THE EFFECT OF MILITARY DISCIPLINE AND MILITARY TRAINING TOWARD UNIT PERFORMANCE OF THE 13 TH ENGINEERING CONSTRUCTION BATTALION

Fauzan Fadli

Faculty of SPD Study Program Strategy Defense , University Defense
(fauzan.fadli@yahoo.com , harangan_sitorus@yahoo.com , arifuddinuksan123@gmail.com)

Abstract – Construction Engineer Battalion 13/Karya Etmaka abbreviated as Yonzikon 13/KE is required to have high unit performance. The success of carrying out the tasks given by the Indonesian Army is highly expected. However, the performance of this unit is predicted to be not optimal. This condition is influenced by various factors, including the implementation of military training is not optimal and there are still violations of military discipline among soldiers. The research problem is about the effect of military discipline and military training on the performance of the Yonzikon 13/KE unit. This research carried out to analyze the effect of military discipline and military training on unit performance partially and simultaneously. This research uses quantitative research methods with multiple linear regression techniques. Data were collected from 211 soldiers as a sample selected by the stratified random sampling method from a population of 445 soldiers. The results of the study show that: (1) military discipline has a positive and significant effect on unit performance, meaning that military discipline needs to be enforced at Yonzikon 13/KE if you want increased performance, (2) military training has a positive and significant effect on unit performance, the effect is more dominant. compared to military discipline, so that if you want to improve unit performance, increasing the quantity and quality of military exercises is important to carry out, and (3) military discipline and military training simultaneously have a positive and significant effect on unit performance, this means that military discipline and military training are variables. important variables in an effort to improve the performance of the Yonzikon 13/KE unit, so both need to be improved. The conclusion is that military discipline and military training have a positive and significant effect on the performance of the Yonzikon 13/KE unit, partially or simultaneously .

Keywords: military discipline, military training, unit performance, yonzikon 13 (battalion engineers construction 13), engineer

Introduction

To be able to carry out national defense, Indonesia needs a military organization, known as the Indonesian National Army (TNI). Law No. 3 of 2002 concerning State Defense in article 7(b) explains that the National Defense System in facing military threats places the TNI as the main component, supported by reserve components and supporting components. As the main component, the TNI has the main task as poured in Law No. 34 of 2004 concerning The Indonesian National Armed Forces , namely upholding state sovereignty, defending the territorial integrity of the Unitary State of the Republic of Indonesia (NKRI) based on Pancasila and the 1945 Constitution, and protecting the entire nation and the entire homeland of Indonesia from threats and disturbances to the integrity of the nation and state. The main tasks are carried out with War Military Operations (OMP) and Military Operations Other Than War (OMSP) .

In carrying out these tasks, according to with Kep Commander of the Indonesian National Armed Forces No. Kep /184/II/2018 regarding Kartika Eka 's Doctrine Paksi , the TNI has three main forces, namely the Army (AD), Navy (AL) and Air Force (AU), which serve according to their respective dimensions. The Army's main task is to uphold the sovereignty of the state, to maintain the territorial integrity of the Unitary State of the Republic of Indonesia based on Pancasila and the 1945 Constitution, and to protect the entire nation and the entire homeland of Indonesia from threats and disturbances to the integrity of the nation and state on land . In order to carry out its main tasks and duties, the Indonesian Army carries out several functions, namely the main function, military organic function, development function, general military technical function, special military technical function, and special technical function. One of the general military techniques is Zeni, with the explanation that Zeni is one of the branches of the Indonesian Army and as a force that carries out the function of facilitating the progress of one's own

party, hindering the advance of the opposing party, assisting the survival of one's own side, as well as carrying out administrative and logistical support. TNI AD.

Based on Doctrine Field Yonzikon In Operation , Kep Kasad No Kep /666/VIII/2016, that in terms of the power of the Engineer unit, one of the implementing units is the Construction Engineer Battalion or abbreviated as Yonzikon. Yonzikon can be used to support the tasks of the Indonesian Army in the OMP pattern which includes Army Army Operations and Assistance Operations. Yonzikon's involvement in the OMP is to provide construction engineer assistance to the maneuvering unit. In the OMSP pattern, Yonzikon can directly provide engineering assistance in the construction sector to the assisted units.

According to Patricia King (as quoted by Uno, 2015) performance is a person's activity in carrying out the main tasks assigned to him. Likewise Hickman's opinion that performance standards determine how well the task must be completed, or when the task is done in a satisfactory way (Hickman , 2001). The expert opinion correlates tasks with performance, so it can be interpreted that the success of the tasks of the TNI AD unit is one of the determining factors is the performance of the unit.

With the understanding that unit performance is important in achieving the success of the unit's task, it makes researchers want to know more about what factors can affect the high or low performance of a unit. In this study, researchers will examine the unit Yonzikon 13/Karya Etmaka (KE) located in Lenteng Agung District, South Jakarta. This unit is a unit prepared and equipped by the Army Engineer Center as an engineer unit that is ready for operations compared to other engineering units.

The phenomenon that is happening at Yonzikon 13/KE at this time, the demands of the task are very high. This is evidenced by the frequency with which this unit is dispatched suddenly, responding to the dynamics that require the Zeni's branching tasks. When the 7.0 Richter scale Tectonic Earthquake occurred in

Lombok on August 5 2018, Yonzikon 13/KE received an order to assist in post-disaster management. The Yonzikon 13/KE Task Force departed on August 6 2018, or only 1 (one) day after the Earthquake (KRJogja, 2018). Then when there was a 6.2 Richter scale Tectonic Earthquake in Mamuju and Majene, West Sulawesi on January 15, 2021, Yonzikon 13/KE was again ordered to go to strengthen Yonzikon 14/SWS to help with post-disaster relief. The task force departed on January 19, 2021, or only 4 (four) days after the disaster. In fact, on January 22, 2021, this joint Engineer Task Force has worked on installing the Acrow Panel bridge at the Mamuju Ferry Port (Mustafa, 2021).

However, the sudden assignment phenomenon is not directly proportional to the EKKO value of Yonzikon 13/KE. As in Report Evaluation Stability and Readiness Operational (EKKO) Unit Yonzikon 13/KE 4th Quarter of 2020 FY 2020, recapitulation score its EKKO only reached the value of 69.03% with steady status III. This means that Yonzikon 13/KE is not actually in the status of Steady II, let alone Mantap I, as is the status of the operational standby unit which is ready to be mobilized.

According to Mulyono discipline is the main and first thing, which arises from self-awareness of their duties and responsibilities, not because they are seen by superiors. Therefore, the army must be disciplined, not negotiable. Soldiers must also be good at war, soldiers' duty is war, because soldiers are trained and educated for war and if they fight, they must win (Mulyono , 2016) . From this statement, there are three keywords that the researcher underlines, namely ' discipline '; ' trained '; as well as ' war must win '. To win the war, a high-performing unit is needed and has disciplined and trained soldiers. The statement implies elements of a strong military organizational culture, namely discipline and training. In line with Halvorson's opinion , that military culture is embedded in military personnel from the beginning of their careers. They spend their time on initial training then immersed in the military lifestyle and culture. They learn about the history of

military service, military customs and decency, uniforms, military attitudes, military values and ethics, and other information essential to task success, including how to receive and carry out military orders and the chain of command. Initial training teaches discipline, focus and control (Halvorson , 2010).

Phenomenon of disciplinary violations and non-compliance compliance with applicable regulations occurs in almost all military units. The same thing happened in Yonzikon 13/KE although in general there were not many violators of military discipline in Yonzikon 13/KE compared to the actual number of personnel, but almost every year there were still violations of military discipline.

The description of the training phenomenon at Yonzikon 13/KE in general can run smoothly, because the unit has carried out unit training as stated in the Work Program and Annual Budget. However, if it is explored further, actually there are still obstacles regarding the fulfillment of the standardization of individual abilities and positions. The current Yonzikon Standardization Training Program, compiled in 2015 based on Kep Kasad No. Kep /524/VIII/2015 with use   reference to the organizational structure and duties of the Yonzikon in 2005. Meanwhile, the current Yonzikon 13/KE organization structure is based on Perkasad No. 61 of 2017 concerning Organization and Tasks _ Battalion Engineers Construction , Trial .

From the description above, researchers are interested in conducting research on the effect of military discipline and military training on the performance of Yonzikon 13/KE. In addition to examining whether there is an influence between these variables, the researcher also wants to measure how big the influence is, so that it can be used as consideration in modifying policies on military discipline and military training to get the expected performance of the Yonzikon unit.

With the condition of the problem that has been described, the researcher formulates the problem as follows:

How does military discipline affect the performance of the Yonzikon 13/KE unit? How does the military exercise affect the performance of the Yonzikon 13/KE

unit? How do military disciplines and military exercises simultaneously affect the performance of the Yonzikon 13/KE unit?

The aims of the research are to: Analyzing the effect of military discipline on the performance of the Yonzikon 13/KE unit, analyzing the effect of military training on the performance of the Yonzikon 13/KE unit, and analyzing the effect of military discipline and military training simultaneously on the performance of the Yonzikon 13/KE unit.

Research methods

This study uses quantitative methods of associative latent variables. While the quantitative research design used is a cross-sectional survey design survey .

Place and time of research

This research was conducted at Yonzikon 13/KE Headquarters, Jl. Raya Lenteng Agung No.4, RT.1/RW.1, Lenteng Agung, Kec. Jagakarsa, City of South Jakarta, DKI Jakarta , from December 2020 to February 2021.

Research Population and Sample. The number of personnel from Yonzikon 13/KE as the research population until the end of Q4 IV FY 2020 was 445 people consisting of 8 officers, 110 non-commissioned officers and 327 enlisted.

In sampling, the researchers used a stratified random sampling method with the Slovin formula with an error rate of 5%, in order to obtain a sample of 211 people consisting of 4 officers, 52 non-commissioned officers and 155 enlisted.

Research Instruments. The instrument used in data collection in this study was a closed questionnaire using a Likert scale. Data analysis in this study requires data with an interval scale, so it is necessary to change the ordinal scale data to interval scale data. The change of data into interval scale data is done with the help of the Method of Success Interval MS Excel.

To be sure that the research instrument can be used to carry out research, validity and reliability tests are carried out on the indicator questions for each variable using 20 respondents. To test the validity of the questions, a test was conducted using the IBM SPSS Statistics 20 program to complete the person product moment formula . The results of the r-count calculation were then consulted with the r-table with a significance level of 0.05. The results of the instrument validity test of the question items on the unit performance variables, military discipline and military training, all of the r values were calculated > 0.444 (r-table df=n-2, n=20). So it can be concluded that all questionnaire questions are valid.

To test the reliability of the question items, the researcher used the help of the IBM SPSS Statistics 20 program to find the Cronbach's Alpha value for each question item . The results of the calculation show that all the questions on the unit performance variables, military discipline and military training have a Cronbach's Alpha value > 0.70, it is concluded that all items of statements are reliable instruments.

Data analysis technique

Descriptive Analysis. This is done by describing or describing the data that has been collected as it is without intending to make conclusions that apply to the public or generalizations.

Data Analysis Prerequisites. Conducted to determine whether the test can be continued or not. The tests carried out include the normality test, multicollinearity test, heteroscedasticity test and linearity test

Inferential Statistical Analysis. This study analyzes the data using parametric inferential statistical analysis, because the researcher wants to generalize the results of the analysis obtained from the respondents to be applied as the results of population analysis, in this case Yonzikon 13/KE. To test the hypothesis, the researcher used multiple linear regression statistical techniques with t test, F test, looking for the coefficient of determination and multiple linear regression equations.

Statistical Hypothesis

This study uses the associative hypothesis, which is an estimate of whether there is a significant relationship between two or more variables

The hypothesis of the effect of military discipline on the performance of the Yonzikon 13/KE unit.

H 0 → = 0,   there is no positive and significant effect of military discipline on the performance of the Yonzikon 13/KE unit.

H 1 → □ 0,   there is a positive and significant effect of military discipline on the performance of the Yonzikon 13/KE unit.

The hypothesis of the effect of military training on the performance of the Yonzikon 13/KE unit.

H 0 → = 0,   there is no positive and significant effect of military training on the performance of the Yonzikon 13/KE unit.

H2 _ → □ 0,   there is a positive and significant effect of military training on the performance of the Yonzikon 13/KE unit.

The hypothesis of the effect of the relationship between military discipline and military training simultaneously on the performance of the Yonzikon 13/KE unit.

H 0→ = 0, there is no positive and significant effect of military discipline and military training simultaneously on the performance of the Yonzikon 13/KE unit.

H 3 → □ 0,   there is a positive and significant effect of military discipline and military training simultaneously on the performance of the Yonzikon 13/KE unit.

Results and Discussion

Yonzikon 13/KE . Overview

Yonzikon 13/KE was formed on July 1, 1962 as part of the Magelang Pioneer Engineer Battalion. After undergoing several changes since its inception, Yonzikon

13/KE has entered the ranks of the implementing unit of the Construction Engineer Regiment, Army Engineer Center until now.

As for the task of Yonzikon 13/KE appropriate Perkasad No. 61 of 2017 in carrying out its main function is to carry out activities in the field of permanent construction including the construction of docks, airports, roads, railways, bridges, non-standard bridges, construction of protection, buildings, and infrastructure as well as control of regional damage which includes post-war rehabilitation. and reconstruction due to natural disasters .

The organizational structure of Yonzikon 13/KE in Figure 1, is in the form of a line and staff organization, there are staff elements as assistants to the leadership in formulating and planning Battalion policies and activities, as well as elements of an implementing unit that carries out the main functions of Yonzikon 13/KE in the field.
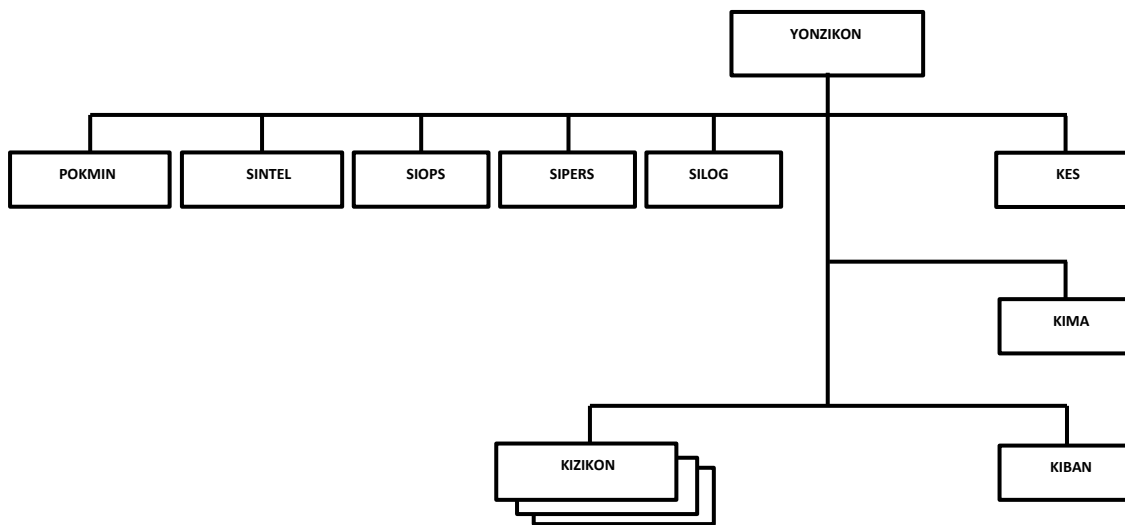

Figure 1 . Structure Organization Yonzikon

Source : Perkasad No. 61 of 2017

The organizational structure is effective for planning and implementing battalion training programs, both standardized training programs according to cycles, as well as other training in required units. The organizational structure is also effective in upholding the military organizational culture, including enforcing

military discipline for Yonzikon 13/KE soldiers. There are elements of personnel staff as personnel coaches, mental development and legal guidance, as well as intelligence staff who carry out investigations and investigations into cases of disciplinary violations and other violations of law by soldiers.

Respondents' Responses Regarding Unit Performance

Respondents' responses to the average unit performance were 4.42 out of 5, or 88.48% of the maximum value. Meanwhile, descriptive statistics on the frequency of unit performance scores show that the average score is relatively high. This is reflected by the statement items which are dominated by the assessment of "Agree (S)" with a weight score of 4 occupying the highest proportion of 50.42%, then followed by the assessment "Strongly Agree (SS)" with a weighting score of 5 of 46.60%, then the "Doubtful (RR)" assessment with a weighting score of 3 is 2.08%. There is still an assessment of "Disagree (TS)" with a weighting score of 2 of 0.59%, and an assessment of "Strongly Disagree (STS)" with a score of 1 of 0.32%.

From the results of the analysis, it was found that in Yonzikon 13/KE even though they were able to carry out the assigned tasks , there were still obstacles in the unit's performance that had the potential to reduce the performance of better work results, which they should be able to show. The problems indicated by this research are about: the culture of giving and receiving praise/recognition for performance, extravagance, target work time, ideas and innovations, rewards , fear, use of technology and quantity of work results.

Respondents' Responses Regarding Military Discipline

The average military discipline score per respondent per statement item was 4.44 (on a maximum scale of 5). This value is 88.88% of the maximum value. Meanwhile, descriptive statistics on the frequency of military discipline scores show that the average score is relatively high. This is reflected by the statement items

which are dominated by the assessment of "Agree (S)" with a weight score of 4 occupying the highest proportion, namely 52.87%, followed by the assessment "Strongly Agree (SS)" with a weighting score of 5 of 46.00%, then the "Doubtful (RR)" assessment with a weighting score of 3 is 0.78%. There is still an assessment of "Disagree (TS)" with a weighting score of 2 of 0.24%, and an assessment of "Strongly Disagree (STS)" with a weight of assessment of 1 of 0.12%.

From the results of the analysis, it was found that in Yonzikon 13/KE although in general there were not many violations of military discipline, the researchers found that there were still indications of potential problems in military discipline, namely: understanding military discipline to the emergence of self-awareness, carelessness due to lack of work discipline according to procedures and thoroughness, leaving office time for other activities, simple and minor criminal offenses such as molestation and humiliation.

Respondents' Responses Regarding Military Exercise

The research data shows that the average military training score per respondent per statement item is 4.38 (on a maximum scale of 5). This value is 87.54% of the maximum value. Meanwhile, descriptive statistics on the frequency of military exercise scores show that the average score is relatively high. This is reflected by the statement items which are dominated by the assessment of "Agree (S)" with a weighting score of 4 occupying the highest proportion of 55.73%, then followed by an assessment of "Strongly Agree (SS)" with a weighting score of 5 of 41.40%, then the "Doubtful (RR)" assessment with a weighting score of 3 is 2.20%. There is still an assessment of "Disagree (TS)" with a score of 2 of 0.47%, and an assessment of "Strongly Disagree (STS)" with a weight of 1 of 0.19%.

From the results of the analysis , it was found that in Yonzikon 13/KE there are still indications of problems in military training, namely: the frequency of training, both individual and collective training, there is no inter-unit training involving the Yonzikon 13/KE unit, the Yonzikon Program is not yet perfect in terms of

organizational structure. and task demands including software standardization of military positions, as well as issues of quantity and quality of training delivery.

Data Analysis Prerequisite Test

The results of the Data Analysis test obtained the following results:

Normality test. The results of the normality test with the Kolmogorov-Smirnov test were obtained the results of the Sig value. 0.466 > 0.05, then the research data can be concluded to be normally distributed.

Multicollinearity Test. The results of the multicollinearity test showed that the Tolerance value was 0.493 > 0.10 ; and the VIF value is 2.028 < 10.00. Thus, it can be concluded that the research data does not show symptoms of multicollinearity in the regression model or there is no correlation between the independent variables.

Heteroscedasticity Test. The results of the heteroscedasticity test showed that the significance value (Sig.) of the Military Discipline variable was 0.429 > 0.05; and the significance value (Sig.) of the Military Exercise variable is 0.620 > 0.05. Thus, it can be concluded that the research data does not show symptoms of heteroscedasticity in the regression model.

Linearity Test. The results of the linearity test between the military discipline variable and the unit performance variable, obtained the results of the Linearity Sig value. is 0.000 < 0.05, so it can be concluded that there is a significant linear relationship between the military discipline variable and the unit performance variable.

With the fulfillment of the data analysis prerequisite test, the existing research data meets the requirements used to test the hypothesis that has been proposed using multiple linear regression analysis techniques.

Hypothesis of the Effect of Military Discipline on Unit Performance

The results of the first hypothesis test stated that there was a positive and significant influence between military discipline on the performance of the Yonzikon 13/KE unit.

The results of the hypothesis test are proven by the results of the partial t-test of military discipline with unit performance, the result is the value of Sig. 0.000 < 0.05; and the t-count value is 5.452 > t-table 1.971 (df=nk-1, or df=211-2-1=208) , so it can be concluded that H 0 is rejected and H 1 is accepted; that is, there is a positive and significant effect of military discipline on the performance of the Yonzikon 13/KE unit.

The effective contribution (SE) of military discipline to the performance of the Yonzikon 13/KE unit is 15.8%. This means that military discipline has made a positive contribution of 15.8% to the performance of the Yonzikon 13/KE unit, and another 84.2% is influenced by factors other than the military discipline applied in Yonzikon 13/KE.

The relative contribution (SR) of military discipline to the performance of the Yonzikon 13/KE unit was 18.7%. This means that from the total influence of military discipline and military training simultaneously on the performance of the Yonzikon 13/KE unit, the influence of military discipline contributes 18.7%, the remaining 81.3% is contributed by military exercises. Compared to military training, military discipline contributes less impact.

Thus what was conveyed by Subyantoro, that the purpose of work discipline is to improve effectiveness and realize the work ability of members in order to achieve the goals set by the organization (Subyantoro , 2020) , has been proven .

Hypothesis of the Effect of Military Exercise on Unit Performance

The results of the second hypothesis test state that there is a positive and significant effect between military training on the performance of the Yonzikon 13/KE unit.

a.   The results of the hypothesis test are proven by the results of the partial t-test of military discipline with unit performance, the result is the value of Sig. 0.000 < 0.05; and t-count value 19.578 > t-table 1.971 (df=nk-1, or df=211-2-1=208) , so it can be concluded that H 0 is rejected and H 2 is accepted; namely there is a

positive and significant effect of military training on the performance of the Yonzikon 13/KE unit.

b.   The effective contribution (SE) of military training to the performance of the Yonzikon 13/KE unit is 68.8%. This means that military exercises have contributed 68.8% positively to the performance of the Yonzikon 13/KE unit, and the other 31.2% is influenced by other factors outside of the military exercises implemented in Yonzikon 13/KE.

c.   The relative contribution (SR) of military training to the performance of the Yonzikon 13/KE unit was 81.3%. This means that from the overall effect of military discipline and military training simultaneously on the performance of the Yonzikon 13/KE unit, the effect of military training accounts for 81.3%, the remaining 18.7% is contributed by military discipline. Compared to military discipline, military training contributes a more dominant influence.

Thus what was conveyed by Sedarmayanti that the purpose of the training should be directed at increasing the productivity of the organization. The benefits of training can be felt by organizations, individuals and the staffing section (Sedarmayanti , 2019) , it has been proven .

The Influence of Military Discipline and Simultaneous Military Exercises on Unit Performance

The results of the third hypothesis test state that there is a positive and significant effect between military discipline and military training simultaneously on the performance of the Yonzikon 13/KE unit.

The results of hypothesis testing with the F test, multiple linear regression analysis of military discipline, military training with unit performance, obtained the Sig value. 0.000 < 0.05; and the value of F-count 572,900 > F-table 3,039 (df1= sum variable - 1 (3-1=2); df2=nk-1 (211-2-1=208)) , so it can be concluded that H 0 is rejected and H 3 is accepted; namely there is a positive and significant effect of

military discipline and military training simultaneously on the performance of the Yonzikon 13/KE unit.

The results of the calculation of the Simultaneous Coefficient of Determination, it can be read that R Square (R 2) is 0.846 or 84.6%. This means that military discipline and military training simultaneously have a positive and significant effect on performance by 84.6%, contributed by military discipline by 15.8% and military training by 68.8%. The remaining 15.4% is influenced by other variables that are not examined.

The multiple linear regression equation obtained is:

$$Y = 13.395 + 0.254X_1 + 0.746X_2$$

The interpretation is as follows:

The constant of 13.395 indicates that when the unit's performance does not have military discipline and military training, the unit's performance is predicted to be worth 13.395 times. However, these constants need to be treated carefully because the scale used is a Likert scale, so the lowest value for the military discipline and military training variables is 1 (one). The constant 13,395 is the amount of other variables not examined that affect the unit's performance.

Variable X_1 , namely military discipline, has a regression coefficient value of 0.254, indicating that when military discipline has increased by 1 (one) point, it is predicted that it will increase unit performance by 0.254 times. This means, if the Commander of Yonzikon 13/KE or leadership in charge of discipline, is able to improve the quality of the discipline of Yonzikon 13/KE Soldiers, for example by reducing soldier delays, ensuring that they work according to procedures, improving attitudes and courtesy, including providing disciplinary sanctions against violators of discipline. , then the quality of the performance of the Yonzikon 13/KE unit is predicted to increase by 0.254 times the value of the increase in discipline that has been attempted.

Variable X2 , namely military training capability, has a regression coefficient value of 0.746, indicating that when military training experiences an increase of 1 (one) point, it is predicted that the unit's performance will increase by 0.746 times. This means that if the Commander of Yonzikon 13/KE or the competent leadership in the field of training, is able to improve the quality and quantity of training that is appropriate to the duties and responsibilities of Yonzikon 13/KE soldiers, for example by adding technical training for operator positions, adding construction management training, increasing knowledge and road construction exercises, compact bridge installation exercises and other training activities deemed necessary and important, the performance quality of the Yonzikon 13/KE unit is predicted to increase by 0.746 times the value of the increase in discipline that has been attempted.

Thus, as stated by Mulyono that the concept of winning a war requires high unit performance, military training is needed, and military training requires high military discipline. (Mulyono , 2016) . So that military discipline and military training have a joint effect on unit performance , it has been proven.

Conclusions, Recommendations and Limitations

Based on the results of research on the effect of military discipline and military training on the performance of the Yonzikon 13/KE unit, the following conclusions can be drawn:

Military discipline has a positive and significant impact on the performance of the Yonzikon 13/KE unit. This is evidenced by the results of the hypothesis test of the value of Sig. 0.000 < 0.05; and the t-count value is 5.452 > t-table 1.971, so it can be concluded that H0 is rejected and H1 is accepted, meaning that military discipline has a positive and significant effect on the performance of the Yonzikon 13/KE unit.

The effective contribution of military discipline is 15.8%, meaning that military discipline contributes 15.8% positively to the performance of the Yonzikon 13/KE unit.

Military Exercise has a positive and significant impact on the performance of the Yonzikon 13/KE Unit. This is evidenced by the results of the hypothesis test of the value of Sig. 0.000 < 0.05; and the t-count value is 19.578 > t-table 1.971, so it can be concluded that H0 is rejected and H2 is accepted, meaning that military training has a positive and significant effect on the performance of the Yonzikon 13/KE unit . The effective contribution of military exercises is 68.8%, meaning that military exercises make a positive contribution of 68.8% to the performance of the Yonzikon 13/KE unit.

Military Discipline and Military Exercise simultaneously have a positive and significant effect on the performance of the Yonzikon 13/KE unit. This is evidenced by the results of the hypothesis test of the value of Sig. 0.000 < 0.05; and the F-count value is 572.900 > F-table 3.039, so it can be concluded that H0 is rejected and H1 is accepted, meaning that military discipline and military training simultaneously have a positive and significant effect on the performance of the Yonzikon 13/KE unit. The results of the calculation of the Coefficient of Simultaneous Determination, the results obtained R Square (R^2) of 0.846 or 84.6%. That is, military discipline and military training simultaneously have a positive and significant effect on performance by 84.6%, the remaining 15.4% is influenced by other variables that are not examined. The influence of 84.6%, contributed by military discipline by 15.8% and the contribution of military training by 68.8%. The linear regression equation is Y=13,395 + 0,254X 1 + 0,746X 2 , with the interpretation that the constants 13,395 are other variables that have not been studied that affect the unit's performance, if the military discipline variable increases 1 (one) point, the unit's performance will increase. by 0.254 and if the military exercise variable increases by 1 (one) point, the unit's performance will increase by 0.746.

From the conclusions of the study, recommendations as a logical consequence that can be used directly by the Commander and/or officers of Yonzikon 13/KE and officers in authority over him, if they are to improve the performance of Yonzikon 13/KE units are:

Improving the application of military discipline in units through the following programs:

Consistent enforcement of military discipline.

Military discipline socialization.

Be an example in enforcing discipline.

Improving the implementation of military exercises in units through:

Increasing the quantity of military training, in accordance with the demands of the task.

Improving the quality of military exercises held, so that the level of understanding and mastery of soldiers on the training material is better than before.

Continuous evaluation of the implementation of military exercises in units and make improvements.

as for possible restrictions _ used as suggestions for improving the results of this study, namely:

a.   Theoretical Suggestions

1)   It is necessary to carry out other research to analyze the effect of other variables that have not been studied on the performance of the unit.

2)   It is necessary to carry out other research, to find other indicators of each variable, both unit performance, military discipline and military training.

3)   It is necessary to carry out qualitative research to analyze why military training has a more dominant effect than military discipline on unit performance.

b.   Implementation Suggestions

For Yonzikon 13/KE officers or other TNI AD officers, if they want to improve the performance of their units, then one of the efforts that can be done is to increase

the enforcement of military discipline and improve the implementation of military training in their units.

For the leadership of the TNI AD according to the level of authority, in order to improve the performance of units within the ranks of the TNI AD, it can be done by making policies to improve methods of enforcing military discipline and policies to improve the quality of the implementation of military training for units in the ranks of the TNI AD .

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