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The analysis of training and development of reserve components in efforts to strengthen the national defense system against global military threats (qualitative)

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Abstract The various types of military and non-military threats which occur in the world globally indirectly demand the readiness of every country to deal with them. The form of the military threats which happened frequently in the global world are war and territorial disputes between countries. In this case, implicitly and explicitly, Indonesia is also facing military threats related to sovereignty, one of which is the dispute over the South China Sea which has now changed its name to the North *Natuna* Sea. In terms of maritime military defense, Indonesia itself relies on the presence of the naval forces from the Navy and *Bakamla* (Navy Security Agency), but this defense effort has not yet involved all levels of society. The state defense system owned by Indonesia is the Universal Defense System which involves the strength of the main Component, the reserve components, and the supporting components. The reserve component is a group of people who are fostered and trained on a military basis to prepare strength when faced with a military emergency situation. In the process of training and developing the reserve components, the competent authorities have prepared the basics and provisions in maximizing the potential of their human resources. The aims of the research were to find out how the training and development of the reserve component in an effort to strengthen the national defense system. The method of the research was using qualitative method with literature study as the collecting data method. The result of the research is that it is hoped that there will be a transfer of knowledge system in the process of training and developing human resources for Indonesian reserve components, in order to strengthen the national defense system against global military threats.

Keywords. The reserve component, training and development, state defense system, global military threat.

1. Introduction

The development of globalization which has growth dynamically is forced all the states in the world to actively participating in preparing for various possibilities that may occur. Through the movement of globalization developments then create potential threats in various aspects for each country. The potential global threats are divided into two, military threats and non-military threats.

Global non-military threats generally occur in the socio-cultural, economic and political aspects. Although this type of threat does not need weapons, however, non-military threats need to be watched out for by every country. Because, if allowed to drag on, non-military threats can threaten the sovereignty and integrity of a country as well as the safety of the whole nation. Non-military threats are carried out from organized armed forces. The forms of non-military

threats are robbery, piracy, smuggling, drug and drug trafficking, illegal immigrants, and theft of natural resources. Non-military threats themselves can turn into military threats if the level of the threat continues to grow to the point of endangering the sovereignty of a country, the strength of the country's territory, and the honor of the nation. Because of that, the non-military threats as dangerous as the military threats and needs to be watched out. The location of the Republic of Indonesia is considered very strategic because it is flanked by the Pacific Ocean and Indian Ocean, as well as the Asian and Australian continents. The wealth of the Indonesian nation in terms of maritime, agricultural products and also mining that has not been managed optimally makes it a magnet for foreign countries.

One of the military threats that Indonesia had experienced before and after independence was colonialism and military aggression for territory. Military threat has the meaning of a threat in which the use of armed force that is organized and has capabilities that can endanger the sovereignty of the state, the territorial integrity of the state, and the safety of the entire nation (Kementerian Pertahanan Republik Indonesia 2014). The military threat to this day still exists even though it is of different form and type. Nowadays, the integration of the Indonesian nation can be disturbed by the unpreparedness of defense human resources in facing domestic or foreign military threats.

One of the foreign military threats that is still warmly remembered is the case of violations related to national borders by the People's Republic of China in the South China Sea. At first the South China Sea was disputed by 6 countries, there are Brunei, China, Malaysia, the Philippines, Taiwan and Vietnam. This makes the South China Sea a sovereignty dispute that involves each country on a prolonged basis. This is because each party submits its respective claims against its sovereignty in the South China Sea. (Satria 2020).

In the end, this conflict was suppressed by the defense diplomacy efforts carried out by the government of the Republic of Indonesia with the government of the Republic of China, so that currently the disputed border sea with Indonesian territory is no longer called the South China Sea, but the North *Natuna* Sea. The name change of the South China Sea in the *Natuna* waters has been going on since 2017, witnessed by former Indonesian vice presidents Boediono and Tri Sutrisno. This is because the act of claiming Indonesian territory carried out by China is not based on UNCLOS (United Nation Convention for The Law of the Sea), and rejects the "Nine Dash Line" claim issued by the Chinese government. (Tempo.co 2021). Judging from this case, the thing that Indonesia needs to prepare in dealing with the *Natuna* conflict is that Indonesia must strengthen its military forces in maintaining security in the region (Azkiya and Leonardo 2020). In other words, Indonesia needs to prepare its main and reserve military forces in support of the creation of an ideal defense system in the future.

According to the defense white paper, Indonesia's defense system adheres to a system called the universal defense system (Kementerian Pertahanan Republik Indonesia 2014). The form of this system is explained by involving all levels of society, regions, all available national resources and prepared in a total, initial, integrated, directed and sustainable manner. In the national defense system there is a defense component which is divided into three, one of these components is a reserve component consisting of non-military communities who are trained and physically armed with physical skills provided by the state military agency. The reserve component starts to prepare defense human resources to face the universal people's war which become the worst thing if the global military threats really happened.

In the process of forming the reserve component human resources, what needs to be further considered is the planning for the formation of these human resources so that they are physically and mentally ready. In the human resources planning management process there are stages of training and human resources development (Syafri and Alwi 2014). In this case, what

needs to be known is which party is fully involved in the training and development process for the reserve components from the start.

This study tries to explore the way of the system in training and developing the reserve components of human resources in an effort to strengthen the national defense system against global military threats. So that the expected output from this research is input for maximizing the training system and developing the formation of defense human resources in the future.

2. The Methods of Research

In the process of this research, the researcher uses qualitative methods with data collection techniques of literature study. Literature studies are various activities related to library data collection methods, activities to read sources and record findings, and process research materials to produce a valid research work. Danial and Warsiah argue that literature study is a research conducted by researchers by collecting a number of books, magazines related to the problem and research objectives (Danial and Wasriah 2009). This technique is carried out by researchers with the aim of revealing various kinds of theories that exist and are relevant to the problems being faced, as reference material in the discussion of the research results obtained. In general, the study of literature is known as a literature study, because the researcher traces the sources of writings that have been previously written.

3. Discussion

3.1. Global Military Threats

Along with the increasingly rapid global development, finally deliver to an increasingly complex understanding of threats between military threats and non-military threats. The approaches in terms of national defense in the future require a lot of non-military approaches combined with military approaches. In this way, the development of a defense posture, both from a military and non-military perspective, needs to be carried out in a balanced manner so as to produce a better state defense strength and capability in maintaining state sovereignty. Indonesia is a sovereign country that sees the importance of building a defense force by connecting the aspects of military and non-military defense. In facing the military threats, the Indonesian National Army placed in all dimensions as the front line in the implementation of national defense.

According to Buzan, the military threat has traditionally been the highest priority of concern for national security. This is because, the military threat using armed force can destroy what has been achieved by humans. The military threat itself is also not only direct, but can also be indirect and more on external interests aimed at the country (Rani 2018).

Overall, actions that can be classified as global military threats are military aggression, territorial violations by other countries, espionage, technological sabotage and acts of terror from international networks. From some of these actions, recently the defense of the Indonesian state is being disrupted with threats of territorial violations by other countries so that it interferes with the sovereignty of the Republic of Indonesia in the region. The conflict is the violation of the territorial waters of China against waters in the *Natuna* islands which are said to be included in the "Nine Dash Line" of the South China Sea. This is like awakening a sleeping tiger for Indonesia. Indonesia was initially a neutral country regarding the South China Sea conflict, until in the end the Indonesian government took decisive action, by rejecting the claim from China regarding the "Nine Dash Line" because it was not in accordance with the results of UNCLOS.

If it observed closely at the news coverage in the mass media at that time, some wrote that there was military tension in the waters. It can be said that at that time Indonesia was facing a global military threat from China, regarding the violation of its territorial sovereignty. The

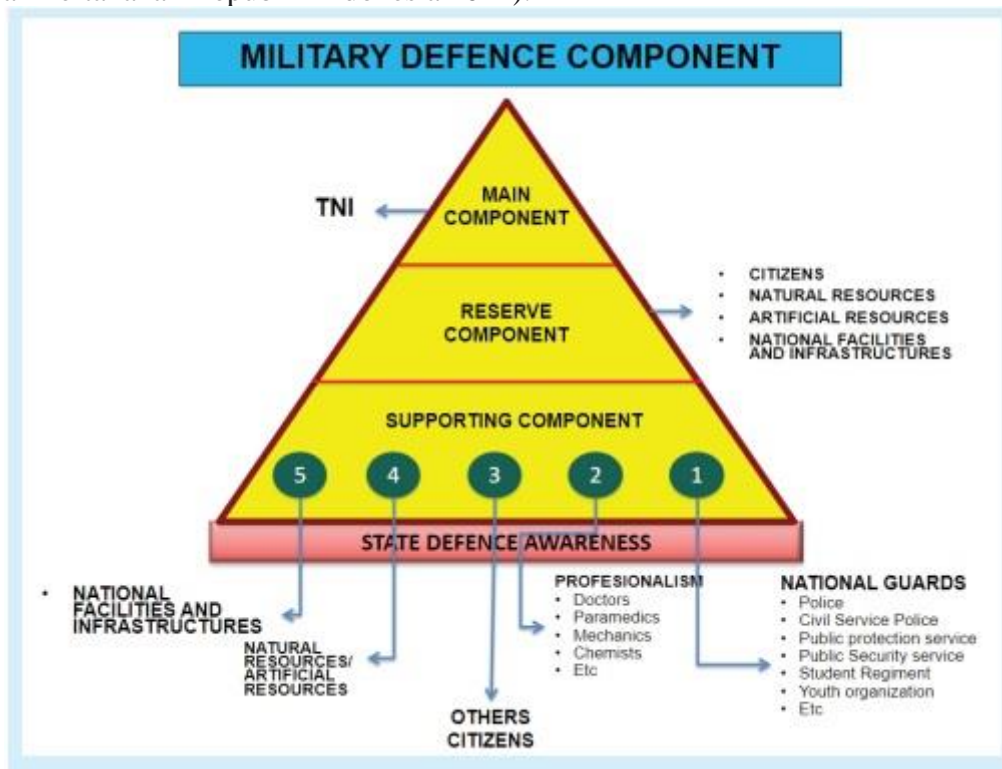
military forces of the Indonesian navy and the Maritime Security Agency serving in the vicinity of the *Natuna* Islands seem to be on alert for the possibility of an armed truce breaking out in the area. However, if this actually happens, the worst possibility that the Indonesian defense component will face is a crushing defeat. Because if it noticed at the posture and strength of the defense equipment owned by China, Indonesia has lost badly in terms of quantity.

3.2. Strengthening the National System

In Indonesian Law Number 3 of 2002, Article 1 paragraph 2 explains that the national defense system is universal in nature which involves all citizens, territories and other national resources which are prepared early by the government and carried out in a total, integrated, directed and continuous manner to uphold the sovereignty of the state, territorial integrity and the safety of the entire nation from all threats. In short, it can be said that the Indonesian defense system is popularly known as the universal defense system or usually called as *Sishanta*.

In the Indonesian defense white paper, it is explained that the universal defense system combines military defense and non-military defense, through efforts to build strong and respected defense forces and capabilities and possess deterrence. Being prepared early means that the universal defense system is built from peacetime to wartime, as the real condition is that building defense takes a long time, while war can occur at any time. (Kementerian Pertahanan Republik Indonesia 2014).

In times of peace, the implementation of the universal defense system is carried out within the framework of national development as stated in government programs that apply nationally. During the war, the National Defense System combine Military Defense and Non-Military Defense in the composition of the main defense components, namely the Indonesian National Army, reserve components, and supporting components through mobilization. (Kementerian Pertahanan Republik Indonesia 2014).



Indonesian Military Defense Component
Source: Indonesia Defense White Paper 2015

From the picture above, it can be spelled out that military defense resources consist of the component, there are main component which contained of Indonesian National Army from all dimensions; reserve component which contained of trained Indonesian citizen, natural resources, artificial resources, national facilities and infrastructures; and supporting component which contained of citizens as a whole outside the reserve component along with natural and artificial resources and also national infrastructure as a whole. The core of policies related to defense resources is the involvement of all aspects of citizens in the process of strengthening the national defense system, so as to create a strong, resilient and reliable national defense system.

3.3. The Reserve Component

As previously explained, military defense resources in the Indonesian state defense system consist of main components, reserve components and supporting components. In this section, the reserve component and the things related to it will be explained in more detail.

The reserve component consists of citizens, natural resources, artificial resources, and national facilities and infrastructure. The reserve component is formed from national resources that are prepared to be deployed through mobilization in order to enlarge and strengthen the Main Component with the legal basis of Indonesian Law Number 3 of 2002 Article 1 paragraph 6.

In the defense white paper, it is explained that the reserve component is physically armed and manifested in the provision of physical skills, both through the Indonesian National Army soldiers and as trained people, supported by knowledge and skills in using military equipment and weapons and mastering combat tactics and strategies as an embodiment technology weapon system. (Kementerian Pertahanan Republik Indonesia 2014).

The formation of the reserve component itself began to be implemented since the Ministry of Defense under the leadership of the Indonesian Defense Minister, Prabowo Subianto. On October 8, 2021, Indonesian President, Joko Widodo, together with Defense Minister, Prabowo Subianto, inaugurated and appointed 3,103 people as members of the reserve component of the Indonesian National Army. The inauguration took place at the Batujajar Special Forces Education and Training Center, Bandung, West Java (Charonni 2021).

The period of basic military education and training undertaken by the reserve component is for 3 months with a productive age range of 18-35 years. During the training, each member of the reserve component gets several facilities rights attached to him, namely, pocket money during training, operating allowances during mobilization, health care, work accident insurance protection and death insurance, as well as awards. During their active period as a reserve component, members of the reserve component originating from the State Civil Apparatus and workers continue to get their employment rights and do not lose their jobs at the original agency. Likewise, members who come from students, still have academic rights and do not lose their status as students in their respective educational institutions. (Rizal 2021).

Adapted from the kompas.com news page, the backup component is only active when the mobilization is running. The members of the reserve component who have been inaugurated have a rank that refers to the classification of the rank of the Indonesian National Army, which is only used during the active period of mobilizing the reserve component. If the members of the reserve component are in a state of inactivity from mobilization, then all members of the reserve component will return to being ordinary citizens and carry out their respective professions as usual. (Rizal 2021).

The reserve component owned by Indonesia has a different conceptual basis with countries that have compulsory military regulations. Military service carried out by South

Korea, Thailand, Singapore, the United States, and China is a program that must be followed by citizens of these countries (men) who have entered a certain age during a predetermined period of time. In other words, every male citizen who is old enough is obliged to participate in the government program. After that, they can choose to return to their respective professions as civilians or to continue serving in the military. Unlike the reserve component in Indonesia, the government does not require every citizen to participate in the program. The reserve component program is participated by citizens who have a will and voluntarily without coercion in registering themselves. After the training program is complete, they will return to their respective professions with the status of civilians.

Reflecting on the neighboring countries that have the concept of military service, Indonesia should also adapt the program completely. The reason is that the existence of defense resources, especially in Indonesian defense human resources, can be said to be still minimal from neighboring countries. This needs to be maximized, considering that many of Indonesia's human resources in the productive period of 18-35 years have not been properly introduced to national defense. Meanwhile, what needs to be underlined in building a defense force is not only upgrading the main weaponry system but also building a strong and capable defense system for human resources.

3.4. The Training and Development of Reserve Component

Training and development are familiar in the professional world of companies, organizations, institutions or educational institutions. Training and development itself is one of the functions of human resource management. It can be concluded that training and development are very important for the workforce to create more abilities than they have. It is also intended for these individuals to better master the field of work they will handle in the future.

Taylor's theory of management thought, that the workforce needs proper job training (Wren and Bedeian 2009). This theory is very appropriate to avoid the worst possibility in working abilities and responsibilities, so that in completing job duties more effectively and efficiently in accordance with the rules that have been set. Through training and development, the workforce will be able to work on, improve, and develop their work. In relation to this research, the author tries to examine the important points that exist and are closely related to the training and development carried out in the process of forming reserve components.

Before discussing further, we need to know the definition of training and development, as a basis for further analysis. Training is a learning process that involves the acquisition of skills, concepts, rules, or attitudes to improve workforce performance (Simamora 2006). According to Article I paragraph 9 of Law No. 13 of 2003, job training is the entire activity to provide, obtain, improve, and develop work competence, productivity, discipline, attitude, and work ethic at a certain skill level and expertise in accordance with the level and job qualifications.

Development tends to be more formal, involving the anticipation of individual abilities and expertise that must be prepared for the benefit of future positions. Goals and development programs involve a broader aspect, namely increasing the ability of individuals to anticipate changes that may occur unplanned or planned changes. (Syarafuddin 2001).

According to (Hani 2001) the understanding of training and development is different. The training is intended to improve the mastery of various skills and techniques for carrying out certain, detailed and routine work that is training to prepare employees (labor) to do current jobs. Meanwhile, development has a wider scope in an effort to improve and enhance knowledge, abilities, attitudes and personality traits.

In its implementation, the training and development of reserve components uses the type of training and skill development. Where every member of the reserve component is trained with military basics in order to develop the basic military capabilities of reserve component personnel. According to the second quarterly review report, the *Seskoad* commander (2010), Maj. Gen. Markus Kusnowo, in a report entitled “*Peran Kodam dalam menyiapkan komponen cadangan guna mendukung sistem pertahanan semesta*”, explained some of the training and development provided by the state that involved the Indonesian National Army agencies in it, namely *Kodam Jaya* and *Rindam Jaya* Military Commands.

In the report it is explained that based on the operational basis of the *Kartika Eka Paksi* Doctrine in 2007, the tasks of the Army as the bearer of the defense function, one of which is to carry out the empowerment of defense areas on land by planning, developing, deploying, and controlling defense areas for the benefit of national defense. on land in accordance with the universal defense system through territorial development. One of its actions is to assist the government in conducting mandatory military training for citizens in accordance with the law. (Kusnowo 2010).

In this training, if it is related to the organization and tasks of the regional military command, it is very appropriate to be carried out by the implementing echelon of the regional military command in charge of education and training, namely *Rindam*, because *Rindam* as the operator of the The regional military command has the task of organizing and carrying out soldier education activities, fostering Corps and unit traditions as well as fostering replacement staff in the The regional military command area and carry out other tasks according to the instructions of the Regional Commander. In addition to having a State Defense education unit, *Rindam* also has 10 (ten) operational components that support the implementation of education known as the Education component. (Kusnowo 2010).

The task of the the regional military command itself in preparing the reserve components refers to the Law of the Republic of Indonesia No. 34 of 2004 concerning the Indonesian National Army, the The regional military command carries out military operations other than war by carrying out "Empowerment of defense areas and supporting forces at an early stage in accordance with the universal defense system". Empowerment here is the regional military command to help the government prepare national potential to become a defense force.

To form a reserve component for each region, a committee must first form a recruitment committee for prospective members of the regional reserve component. The membership of the steering committee at the regional level consists of elements of the Ministry of Defense (PTF *Kemhan*), elements of the Indonesian National Armed Forces, Regional Governments, and related agencies. The mechanism for preparing reserve components is starting from the planning, formation (training), coaching (development), use and termination stages. As with the material described previously, this discussion will focus more on the formation and development in the process of forming reserve components.

At the stage of formation in (Kusnowo 2010), it was explained that prospective members of the reserve component who had passed the selection were called upon to attend training in accordance with the time and standard of ability of each dimension set by the Ministry of Defense. The formation or training of reserve components is intended so that each personnel will have the ability to fight within and between units (Kemhan 2008).

In addition, it is explained on the ppid.kemhan.go.id page that the basic military training and development education program for the reserve component is carried out for 3 months (600 lesson hours). The places for the implementation of education are the Educational Institutions of the Army, Navy, and Air Force. According to the Minister of Defense Regulation number 4 of 2021 concerning the Basic Military Training Curriculum for reserve components, the targets

to be achieved are: behavioral attitudes related to increasing faith and piety; the field of knowledge and skills with general, national (defense of the state) and military material; as well as the physical field, namely *kesamapta* (PPID KEMHAN RI n.d.).

During the training period which includes the basic stage, the reserve component personnel will receive material in the form of *Pancasila*, the 1945 Constitution, Law no. 3 of 2002, Law no. 39 of 1999, the application of laws and regulations, the democratic system, the history of the nation's struggle, and environmental knowledge. It can be said that this basic material coaching training is in the form of basic national knowledge, which will later be developed in the advanced stage of training. Furthermore, at the advanced stage of coaching training, reserve component personnel will receive training materials for State Defense Development with introductory material for state defense, insight into the archipelago, national security, politics and national strategy, universal defense system, self-defense system, Indonesian language, commemorating major national holidays, inter-ethnic assimilation and national vigilance. (Kusnowo 2010).

It was also explained in the report, apart from the basic military material from a physical point of view, the training and development provided to reserve component personnel was training for state defense development that led to mental and spiritual. In the material for State Defense Training and Development, it is explained that the tasks of coaching include: 1) Providing guidance and care to the community in enhancing efforts to achieve values/achievements in the State Defense Training and Development; 2) Organizing records for the purposes of assessing the condition of the community while participating in the State Defense Development Training; 3) Organizing the recording of data development and reports for educational purposes; 4) Organizing activities in terms of planning, drafting, mobilizing and supervising the Training of State Defense Development; 5) Improving efficiency and effectiveness in achieving the objectives of the State Defense Training and Development (Kusnowo 2010).

At the final training or development stage, reserve component personnel will receive coaching materials in the form of law, general government policies, conflict management, terrorism and its prevention, state defense from a religious perspective, regional development strategies, socio-culture, practice of lectures in the community, knowledge of mass organizations, mass psychology, sport and health, and basic military regulations. (Kusnowo 2010).

In terms of trainers and coaches, according to Kusnowo, *Kodam* and *Rindam* are quite qualified in carrying out their duties from the aspect of training, coaching, operational as the strategic compartment of the Army. However, due to the absence of clear legal protection regarding the implementation guidelines in the field, it creates quite serious obstacles and obstacles in its implementation.

4. Conclusions and Recommendations

The target of 25,000 reserve components to be owned by Indonesia in the future has entered the early stages of the number of 3,000 reserve component personnel that have been inaugurated. By looking at the data and facts presented from some of the previous literature, it can be concluded that one of the land forces that are currently active in forming reserve components, namely *Kodam Jaya* and *Rindam Jaya*, are quite ready to carry out the task of coaching, training and developing the personnel of the reserve components that has passed the selection process. The material provided in the training and development relates to general knowledge, basic national knowledge, knowledge of defending the country, strengthening faith

and devotion to God Almighty, basic training and military strategy, as well as physical ability in this case is opportunity.

In terms of training and development, the material provided can be considered very dense and complete. Within a period of 3 months (600 hours), the selected reserve component personnel will receive the material alternately, ranging from theory to practice in the field. The availability of educators as well as operational facilities are also sufficient to date, so that they can support the development program for the reserve components.

However, when viewed from the countries that have a reserve component version of the military conscription, the period of coaching for 3 months is deemed insufficient in instilling the doctrine given during the coaching process. In addition, the equipment used, such as weapons and other infrastructure, is constrained in terms of quality and quantity. Another obstacle faced later was the clarity and logic of the legal umbrella in the process of developing reserve component personnel, which is still unclear until now.

It is better in the future, the organizational structure of the coaches and educators for the reserve component is given a transfer of knowledge to countries that have a mandatory military system to find out the standardization of training there, so that Indonesia can adapt the training process if possible. In terms of the quality and quantity of supporting infrastructure for teaching materials, the organizers need more attention from the government in terms of materials in order to be able to increase the number and update the quality of supporting infrastructure. Finally, regarding the clarity of the legal framework for training and coaching, further discussion is needed in terms of improving the quality of educators in terms of behaviour, knowledge, skills and physical aspects, and if necessary, the Military Command and Regional Military Command as the party mandated by the state can involve other agencies others to cooperate in the training and development of reserve component personnel. So that the expected output in the future is the creation of strong reserve component personnel in the order of defense posture which will later protect Indonesia from all kinds of global military threats.

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