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State defense strategy through defense public policy analysis in the face of revolution in military affairs

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ABSTRACT

State defense is a very important field to be realized to be strong, but there are many obstacles to achieving the desired defense goals. Based on the various obstacles, the priority is the provision of quality human resources. Public policy in the field of government regarding the management of civil and military human resources is equally important in realizing human resources that can produce defense technology that has a deterrent effect. This study aims to analyze the national defense system through the analysis of public defense policies in the face of a Revolution in the Military Affairs (RMA). The research method used is a qualitative approach. Data was collected through Focus Group Discussion (FGD), in-depth interviews and literature review. The characteristics of the informants in this study were 12 students of the year 2020 Marine Defense Strategy study program who had taken state defense strategy courses at the Defense University. The student is a member of the Indonesian Navy (TNI). The results of this study indicate that to realize reliable human resources without losing their identity requires an understanding of defense public policy. Changes in defense technology are also related to the RMA which continues to move forward and affects the interaction of international relations. In addition, in the face of change, the role of education is needed as a tool to keep up with actual and factual changes.



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Introduction

Technological advances have an impact on every human activity that requires them to have the ability to use technology. This is closely related to the mastery of technology which cannot be separated from the role of formal and non-formal educational institutions in producing human resources. Mastery of technology and information is the ability to understand and use information technology tools. Therefore, educational institutions are directed to develop mastery of technology as a process of producing human resources who have special expertise in the field of technology (Del Prado & Rosellon, 2017). In addition, technological advances also have an impact on the mastery of military technology. Thus, military members are required to master defense and security technology. The changing dynamics of defense public policy has an influence on defense technology. Therefore, in the process of mastering defense and security technology, military members need human resources who have competence and performance. The ability of human resources to make technological products, including the mastery of military technology, has stepped on global marketing. The ability to create platforms for military technology products that are not based on electronic controls is largely tested and

operational. Human resources already have expertise in equipment operation and maintenance, and human and institutional resources have been able to design, prototype, and test some equipment.

Research by Nurhuda et al. (2021) show that advances in science and technology are inseparable from advances in military technology. Although in its development, to improve the ability to master military technology, there are still limitations. This is due to the lack of opportunities provided. On the other hand, technological progress can of course be in the form of political, social and economic problems. Therefore, Mulyadi et al. (2021) added that technological progress does not all depend on the sophistication of military technology in defending the interests of a country. Based on these conditions, there are other problems related to advances in technology and defense technology such as what happened in the Vietnam War and the Afghanistan War.

In increasing the mastery of defense technology, the development of the defense industry requires visionary management through increased creativity and innovation. On the other hand, to be able to develop the defense industry through technology, it can rely on Human Resources who have idealism and intellect, and build high competitiveness. Arto et al. (2021) show that the acceleration of independence (self-reliance, freedom, and independence) of the National Defense Industry requires synergistic cooperation between technology users, research and development institutions, universities, and industry. Thus, the acceleration can be carried out through the preparation of defense industry policies. The defense industry policy is implemented through defense industry development programs and defense research and development programs. In addition, defense industry policies can also include defense industry cooperation between universities and research and development institutions. This is done as an effort to improve the quality of human resources and the field of design. Research of Prasetyo et al. (2020) shows that defense industry policy can be carried out through research and development as well as engineering coordinated by the Defense Industry Policy Committee in synergy with the production and procurement activities of defense equipment.

In addition, the government's role in building special facilities to support the Defense Industry is carried out by providing special education and training program facilities to improve the quality of human resources. According to Berhe (2017), building human resources, especially in the defense industry, can be done by providing a budget for research and engineering. Mazari et al. (2021) explained that the strategy to increase human resources in the military can be done by paying attention to domestic policies. This is because human resources who will improve technology must pay attention to other factors, namely international relations both in the region (regional) and globally. With regard to defense technology, it is also necessary to know about RMA. RMA is so complex and interrelated between the efforts that must be made, human resource management is needed to realize idealism, creativity, innovation and intelligence. Thus, the sustainability of Indonesia's defense technology development is in line with the dynamics of international relations and RMA (Syarifuddin et al., 2021). Therefore, Indonesia must be ready to face the dynamics and global free competition. In addition, the existence of an organization's dependence on the management of increasingly qualified human resources will be even greater. Research by Purwanto et al. (2022) adding that without neglecting the importance of attention that must be paid to the management of other organizational resources, it cannot be denied that the main attention must be paid to the management of human resources.

Based on Waltz's concept of international politics, there are three levels in the analysis of international politics, namely the international system, the state and the individual. Listiyono et al. (2021) added that in interacting to achieve its national interest, the state or society can conduct international relations. Thus, in improving the quality of human resources in the defense industry, groups included in international relations include nations, states, governments, communities, regions, international organizations, industrial organizations, cultural organizations, and religious organizations (Saputro, 2021). Thus, it is undeniable that to face the RMA there is also a regionalism/regionalism view with all its international political dynamics (Widjayanto et al., 2021). Therefore, the role of the state becomes important to carry out foreign policy as a branch of international politics and to do so in achieving their national interests (Sulistiawan et al., 2022; Yulivan et al., 2022). In the context of Indonesia, foreign policy is free and active. In the midst of global competition in the international system, where each country achieves its national interests in a manner regulated by its foreign policy, the advancement of military technology is part of international relations itself (Hermawan et al., 2021).

According to Budiantara et al. (2022) in dealing with RMA in the midst of globalization, issues of democracy, human rights and the environment also affect the national defense industry. Therefore, military issues no longer dominate, but it is not realized that advances in military technology are still important in strengthening national defense. Today's international relations are no longer dominated by a realist perspective, but issues of economy and trade, energy, the environment change the views of states and non-state actors actually play a major role in state relations (Junaidi et al., 2021).

The development of military technology has realized market segmentation in the expansion of products and manufacturers of each country's technology. Therefore, the Defense University as a higher education institution that provides opportunities for TNI officers and the general public seeks to improve their defense knowledge in the face of a revolution in the military sector. Thus, wider cooperation with all its consequences in international relations are getting smoother (bordered but borderless). In addition, a learning strategy is needed that can increase students' knowledge as a TNI members in Indonesia to face RMA. Therefore, this study analyzes the state defense strategy through defense public policy analysis in the face of RMA in Defense University.

Method

Research Design

This research was conducted with a qualitative approach. This is because to be able to analyze the learning strategies of state defense strategy courses through public defense policies in the face of RMA. Thus, the design of qualitative research is an attempt to obtain a more in-depth description and information of the data with a thematic approach. According to Boyatzis (1998) the thematic approach is a method for identifying, analyzing and reporting patterns that are patterned in a phenomenon. The phenomenon studied in this study is related to the implementation of state defense strategy through analysis of defense public policies. Thus, this qualitative research provides a detailed description of the state defense strategy. This research was conducted at the Defense University. The selection of informants in this study used purposive sampling, namely determining certain informants who were full of information in accordance with the focus of the researcher on purpose. This selection is made in order to make it easier for researchers to explore the object / situation under study. Therefore, the informants were selected according to the characteristics of the researchers' needs, namely: 1) master students who are active in the Marine Defense Strategy Study Program; 2) members of the Indonesian Navy army; and 3) 2020 students who have taken state defense strategy courses. Based on these characteristics, there are 12 selected students who are members of the Navy army.

Data Collection

Focus Group Discussion (FGD) is a data collection technique that is generally carried out in qualitative research with the aim of finding the meaning of a theme according to the understanding of a group. The FGD in this study was used as a pre-research data collection tool aimed at obtaining data and an initial picture of students' understanding of the state defense strategy in dealing with RMA. The number of informants for the FGD was six people. FGD activities were carried out for 90 minutes.

Interviews in this study used an in-depth interview technique. This is done to dig information related to student understanding in dealing with RMA through a state defense strategy. Researchers asked questions according to interview guidelines which consisted of: 1) students' understanding of the state defense strategy; 2) implementation of state defense strategy learning through defense public policy analysis; 3) strategy to deal with RMA through public policy analysis and 4) strategy to improve human resources through analysis of defense public policy in dealing with RMA. Interviews in this study are the main data collection tool that aims to reveal and obtain information related to the state defense strategy through analysis of defense public policies in the face of RMA. The number of informants for the interview was 12 people (6 of whom were included in the FGD informants). To maintain the research code of ethics, informants in this study used pseudonyms. In addition, the data collection process was carried out using a tape recorder to record the results of interviews and FGDs.

Data Analysis

Data analysis in this study uses thematic analysis to identify themes through the results of interview transcript data and based on theory and previous research results (Boyatzis, 1998). In this study, only one type of thematic analysis is used, namely inductive thematic analysis which is carried out in explaining the processes that occur during the interview and also the issues in the interview that are important and in line and relevant in the research. The stages of implementing an inductive thematic analysis consist of: 1) the researcher records all the data obtained systematically through FGDs and in-depth interviews; 2) make an outline of the data that has been collected; 3) compare and group outlines related to state defense strategy, defense public policy analysis, and RMA; 4) building themes and codes through the results of grouping outlines; 5) evaluate the themes and codes that have been compiled; 6) interpret the results and draw conclusions.

Results and Discussion

Industrial capacity related to the military will be more effective if a country, in addition to having natural resources that can support its industry also has the ability to manage so that it can be used for military and civilian interests in achieving national interests. Morgenthau cited the natural wealth of uranium in Congo which is a Belgian colony has little influence on Belgium for the benefit of its military industry as a suppressive effect

during the Cold War. Conversely, for Czechoslovakia and the United States, the wealth of uranium has a great effect on its defense interests. The U.S. has human and industrial resources that can manage its natural wealth for its national interests in the face of bipolarity competition at the time. The development of RMA, which continues to this day, initially began with the Soviet Union in the Cold War era with a heavy point on its technology (Pramono & Prakoso, 2021). But further expanding so much that most assume that RMA is not only related to technology but also the capabilities and military effectiveness of a country.

This arises due to the benefits and influence of technological developments on system changes, changes in operational methods and military organizations. Thus, RMA will not be able to escape the complexity of tactical, social, political, organizational, and new conceptions in the face of threats (Lebo et al., 2021). As a consequence, it is necessary to make a conception of military power in order to achieve the political interests of the country with the ability of the state to recognize (recognize), anticipate, explore (exploit) and ensure the continuity (sustain) comprehensively of military innovation. Changes in strategic and operational conditions faced by the military are increasingly complex such as hybrid warfare, unconventional threats (terrorism, insurgence, and asymmetric warfare, so in dealing with it requires the role of other components. In addition, according to Bitzinger, other influencing factors are geographical and cultural conditions that have implications for geopolitical insecurity, regional competition, and uncertainty arising from the various complexities of conflicts and threats; economic growth making it possible to purchase the latest weapons and carry out military modernization; and globalization, consolidation and competition of the global arms market defense industry (Rianto et al., 2021). Thus, the dynamics of international relations are influential in carrying out a revolution in military affairs, where the aspects that are constantly being updated are technologies, doctrines and organizations that will have an impact on military capability and effectiveness on the dynamics of international relations and domestic conditions.

The most important asset that an institution has is human resources. Activities carried out by humans in an organization are interdependent activities. Even according to Siagian that various institutions although do not have resources and wealth in the form of money, but if they have human resources who are educated, skilled, disciplined, diligent, willing to work hard, have a work culture, faithfully achieve enormous progress for the institution and its person is wide open (Prihantoro et al., 2021). In addition, according to Simamora, some of the human resource problems that make the company fail include: poor quality of employees, negative attitudes and mindsets of employees who have been firmly rooted in the company, high turnover of employees who cost a lot and the switch of important employees to competing companies, as well as other factors including poor incentive guarantee programs for employees (Prakoso, 2021). Thus, the performance and competence of individuals will also affect the performance and competence of the organization. Boulter, Dalziel and Hill define competence as a basic characteristic of a person that allows them to bring out superior performance in their work (Dipua et al., 2021). Competence is a deep and inherent part of personality in a person with predictable behavior in various occupational circumstances and tasks.

Predictions of who performs well and less well can be measured from the criteria or standards used by Boulter et.al called competency levels, namely Skill, Knowledge, Self-concept, Self-Image, Trait, and Motive. According to Armstrong and Brown performance assessments are based on understanding the knowledge, skills, expertise and behavior needed to do a good job and a broader analysis of individual attributes and behaviors where attributes consist of knowledge, skills and expertise (Fatimah et al., 2021). According to Mc. Clelland in Cira and Benjamin by evaluating the competencies that a person has, it can be predicted the person's performance (Narindra et al., 2022).

Human resources are reliable potential personnel in the implementation of the Defense Industry consisting of elements of expertise, expertise, competence and organization, as well as intellectual property and information. Every element of human resources must be improved useability and useful value continuously in accordance with the standards, requirements, and certification of expertise and professional code of ethics. Government, Users, and The Defense Industry prepare the human resources necessary to master defense and security technologies loaded with high-tech and applied sciences of the Defense Industry. The high technology and applied sciences of the Defense Industry are those that have been mastered from the Defense Industry process and developed at national universities. Human resource preparation includes recruitment, education, training, internships, and rewards.

Thus, cooperation between all institutional elements of science and technology is needed in the development of information networks, defense and security sciences, and Defense Industry technology. The three factors above are international relations, revolution in military affairs and increased human resources, of course, meet in a forum called research. Through research will be found theoretical benefits and practical benefits that can be used as one of the many inputs needed by decision makers, especially with regard to the revolution to be carried out in military affairs.

Conclusion

The role of public policy in the field of simplification on defense resources is very important to always be improved in realizing the country's defense goals. Influenced by the development of the global strategic environment that impacts the technological needs of military equipment in the face of ever-changing threats. Various limitations, especially the budget, require each country to think about effective and efficient measures and strengthen its defense, but the priority must be focused on its human resources. Defense affairs cannot be carried out only by one state entity, including in preparing human resources, there must be good integration between entities to be able to achieve optimal results.

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