



{ MUDIMA }



Increased the Role of Defense Human Resources in Facing of the Threats

Ayu Pertiwi^{1*}, Novky Asmoro², Lukman Yudho Prakoso³

Universitas Pertahanan

Corresponding Author: Ayu Pertiwi ayuprtw@gmail.com

ARTICLE INFO

Keywords: Defense Human Resources, Defense Industry, the Role of Government, National Defense, Threats

Received : 2 November

Revised : 20 December

Accepted : 15 January

©2024 Pertiwi, Asmoro, Prakoso: This is an open-access article distributed under the terms of the [Creative Commons Atribusi 4.0 Internasional](https://creativecommons.org/licenses/by/4.0/).



ABSTRACT

National defense is all efforts to defend state sovereignty, territorial integrity, and the safety of the entire nation from threats and disturbances to the integrity of the nation and state. The problems of national defense, which are increasingly varied in the development of the threat spectrum, certainly require reliable human resources for implementing or making national defense policies. Indonesia with a large population certainly has great potential in the procurement of defense resources. However, if the quality cannot keep up with current threat dynamics and technology then the number is meaningless. The purpose of this research is to find out how to increase the role of Indonesian defense human resources to deal with threats that occur to realize national security. The research method used in this study is a qualitative descriptive analysis method with data collection techniques through literature and library studies. The results of this study are that the government's role is very important in increasing the superiority of defense human resources. Such as providing training, education, providing motivation, and synergizing with institutions and parties related to the defense industry to improve HR capabilities in dealing with technological advances

INTRODUCTION

Trends in the dynamics of the strategic environment have developed at the global, regional, and national levels and given rise to various threats and opportunities for Indonesia's national interests. The increasingly sharp economic competition-, and a trade war between the United States and China have hurt the world economy and the Asian economy either directly or indirectly immediately. At the regional level, in Asia, some threats can trigger Regional instability such as the South China Sea conflict, the China and Taiwan conflict, and the conflict on the Korean Peninsula. It also affects Indonesia's stability.

Threats to national defense have grown in line with technological developments. The Industrial Revolution 4.0 extended the dimensions of combat from land, sea, and air to the dimensions of space and cyberspace. Technological advances can also potentially become a non-military threat such as if the technology is used to control the economy that harms the national interest. The advancement of science and technology is related to the advancement of military technology. This must be in line with the ability of HR in mastering technology and HR capabilities in managing defense.

Building a defensive force must adapt to the development of future wars starting from the present, where conventional forms of war are increasingly being abandoned. In the future, the form of war involves mastering modern warfare technology owned by a country's human resources. The changing trend of the war has encouraged Indonesia's defense forces to no longer rely solely on weapons mastery capabilities, but further in the form of mastery of technology and other special skills. This is certainly the government's task in developing military technology and existing defense human resources capabilities for the realization of state security.

State defense is any effort to maintain state sovereignty, territorial integrity, and the safety of the entire nation from threats and disturbances to the integrity of the nation and state. The ability of a country to build its defense force must always be

linked to the ability of its national resources, to become an effective force (Putro, 2022).

The universal state defense system involves all citizens, territories, and other national resources. Sistem universal defense integrates military defense and nonmilitary defense through efforts to build strong and respected and powerful defense forces and capabilities with high deterrents (Indonesian Defense White Paper, 2015).

The country's defense problems, which are increasingly varied in the development of spectrum threats, of course, require reliable human resources for the implementation or preparation of state defense policies. Indonesia has the fourth largest population in the world, namely 273 million people (Worldmeter, 2022). This shows that Indonesia has large human resources (HR). The huge potential of Indonesian human resources is certainly an advantage if you can manage it well. In terms of defense, this is also a huge potential to improve the defense. With a large population, Of course, Indonesia benefits. However, a large amount of human resources does not always guarantee the creation of a good and efficient defense system, if it is not based on defense *skills* and qualified defense equipment support.

Based on a report by the *International Institute for Strategic Studies* (IISS) in 2021, the number of active Indonesian soldiers is estimated to reach 395,500 people. In detail, the most number of Indonesian active soldiers comes from the Army (AD), which is 300,400 people, which this number is more than 70% of the total Indonesian active army. For the number of active soldiers coming from the Navy, there are as many as 65,000 people, and 30,100 people for active soldiers coming from the Air Force (AU). For reserve military personnel, IISS estimates Indonesia has 400,000 personnel where reserve personnel describes formations and units that are not fully operational in peacetime but can be mobilized in case of martial law or war.

In the context of defense human resources, the number of army personnel owned by Indonesia is only about 0.2% of the total national population or for 1,000 population there are only 2 soldiers.

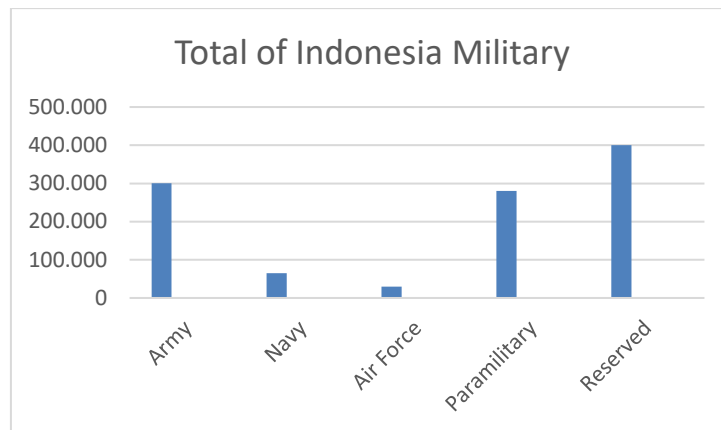


Figure 1. Total of Indonesia Military

Source: Data Indonesia.id

The abundance of national human resources is not proportional to the number of army personnel, considering that Indonesia is not in wartime. Defense needs must be increased to address the growing potential threat, be it other military aggression or foreign interference. These non-ideal conditions are certainly not comparable to the various threats that occur. Therefore, to make up for the lack of existing HR capabilities, it is necessary to have the availability of absolute technology (Sebastian, 2015).

METHODS

This research is qualitative. According to Bogdan and Taylor, qualitative research is a study that produces descriptive data in the form of both written and spoken words from individuals and observed behaviors (Moelong, 2002). Sumber used in this study are textbooks, scientific journals, research results in the form of theses, the internet, official websites, and other sources relevant to the research. The data analysis used in this study is content analysis and research, which is research that is an in-depth discussion of the content of information from various sources used.

This research will discuss the development of defense human resources and the increases in human resources per human prisoner in dealing with the various threats that are and will be faced by Indonesia. This research uses a literature study where

researchers conduct research and in-depth discussions from the sources used.

RESULTS AND DISCUSSION

A. Definition of Human Resources (HR)

Human resources are the most important factor in an organization because it is a determining factor for success in running the wheels of the organization, one of which is as a defensive guard. In every area of life or work, be it in the industry sector, government, or non-government, there will be a need for a cooperation unit that will specifically manage human resources. Human resources who have competence will be able to face the obstacles faced in terms of the development of situational changes (Andriani *et al*, 2022).

Human resource management is an effort to manage and foster human relations that aim to achieve the goals of the organization effectively and efficiently (Andriani *et al*, 2022).

Human resources are needed in an organization not only in the form of energy, but also in its thinking power, its resourcefulness in terms of planning what the next steps must be taken to reduce the risk of failure, how to organize the course of a plan to be successful and effective, and its ability to solve a problem (Widorekno *et al*, 2021). Therefore, the success of an organization is determined by the quality of human resources (HR) working in it. Of course, human resources will work optimally if their

performance is supported by career progress their competencies.

B. Human Resources in Defense

Defense human resources are a defense component consisting of military and non-military human resources. What is part of the element of military resources is to have good intellectual abilities, and be mentally and physically strong, all of which have been educated and trained as an obligation and a necessity for the prerequisites of maintaining the state as the main component. Nonmilitary defense human resources are human resources that are part of both the reserve component and the supporting component, which means that all Indonesian citizens are part of non-military defense human resources (Widorekno *et al*, 2021). Indikator regarding nonmilitary defense HR can be measured by the awareness of national defense. This means that constitutionally defending the state is our obligation as Indonesian citizens (Suriata, 2019).

Based on the 1945 Constitution article 27 paragraph 3, state defense is the right as well as the obligation of every citizen, which means that every citizen is entitled and obliged to participate in state defense such as state defense and security efforts. If a citizen has carried out his obligations in state defense such as participating in state defense and security efforts, then the citizen is also entitled to his rights in defending the country is like the right to live in a safe and peaceful state.

Defense Human Resources in Indonesia has 3 components, namely the main component, the reserve component, and the supporting component. The main component is filled by the TNI which has a role in maintaining the country's defense. Then the reserve component consists of citizens, natural resources, artificial resources, advice, and national infrastructure. The last is a supporting component that contains experts or professionals as well as all Indonesian citizens.

In 2021, President Joko Widodo officially established the Reserve Component (Komcad). A total of 3,103 members of the Komcad were appointed by the President, consisting of Rindam Jaya 500 people, Rindam III Siliwangi 500 people,

Rindam IV Diponegoro 500 people, Rindam V Brawijaya 500 people, Rindam XII Tanjungpura 499 people and Defense University 604 people. The Komcad program is also carried out in 2022 and has 2,974 members consisting of the army, navy, and air force.

Komcad is one of the voluntary (non-mandatory) programs mandated by the President through Law Number 23 of 2019 concerning the Management of National Resources for State Defense. All components are prepared to be utilized when the country is in a state of emergencies such as the threat of war or disaster, and the Komcad is ready and trained.

C. Increased Role of Defense Human Resources

The most important asset that an institution has is human resources. In defense, the activities carried out by these humans in the organization are interdependent activities between one another (*interdependent*) (Widjayanto in Sebastian, 2015). In defense, human resources are potential personnel that can be relied upon in the implementation of the Defense Industry which is irrigated by elements of expertise, expertise, competence, and organization, as well as intellectual and information wealth. Each element of human resources must be continuously improved in usefulness and use value by standards, requirements, and certification of expertise as well as professional codes of ethics (Susilo *et al*, 2022).

To deal with future wars, a country must prepare equipment for war or called the main tool system armaments (defense equipment), both domestic and foreign procurement. The Ministry of Defense of the Republic of Indonesia has committed to the issuance of Law Number 16 of 2012 concerning the Defense Industry in which there is a mandate to hold or prioritize the procurement of defense equipment from domestic production, namely strategic industries that are both from state-owned enterprises and domestic private companies. Indonesia has 8 state-owned defense industries, namely PT Pindad, PT PAL Indonesia, PT Dirgantara Indonesia, PT LEN Industri, PT Dahana, PT Dok Kodja Bahari, PT INTI, and PT GMF. For

BUMS, there are 94 companies with various competencies.

Thus, the existence of the state-owned defense industry and BUMS will increase the production power of our defense equipment, so that in time it is needed it will greatly facilitate the purposes of war, it will never be embargoed by other countries, for this reason, the capacity and diversity of production must be increased, none other than with government support.

Human resources are the main factor in the defense industry that determines the successful implementation of the country's defense. Human resource skills and abilities are needed to operate, produce and develop technology in the defense industry. In addition, human resources also play a role in establishing defense industry cooperation with various countries for the development of Indonesia's defense industry technology.

Governments, users, and Defense Industry prepare the human resources necessary to master defense and security technologies loaded with high-tech and applied science of the Defense Industry. Human resource preparation includes recruitment, education, training, internships, and rewards.

The Defense Industry has the goal of realizing the achievement of national defense capabilities. The development of the defense industry is needed in realizing this. In this case, it is carried out using research and development activities for research and technology as well as technology transfer at the time of procurement of defense equipment. Program priorities in the defense industry are aimed at fulfilling the achievement of the *Minimum Essential Force (MEF)* which refers to actual and potential threats to Indonesia and the Government's policy to build Indonesia by prioritizing the leading regions which in this case are border areas.

This requires good management through increasing creativity, and innovation, relying on human resources who have idealism and intellectualism, and have high competitiveness. The acceleration of the independence of the National Defense Industry requires synergistic cooperation

between technology users, research and development institutions, universities, and industry.

The defense industry policy is implemented through the defense industry development program and the defense research and development program which includes defense and security concepts; defense industry cooperation between universities and research and development institutions; and improving the quality of human resources and engineering design fields. To that end, the Ministry of Defense established the Republic Indonesia Defense University (RIDU) in 2009. RIDU currently provides access to education in the field of defense and national defense; develops defense and state defense science as an interdisciplinary study and organizes learning, research, and community service activities for civil society, generally, and members of the TNI and POLRI.

The current development of the defense industry must be balanced with the guidance of citizens as defense human resources who must be ready to defend the country, by providing preliminary defense education (PPBN) both in the educational environment, the work environment, and in the community environment: and trained basic military so that human resources have a high state defense awareness to be ready at any time can be deployed and b He is ready to sacrifice when it comes to the war in peacetime. In addition, the competence of defense personnel / human resources must be well promulgated, and personnel from various fields of science so that the needs of personnel in the context of state defense in the future can be implemented by the doctrine and system of state defense regulated in the universal people's defense system (Supriyatno, 2014).

Nation character building is also needed to improve the quality of Defense Human Resources. This is part of the mental revolution, organized through the development of awareness and defense skills for every Indonesian citizen. The development of the nation's character needs to be carried out in an integrated manner in all K / L, local government, and other components of the nation. This program must be realized to form state defense cadres who have

awareness and ability based on state defense values and culture based on Pancasila and the 1945 Constitution of the Republic of Indonesia (Buku Putih Pertahanan Indonesia, 2015).

Motivation is also necessary for the development of human resources. This is a condition that must be prepared as early as possible because conducive conditions in various areas of life will make it easier to educate citizens to be ready to defend the country. It is an ideologue, political, social, cultural, legal, and security condition of society, it needs to be maintained continuously in peacetime.

The expertise and ability to master defense technology became very important in the era of industrial progress, but to master it, it was not obtained instantly. It requires a long process through *human investment* such as education and training or technology transfer. The more sophisticated the defense equipment is, the higher the ability of human resources to master the technology, so the government is obliged to provide training to human resources to improve their skills. Therefore, the role of education becomes increasingly important because HR is one of the factors of development and defense. Individuals with high human capital will have a positive effect on national defense and the economy (labor endowment) (Sebastian, 2015).

The role of the government is also urgently needed in this regard. Various policies are needed in the implementation of national defense, such as regulatory policies, budget policies, and supervisory policies and to create strategic state defense strategies. With the synergy between the government, K / L, Defense Components, and all Indonesian people, it is hoped that the defense system and the quality of defense human resources can develop is getting better and can keep up with the times.

CONCLUSION

State defense is any effort to maintain state sovereignty, territorial integrity, and the safety of the entire nation from threats and disturbances to the integrity of the nation and state. In defense, human

resources are potential personnel that can be relied upon in the implementation of the Defense Industry which is irrigated by elements of expertise, expertise, competence, and organization, as well as intellectual and information wealth. The huge potential of Indonesian human resources is certainly an advantage if you can manage it well. The role of the government is very important in improving the Excellence of defense human resources. Such as providing training, education, providing motivation, and synergizing with institutions and parties related to the defense industry to improve the ability of human resources to face technological advances. With that, Indonesia's defense system will be better prepared to face various kinds of upcoming war threats and will have a positive influence on national defense and economy.

REFERENCES

- Andriyani, Astri Dwi et al. 2022. *Manajemen Sumber Daya Manusia*. Makassar : CV. Tohar Media.
- Buku Putih Pertahanan Indonesia*. 2015. Ministry of Defense. Jakarta.
- Data Indonesia.id. 2022. <https://dataindonesia.id/Ragam/detail/berapa-jumlah-tentara-indonesia>
- DW.com. 2021. Mengenal komponen Cadangan yang Baru Dikukuhkan Jokowi. Retrieved December 7, 2022 from <https://www.dw.com/id/mengenal-komponen-cadangan-yang-baru-dikukuhkan-jokowi/a-59444928>. <https://www.worldometers.info/world-population/indonesia-population/>.
- International Institute for Strategic Studies (IISS). 2022. IISS.org.
- Ministry of Defense of the Republic of Indonesia. 2022. Penetapan Komponen Cadangan tahun 2022. Retrieved December 7, 2022 from <https://www.kemhan.go.id/pothan/2022/09/08/penetapan-komponen-cadangan-tahun-2022.html>.
- Moelong, Lexy. 2002. *Metodologi Penelitian Kualitatif*. Bandung: Remaja Rosdakarya.

- Purwantoro, Susilo Adi et al. 2022. *Manajemen Sumber Daya Manusia Pertahanan Di Era Kemajuan Teknologi Militer* in Journal of Research Innovation Volume 2, No. 17 (pp 4229-4236).
- Putro, Deni Aprianto. 2022. "The Role of Human Resources in the National Defense Industry for State Security" in Public Journal: Journal of Human Resource Management, Administration and Public Services Volume 9, No 2 (pp 345-355).
- Sebastian, Elly. 2015. "Enhancing the Role of National Defense Human Resources to Deal with Fourth-Generation Wars" in Defense Journal Volume 5, No. 1 (pp 109-128).
- Supriyatno, Prosperous. 2014. *Tentang Ilmu Pertahanan*. Jakarta: Yayasan Pustaka Obor Indonesia.
- Suriata, I.N. 2019. "Actualization of State Defense Awareness for the Younger Generation in Increasing National Resilience" in Public Inspiration: Journal of Public Administration Volume 4, No. 1.
- Widorekno, Rena Apriliana, Reni A.W., Supriyadi. 2021. *Literasi Digital Dalam Membangun Sumber Daya Manusia Pertahanan yang Unggul* in NUSANTARA: Journal of Social Sciences Volume 8, No. 4 (pp 739-802).