ratified international law, carries out diplomatic duties. The Navy in the context of supporting foreign policy policies set by the government, carrying out the duties of the TNI in the development and development of the strength of the marine dimension, as well as implementing the empowerment of the maritime defense area. The tasks of the Navy will be decentralized in stages in accordance with the organizational structure hierarchy to the lower units at the operational and tactical levels, starting from the Main Operations Command to the lower unit elements, one of which is the Indonesian Warship (KRI) element.

KRI Pattimura Class has the main task of carrying out sea combat operations in the context of Military Operations War (OMP) both jointly and independently to support the main tasks of the Navy and other tasks based on the policy of the Chief of Staff of the Navy (Kasal) (The KRI Combat Master Book Silas Papare-384, 2018). KRI

Pattimura class really needs the role of human resources, namely the crew of the KRI Pattimura class in its operational activities so that the achievement of tasks that are in accordance with the target can be realized. Success in achieving the tasks assigned to each unit will be very important in achieving the success of the tasks of the Navy in general. Achieving the success of the task will be influenced by one of the factors that become the decisive point, namely combat readiness of crew members. Combat Readiness is a soldier's condition that is dominated by psychological conditions that show the commitment of soldiers to carry out an action while in the field of operational duty (Reuven, 1986). Another view that reviews combat readiness is an important moral component in terms of belief in collective success and discusses the correlation that needs to be anticipated in belief in collective success in a combat unit (Shamir, 2000).

To improve combat readiness, crew members need to be supported by human resource management. Human resource management is a planning, organizing, directing, and supervising the procurement, development, compensation, integration, maintenance and termination of employment with a view to achieving the goals of the organization or company in an integrated manner (Sunyoto, 2015). Human resource management can also be explained as an activity to plan, direct and coordinate all activities involving employees, finding employees, training, or organizing, and serving employees (Alma, 2010). The importance of human resource management in putting people in their place is very instrumental in the success of good management.

The facts on the ground show that there are phenomena and problems that deviate from ideal conditions related to the combat readiness of the crew, based on the report on the problem of KRI Silas Papare-386 by the KRI Commander to the Commander of the Eskorta Ship Unit, Koarmada I, that currently there are crew members who have fled while on duty. , the lack of crew members in the KRI and the unfulfilled logistical support at the time of operation. Then based on the observations of researchers when serving in the KRI Pattimura Class there were problems such as decreased motivation in carrying out operations and training, decreased interest in crew members serving in the KRI, decreased work motivation for ship maintenance, many personnel who had the desire to transfer duties to staff, violations of discipline in on duty, decreased loyalty to co-workers and many crew members who have loans from banks. The problems that arise may be influenced by variables both internal and external, but the urgency to be considered in this study is the motivation and compensation variables.

Motivation and compensation are very important in increasing the combat-ready commitment of KRI Pattimura Class crew members. ABK who do not have high motivation in doing their job will find it difficult to work well and tend to be irresponsible even though the ABK has good operational skills. Motivation is the thing that causes, distributes and supports human behavior so that they want to work hard and enthusiastically achieve optimal results (Hasibuan, 2018). If the work motivation of the crew can be built, the crew can have better combat-ready performance and commitment. Performance is the result of work that can be achieved by a person or group of people in an organization both quantitatively and qualitatively in accordance with their respective authorities and responsibilities in an effort to achieve the goals of the organization concerned legally, not violating the law, and in accordance with morals and ethics (Moehersono , 2012).

Compensation is also an incentive for someone to carry out an activity in order to

get the best results, because compensation is an award given to crew members in return for their services that have been given to the organization. Compensation is the total of all awards given to employees in return for their services that have been rendered to the organization. The overall objective is to provide compensation to attract, retain and motivate employees. Direct financial compensation consists of payments that people receive in the form of wages, salaries, commissions, and bonuses. Indirect financial compensation/benefits consist of all financial rewards not covered by direct compensation. (Sinambela, 2017). Providing compensation aims to attract, retain and motivate crew members, thus compensation can improve the performance and commitment of combat-ready crew members of the KRI Pattimura class.

The purpose of this study was to determine and analyze the effect of motivation and compensation simultaneously on the level of commitment of crew ready to fight in the KRI Pattimura Class, to determine and analyze the effect of partial motivation on the level of commitment to the combat readiness of crew members in the KRI Pattimura Class, and to determine and analyze the effect of partial compensation for the level of commitment to combat-ready crew in the KRI Pattimura class.

RESEARCH METHODS

The type of research used in this study in a quantitative descriptive way is to describe the object of research at the present time based on the facts as they are, then analyzed and interpreted, in the form of surveys and development studies (Siregar, 2013). Quantitative methods are research data in the form of numbers and analysis using statistics (Sugiyono, 2017). In examining the relationship between variables, which is strictly carried out through statistical analysis, researchers make measurements or observations to test certain theories, objective data is generated from empirical observations and measurements, the validity and reliability of scores in research instruments guide researchers to interpret research data (Cresswell, 2013).

In the implementation of this research, all crew members of the KRI Pattimura Koarmada I class with a total of 464 personnel. Samples taken from the population of ABK KRI Pattimura Koarmada I class are based on the Slovin formula with the assumption that the population is normally distributed using the Slovin formula, namely:

$$\begin{aligned}n &= N / 1 + (Ne^2) \\n &= 464 / 1 + (464 \times 0,1^2) \\n &= 464 / 5,64 \\n &= 82,269 \\n &= 83\end{aligned}$$

The type of data used in this study is quantitative data in the form of calculation numbers where the researcher submits the data in tabular form and is accompanied by the analysis obtained from the results of distributing questionnaires in the form of scores from respondents' answers. Then 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 variables and the dependent variable. In this study, multiple linear regression analysis was used to measure whether or not there was an influence between motivation and compensation as an independent variable on combat-ready commitment 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 : Combat-ready commitment ad dependent variable

X1 : Motivation as independent variable

X2 : Compensation as independent variable

a : Constanta

b1 dan b2: Regression coefficient of motivation and compensation

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 variables and the dependent variable. In this study, multiple linear regression analysis was used to measure whether or not there was an influence between motivation and compensation as an independent variable on combat-ready commitment as the dependent variable. From the results of data processing using SPSS version 25.0 for windows. the following results were obtained:

Table 1. Multiple Linear Regression Coefficient

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	2,043	1,923		1,062	0,291		
X1	0,347	0,094	0,359	3,688	0,000	0,591	1,691
X2	0,604	0,128	0,459	4,711	0,000	0,591	1,691

a. Dependent Variable: Y

Source: Research results

Based on the table above, the multiple linear regression equation obtained from the results of data processing is as follows:

$$Y = 2,043 + 0,374 X_1 + 0,604 X_2$$

The multiple linear regression equation above can be explained that the constant value is 2.043. This means that if the independent variables of motivation (X1) and compensation (X2) are constant or equal to zero, then the combat-ready commitment (Y) will be 2,043 units.

Then the value of the motivation coefficient (X1) is 0.347 and has a positive regression coefficient. This indicates a unidirectional change. That is, every time there is an increase in motivation by one unit, it can increase the combat-ready commitment by 0.347 units and vice versa if there is a decrease in motivation by one unit, it can reduce the combat-ready commitment by 0.347 units assuming the other independent variables are constant.

While the value of the compensation coefficient (X2) is 0.604 and has a positive regression coefficient. This indicates a unidirectional change. That is, every time there

is an increase in compensation by one unit, it can increase the combat-ready commitment by 0.604 units and vice versa if there is a decrease in compensation by one unit, it can reduce the combat-ready commitment by 0.604 units assuming the other independent variables are constant.

Multiple Coefficient of Determination (R^2)

Analysis of the coefficient of multiple determination (R^2) according to Ghozali (2013: 97) 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 motivation variable (X1) and compensation (X2) could affect the variation up and down commitment to combat readiness (Y). From the results of data processing using the SPSS version 25.0 for windows program, the following results were obtained:

Table 2 Coefficient of Multiple Determination (R^2)

Model Summary b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin Watson
1	0,742a	0,551	0,540	1,262	2,068
a. Predictors: (Constant), X2, X1					
b. Dependent Variable: Y					

Source: Research results

Based on the table above, it is known that the magnitude of R Square (R^2) is 0.551 or 55%. This shows that 55% of variations in the ups and downs of combat-ready commitment (Y) can be influenced by variations in motivation (X1) and compensation (X2), while the remaining 45% 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 independent variables on the dependent variable. If the probability value is less than 0.05, 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 motivation (X1) and compensation (X2) on combat-ready commitment (Y). The F test criteria in this study are:

1. If the probability value or significance value is > 0.05 then simultaneously motivation (X1) and compensation (X2) has no effect on combat readiness (Y).
2. If the probability value or significance value < 0.05 then simultaneously motivation (X1) and compensation (X2) affect the commitment to combat readiness (Y).

From the results of data processing using the SPSS version 25.0 for windows program, 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	156,241	2	78,120	49,047	0,000b
	Residual	127,422	80	1,593		
	Total	283,663	82			
a. Dependent Variable: Y						
b. Predictors: (Constant), X2, X1						

Source: Research results

Based on the table above, it can be seen that the significance level is less than 0.05, which is 0.000. This shows that simultaneously motivation (X1) and compensation (X2) affect the commitment to combat readiness (Y).

Partial Effect Test with t Test

The t-test was used to determine the partial effect of the independent variables on the dependent variable. If the probability value is less than 0.05, then the independent variable partially affects the dependent variable. The t-test conducted in this study was used to partially test the effect of motivation (X1) and compensation (X2) on combat-ready commitment (Y). The t-test criteria in this study are:

1. If the probability value or significance value is > 0.05 , then partially motivation (X1) and compensation (X2) have no effect on combat-ready commitment (Y).
2. If the probability value or significance value is < 0.05 , then partially motivation (X1) and compensation (X2) affect the commitment to combat readiness (Y).

From the results of data processing using the SPSS version 25.0 for windows program, the following results were obtained:

Table 4. Partial Effect Test with t test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,043	1,923		1,062	,291
	X1	,347	,094	,359	3,688	,000
	X2	,604	,128	,459	4,711	,000

a. Dependent Variable: Y

Source: Research results

Based on the table above, it can be seen that the effect of each independent variable on the dependent variable is as follows:

1. The significance value of the motivation variable (X1) is smaller than 0.05, i.e. 0.000, this indicates that motivation partially affects the commitment to combat readiness.

2. The significance value of the compensation variable (X2) is less than 0.05, which is 0.000, this indicates that compensation partially affects the commitment to combat readiness.

Discussion

Motivation (X1) and compensation (X2) simultaneously affect the commitment to combat readiness (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 study means that it supports the first hypothesis that "simultaneously motivation and compensation have a significant positive effect on the combat readiness commitment of KRI Pattimura Class crew members". The results of this study indicate that the combat-ready commitment of ABK KRI Pattimura Class is influenced by ABK motivation and compensation given to ABK KRI Pattimura Class. For this reason, the leadership of the Navy should pay attention to the motivation of the crew and the compensation given to the crew of KRI who have a field of duty at sea with the aim of increasing the commitment to be ready for combat so that the task of the Navy can be achieved.

Motivation partially has a significant positive effect on the combat readiness of crew members. This is evidenced by the significance value of the t-test which is smaller than 0.05, which is 0.000. The results of this study indicate that the higher the motivation of the crew, the higher the commitment to combat readiness of the crew. In accordance with Abraham Maslow's motivation theory that a person's motivation is influenced because of the needs that must be met. Thus, if the crew of the KRI Pattimura class have the desire to win the battle, the crew's motivation will be high and the commitment to be ready to fight will increase.

Compensation partially has a significant positive effect on combat-ready commitment. This is evidenced by the significance value of the t-test which is smaller than 0.05, which is 0.000. According to Sinambela, compensation is the total of all awards given to employees in return for their services that have been given to the organization. The overall objective is to provide compensation to attract, retain and motivate employees. Compensation can be categorized into two, namely direct financial compensation and indirect financial compensation. Thus, if compensation is given correctly, the crew of KRI Class Pattimura will be more satisfied and motivated to achieve organizational goals.

CONCLUSIONS AND RECOMMENDATIONS

Conclusions

Based on the results of research conducted to analyze and prove the effect of motivation and compensation on the level of commitment to combat readiness of the KRI Pattimura Class crew members, the following conclusions can be drawn:

1. Motivation and compensation simultaneously affect the level of commitment to combat-ready crew members of the KRI Pattimura class, this is evidenced by the results of the F test which shows a significance value less than 0.05, which is 0.000, which means that motivation and compensation simultaneously affect the level of commitment. ready to fight the crew of the KRI Pattimura class.
2. Motivation partially affects the level of commitment to combat readiness of ABK KRI Pattimura class, this is evidenced by the results of testing with the t test which

shows the significance value of the motivation variable is less than 0.05, which means that the motivation variable partially affects the level of commitment to combat readiness. KRI Pattimura Class crew.

3. Compensation partially affects the level of commitment to combat readiness of ABK KRI Pattimura class, this is evidenced by the results of testing with the t test which shows the significance value of the compensation variable is less than 0.05 which means that motivation and compensation partially affect the level of ready commitment. KRI Pattimura class combat crew.

Recommendations

Based on the results of the study and the conclusions that have been drawn, the researcher will provide the following recommendations:

1. To the Commander of the KRI Pattimura class to increase the frequency of commander hours and encourage soldiers to excel with training activities, provide opportunities for crew members to carry out development education and pay attention to the families left behind when the ship is carrying out operations so that the level of commitment to combat readiness of crew members is increasing.
2. The leadership of the Navy should pay attention to the motivation and compensation given to the Navy soldiers serving in the KRI in order to increase the commitment to be ready for combat so that the tasks of the Navy can be carried out optimally.
3. 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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