INFLUENCE OF PERFORMANCE, POLICIES AND CAREER DEVELOPMENT OF NCOS ON INTEREST IN EDUCATION REGISTRATION FORMATION OF REGULAR INDONESIAN NAVY OFFICERS

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Keywords:	Abstract
Performance, Policy, Career Development, Enrollment Interest and NCO of the Indonesian Navy	The purpose of this study was to analyze the performance, policy and career development variables of the NCO on the interest in the registration of the Indonesian Navy's regular Diktukpa. The method used in this study uses quantitative methods and hypothesis testing using multiple linear regression analysis of 71 non-commissioned officers who serve on staff, KRI and Battalion. The results of the study show that performance has a significant effect on the interest in the registration of the Indonesian Navy's regular Diktukpa. The policy has a significant effect on the interest in the registration of the Indonesian Navy's regular Diktukpa. Career development has a significant effect on the interest of the Navy's regular Diktukpa and performance, policies and career development affect the interest of the Navy's regular Diktukpa registration.

I. INTRODUCTION

In accordance with Law 34 of 2004 concerning the Indonesian National Armed Forces (TNI) in article 9, it is stated that the task of the Navy (TNI AL) is to carry out the duties of the marine-based TNI in the field of defense, enforce the law and maintain security in the marine area of national jurisdiction in accordance with legal provisions. that have been ratified, carry out the tasks 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 strength of the marine dimension and carry out the empowerment of the marine defense area. It is applied based on the interests of using the power of the Indonesian Navy in order to project areas of interest to Indonesia.

One of the personnel developments in the Navy that requires attention is the NCO personnel, where in the organizational structure of the Navy, the NCO personnel are in the middle strata of ranks within the Navy. On the one hand the NCO acts as a leader in

his group and on the other hand the NCO is also required to have high skills in his role as a direct implementer. This role places the NCO as the backbone of the unit within the Navy organization. As a consequence of this role, the NCO is required to have more capabilities to achieve these goals,

The non-commissioned officers who participated in the selection and registration of the Navy's regular Diktukpa were seen from the number of NCOs in the Satkers who had met the requirements to take part in the selection and had been proposed by the unit to take part in the selection, but during the selection test they deliberately did not carry out the test optimally, even there are those who deliberately do not attend the test or for certain reasons not to take one of the test materials the reason they mostly do not want to register for the education of regular TNI AL officers is because they still have a lot of debt in the bank, have a disease and feel they will not be able to attend education and have family problems (problems with wife/divorce, wife/children are sick, and parents are elderly and sickly).

Interest is a persistent tendency to pay attention and remember some activities (Slameto, 2010). Meanwhile, according to Djaali (2008) interest is a sense of preference and a sense of interest in a thing or activity, without anyone telling. From some of the opinions of the experts above, it can be concluded that the notion of interest is a sense of interest, attention, more desire that someone has for something, without any encouragement.

Performance is one of the most important parts in an organization. The progress of an organization is determined by the achievement of an employee's performance as a given work performance (Prasetyo et al., 2021; Utari, et al., 2020). Performance is the result of work contributed by an employee related to his duties and responsibilities to the organization (company) based on spiritual intelligence, intelligence, emotional and intelligence turning obstacles into opportunities and physical skills that are directed to the utilization of resources provided by the organization/company (Gorda and Ngurah, 2006).

Policy making are principles that need to be considered. The basic principles of this policy problem constitute a policy analysis process that will be applied. Decisions taken by the government or leaders of groups/organizations as the power to allocate values for society or members of the group as a whole (Easton in Abidin, 2004). Policy as a permanent decision, is characterized by continuous and repeated behavior of those who make policies and those who implement policies that have been made (Eulau and Previt in Nogi and Tangkilisan, 2003).

Career development is a process of increasing one's work ability which encourages an increase in work performance (Utari, et al., 2021). Career development is an employment activity that helps employees plan their future careers in the company so that the company and the employees concerned can develop themselves to the

maximum (Dubrin in Mangkunegara, 2006). While career development is the process of increasing individual work abilities achieved in order to achieve the desired career (Rivai, 2008).

The objectives of this research include the following: a. To find out and analyze the effect of the performance of the NCO partially on the interest in registration for education in the formation of regular TNI AL officers. b. To find out and analyze the influence of leadership policies partially on the interest in registration of education for the formation of regular TNI AL officers.5 c. To find out and analyze the influence of the career development of NCO personnel partially on the interest in registration for education in the formation of regular TNI AL officers. d. To determine and analyze the effect of performance, policy and career development of NCO personnel simultaneously on the interest in registration for education for the formation of regular TNI AL officers.

II. RESEARCH METHODS

The type of research used in this research in a descriptive quantitative 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, 2017). Quantitative methods are research data in the form of numbers and analysis using statistics (Sugiyono, 2016).

In carrying out this research, the writer will take the population of non-commissioned officers who serve in the Staff, KRI and Battalion.

Table 1. Number of non-commissioned officers serving as staff, KRI and Battalion

No	Unit/Satker	Amount	Note:
1.	Indonesian Navy Headquarters	30	NCO
2.	I . Fleet	45	NCO
3.	Second Commando	65	NCO
4.	Third Commando	25	NCO
5.	Kormar	45	NCO
6.	Kolinlamil	40	NCO
Amount		**250**	NCO

Samples taken from the NCO population are based on the Slovin formula with the assumption that the population is normally distributed using the Slovin formula, namely:

$$n = N / 1 + Ne2$$

Where:

n = Sample size

N = Population size

e = Error (%) which can be interpreted as tolerance for the inaccuracy of using samples as a substitute for the population, the author uses an error of 10%.28

By using the slovin formula, the sample in this study was obtained as follows:

n = 250 / 1 + (250 X (0,1)2)

n = 250 / 3.5

n = 71.42

n = 71

The data collection technique used is to collect primary data and secondary data, where primary data is carried out by distributing questionnaires as research, namely NCOs who serve in the Staff, KRI and Battalion using the questionnaire method. While secondary data is obtained from observations and literature studies related to research (Syakur, et al., 2021).

After the data was collected by questionnaire, observation and combined methods, the data was grouped based on the respondents and tabulation of all respondents and calculations to answer research problems and then tested the hypothesis. After editing, coding and tabulation were carried out, the data was statistically processed using the Multivariate Analysis Application with the Statistical Product and Service Solution (SPSS) version 26 program.

In this study, quantitative data analysis techniques were used, namely a data analysis technique using numerical calculations and statistical formulas from secondary data that had been collected. 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 performance, policy and career development as independent variables on interest in applying for Diktukpa as the dependent variable. The multiple linear regression equation in this study is as follows:

$$= + 1X1 + 2X2 + 3X3$$

Information:

Y : The dependent variable is the interest in applying for the Diktukpa

a : Constant

b1 b2 and b3 : Regression coefficient of performance, policy and career development

X1 : Performance independent variable

X2 : Policy independent variable

X3 : Career development independent variable

III.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 the NCO personnel whether or not there was an influence between performance, policy and career development as an independent variable on interest in Diktukpa registration as the dependent variable. From the results of data processing using SPSS version 26 for windows. the following results were obtained:

Table 2. Multiple Linear Regression Coefficient

Coefficientsa								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-2.243	2.851		-.787	.434		
	X1	.164	.050	.179	3.264	.002	.343	2,919
	X2	.614	.069	.591	8.849	.000	.232	4.313
	X3	.268	.056	.259	4.745	.000	.347	2.886
a. Dependent Variable: Y								

Based on table 2, the multiple linear regression equation obtained from the results of NCO data processing is as follows:

$$Y = -3.079 + 0.247 X1 + 0.565 X2 + 0.246 X3$$

The explanation of the multiple linear regression equation above is as follows:
1. The constant value is -2.243. This means that if the independent variables of performance (X1), policy (X2) and career development (X3) are constant 58 or equal to zero, then the interest in Diktukpa registration (Y) will be -2.243 units.
2. The value of the performance coefficient (X1) is 0.164 and has a positive regression coefficient. This indicates a unidirectional change. That is, every time there is an increase in performance by one unit, it can increase interest in Diktukpa registration by 0.164 units and vice versa if there is a decrease in performance by one unit, it can reduce interest in Diktukpa registration by 0.164 units assuming the other independent variables are constant.

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3. The value of the policy coefficient (X2) is 0.614 and has a positive regression coefficient. This indicates a unidirectional change. That is, every time there is an increase in policy by one unit, it can increase interest in Diktukpa registration by 0.614 units and vice versa if there is a decrease in policy by one unit, it can reduce interest in Diktukpa registration by 0.614 units assuming the other independent variables are constant.

4. The career development coefficient (X3) is 0.268 and has a positive regression coefficient. This indicates a unidirectional change. That is, every time there is an increase in career development by one unit, it can increase interest in Diktukpa registration by 0.268 units and vice versa if there is a decrease in career development by one unit, it can reduce interest in Diktukpa registration by 0.268 units assuming the other independent variables are constant.

Multiple Coefficient of Determination (R2)

Analysis of the coefficient of multiple determination (R2) according to Ghozali 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 is used to measure how much variation up and down the variables of performance (X1), policy (X2) and career development (X3) can affect variations in the ups and downs of Diktukpa registration interest (Y). From the results of data processing using the SPSS program, the following results are obtained:

Table 3. Coefficient of Multiple Determination (R2)

Model Summaryb					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin Watson
1	.965a	.931	.928	1,287	1,785
a. Predictors: (Constant), X3, X2, X1					
b. Dependent Variable: Y					

Based on the table above, it is known that the magnitude of R Square (R2) is 0.931 or 93%. This shows that 93% of variations in the ups and downs of Diktukpa registration interest (Y) can be influenced by variations in performance (X1), policies (X2) and career development (X3) while the remaining 7% is influenced by other variables outside the study.

Partial Effect Test with t Test

The t-test was used to determine the partial effect of the independent variables 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 the independent variable has an effect on the dependent variable. The t-test conducted in this study was used to partially test the effect of performance (X1), policy (X2) and career development (X3) on interest in Diktukpa registration (Y). From the results of data processing using the SPSS program, the following results are obtained:

Table 4. Partial Effect Test with t-test

Coefficientsa					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-2.243	2.851		-.787	.434
X1	.164	.050	.179	3.264	.002
X2	.614	.069	.591	8.849	.000
X3	.268	.056	.259	4.745	.000
a. Dependent Variable: Y					

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

1. The constant value is 0.434. This means that if the independent variables of performance (X1), policy (X2) and career development (X3) are constant or equal to zero, then the interest in Diktukpa registration (Y) will be 0.278 units.
2. The significance value of the performance variable (X1) is smaller than 0.05, namely 0.002, this indicates that performance partially affects the interest in Diktukpa registration.
3. The significance value of the policy variable (X2) is less than 0.05, which is 0.000, this indicates that the policy partially affects the interest in Diktukpa registration.
4. The significance value of the career development variable (X3) is smaller than 0.05, which is 0.000, this indicates that career development partially affects the interest in Diktukpa registration.

Simultaneous Effect Test with F . Test

The F test is basically used to show the simultaneous effect of independent variables 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 performance (X1), policy (X2) and career development (X3) on interest in Diktukpa registration (Y).

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

Table 5. Simultaneous Effect Test with F . Test

ANOVAa						
Model		Sum of Squares	df	Square Mean	F	Sig.
1	Regression	1490,390	3	496,797	300,046	.000b
	Residual	110,934	67	1,656		
	Total	1601.324	70			
a. Dependent Variable: Y						
b. Predictors: (Constant), X3, X2, X1						

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 performance (X1), policy (X2) and career development (X3) have an effect on interest in Diktukpa registration (Y)

Discussion

Performance (X1) has a significant effect on the interest in education registration for the formation of regular TNI AL officers (Y). This is evidenced by the significance value of the t test which is smaller than 0.05, which is 0.002. The results of this study indicate that the higher the performance of the NCO, the higher the interest in registration for the formation of regular officers of the Indonesian Navy. In accordance with John Miner's performance theory that the performance of non-commissioned officers serving as staff, KRI and Battalion affects the interest in registration for education for the formation of regular TNI AL officers..

Policy (X2) has a significant effect on the interest in registration for the formation of regular TNI AL officers (Y). 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 if the implementation of leadership policies is carried out, the higher the interest in registration for the formation of regular TNI AL officers. In accordance with Agustino's policy theory that the leadership's policy affects the interest in education registration for the formation of regular TNI AL officers.

Career development (X3) has a significant effect on the interest in registration for the formation of regular TNI AL officers (Y). 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 career development of the NCO, the higher the interest in education registration formation of regular officers of the Indonesian Navy. In accordance with Veitzhal Rivai's career development theory, career development for non-commissioned officers who serve in Staff, KRI and Battalion has an effect on the interest in registration for the formation of regular TNI AL officers.

Performance (X1), policy (X2) and career development (X3) affect the variable of

interest in education registration for the formation of regular TNI AL officers (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 supporting the hypothesis. The results of this study indicate that the interest in registration for the formation of regular TNI AL officers is influenced by the Performance, Policy and Career Development of the Staff, KRI and Battalion. For this reason, the leadership of the Navy must pay attention to performance, policies in the form of perkasal rules and career development of non-commissioned officers serving as staff, KRI and Battalions to increase interest in registration for education for the formation of regular Indonesian Navy officers.

IV. CONCLUSIONS AND RECOMMENDATIONS
Conclusion
Based on the results of the research conducted, several conclusions can be drawn as follows:
1. Performance partially affects the interest in education registration for the formation of regular TNI AL officers,
2. The policy partially affects the interest in education registration for the formation of regular TNI AL officers,
3. Career development partially affects the interest in education registration for the formation of regular TNI AL officers,
4. Performance, Policy and Career Development simultaneously affect the interest in registration of education for the formation of regular TNI AL officers,

Suggestion
Based on the results of the research and the conclusions that have been drawn, the researcher will provide theoretical and practical suggestions related to the problems in the research background as follows:
1. Theoretical Recommendations The theoretical recommendations from the research results include the following:
   a. Theoretically, this research is expected to be useful as a source of information in answering problems that arise and occur related to the influence of the performance, policies and career development of NCOs on the interest in registration for the formation of regular TNI AL officers.
   b. It is recommended for further researchers to conduct further research on workload and welfare in the form of education, courses that can increase the knowledge of the non-commissioned officers in the Staff, KRI and Battalion.
2. Practical Recommendations The practical recommendations from the research results include the following:

a. To the leadership of the TNI, especially the Navy, pay attention to the performance and career development of the non-commissioned officers who serve in the Staff, KRI and KRI Battalion in order to improve the welfare of the NCOs.

b. To the Head of the Work Unit, the KRI Commander and the Battalion Commander for increasing the frequency of commander's hours and providing motivation to NCO soldiers to improve their performance and career development while continuing to implement the policies that have been made by the Navy Leaders.

c. To the personnel officers who serve in the Staff, KRI and KRI Battalion to list the eligible and capable NCOs to be proposed to take part in education for the formation of regular TNI A officers

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