

Comparison Of Reserve Component Management Between Singapore And Indonesia In Supporting National Defense

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Abstract – Today, threats to the state are changing, from those that were originally only military to non-military threats and even hybrid threats. Therefore, to strengthen the country's defense, Singapore and Indonesia implement the reserve component program by involving the participation of all their citizens, the object of this study is to operate Singapore's reserve component management with Indonesia in supporting the country's defense, The sub-focus of this study is to compare Singapore's reserve component management with Indonesia in supporting the country's defense, and the strengths and weaknesses of component management Reserve. To answer the focus and sub-focus, this research uses qualitative methods of comparison with data collection through interviews, literature reviews, and the design of comparative approaches related to the management of reserve components of the two countries. The results showed significant differences in reserve component management, starting from the registration flow, training, and structure, to the process after personnel went through reserve component activities. It also found advantages and disadvantages in the management of the two reserve components. The recommendations include a development focus on key aspects such as improving the quality, capacity, and reliability of Reserve components. In addition, it is necessary to increase support for the education and career of individuals during military service. By implementing these recommendations, it is hoped that the management of reserve components in both countries can strengthen their national defenses more effectively

Keywords: Threat, Reserve Component, Management, Defense

Introduction

Since World War II, countries have been determined to create security for their citizens. Defense becomes the main instrument in efforts to maintain national security and protect the population from internal and external threats. Security threats are becoming increasingly complex due to global environmental changes. In addition to traditional threats, non-traditional threats such as terrorism, communal conflicts, and illegal fishing have emerged.

Indonesia, with its strategic geographical position, faces various threats. One example is the conflict in the South China Sea, which affects Indonesia's territorial claims. Singapore also faces similar challenges, with limited territory affecting its sovereignty. Both countries build defense strategies, including managing reserve components, to address these threats.

The Indonesian Ministry of Defense and the Singaporean government have taken steps to strengthen national defense by forming and managing reserve components. However, the implementation and effectiveness of reserve component management remain a concern, especially in the context of

increasing the quantity and quality of personnel.

Although Indonesia has established a Reserve Component to strengthen the country's defense and improve the quality of national resources, some problems arise regarding the urgency and needs of Komcad. The establishment of Komcad in Indonesia is an implementation of Law No. 23 of 2019 concerning National Resources Management for National Defense.

Defense Minister Prabowo Subianto 2021 targets an increase in the number of Indonesian Reserve Component personnel to 25,000 for each year (Ahmad Subaidi, 2021). The results of the pre-study show that the realization of the number of personnel from 2021 to 2023 has not been achieved. This shows that the implementation of reserve component management in Indonesia is still not optimal. In contrast, Singapore demonstrates structured guidance in managing the Reserve Component through the implementation of National Service to all its citizens. Singapore has successfully organized its organizational structure into three main sections, namely the Singapore Armed Force (SAF), the Singapore Civil Defence Force

(SCDF), and the Singapore Police Force (SPF).

This comparison indicates Indonesia's lagging in the number and quality of reserve soldiers as Komcad when compared to Southeast Asian countries, especially Singapore. While the strategic environment undergoes dynamic changes, military and non-military threats exhibit increasing uncertainty. Thus, this study will explore and analyze the gap between actual conditions and desired conditions in Reserve Component management in Indonesia.

The research problem formulation includes questions about the comparison of reserve component management between Singapore and Indonesia and their respective strengths and weaknesses in supporting national defense.

Research Method

This research adopts qualitative methods, specifically employing a comparison approach, to delve into the management of reserve components in supporting national defense in both Singapore and Indonesia. The qualitative methodology offers a thorough examination of intricate social and

policy issues, while the comparison aspect is pivotal in delineating similarities, disparities, and the underlying factors between the two nations.

The research design serves as a blueprint for conducting the study, ensuring lucidity, pertinence, and effectiveness. Comparison research is selected as the modus operandi to scrutinize the dynamics of human resource management in national defense through reserve components.

As for the location and timeline of the research, it unfolds at the Ministry of Defense of the Republic of Indonesia in Jakarta spanning six months, commencing in September 2023. This timeframe encompasses both data collection and processing phases.

The research subjects, or informants, encompass key stakeholders such as the Directorate General of Defense Potential, the Directorate General of Defense Strategy from the Ministry of Defense, and conscripted personnel from Singapore. The research focuses on comparing the management of reserve components between the two

countries and elucidating the obstacles encountered.

Data collection entails interviews and literature studies. Interviews facilitate in-depth communication and comprehension of the subject matter, while literature studies provide supplementary data from diverse sources.

Data validity is upheld through techniques like source triangulation, which involves corroborating data from disparate sources to enhance credibility and reliability.

Data analysis adheres to Creswell's spiral data analysis technique, encompassing phases like data collection, management, recalling and reading, description, classification, and deciphering. This systematic approach facilitates the organization and interpretation of data.

Through the application of these methodologies, the research aims to furnish valuable insights into reserve component management vis-à-vis national defense, thereby enriching both theoretical understanding and practical policymaking.

Research Result and Discussion

A. Comparison of Reserve Component Management between Singapore and Indonesia in supporting national defense.

The defense of a country is one of the important aspects for every country in ensuring its security and stability. In this context, a reserve component has a crucial role as a part of the defensive force. Indonesia and Singapore are two countries in the Southeast Asian region, that have different approaches to managing reserve components, in these two countries not only show strategic differences but also distinguish the unique challenges and priorities of each country in dealing with the dynamics that occur in regional security.

Based on the Regulation of the Minister of Defense of the Republic of Indonesia Number 3 of 2021 concerning the Formation, Determination, and Development of Reserve Components, the mandate is an implementation of Law Number 23 of 2019, as explained in Article 1 Paragraph 1. This article outlines that the Reserve Component is defined as National Resources that have been prepared to be deployed through mobilization, to enlarge and strengthen the strength and capability of the Main Component in supporting national defense. Furthermore, Article 3 of the Regulation identifies the elements of the reserve component consisting of several parts, and explains in detail the composition and function of each

element as an integral part of efforts to strengthen national defense power, namely:

- a. Citizen
- b. Natural Resources
- c. Artificial Resources and/or
- d. Social Facilities and Infrastructure

a) Reserve Component Management in Indonesia

Indonesia uses the SISKANHAMRATA defense concept because the State realizes that the ability to protect defense, security, and state unity which if handed over to all Indonesian TNI is very limited because the TNI is too small compared to Indonesia's vast territory makes leaders think of the need for strengthening for national defense so that from this an idea was born for how every Indonesian citizen can implementing the mandate of the 1945 Constitution contained in articles 27 and 31 (the right to state defense obligations) so that from these regulations it was thought how all citizens could participate in state defense efforts without violating human rights rules so that a Bill on Komcad (PSDN) was drafted that year.

In the management of the Indonesian Reserve Component, several main focuses are emphasized in

management, which start from the registration stage. Every individual interested in joining the Indonesian Reserve Component is expected to meet certain criteria, such as having a healthy physical and spiritual condition, good administrative skills (including Indonesian citizenship, not being involved in a banned organization, and having a positive background).

The selection process involves ideological mental tests, psychological tests, competency tests, and other procedures, aimed at ensuring that each Indonesian Reserve Component personnel has qualifications that are almost comparable to TNI personnel. In Reserve Component Management in Indonesia, the main focus is to ensure the country's defense readiness with a function to support the main component (military) in a military threat situation.

After successfully passing the selection stage, personnel who are members of the Indonesian reserve component are required to take various competency and health tests. Furthermore, they will undergo Basic Military Training (LatsarMil) for 3 months following the curriculum carried out by the TNI, in line with the Minister of Defense Regulation Number 4 of 2021.

This training not only follows TNI standards but has also increased in intensity in recent years.

There is innovation in reserve component training, where after completing training on each land, air, and sea dimension, personnel will gather to attend *pusdikpassus* training. This demonstrates a commitment to provide a higher and deeper level of qualification to members of the Indonesian Reserve Component.

The Reserve Components, consisting of land, sea, and air forces, undergo three months of basic military education and training in their respective education units. This training equips them to deploy through mobilization to enlarge and strengthen the strengths and capabilities of key components. The development of Reserve Components is under the authority of the Ministry of Defense and the TNI Commander. Post-education, members will be inducted as part of the TNI reserve component, by receiving a military rank and master number during the active period. This rank is based on the last level of education of the member.

At the stage after Reserve Component personnel complete *LatsarMil* training, the management

action implemented is administrative coaching. Administrative guidance aims to update the latest data on every personnel who has completed the Indonesian Reserve Component training. This process involves reviewing the employment status of personnel, their current location, and their conditions and situations. Administrative coaching has particular relevance in the context of implementing refresher training. The latest and accurate data from administrative coaching allows the placement of personnel in the nearest Kodam from their domicile to attend refresher training according to the latest needs and developments.

This process is carried out routinely, every 3 months by Reserve Component personnel to ensure that their data is always updated and can be used as a basis for appropriate policies in Human Resource Management and Reserve Component training. In the event of an emergency or conflict situation, Reserve Component personnel, before mobilization, will undergo pre-deployment or simulated training appropriate to the task they may face.

The Ministry of Defense always prepares each of its personnel with careful debriefing, avoiding human rights

violations that may occur if personnel are deployed without adequate preparedness. During periods of inactivity, Reserve Components can carry out daily activities in their respective professions.

However, during the active period, they are obliged to carry out state duties in the field of defense. The Reserve Component will be called upon to serve its active term only in emergencies declared by the President, such as national emergencies, war, and calls for refresher training. The training lasts between 12 to 90 days and can be conducted in an area, combat exercise, or other battalion-equivalent unit. During the active period, the Reserve Component is the responsibility of the state so that it is entitled to receive various facilities such as pocket money, individual field equipment, health care, work accident insurance protection, and death insurance during training.

The main focus on the active life of the Reserve Component is not only limited to aspects of military discipline and skills but also includes character development and strengthening national identity. Thus, each member of the Reserve Component is expected not only to be a supporter of military power but

also to be a citizen who is aware of his responsibility to the security and defense of the country.

During active status, Reserve Components are subject to military laws and rules, with an active period that ends after a member is demobilized or completes refresher training. At this time, members will return to civil society. The return of civilian status requires the return of combat equipment and weapons that must be returned and are not allowed to be stored privately until it is reactivated.

The importance of the Reserve Component's role is reflected not only in its readiness for action during active life but also in its ability to undergo periodic refresher coaching and training. This reflects a commitment to ensuring that each member maintains and improves their skills and readiness over time.

In addition, the facilities and guarantees provided to Reserve Component members are a form of appreciation and motivation to carry out their duties with full dedication. As an integral part of national defense, Reserve Component management continues to strive to maintain the professionalism, morality, and fighting spirit of its members to continue to

contribute optimally to supporting national resilience.

Indonesia measures and evaluates the effectiveness of training and training provided to Reserve Component members through various evaluation methods. One method is to conduct individual performance appraisals during and after training to see improvements in their skills and abilities. Evaluations are also conducted on the results of exercises, such as simulating emergency or conflict situations, to see the extent to which Reserve Component members can apply the knowledge and skills they have learned.

Indonesia uses feedback from instructors and trainees to evaluate the effectiveness of training programs. By listening to input from participants and instructors, responsible parties can find out the advantages and disadvantages of the training program that has been implemented, and make the necessary improvements to improve its effectiveness. Statistical data on participation rates, graduation rates, and attendance rates of participants in training are also used as indicators of training effectiveness.

With the application of various evaluation methods, Indonesia can

ensure that training and training provided to Reserve Component members is effective in enhancing their capacity and readiness to deal with emergency or conflict situations. Through this approach, it is expected that the Indonesian Reserve Component can become a solid and effective force in supporting the country's defense efforts.

b) Structure of Indonesia's Reserve Components

So far, the process of preparing the organizational structure of the Indonesian Reserve Component is still in the development stage which is adjusted to the formulation of the concept of defense posture, especially related to the Reserve Component and Support Components for the coming years. This is an important necessity given that the Reserve Component Army has tasks that involve a very wide area, covering a significant range of geographical and socio-cultural diversity.

This concept has been initiated by Defense Potential (Pothon) and then passed on to Defense Strategy (Strahan) to design a strategy that supports the establishment of the desired defense posture. Currently, the organizational structure of the Reserve Component Army is divided into various units,

including the Military District Command (Kodim) and the Military Resort Command (Korem), which are scattered in various regions. The design of this structure aims to provide a quick response to various threats, natural disasters, and emergencies at the local level.

This organizational structure development process is an integral part of broader efforts to align the organizational structure with the defense concept being developed, covering strategic aspects that support national resilience. The strong collaboration between Poethan and Strahan is key in ensuring that the Reserve Component's organizational structure reflects existing needs and demands.

It is worth emphasizing that adjusting the current organizational structure is the first step in long-term planning. The concept of overall defense posture is being geared towards greater and integrated change. This drafting process not only considers structural aspects but also requires synergies between various defense components to ensure that the resulting defense posture is able to effectively deal with future security dynamics.

The integration of Reserve Components into various military units is a step in such structural changes. Although these changes are currently integrated within battalions, understanding these changes should be seen as integral to a broader planning context. This process requires time and careful evaluation to ensure its continuity and effectiveness. Therefore, this drafting process can be considered as an early milestone on the way towards the establishment of a more adaptive and effective organizational structure in support of the country's defense.

c) Singapore Reserve Component Management (*National Service*)

The management of Singapore's reserve component or what can be called *National Service* in Singapore not only serves as a basic public policy but also becomes a key pillar in ensuring national security and defence. The history of conscription in Singapore began in 1954 while it was still under British rule, and since then, it has undergone a significant evolution to align itself with the country's evolving defense needs. In 1967, Singapore

adapted and modified conscription in response to the country's increasingly complex defence demands, having gained independence in 1965. The policy was later formally codified in its current form in 1970.

The management of conscription, as a form of full-time uniform service, includes significant periods of service, ranging from 22 to 24 months, in various security branches such as the Singapore Armed Forces (SAF), Singapore Police Force (SPF), or Singapore Civil Defence Force (SCDF). Acceptance for this service generally occurs at the age of 18, creating a very distinctive transitional stage in the lives of Singaporeans (Ho, 2019).

Conscription management in Singapore, which aims to ensure a continuous supply of trained personnel, has a significant positive impact on the country's defense forces. Within this framework, the focus on discipline, physical fitness, and military skill development not only establishes a strong culture of readiness among members but also lays the foundation for a spirit of resilience.

Pre-military conscription training begins with a fitness test designed to assess the level of physical condition of

prospective military personnel. The established fitness standards are referenced, and individuals who do not meet these standards will be given additional fitness training for 2 months before starting mandatory military activities. This stage reflects a commitment to optimal physical preparation before engaging in national defense tasks.

The next process involves two months of intensive physical training, followed by a 3-month period of basic military training. During this time, individuals undergo military debriefing that involves essential aspects of building basic military capabilities and knowledge.

Furthermore, the individual will perform a mandatory military service period for a total of 2 years. It is important to note that there are exceptions for individuals who demonstrate a high level of fitness and achievement of grades during conscription training. For those who meet these criteria, the mandatory military service period can be shortened to 1 year and 10 months.

By enacting a structured and selective pre-training process, Singapore ensures that every conscripted personnel not only has adequate physical

readiness but also meets the desired standards of values and competencies. This approach reflects the seriousness of the Singapore government in ensuring the quality and effectiveness of members involved in the conscription system.

Conscription management in Singapore takes a very unique approach and carries a very comprehensive framework. In sharp contrast to many countries, Singapore enforces compulsory military service for all male citizens and permanent residents. This system not only ensures the continuous availability of personnel to strengthen national defense but also becomes a significant differentiator from volunteer-based systems commonly applied in countries such as the United States. In addition, comparisons with the prevailing models of military obligations in South Korea and Israel show marked differences in the duration and scope of service.

In a journal entitled "The Journal of SAF" written by Albert Lau, it was stated that conscription activities became the main pillar of Singapore's national defense. It is considered an aspect that must be embedded in every Singaporean's soul, reflecting the

principles of universality and equality. This principle affirms that every citizen, especially men, is obliged to participate in compulsory military service activities regardless of individual background.

Mandatory participation in conscription activities in Singapore is non-negotiable, and this principle of universality reflects the country's serious commitment to security and defense. In addition, compulsory military service activities in Singapore also reflect the spirit of togetherness and collective responsibility towards the country.

However, as a form of enforcement, the Enlistment Act of 1970 provides consequences for those who do not comply with conscription obligations. This law stipulates imprisonment for 3 years and/or a fine of \$5000 for violators. Even more seriously, this law gives the authority to revoke citizenship status for individuals who do not carry out such mandatory military obligations.

Thus, Singapore's conscription policy is not just a defense system of the country, but also reflects a full and serious commitment to the establishment of national security through the involvement of all its citizens. Strict rules and strict sanctions affirm that participation in conscription

activities is considered a responsibility of citizens that cannot be ignored.

After participating in mandatory military service, each individual is given the freedom to choose whether he will return to his old profession and become a civilian in general or continue to become a *reservist duty*. This activity is the next phase after completing the active military service period. Former Singaporean military personnel, after an intensive period of mandatory military service, are transformed into members of the Reservist Force. Reservist duty takes the form of periodic calls to engage in exercise or other duty duties. In this context, reservist duty can be likened to a "call duty" that implies periodic involvement and constant readiness.

The contrast between conscription and reservist duty reflects the difference in function and nature of the two. Conscription became the basis for the formation of individuals in all-round defense readiness, involving active involvement in various branches of security. It includes a period of full-time uniformed service, which forms an essential foundation for national defense capabilities.

On the other hand, reservist duty gives a long-term dimension to national defense commitments. It emphasizes that obligations to security do not end with the completion of the period of active military service. Reservist duty members in Singapore participate in a period of operationally ready duty, including 10 annual *In Camp Training* (ICT) exercises. Officers are obligated until the age of 50, while other ranks are obliged until the age of 40.

Although most complete their NS obligations before reaching that age limit, some choose to continue under the Reservist on Voluntary Extended Reserve Service (ROVERS) scheme until reaching the set age limit. There are also those who choose to remain in service after that age limit through the Conscription Volunteer Scheme.

Both elements, conscription and reservist duty, form an integral part of Singapore's holistic and adaptive defence concept. Reservist duty personnel, upon completion of their duties or retirement, may be directed to work in Singapore's Ministry of Defence, demonstrating their continued involvement in support of national security.

By involving civil defence and community service in conscription, Singapore is demonstrating its seriousness in addressing overall security challenges. This approach reinforces the concept of holistic national security, where conscripts are not only trained for military duty, but also involved in civilian protection efforts and make positive contributions to society. This creates a comprehensive approach that depends not only on the aspect of military force, but also pursues a balance in favor of the security and well-being of society as a whole.

Key strengths in the management of the National Service in Singapore include consistent development through training and skills development. This approach ensures that military readiness standards remain high and are always prepared for a variety of challenges. In addition, the formation of a strong sense of national identity and obligation among citizens is another important aspect that strengthens the bond between the individual and the state. This sense of responsibility is a strong foundation for the involvement and dedication of conscripts in carrying out their duties.

Furthermore, aspects of modernization and continued adaptation

to new technologies and war strategies demonstrate Singapore's commitment to remain relevant in an ever-changing era. By continuously updating and enhancing military capabilities, Singapore can ensure that its forces remain sophisticated and capable of dealing with evolving threats. This strategy shows that NS in Singapore is not only focused on current strengths, but also planning for the future with full anticipation.

Overall, a comprehensive approach and policy focused on individual development and continuous modernization make the National Service in Singapore an effective and reliable model in support of national defense.

d) Singapore Reserve Component Structure

Singapore's reserve component structure, the Singapore Armed Forces (SAF) has a National Reserve which includes Army, Navy and Air Force Reserves. They are known as Service Members (NSmen). The Singapore National Reservicing is organised into units similar to active units, and they engage in regular exercises as well as maintaining readiness in defence and security scenarios. The composition

structure of the *candangan* is divided into 3 sections:

- a. **Singapore Armed Forces (SAF):** It is the main military branch comprising the Army, Navy, and Air Force. The SAF has primary responsibility in safeguarding Singapore's national defence and security. Through NS, citizens are engaged in military service to ensure the readiness and reliability of the SAF.
- b. **Singapore Police Force (SPF):** Plays a central role in maintaining public order and internal security. SPF members, in addition to their basic police duties, may also be called upon to carry out the National Service as a form of their contribution to the defence of the country.
- c. **Singapore Civil Defence Force (SCDF):** Responsible for disaster management and firefighting in Singapore. Similar to the SPF, SCDF members can also join the National Service, demonstrating Singapore's integrated approach of engaging its nationals in various aspects of defence and security.

This structure reflects Singapore's commitment to engaging all components of society in national

defence and internal security efforts through Conscription.

B. Strengths and Weaknesses of Reserve Component Management between Singapore and Indonesia in Support of National Defense.

Analyzing the strengths and weaknesses of reserve component management in Indonesia and Singapore reveals valuable insights into the intricacies of their defense systems and the broader regional security dynamics within Southeast Asia. The Reserve Component, or *Komcad*, in Indonesia serves as an integral part of the Indonesian National Army (TNI), contributing significantly to the maintenance of security, sovereignty, and direct engagement with communities across the vast archipelago. Its strengths lie in its equitable distribution throughout the country, including remote and hard-to-reach areas, allowing for swift responses to various threats and emergencies. Moreover, the Reserve Component's deep integration with local communities enhances its effectiveness and fosters positive relationships between the TNI and civilians.

One notable strength of the Indonesian Reserve Component is its active involvement in non-defense activities, such as infrastructure development, healthcare, and education, which not only improves the quality of life in remote areas but also strengthens national stability and resilience. Additionally, the Reserve Component plays a crucial role in empowering local resources through community development programs, thereby enhancing the self-reliance and capacity of communities to contribute to national defense efforts. Furthermore, the Reserve Component serves as a force multiplier for the TNI, bolstering its capabilities when needed by the state, and offers various benefits and incentives to encourage member involvement and commitment to national defense.

However, despite its strengths, the Indonesian Reserve Component faces several challenges that require attention and strategic solutions. These challenges include issues related to human resource quality, such as the need for specialized skills and knowledge among personnel, as

well as the optimization of reserve component management to meet targeted personnel goals and ensure effective training and organizational oversight. Moreover, concerns regarding natural resource management and the preservation of ideological values, particularly in the face of external influences, pose significant obstacles to the Reserve Component's effectiveness and relevance in national defense.

On the other hand, Singapore's conscription system, known as National Service (NS), serves as a cornerstone of the country's defense strategy, reflecting the government's commitment to maintaining a strong and capable military force amid evolving domestic and international challenges. NS provides Singapore with a sustainable pool of trained personnel and fosters a sense of national identity and duty among its citizens. The comprehensive training provided during NS not only enhances military readiness but also instills values such as discipline, resilience, and leadership among participants.

Moreover, NS plays a crucial role in Singapore's Total Defence

strategy, encompassing military, economic, social, and psychological dimensions of national security. By engaging youth in a holistic defense framework, NS ensures that Singapore remains prepared to address diverse threats and challenges effectively. Furthermore, NS serves as a platform for character development and leadership training, shaping individuals who are not only capable defenders of national sovereignty but also responsible and contributing members of society.

However, Singapore's conscription system faces its own set of challenges and limitations. Negative societal perceptions of military service and competition with civilian career opportunities may hinder recruitment efforts and result in personnel shortages. Additionally, the gender disparity in conscription, with only male citizens being obligated to serve, raises concerns about equality and inclusivity in national defense obligations. Moreover, the relevance of skills acquired during NS to civilian career paths may be limited, posing challenges for individuals

transitioning back to civilian life after completing their service.

In conclusion, while both Indonesia and Singapore have developed robust reserve component management systems to support their national defense objectives, each country faces unique strengths and weaknesses in their approaches. Understanding these dynamics is crucial for fostering regional cooperation and security and requires effective defense management strategies to address challenges and maximize the potential of reserve components in safeguarding national sovereignty and stability.

Conclusion and Recommendation

A. Conclusion

Based on the comparison between the Reserve Components of Indonesia and Singapore, it is found that Indonesia has an advantage in efforts to empower local resources through community empowerment programs and military training, while Singapore excels in effective management of human resources quality and natural resources. However, Indonesia faces challenges in improving the quality and specialization

of human resources and implementing capacity-building programs, while Singapore is constrained by limited human resources and community stigma regarding Reserve Components. Through effective collaboration and strategic measures to address existing weaknesses, both Indonesia and Singapore can ensure optimal functioning of their Reserve Components, enhancing defense readiness and regional security.

B. Recommendation

As a strategic recommendation to the Ministry of Defense, it is crucial to prioritize the continued development of reserve components as an integral part of the country's defense system. This development should focus on enhancing the quality, capacity, and reliability of reserve components across various key aspects.

A holistic approach should be adopted, encompassing a wide range of sectors from human resources to cutting-edge technology. The ministry should consider implementing more intensive training and education programs for reserve personnel, integrating relevant technical and tactical expertise. Additionally,

enhancing the technological capacity of reserve components through the adoption of artificial intelligence systems and the latest information technology will bolster their responsiveness and effectiveness in addressing emergency situations.

Preparedness is paramount, and therefore, comprehensive training programs for reserve components must be developed. Failure to implement skill and knowledge development initiatives may impede the ability of reserve components to optimally support defense efforts.

Lastly, in response to evolving threats, particularly hybrid threats such as cyberattacks, proactive measures must be taken. Establishing a specialized reserve component organization directly under the National Cyber and Encryption Agency (BSSN) can effectively address cyber threats in the future. This specialized unit would be dedicated to countering cyber threats and ensuring the resilience of Indonesia's defense infrastructure.

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