THE EFFECTIVENESS OF THE WORK OF NON-ENTREPRENEURSHIP SOLDIERS AT THE JAKARTA NATIONAL AIR DEFENSE COMMAND HEADQUARTERS

Shobirin
Jakarta State University
Email: shobirinasnawi@yahoo.co.id

ARTICLE INFO	ABSTRACT
	This research is a quantitative-research. This study aims to discuss the influence of work activities through competence and technology with commitment as mediation. The research method used in this study is a quantitative descriptive approach with a survey method. The type of data used in this study is kuantitative data, which is categorized into two types, namely primary data and secondary data. data were obtained through a questionnaire survey with a population of 183 personnel with a total sample of 103 personnel. The data collection techniques used in this study were observation, questionnaire and research. These data were analyzed with SPSS 23 and then conclusions were drawn. The results of the study concluded that each variable consisting of competence, mastery of technology has a significant effect on work activities through commitment as mediation. The path coefficient of each variable i.e. X1 against Y is 0.298with t counting 4.975 > t table 1.97. X1 against Y is 0.328 with t counting 5.521 > t table 1.97. X1 against Y is 0.287 with t counting 4.685 > t table 1.97. X1 against Y is 0.277 with t counting 3.965 > t table 1.97. X1 against Y is 0.257 with t counting 3.682 > t table 1.97. X1 against Y is 0.246 with t counting 3.420 > t table 1.97.
KEYWORDS	Work Effectiveness, Soldiers, Air Defense Command Headquarters

Shobirin

INTRODUCTION

Defense is a fundamental need for any entity that lives and wants to maintain its existence. No matter how small a country is, it always needs the ability to defend itself (Syarifudin Tippe, Defense Science: history, consequences, theory and implementation of thing XX). Article 4 of Law Number 3 of 2002 (Indonesia, 2002) states that state defense aims to maintain and protect state sovereignty, the territorial integrity of the Republic of Indonesia and the safety of the entire nation from all forms of threats. Institutionally, defending the state is the task of the Indonesian National Army (TNI) as the main component supported by other components. The main task is stated in article 7 of Law Number 34 of 2004 (INDONESIA, 2004) concerning the TNI, namely: upholding state sovereignty, maintaining the territorial integrity of the Unitary State of the Republic of Indonesia based on Pancasila and the 1945 Constitution of the Republic of Indonesia, as well as protecting the entire nation and all Indonesian bloodshed from threats and disturbances to the integrity of the nation and state.

The National Air Defense Command (Kohanudnas) has the task of organizing security defense efforts over national airspace independently or in collaboration with other Operational Main Commands in order to realize the sovereignty and integrity and other interests of the Unitary State of the Republic of Indonesia (NKRI), Kohanudnas also has the task of administrative guidance which includes guidance to human resources in line with the main functions carried out by Kohanudnas i.e. combat, strength building, defense and administrative potential development (Air Force Information Service, Kohanudnas Service 2012 p. 6). Kohanudnas has identified and supervised all aircraft (domestic and foreign, scheduled and unschedule) both passing through the territory and landing in Indonesian territory. Data in Kohanudnas recorded 8,296 aircraft in 2018 and 7,163 aircraft in 2019. In addition, a number of violations were also recorded, namely aircraft flying in Indonesian territory without being equipped with official permits from the Indonesian government. It was recorded in 2018 a total of 163 violations and in 2019 a total of 361 violations. The Air Force, especially Kohanudnas, has a tough task in order to play a very vital role as a means of national defense to enforce the law and maintain the security of national airspace (Savitri & Prabandari, 2020).

The process of identifying and supervising each aircraft requires many aspects, including competence, mastery of technology, commitment and other aspects to obtain optimal results. Therefore, the process requires qualified and intelligent personnel, especially for personnel in the field (non-officer soldiers) to avoid misconduct that can have a fatal impact on harmonious relations with other countries or on the existence of Indonesia's sovereignty, defense and national security. Many factors affect the success and level of achievement of goals, one of which is Work Effectiveness. This factor becomes one of the determinants in achieving the actuality of the ratio of identification and surveillance activities .

Work effectiveness is a measure and ability to carry out the functions, tasks, programs or missions of an organization or company in accordance with the targets (quantity, quality and time) that have been set. The effectiveness of work is the relationship between output and goal, the greater the contribution (contribution) of the output to the achievement of the goal, the more effective the organization, program or activity. In achieving work effectiveness, reliable and competent human resources are

also needed in their fields (Sholehudin, Muhammad. Eni, 2015)

Work effectiveness is a measure in completing the achievement of work that has been determined in accordance with organizational procedures and goals, as well as the ability to carry out activities that have been set by an institution to achieve goals and achieve maximum success. Effectiveness within the scope of the organization is usually associated with the implementation of established programs or activities carried out to advance and develop the organization. To carry out this program or activity must be supported by adequate human resources, namely abilities, expertise, and skills

Research by (Sirait, Suratini, Husen, Rasyid, & Pasolo, 2020) shows that employee competence has a positive and significant effect on organizational commitment at the OFFICE OF PT PLN (Persero) UIW Papua and West Papua. And employee competence indirectly affects employee performance through organizational commitment at the OFFICES of PT PLN (Persero) UIW Papua and West Papua. (Desri Mulianti, 2022) the results of the study obtained data that competence affects work effectiveness by 65% and the remaining 35% is influenced by other variables that are not studied. (NABILAH & EDWARD, 2019) shows that the Application of Baznas Management Information System Technology (Simba) affects Employee Work Effectiveness and (Puspitasari, 2021) shows that organizational commitment as a mediation variable influences employee performance.

This phenomenon shows that in an organization it is necessary to measure performance in achieving success. The organization understands that to achieve this, it requires a personnel commitment in carrying out all activities with a qualified competency provision and a provision of understanding of the technology used so that the goals of organizational achievement can be accounted for.

Based on the above considerations, this article is a study on the effectiveness of the work of the organization. This study aims to discuss the role of competence, mastery of technology and commitment of personnel at the Jakarta National Air Defense Command Headquarters.

RESEARCH METHOD

The research method used in this research is a quantitative descriptive approach with a survey method. The type of data used in this study is quantitative data, which is categorized into two types, namely primary data and secondary data. The data source was obtained through a questionnaire survey with a population of 183 personnel with a total sample of 103 personnel. The data collection techniques used in this study were observation, questionnaire and research. These data were analyzed with SPSS 23 and then conclusions were drawn.

RESULT AND DISCUSSION

The study was conducted on 103 personnel. The results of the path analysis that describe each of the paths tested represent the hypotheses present in this study. Namely variable independent (X1 and X2), Mediation (X3) and Dependent (Y).

1. **Path Coefficient in the First Model Substructure**

The structural equation formed in the first substructure model consists of 3 coefficients of paths from variables X1 to Y, X2 to Y, and X3 to Y in the form of: $Y = p_{y1}X1 + p_{y2}X2 + p_{y3}X3 + p_{y\varepsilon}1$. The multiple correlation coefficient of $R_{y.123} = 0.668$
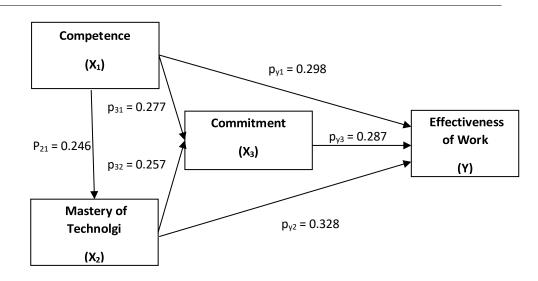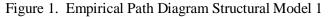
with the probability value of Sig. (0.000) < significant level (0.05) then the multiple correlation coefficient is declared significant. The coefficient of determination in the first model substructure of $(Ry.123)2 = 0.447$ and the rest $(py\epsilon1)$ of 0.553 is influenced by other unexplored factors such as work environment, work discipline, job satisfaction. So the structural equation forms in the first substructure model: $Y = 0.298X1 + 0.328X2 + 0.287X3 + 0.553$. A description of the estimated coefficient of the path of the first model is described in table 1 and figure 1 below:

Table 1. First Model SPSS Results

Coefficients[a]

Type		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	41,228	6,036		6,830	,000
	Competence (X1)	,508	,102	,298	4,975	,000
	Mastery of Technology (X2)	,295	,053	,328	5,521	,000
	Commitment (X3)	,363	,077	,287	4,685	,000

a. Dependent Variable: Effectiveness of Work (Y)

Figure 1. Empirical Path Diagram Structural Model 1

2. Path Coefficient in the Second Model Substructure

The structural equation formed in the model of the second substructure consists of 2 path coefficients from the variables X_1 to X_3, and X_2 to X_3 in the form of: $X_3 = p_{y1}X_1 + p_{y2}X_2 + p_3\epsilon_2$. The double correlation coefficient $R_{3.12} = 0.421$ with the probability value Sig. (0.000) < a significant degree (0.05) then the double correlation coefficient is declared significant. The coefficient of determination in the substructure of the second model of (R

$_{3.12})^2 = 0.177$ and the rest (p 3 ε_2) of 0.823 is influenced by other unexplored factors such as work environment, work discipline, job satisfaction. So, form the structural equation on the model of the second substructure: $X_3 = 0.277 X_1 + 0.257 X_2 + 0.823$. The description of the estimated path coefficient of the second model is explained in table 2 and figure 2 below:

Table 2. Second Model SPSS Results

Coefficients^a

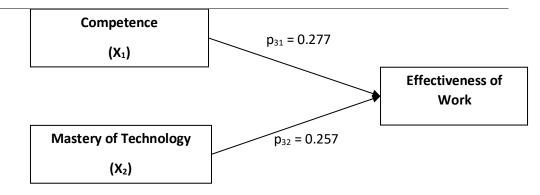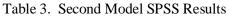| Type		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
2	(Constant)	45,195	4,730		9,555	,000
	Competence (X1)	,374	,094	,277	3,965	,000
	Mastery of Technology (X2)	,183	,050	,257	3,682	,000

a. Dependent Variable: Commitment (X3)

Figure 2. Structural Model Empirical Path Diagram 2

3. Path Coefficientin the Third Model Substructure

The structural equation formed in the model of the third substructure formed by the path coefficient from variables X_1 to X_2 is in the form of: $X_2 = p_{21}X_1 + p_2\varepsilon_3$. The correlation coefficient $r_{12} = 0.246$ with the probability value Sig. (0.00 1) < a significant degree (0.05) then the correlation coefficient is declared significant. The coefficient of determination of $(r_{12})^2 = 0.061$ and the rest ($p_2\varepsilon_3$) of 0.939 is influenced by other factors that are not studied such as the work environment, facilities and infrastructure, curriculum, and management information systems. So form the structural equation on the model of the third substructure: $X_2 = 0.246X_1 + 0.939$. The description of the estimated coefficient of the path of the third model is explained in table 3 and figure 3 below:

Table 3. Second Model SPSS Results

Coefficients^a

Type		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
3	(Constant)	87,427	2,836		30,826	,000
	Competence (X1)	,468	,137	,246	3,420	,001

a. Dependent Variable: Mastery of Technology (X2)

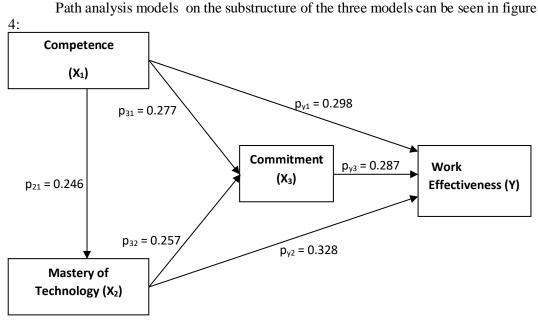

Figure 3. Structural Model Empirical Path Diagram 3

Path analysis models on the substructure of the three models can be seen in figure 4:

Figure 4. Empirical Model Between Variables

Table 4. Direct Influence Between Variables

No.	Influence Immediately	Path Coefficient	t_{count}	t_{table} $\alpha = 0,05$	Information
1.	X_1 to Y	0.298	4,975	1,97	Significant
2.	X_2 to Y	0,328	5,521	1,97	Significant
3.	X_3 to Y	0.287	4,685	1,97	Significant
4.	X_1 to X_3	0.277	3,965	1,97	Significant
5.	X_2 to X_3	0.257	3,682	1,97	Significant
6.	X_1 to X_2	0.246	3,420	1,97	Significant

H1: The Effect of Competence (X1) on Work Effectiveness (Y)

The results of the analysis of the first hypothesis resulted in the finding that competence had a direct positive effect on work effectiveness with apath coefficient of 0.298. Based on these findings, it can be concluded that work effectiveness is directly influenced positively by competence. Increased competence will result in an increase in work effectiveness. The results of this study are in line with the opinions of several experts including (Akmal, 2022), (Desri Mulianti, 2022), (Pertiwi & Ismiyati, 2021), (Alhasani, Suswati, & Budi, 2021).

H2: The Effect of Technology (X2) on Work Effectiveness (Y)

The results of the analysis of the second hypothesis resulted in the finding that the mastery of technology had a direct positive effect on the effectiveness of work with apath coefficient of 0.328. Based on these findings, it can be concluded that the effectiveness of work is directly influenced positively by the mastery of technology. Increased mastery of technology will result in increased effectiveness of work. The results of this study are in line with the opinions of several experts including (Nabilah & Edward, 2019).

H3: Effect of Commitment (X3) on Work Effectiveness (Y)

The results of the analysis of the third hypothesis resulted in the finding that commitment had a direct positive effect on work effectiveness with apath coefficient of 0.287. Based on these findings, it can be concluded that the effectiveness of work is directly influenced positively by commitment. Increased commitment will result in increased work effectiveness. The results of this study are in line with the opinions of several experts including (Pradhana, 2020), (Puspitasari, 2021), (Sirait et al., 2020).

H4: The Effect of Competence (X1) on Commitment (X3)

The results of the fourth hypothesis analysis resulted in the finding that competence had a direct positive effect on commitment with apath coefficient of 0.277. Based on these findings, it can be concluded that commitment is directly influenced positively by competence. Increased competence will result in increased commitment. The results of this study are in line with the opinions of several experts including (Hasanati, 2017), (Wangloan, EH, Moeins, A., Marhalinda, M. y Endri, 2022), (Yuliyati, 2017).

H5: The Effect of Technology Utilization (X2) on Commitment (X3)

The results of the analysis of the fifth hypothesis resulted in the finding that mastery of technology had a direct positive effect on commitment with apath coefficient of 0.257. Based on these findings, it can be concluded that commitment is directly influenced positively by mastery of technology. Increased mastery of technology will result in

increased commitment. The results of this study are in line with the opinions of several experts including (Elshifa, Anjarini, & Kharis, 2019).

H6: The Effect of Competence (X1) on Technology Mastery (X2)

The results of the sixth hypothesis analysis resulted in the finding that competence has a direct positive effect on mastery of technology with apath coefficient of 0.246. Based on these findings, it can be concluded that mastery of technology is directly influenced positively by competence. Increased competence will result in increased mastery of technology. The results of this study are in line with the opinions of several experts including (Andriyiani, Oktaroza, Accounting, & Economics, 2020).

CONCLUSION

Based on the above discussion, it can be concluded that the hypothesis is acceptable all variables have a significant influence with t count greater than t table i.e. X1 against Y is 0.298with t count 4.975 > t table 1.97. X1 against Y is 0.328 with t counting 5.521 > t table 1.97. X1 against Y is 0.287with t count 4.685 > t table 1.97. X1 against Y is 0.277with t count 3.965 > t table 1.97. X1 against Y is 0.257with t count 3.682 > t table 1.97. X1 against Y is 0.246 with t counting 0.246 > t table 1.97. All variables have a positive role in building the effectiveness of work on Non-Soldiers at the Jakarta National Air Defense Command Headquarters.

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