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Professionalism and Skill Based on Performance: A Case Study of Indonesia Navy

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Abstract: The Navy Main Base Facility Service is an implementing element directly under the Commander of Navy Main Base Facility who has the duty to organize the construction of base facilities and services, and to organize technical guidance, to organize the elements of the Navy Main Base. But in reality there are still many people in the field placed not in accordance with the existing expertise and ultimately conducted short training that is not optimal with the demands of field work. The existence of job placements that are not in accordance with the professional will mislead the purpose of a job or organization that hampers the professionalism and skills based on the performance of workers in the work unit, especially the Navy Main Base Facilities Service itself. The purpose of this study is to know and examine the case of professionalism and the ability of Navy soldiers based on their performance. This research uses case study analysis method. The case study studies focused on a particular case to be observed and analyzed until the conclusions obtained through secondary data were collected intensively. Based on the analysis of case studies conducted in the placement of positions, an organization must consider education, particularly basic education which is related to the main task, vision, mission, and goals of the organization. So, it can be completed more effectively and efficiently for the performance based on the professionalism and skills possessed by each individual soldier of the Navy.

1 INTRODUCTION

The Navy Base Facility Service is the central implementing body located under the Chief Logistics Assistant. The main task of The Navy Base Facility Service is to carry out the function of the construction of the base facility which includes the facilities of the harbour, the maintenance and repair facilities, the facilities for debriefing, the personnel maintenance facilities, the base building facilities and other facilities and infrastructures in the framework of fostering the strength and capability of the Navy.

The Navy Main Base Facility Service abbreviated as Dispensary of the Navy Main Base Facility is an implementing elements directly under the Commander of the Navy Main Base that has the duty to organize the construction of base facilities

and services, and to organize technical guidance to the elements of the Navy Main Base. The Navy Main Base Facility Service is also tasked to accommodate all the activities of the Navy Base, whether the work of the base facilities or the maintenance of both personnel and material. It is to report to the Base Facilities Office of the Navy Base and Assistant Logistics Chief of Staff of the Navy. In the The Navy Main Base Facility Service throughout Indonesia has organizational structure as the following:

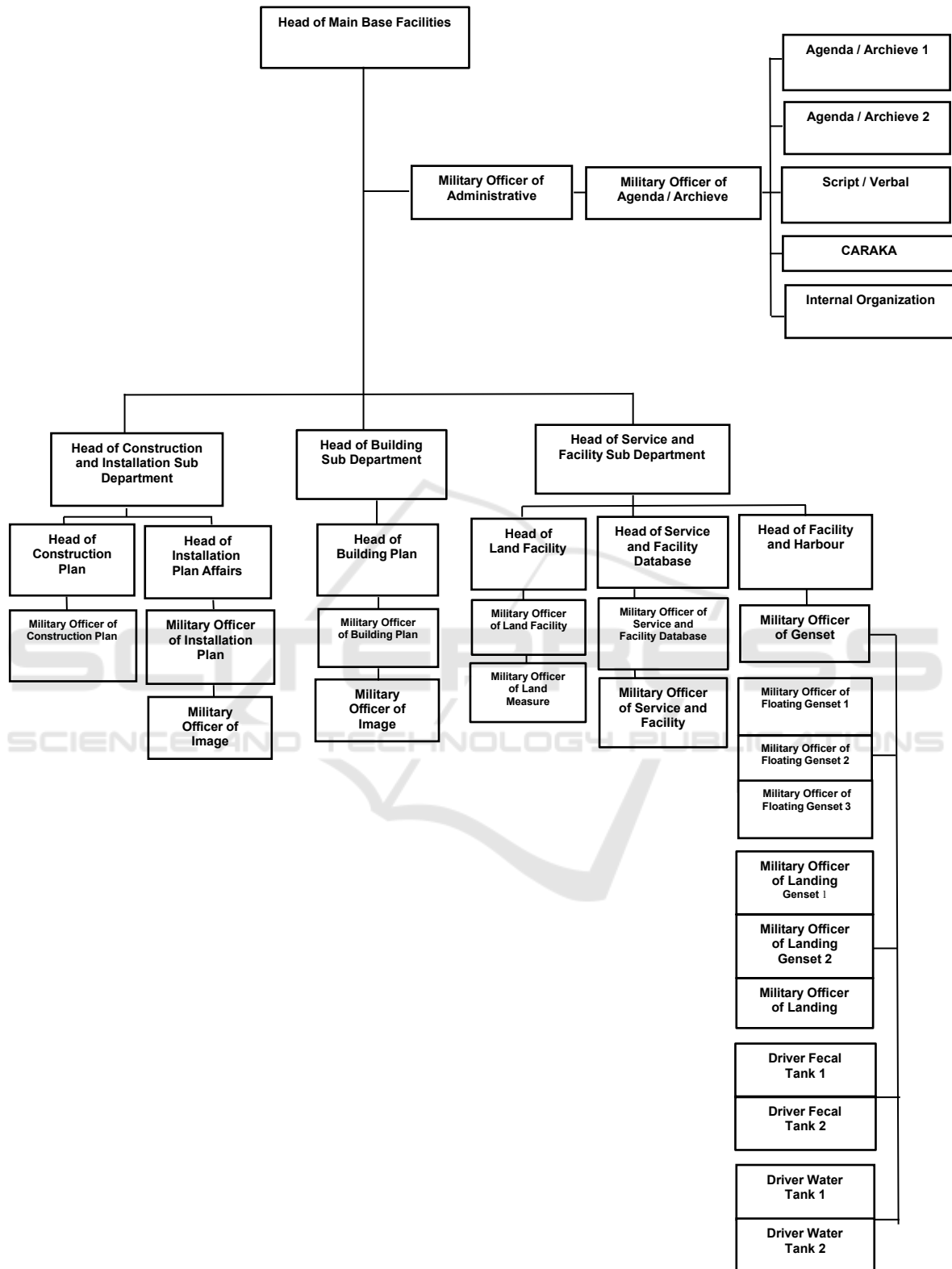


Figure 1: Organizational structure of the navy main base facility service : the navy main base facility service, 2017.

The above structure drawings are then described in the following table related to the structural description of the organization:

Table 1: Personnel list of the navy main base facility service : the navy main base facility service, 2017.

No.	Position	Rank	Corps	KJUR	Prof	Education	Classification of Position	Info
1	Head of Main Base Facility	Lieutenant Colonel	TEKH		Faslan	Sesko	10	-
2	Military Officer of Administrative	First Lieutenant	BS				7	-
3	Military Officer of Agenda / Archieve	Civil State Employee III/B		Min		Dikfungsional	7	-
4	Agenda / Archieve I	Sergeant Major		Ttu			5	-
5	Agenda / Archieve 2	Chief Corporal		Ttu			3	-
6	Script / Verbal	Civil State Employee II/D		Min			5	-
7	Caraka	Head of Classification		BS			2	-
8	Internal Oganization	Civil State Employee II/D		Sus			5	-
9	Head of Construction and Installation Sub Department	Major	TKH		Faslan	Diklapa	9	-
10	Head of Construction Plan	Captain	TKH		Faslan	Dikspespa	8	-
11	Military Officer of Construction Plan	First Lieutenant	TKH		Faslan		7	-
12	Military Officer of Installation Plan	Captain	TKH		Faslan	Dikspespa	8	-
13	Military Officer of Image	Head of Sergeant		Tku			4	-
14	Military Officer of Installation Plan	Civil State Employee III/B		Tek		Diklatpim IV	7	-
15	Head of Building Sub Department	Major	TKH		Faslan	Diklapa	9	-
16	Head of Building Plan	Captain	TKH		Faslan	Dikspespa	8	-
17	Military Officer of Building Plan	First Lieutenant Assistant		Tku			5	-
18	Military Officer of Image	Head of Sergeant		Tku			4	-
19	Head of Service and Facility Sub Department	Major	TKH		Faslan	Diklapa	9	-
20	Head of Land Facility	Captain	TKH		Faslan	Dikspespa	8	-
21	Military Officer of Land Facility	Civil State Employee II/D		Min			5	-
22	Military Officer of Land Measure	First Corporal		Mes			3	-

No.	Position	Rank	Corps	KJUR	Prof	Education	Classification of Position	Info
23	Head of Service and Facility Database	Captain	TKH		Faslan	Dikspespa	8	-
24	Military Officer of Service and Facility Database	First Lieutenant Assistant		Mes			5	-
25	Military Officer of Service and Facility	Second Sergeant		Mes			4	-
26	Head of Facility and Harbour	Captain	TKH		Faslan	Dikspespa	8	-
27	Military Officer of Genset	First Lieutenant Assistant		Mes			5	-
28	Military Officer of Floating Genset 1	Head of Sergeant		Mes			4	-
29	Military Officer of Floating Genset 2	First Sergeant		Mes			4	-
30	Military Officer of Floating Genset 3	First Corporal		Lis			3	-
31	Military Officer of Landing Genset 1	Sergeant Major		Mes			5	-
32	Military Officer of Landing Genset 2	Head of Sergeant		Mes			4	-
33	Military Officer of Landing Genset 3	First Corporal		Lis			3	-
34	Driver Fecal Tank 1	Second Corporal		Mes			3	-
35	Driver Fecal Tank 2	Second Corporal		Mes			3	-
36	Driver Water Tank 1	Second Corporal		Mes			3	-
37	Driver Water Tank 2	Second Corporal		Mes			3	-

From table 1 of personnel list of the Navy Main Base Facility Service has personnel structure which explains about the position and education of military but do not explain professional education which directly related to planning field either construction or management of land/beach facility. The case of a Head of Construction and Installation Sub Department is to create and construct about the construction and installation plans based on surveys obtained in the field, develop a budget plan based on material prices on the market at that time, and foster the implementation of project administration activities in the Navy Main Base Facility environment.

This is seen as a task that requires a skilled person who understands planning and construction but in the workplace such like the Head of Construction and Installation Sub Department is done by a person who does not understand the work

of planning or construction but is not in accordance with the skills possessed by a Head of Construction and Installation Sub Department. Ideally, the Head of Construction and Installation Sub Department should have a minimum skill of construction-related education expertise that is a civil engineering/architect and understand the work path of the construction planning. In his/her activities that in the life of the military in particular looks to culture everyone can certainly carry out the job because in the military world is required to be able to carry out all the work although it requires quite a long process.

There is another case, a soldier stationed in Military Officer of Image should ideally possess knowledge in the field of engineering drawings and minimal education from Vocational School, major in buildings and drawings, because the tasks and demands of the organization of Military Officer of

Image to be able to conduct a survey to determine the image technical requirements. But in reality there are still many people in the field placed not in accordance with existing expertise and ultimately conducted a short training that is not optimal with the demands of the field work.

From the data we obtained for the special position who served in the Navy Main Base Facility Service of the Navy Main Base Facility I up to Navy Main Base Facility XIV, there are still many vacancies and placement do not match the skills and skills in positioning, especially in a field which requires a minimum of civil engineering education or engineering skills. This can be seen in below this Table 2:

Tabel 2: Graduate list of civil engineering/architects in the navy main base : navy main base facility, 2017.

No	The Main Command	Graduates of Civil Engineering/ Architects
1	Navy Main Base Facility I	-
2	Navy Main Base Facility II	1
3	Navy Main Base Facility III	2
4	Navy Main Base Facility IV	1
5	Navy Main Base Facility V	1
6	Navy Main Base Facility VI	1
7	Navy Main Base Facility VII	1
8	Navy Main Base Facility VIII	-
9	Navy Main Base Facility IX	-
10	Navy Main Base Facility X	-
11	Navy Main Base Facility XI	-
12	Navy Main Base Facility XII	-
13	Navy Main Base Facility XIII	-
14	Navy Main Base Facility XIV	-

From Table 2 above, it is clearly seen that there are still many needs of responsible personnel in accordance with job descriptions. This is what

causes the officers who occupy positions that are not in accordance with the job description and they are people who do not have the basic or special skills in processing, planning and organizing work, although often all skills can be learned while doing their work. Due to the lack of experts and mastering the skills needed for job descriptions, a planner who is a civil engineering or technical architect graduate sometimes in the field produces a gap between people who do not have and master the skills in terms of planners but based on experience that has been done. Therefore, it is necessary to review the cases related to professionalism and skills based on the performance of Navy soldier individually.

2 RESEARCH QUESTION

How professionalism and ability based on the performance of Navy Soldier can be identified?

3 PURPOSE AND BENEFIT

The purpose of this study is to know and examine the case of professionalism and the ability of Navy soldiers based on their performance. The benefit of this research is to identify cases and provide concrete solutions to the case.

4 LITERATURES

4.1 Professionalism

Professionalism or by other name of professional in pursuance of a job are the qualities (ability, skill, way of doing things and others) as reasonable be attended to or done by a professional (Ruky, 2006). Professionalism is derived from professions meaningful in relation to the profession or occupation and requires special intelligence to run it (Agusti and Nastia, 2013).

The quality of professionalism is supported by the following characteristics: 1.) The desire to always display near ideal behavior in accordance with the established; 2.) Improving and maintaining professional image; 3.) The desire to always pursue professional development opportunities; 4.) Pursuing the quality of goals and ideals in the profession (Anoraga, 2006).

4.2 Skill

Essentially, a skill is a science given to human beings, where the ability or skills of people in developing the skills they have are not easy, need to learn, need to dig to be more skilled. Skill is a science that is outwardly in man and the need to be studied in depth by developing the skills possessed (Robbins, 2000:23). Skills are aspects of behavior that can be learned and improved through practice (Gordon, 2004:5).

Skills used to meet the demands of the work can not be obtained through formal education but can be gained from experience as well as in applying for certain tasks that demand individual ability of each individual. There are skills categorized, among others: 1.) Basic literacy skill; 2.) Technical skills; 3.) Interpersonal Skill; 4.) Problem Solving (Amirullah, 2003).

4.3 Performance

Performance is the result of work in quality and quantity that can be achieved by an employee in performing tasks in accordance with the responsibilities given to him. The performance as a result of work that can be achieved by a person or group of people within an organization, in accordance with the authority of each responsibility in order to achieve the objectives of the organization concerned legally, moral or ethical (Prawirosentono, 2008). Employee performance is determined by job characteristics, service quality and discipline based on professionalism.

There are several factors that can be used as performance measurement, namely: 1.) Effectiveness and Efficiency; 2.) Authority (authority); 3.) Discipline; 4.) Initiatives (Prawirosentono, 2008). Good performance can not be separated from the skills and professionalism in the work it runs as and directly proportional so that the goals, subject, and job functions can be realized effectively and efficiently (Robbins and Judge, 2007).

4.4 The Indonesian Navy National Army

The Indonesian Navy National Army is one of the armed forces and is part of the Indonesian National Army responsible for the defense operations of the Republic of Indonesia at sea. The Navy has the duty to: 1.) Implement the duty of Indonesian National Army in the defense field; 2.) Uphold the law and

maintain security in the territorial sea of national jurisdiction in accordance with the provisions of national law and ratified international law; 3.) Implementing the task of naval diplomacy in order to support the foreign policy stipulated by the government; 4.) Carrying out the Navy duty in the development and development of marine power forces; 5.) Implementing the empowerment of marine defense areas (Law No. 34 of 2004 on Indonesian National Army Article 9).

5 METHOD

This research used case study analysis method. The case study studies focused on a particular case to be observed and analyzed until the conclusions obtained through secondary data which were collected intensively.

6 RESULT AND DISCUSSION

6.1 Case Study Analysis Based on Secondary Data from Relevant Treatment Test

The lack of soldiers who have skills or skills in the field of construction or a minimum of Engineering both Civil Engineering and Architects Bachelor Major are very influenced to the results (output) of workers and the results of the work. Therefore, some effective methods or steps are needed to determine the level and success of a task can be solved properly, correctly, quickly, effectively, and efficiently.

Some methods or steps to find out how a soldier working in the field or in the Base Facilities Service especially Lantamal (Main Navy) can understand and do the job properly, correctly, quickly, effectively and efficiently is to examine and analyze the study cases based on secondary data from the test results of a treatment of the soldiers that have been studied previously, namely providing basic tasks in development planning in the form of house design soldier with type 36 and cost budget details within 7 days.

Planning and calculating of basic budget details can be done within a minimum of 3 days. Planning with cost budget calculations should be in sync and in accordance with the drawings made and in accordance with the effective and efficient of a civil engineering graduate. Having been given tasks and

work loads we can assess how one fits the needs and needs of the organization in the Navy Main Base Facility Service which are not appropriate. From it can be utilized to make a basic form of reference criteria for the placement of soldiers in accordance with the ability and expertise possessed.

6.2 Classification Result of Case Study Analysis and Resolution Steps

From the results obtained after the assignment of tasks and workload whether able and not perform the task, look how have the ability, have talent, and unable to complete the task. From there are 3 (three) groups that have the talent of intending to study at least Diploma of Civil Engineering or architects or Vocational high school with building and drawing majors.

Secondly, it is a group that has the talent of people who have and love the construction field. It is possible this group has ever been involved directly in the construction or at least carry out the construction of the field. Although, this classification does not have a standard of formal education in schools or colleges but this group has many abilities and knowledge based on experiences that have passed.

The last group is a group that has no talent at all and no effort in completing tasks and workloads given in a timely manner but instead issue arguments and reasons and various opinions. It clearly does not have the ability and experience and formal education is accompanied by the lack of ability to complete and cooperate with parties or people who can or have skills in the field of construction.

From the three groups can be seen which need to be placed in the Navy Main Base Facility Service which is not clearly. It can be seen that those can be placed in the Navy Main Base Facility Service are with classification 1st, 2nd, whereas the 3rd class can not be function because It takes time so that the purpose and vision of the Navy Main Base Facility Service ineffective and inefficient because It must guide from zero again.

1st and 2nd group are in accordance with the placement and job description in the Navy Main Base Facility Service. Both groups must be given in the form of methods or steps to be able to develop the knowledge and skills. Therefore, this group should also be given motivation both from superiors and colleagues and families. To develop the potential possessed by both groups It is necessary that the ability to be developed in the form of training either training or courses in the classroom or

theory or training plunged directly in the field or work practices by implicating the theoretical knowledge obtained during the class.

Steps to improve job skills in the Navy Main Base Facility Service are by holding training related to construction development, not only for training within class modules but also on-the-ground application. In addition, to the implementation of the course can also be done by establishing cooperation in the field of construction engineering or profession with one of the universities around the area, because with the cooperation both for training and information sharing in the field of construction can add knowledge and knowledge of members who work in the Navy Main Base Facility Service.

In order that, to the above steps there is another which can improve the quality of work of members of the Navy Main Base Facility Service is by way of reproducing work practices and associated with the profession that is outside the Navy Main Base Facility Service agencies such as the Public Worker of City/Regent Government, the Public Worker of Provincial Government, as well as to the Association of Indonesian Construction Group. All of it can add to the knowledge and experience of the Navy Main Base Facility Service soldiers.

7 CONCLUSION

Based on the case study analysis conducted in the placement or positions in an organization must be considered in terms of education related to the main task, vision, mission, and goals of the organization. In addition to the education aspect must also be considered in terms of experience because the experience is the best teacher and where formal education is not as a guarantor of the quality of individuals to finishing a burden of tasks given to solve faster, more effective, and more efficient for the performance which can be done based on professionalism and skills possessed by each individual soldier of the Navy systematically.

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