

## **The Influence of Human Resources Development of District Military Command 0818/Malang Army Soldiers on Food Crops *Upsus* (Special Effort) Activities**

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**Abstract:** The purposes of this study are 1) Analyzing the Factors that influence the human resources development of Army Soldiers at district military command 0818/ Malang on crops *UPSUS* (special effort) activities, 2) Analyzing the most dominant variables in army soldiers at district military command 0818/ Malang on crops *UPSUS* (special effort)activities. This research was conducted in Kalipare District, Malang Regency. The main reason for choosing the location is because this agency is one of the sub-districts which is a model for the soldiers who carry out state defense awareness programs. While the time of research starts on August 9, 2017 until December 24, 2017. This research is included in survey research, namely research that takes samples from one population and uses questionnaires as the main data collection tool. Based on the aim, which is to examine the relationship of the role of Human Resources to the performance of soldiers, this research is categorized as explanatory research, where this study explains the relationship between research variables and tests the hypotheses previously explained. The sample is part of the population or part of the number and characteristics possessed. The sample survey is a procedure for determining a portion of the population, taken and used to determine the desired characteristics and characteristics of the population. The sample size can be representative, 81 respondents. Data analysis technique is a way to process the data obtained and the results of research in this study to determine the relationship between variables X and Y variables using the analysis of Multiple Linear Regreton. The research results show 1) Leadership variables, organizational culture, Job Satisfaction, Competency, Motivation influence the HR development of the Army Soldiers at district military command 0818/ Malang, the dominant variable motivation variable is 71.1%, while the determinant coefficient is 82.20%.

**Keyword:** *Human Resources Development, Army Soldiers, UPSUS*

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### **I. INTRODUCTION**

#### **1.1 Background**

In the era of competition, an organization has the ability in various aspects and formulates strategies in the face of changes that occur in organizations like business organizations, government and other organizations will be the goal. Achieving organizational goals will depend on how employees can develop capabilities both in managerial, human relations and technical operations. Speaking of implementing this task, the role of work performance is to determine the quality of an employee in an organization.

The purpose of the placement of Human Resources is to place the right people and positions in accordance with their interests and abilities, so that existing human resources become productive. This is in accordance with the opinion of Memoria (2006), the placement of employee means giving certain tasks to workers so that they have the best position and are most in accordance with recruitment, employee qualifications and personal needs.

Appropriate placement is a way to optimize ability, skills towards work performance for employees themselves. This is part of the employee development process (employer development) so that the implementation must pay attention to the principle of efficiency (compatibility between expertise required by employees).

Human resources owned by the organization and management functions are actually in order to carry out organizational policies and objectives. The most essential resource that an organization has is human resources, as Bayle (2010) wrote that: human resources illustrate that human / employee contributes to organizational goals. Thus an organization must think about if human resources are able to contribute to organizations, they are important for organizations to provide policies and decisions relating to rewarding employees for contributions made.

Food is a very important and strategic commodity for the Indonesian people considering that food is a basic human need that must be fulfilled by the government and society. Various efforts have been programmed and carried out by the central government and regional governments as well as various agricultural actors. But due to climate change or global warming prolonged, and limited and increasingly narrow agricultural land accompanied by natural disasters cause disruption of national food productivity. This encourages the government to implement a paradigm shift in national development policies in agriculture aimed at increasing food security through special efforts (UPSUS) on several agricultural commodities.

The importance of the agricultural sector for the national economy can be seen from the magnitude of Indonesia's Gross Domestic Product originating from the agricultural sector, where the agricultural sector is the second largest sector after the processing industry. In 2016, the contribution of the agricultural sector in gross domestic income was 15.01%.

Seeing the importance of the agricultural sector and to meet national food needs, the government issued a policy in the form of special efforts for rice, corn and soybeans (*UPSUS PAJALE*). To strengthen these *UPSUS* and be faced with the dynamics of environmental development today which are loaded with significant changes, the government involves the Army Soldiers to support these *UPSUS* activities. The involvement of the Indonesian Army, can be seen as a non-war Territorial role and in the form of the Army's bond with the citizen.

One of the District Military Command that participating in the program was District Military Command 0818 of Malang Regency in East Java Province, which was able to help realize the food security program, as for the number of District Military Command 0818 personnel in Malang Regency to implement Chief's orders in food security. Thus it is necessary to conduct a study entitled: **THE INFLUENCE OF HUMAN RESOURCES DEVELOPMENT OF ARMY SOLDIERS AT DISTRICT MILITARY COMMAND 0818/MALANG ON CROPS UPSUS (SPECIAL EFFORT) ACTIVITIES.**

## II. MATERIAL AND METHODS

### 2.1. Types of research

This research is included in survey research, where research takes samples from one population and uses questionnaires as the main data collection tool. In general, the unit of analysis in survey research is individual. Therefore, the unit of analysis in the research is Army District Command 0818 of Malang Regency. Based on the objective, which is to examine the relationship of the role of Human Resources to the performance of soldiers, this research is categorized as explanatory research, where this study explains the relationship between the research variables and examines the hypotheses previously described (Arikunto, 2002). While the approach used in this study is to use a quantitative approach because it leads to the survey method.

### 2.2. Research Population and Samples

#### 2.2.1. Research Population

Population is a generalization area consisting of objects/subjects that have certain qualities and characteristics set by the researcher to be studied and then drawn to conclusions (Sugiyono, 2007). The population in the study was all the Army Soldiers of Military District Command 0818 of Malang Regency which numbered 432 people.

#### 2.2.2. Research Samples

##### a) Sampling Method

The sample is part of the population or part of the number and characteristics of the population (Mantra and Kasto in Singarimbun, 1997). Sample survey as a procedure for determining a portion of the population, taken and used to determine desired characteristics and characteristics of the population. So that the sample size taken can be representative, it is calculated using the formula Santosa (2005) as follows:

$$n = \frac{N}{1 + Ne^2}$$

Details :

n = sample size

N = population size

e = presentation of allowance for inaccuracy due to sampling errors that can still be tolerated or desired.

By using a precision level of 10%, the sample size of this study is:

$$n = \frac{525}{1 + (525) (0,1)^2}$$

n = 81 Soldiers

### 2.3. Data collection technique

To obtain data on leadership, communication, reward and motivation as well as employee performance, the focus method of questionnaire data collection was used assisted by observation, interview guides and documentation techniques.

#### a. Questionnaire

The use of questionnaires has a number of advantages including:

- 1) Confidentiality guaranteed
- 2) Provide sufficient opportunities for respondents to think.
- 3) Reach many people at the same time
- 4) Well documented and reflected.
- 5) Easy to analyze and can be done face to face or not face to face.

These strengths are what encourage researchers to use them and remain aware of a number of weaknesses.

The disadvantages of using a questionnaire are:

- 1) Respondents close themselves to negative things that affect him.
- 2) Open the opportunity for respondents to imitate other respondents' answers.
- 3) There is a possibility that the respondent misunderstood the question
- 4) Opening the opportunity for respondents to answer incorrectly.
- 5) Does not allow the researcher to know the spontaneous response of the respondent.

#### b. Obsession

Used as a guide for researchers in making direct observations of the object of study.

#### c. Documentation

Documentation technique is a guideline to load an outline/category to find secondary data needed.

#### d. Interview

The interview technique contains a list of questions about the object under study as a reference in conducting interviews. To collect primary data, indicators of each variable are made in the form of a questionnaire designed based on a *Likert* scale that is ordinal (Singarimbun, 1999). Before the data obtained is analyzed further, then first test the instrument in the questionnaire made, namely the validity test and reliability test.

### 2.4. Time and Location Research

This research was conducted in Kalipare District, Malang Regency. The main reason for choosing the location is because this agency is one of the sub-districts which is a model for the soldiers who carry out state defense awareness programs. While the time of research starts on August 9, 2017 until December 24, 2017.

### 2.5. Data analysis technique

Data analysis technique is a way to process data obtained and research results. In this study to determine the relationship between variables X and Y variables using the statistical program SPSS (Statistics Program For Social Science) tool which includes

#### a. Analysis of Multiple Linear Regressions

The formula used in the analysis of Multiple Linear Regression is:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4$$

Where:

Y = Independent Variables

X1 ..... Xn = Dependent variable

$\beta_0$  = Intercept / Constant

$\beta_1 \dots \beta_5$  = Coefficient

## III. RESULT

### 3.1. Analysis of Multiple Linear Regression

The results of multiple linear analysis of factors that influence the development of Human Resources consist of Leadership (X1), Organizational Culture (X2), Job Satisfaction (X3), Competency (X4), Motivation (X5) Analysis of data used in research this is the analysis of Multiple linear Regression, to determine the effect of leadership, organizational culture, job satisfaction, competence, motivation. Multiple Linera Regression

Analysis carried out with the help of the SPSS for Windows Version 16.00 computer program recapitulation of the analysis results is presented in the following table:

**3.1.1. Analysis of Variable Correlation of HR Development**

The results of multiple linear analysis of factors that influence the development of Human Resources consist of Leadership (X1), Organizational Culture (X2), Job Satisfaction (X3), Competency (X4), Motivation (X5) Analysis of data used in research this is the analysis of Multiple linear Regression, to determine the effect of leadership, organizational culture, job satisfaction, competence, motivation. Multiple Linera Regression Analysis carried out with the help of the SPSS for Windows Version 16.00 computer program recapitulation of the analysis results is presented in the following table:

**Table. 1.** Results of Interrelated Variable and Independent Variable Correlation Analysis  
**Correlations**

		X1	X2	X3	X4	X5
X1	Pearson Correlation	1	.627*	.433	.793**	.649
	Sig. (2-tailed)		.000	.235	.000	.184
	N	81	81	81	81	81
X2	Pearson Correlation	.527**	1	.564	.582**	.457**
	Sig. (2-tailed)	.000		.568	.000	.000
	N	81	81	81	81	81
X3	Pearson Correlation	.133	.064	1	-.072	-.260*
	Sig. (2-tailed)	.235	.568		.523	.019
	N	81	81	81	81	81
X4	Pearson Correlation	.493**	.582**	-.072	1	.160
	Sig. (2-tailed)	.000	.000	.523		.154
	N	81	81	81	81	81
X5	Pearson Correlation	-.149	.457**	-.260*	.160	1
	Sig. (2-tailed)	.184	.000	.019	.154	
	N	81	81	81	81	81

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

Table. 1. shows that the correlation between leadership to the development of human resources is 0.627. These results indicate that there is a strong relationship between leadership towards the development of Human Resources, the more the quality of leadership is enhanced, the stronger the development of HR. Correlation between variables of Organizational Culture amounted to 0.527, these results indicate that there is a positive relationship between organizational culture on human resource development which means that if the organizational culture is improved, human resource development increases moderately. Job satisfaction variables have a correlation relationship of 0.440, which means that if job satisfaction is increased, then HR development also increases moderately. The value of the correlation between the competences to HR development is 0.793 which means there is a strong relationship between competence and HR development. This is if the competency is increased, then HR development will also increase. Motivational variables have a moderate relationship of 0.649 which means there is a moderate relationship between motivations towards HR development. This means that if motivation is increased, human resource development will also increase..

**3.1.2. Variant Analysis Factors That Affect Development of Human Resources**

Multiple linear regression analysis is used to test the influence of the dependent variable on the independent variable. Leadership variable (X1), Organizational Culture variable (X2), Job Satisfaction (X3), Competency (X4), Motivation (X5) on HR development.

**Table. 2.** Analysis of Variance Factors Affecting Development of Human Resources

**ANOVA<sup>b</sup>**

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	39.064	5	7.813	18.441	.000 <sup>a</sup>
Residual	31.775	75	.424		
Total	70.840	80			

a. Predictors: (Constant), X5, X1, X3, X4, X2

b. Dependent Variable: Y

Test of Hypothesis I (Test F). Testing of hypothesis I is done by the F test, which is testing the significance of the regression coefficient (significance) as a whole.

Hypotesis Formulas :

Ho :  $b_i = 0$

Ha :  $b_i \neq 0$

Test criteria:

1)  $F_{count} > F_{tabel} (\alpha = 0,05)$  or probability  $< 0.05$  then Ho is rejected, meaning that the independent variables simultaneously have a significant effect on the dependent variable (Y), or the independent variables studied can explain HR Development.

2)  $F_{count} \leq F_{tabel} (\alpha = 0,05)$  or probability  $\geq 0.05$  then Ho is accepted, meaning that the independent variable simultaneously does not have a significant effect on the dependent variable (Y), or the independent variable under study cannot explain HR Development.

Based on the analysis results obtained  $F_{count} = 18.411$  while the  $F_{tabel}$  value at the level of  $\alpha = 0.05$  is 2.53 so  $F_{count} > F_{tabel}$  with a probability of 0.000 smaller than  $\alpha = 0.05$  then Ho is rejected, this indicates that Leadership (X1), variable Organizational Culture (X2), Job Satisfaction (X3), Competence (X4), Motivation (X5) towards HR development of Army Chief of District Military Command 0818 Malang Regency in an effort to realize food security is very significant.

**3.1.3. Coefficient Analysis of Factors Affecting Human Resource Development**

Leadership coefficient analysis (X1), Organizational Culture variable (X2), Job Satisfaction (X3), Competence (X4), Motivation (X5) on HR development for Military District Command 0818 Malang Regency.

**Table.3.** Results of the Coefficient Analysis of Factors Affecting Human Resource Development

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.214	.605		11.929	.000
	X1	.209	.152	.137	1.375	.013
	X2	.042	.121	.041	.349	.728
	X3	.267	.089	.250	2.985	.004
	X4	.209	.100	.216	2.099	.039
	X5	.971	.122	.809	7.984	.000

a. Dependent Variable: Y

The t test uses the t test which is to test the significance of the influence of each variable and determine the variables that have the dominant influence on the dependent variable.

Hypothesis Formulas:

Ho :  $b_i = 0$

Ha :  $b_i \neq 0$

If the results of the calculation show:

1)  $T_{count} > t_{tabel}$  or  $t_{count} < -t_{tabel}$  at the level  $\alpha = 0.05$  or probability  $< 0.05$  then Ho is rejected, meaning the independent variable partially has a significant effect on the dependent variable at the 95% confidence level.

2) If  $-t_{tabel} \leq t_{hitung} \leq t_{tabel}$  at level  $\alpha = 0.05$  or probability  $\alpha 0.05$  then  $H_0$  is accepted, meaning that the independent variable partially does not have a significant effect on the dependent variable at the 95% confidence level.

The results of the t test can be explained as follows:

1) Leadership (X1)

Leadership regression coefficient ( $b_1$ ) of 0.209 shows that leadership has a positive (direct) influence on HR development. The results of the regression analysis obtained a value of  $t_{count} = 1.375$  while the t table value at  $\alpha = 0.05$  is 0.206 and the probability of 0.000 is greater than 0.05 so  $T_{count} < t_{tabel}$  means  $H_0$  is accepted, tested that leadership has a significant influence on HR development.

2) Organizational Culture (X2)

The Organizational Culture regression coefficient ( $b_2$ ) of 0.420 shows that the Organizational Culture has no effect on HR development. The results of the regression analysis obtained the value of  $t_{count} = 0.349$  while the value of t table at  $\alpha = 0.05$  at 2.069 and the probability of 0.044 smaller than 0.05 so  $T_{count} > t_{tabel}$  means  $H_0$  is rejected, which means that Organizational Culture has no significant influence on HR development.

3) Job Satisfaction (X3)

Job satisfaction regression coefficient ( $b_3$ ) of 0.267 shows that job satisfaction has a positive (unidirectional) influence on customer satisfaction. The results of the regression analysis obtained a value of  $t_{count} = 2.985$  while the value of t table at  $\alpha = 0.05$  at 2.069 and a probability of 0.053 greater than 0.05 so  $t_{count} < t_{tabel}$  means  $H_0$  is accepted which means that Job Satisfaction has a very significant influence on HR Development.

4) Competency (X4)

The coefficient of regression coefficient ( $b_4$ ) of 0.209 indicates that Competency has a positive influence on HR development. The results of the regression analysis obtained the value of  $t_{count} = 2.099$  while the value of t table at  $\alpha = 0.05$  at 2.069 and the probability of 0.081 smaller than 0.05 so  $t_{count} < t_{tabel}$  means  $H_0$  is accepted, tested that competency has a significant effect on HR development.

5) Motivation (X5)

Motivation regression coefficient ( $b_5$ ) of 0.971 shows that motivation has a positive influence with HR development. The results of the regression analysis obtained a value of  $t_{count} = 7.984$  while the value of t table at  $\alpha = 0.05$  at 2.069 and a probability of 0.081 smaller than 0.05 so  $t_{count} < t_{tabel}$  means  $H_0$  is accepted, tested that motivation has a significant influence on HR development.

From the table above the regression equation is obtained:

$$Y = 0.429 + 0.209 X1 + 0.420 X2 + 0.267 X3 + 0.209 X4 + 0.971 X5$$

From the regression equation above, obtained the magnitude of the regression coefficient  $X1 = 0.209$  which implies that if the leadership variable changes one unit there will be a change in the HR development variable of 0.209 units or 20.90% in other words if there is an increase in leadership variables it will cause an increase HR development variable.

$X3$  regression coefficient of 0, 267 implies that if the  $X3$  variable changes one unit there will be a change in variable  $Y$  of 0.267 units or 26.7% in other words if there is an increase in the variable job satisfaction it will cause an increase in the HR development variable.

The regression coefficient  $X4$  of 0.209 means that if the variable  $X4$  changes one unit, then there will be a change in the variable  $Y$  of 0.267 one unit or 26.70% in other words if there is an increase in competency it will cause an increase in HR development.

The  $X5$  variable regression coefficient of 0.971 means that if the  $X5$  variable changes one unit, then there will be a change in the  $Y$  variable of 0.971 one unit or 97.10% in other words if there is an increase in motivation it will cause an increase in HR development.

**3.1.4. Determination of Human Resource Development Coefficient Analysis**

The magnitude of the coefficient of determination of the influence of leadership, organizational culture, job satisfaction, competence and motivation on the development of Human Resource of Army Military District Command 0818 Malang Regency amounted to 82.20%, indicated by the Adjusted R Square value of 0.822 means the remaining 82.20% variation in HR development influenced by other variables not examined such as, employee ability, job characteristics, and others.

**Table. 4.** Coefficient of Determination of Factors Affecting Human Resource Development

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.868 <sup>a</sup>	0.851	0.822	0.6509

a. Predictors: (Constant), X5, X1, X3, X4, X2

The results showed that leadership variables, organizational culture, Job Satisfaction, Competency, Motivation had an effect on HR development of the Army District Military Command 0818 Malang District and the dominant variable motivation variable was 71.1%, while the determinant coefficient was 82.20%.

#### IV. CONCLUSION

Based on the results of the research and discussion, it can be concluded and suggested as follows:

##### 4.1. Conclusion

- 1) Leadership variables, organizational culture, Job Satisfaction, Competency, Motivation affect the HR development of the Army District Military Command 0818 Malang District
- 2) The dominant variable motivation variable is 71.1%, while the determinant coefficient is 82.20%.

##### 4.2. Suggestion

- 1) In order to develop Human Resources of the Army District Military Command 0818 Malang District against variables that are not influential need improvements in order to improve the quality of the Human Resources of soldiers.
- 2) Warrior Career Development in order to improve the work performance of soldiers needs to be encouraged by the leadership

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