

**POLICY DESIGN
IN DETERMINING THE CORPS OF
INDONESIAN NATIONAL NAVAL CADET ACADEMY**

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ABSTRACT

As the largest archipelagic country in the world with a strategic position and with having large wealth of natural resources, Indonesia constitutes a country that has tremendous allure to other countries that have an interest. In order to manage abundant natural resources, of course it must be supported by good Indonesian human resources. This is in line with the policy of the President of the Republic of Indonesia H. Joko Widodo, that the development of human resources constitutes top priority in his government policy for 2019-2024. This priority also in the navy which has motto *Jalesveva Jayamahe* (in the sea that we are victorious). This program was also delivered by the Chief of Staff of the Indonesian Navy (Kasal) Laksamana TNI Yudo Margono, SE, MM regarding with the Indonesian Navy Vision for the next five years “Professional, Modern and Resilient in order to create an Advanced and Modern Indonesian Navy that is Sovereign and Independent”

In order to generate qualified Indonesian human resources in order to build and maintain the sovereignty of the unitary state of the Republic of Indonesia and to implement government policies and Kasal policies, especially in generating officers, of course it can be realized and determined fundamentally by the educational institution system. Indonesian Navy Academy which is tasked to educate and train the cadets who will later become officers and leaders of the Indonesian Navy in the future. In order to generate officers who, have a high level of intelligence (responsive), have a good personality (mighty) and have a strong physical ability (agile) and able to carry out their duties and obligations. To achieve the above targets, 10 (ten) good educational components are needed, one of them is the main input resources should be good. Having completed basic military training at academy TNI in Magelang and before carrying out continues education at Naval Academy in Surabaya, the cadets will be determined their corps whether Sailor, Engineering, Electronics, Supply or Marines. To establish their corps, it is necessarily a regulation and norm to name their corps in accordance logical with the result of their psychological test

As information currently there is a regulation that regulates the determination of the cadet corps, namely the Regulation of the Chief of Staff of the Indonesian Navy Number Perkasal / 72a / IX / 2009, but this regulation has not accommodated any policy changes and there are still problems occurring in determining the Corps. Therefore, it is necessary to revise these regulations so that later they will be better and can accommodate changes that occur and eliminate existing problems. Given the very importance of determining the Youth Corps, it is necessary for a policy design to determine the Corps by considering various criteria and accommodating policies that do not yet exist so that the new regulations will be better.

Keywords: Public policy design, determination of the Youth Corps.

1. Introduction

In order to support the priority program of human resource development and in order to realize qualified advanced Indonesian human resources so that it can bring into a reality Indonesian world-class Navy. This must be mainly supported and implemented by every element of the nation, especially government institutions including the TNI / Navy. The human resources of the Indonesian Navy, which is one of the integral components of Indonesian human resources, have a very important role together with other components of the Indonesian nation to participate in advancing the Indonesian nation. In order to bring AAL cadet become qualified and professional of course, it is very determined from the beginning of education.

Currently there is a regulation that regulates the determination of the Youth Corps, namely the Regulation of the Chief of Navy Staff Number: Perkasal / 72 / IX / 2009 (Attachment 1), but it has not been able to accommodate policy changes such as the policy of the presence of Taruni (female cadets) at AAL. , there are Taruna / Taruni who have a social studies department at AAL and there is a change in educational patterns which results in a change in the policy for the implementation of the determination of the corps, originally carried out at the rank of sergeant Taruna (Sertar) to Corporal Taruna (Koptar). In addition to policy changes, there were also weaknesses that were found in the policy design for determining the old Taruna corps, namely the determination of the old corps was very much determined by the dominance of psychological criteria so that it seemed to ignore other criteria. Apart from that, the results of the old corps determination which were based on the quota of each corps based on the results of the Indonesian Navy's probability that there were still excess personnel at certain corps, on the other hand, there was a lack of personnel in other corps, so it seemed as if there was a corps mismatch. Therefore, it is very necessary to have a policy design in determining the Youth Corps at the Indonesian Navy Academy that accommodates policy changes and covers the design weaknesses of the old cadet corps, so that the results will be even better. Of course, this must be followed by changes to the regulations for the chief of staff of the Indonesian Navy. Based on the preliminary findings above, the researcher seeks to explore and then will try to discuss how the design of the Taruna corps can accommodate policy changes and make it even better. Therefore, the regulation of the chief of the naval staff number: Perkasal / 72 / IX / 2009, especially regarding the Determination of Corps for AAL cadets, needs to be revised and refined again, because it is no longer in accordance with the current conditions. Therefore, the determination of the Youth Corps must receive serious attention because it is also an initial process in determining future leaders of the Indonesian Navy. In order to support this, an appropriate model is needed in determining the Corps and taking into account various aspects so as to produce a policy design in determining the Corps that is even better, based on various assessment criteria so that the Corps results obtained by each Taruna will be in accordance with their talent so that they will be able to develop and become a superior officer in accordance with the Corps they have.

1.2. Formulation of the problem

Based on this background, the research questions can be formulated as follows: How to design policies in determining the Youth Corps at the Indonesian Navy Academy that can accommodate policy changes and eliminate weaknesses that occur.

1.3. Aims of Research

In accordance with the formulation of the problem, the purpose of this study is: how to make a policy design in determining the Youth Corps at the Indonesian Navy Academy in order to improve the quality of policies in determining the Corps, so that it can be used as the basis for determining the Youth Corps at the Naval Academy.

1.4 Benefits of Research

1.4.1. The theoretical benefit, the results of this study are expected to add insight, knowledge, reference and input for the development of Public Policy theory at the stages of the public policy process in policy formulation, especially in policy design using the Analytical Hierarchy Process method.

1.4.2. Practical benefits, the results of this study are expected to be input for an educational organization / institution in an effort to support the educational process, especially to determine vocational / field of study, especially the determination of the Corps at the Indonesian Naval Academy.

2. Concept of thinking

This study uses several criteria among other things are Independent variables are found in the criteria used in determining the Youth Corps, while the dependent variable is the determination of the cadet corps (Sailors, Engineering, Electronics, Supply and Marines) itself. As with the definition of independent variables, the criteria used in determining the corps are considered researchers who are able to influence the determination of the Youth Corps. Meanwhile, the determination of the Youth Corps is called the dependent variable because it is expected to receive the impact of the use of policy formulations.

From the research results, as the case studies raised, it is found that in the policy analysis and in the policy process, the policy formulation stage consists of 4 (four) stages, namely: problem identification, agenda setting, problem specification and policy design. In this study, researchers focused on policy design that discusses starting from the stage of problem assessment, setting policy goals and objectives, formulating models, formulating policy alternatives, determining criteria for selecting alternative policies and assessing policy alternatives. By using the analytical hierarchical process analysis technique as a supporting element, it is expected that it will be able to have a solution and a way out to obtain the criterion in various designs for determining whether the Sailor, Engineering, Electronics, Supply and Marine Corps.

After establishing a policy design for each corps, the next step is to enter each cadets value into the existing policy design, then see which of the 5 policy design models is the best. The best ranking results are the suggestions for determining the corps of the Taruna (Female Cadets).

After a policy design has been established as a product of a good policy draft at a personal level, the rest is just waiting for the legislative process carried out by the working group including the author/researcher appointed on the basis of a warrant who will be in charge of revising the Perkasal according to the changes produced by the author based on the format and rules.

3. Procedures and methods

The stages of the public policy process as stated in the previous section, are technically only differentiated into three stages, namely (1) policy formulation, (2) policy implementations, and (3) policy evaluation. This policy formulation stage is a very important stage for determining the next stage in the public policy process. If the formulation process is not carried out properly and comprehensively, the formatted policy results will not be able to reach an optimal level. This means that the policy may be difficult to implement, it may be even not implementable. As a result, what are the goals and objectives of the policy is difficult to achieve so that the important problem in determining the Corps that has arisen at the Indonesian Navy Academy cannot be resolved. Isn't it true that public policies are made to solve public problems that arise in society, in this case at the Indonesian Navy Academy.

Therefore, at this stage it is necessary to carry out a comprehensive analysis in order to obtain a public policy that can truly be implemented, can achieve its goals and objectives, and is able to solve public problems that arise in society. At the policy formulation stage, there are at least four kinds of activities or stages that are passed, namely: problem identification, agenda setting, policy problem formulation, and policy design.

In this study, using the Analytical Hierarchy Process (PHA) method is a general theory of measurement used to find the ratio scale of both discrete and continuous pair comparisons. These comparisons can be drawn from actual measures or a baseline scale that reflects the strength of feelings and relative preferences. The PHA has particular concerns about drift and consistency, measurement and dependence within and between its group of structural elements. PHA is found mostly in decision making for many criteria, planning (prediction), allocation of resources, compiling a matrix of input coefficients, determining the priority of the players' strategies in conflict situations and so on. Thomas Saaty developed AHP during the period 1971-1975 while at the Wharton School (University of Pennsylvania), so this method is relatively new. In solving problems with PHA, there are several principles that must be understood, including: decomposition, comparative judgment, synthesis of priority, and logical consistency.

3. Results and Discussion

Public policy has been carried out in an effort to fix the bureaucracy. Bureaucracy is identical with the procedure twisted, there is no certainty of time, expensive fees, and attitude of the officers who are not friendly to the community (Agus Sukristyanto; Sida Sonsri; Sucipto; Nyoman Diah Utari Dewi; Zakariya, 2018-563). The implementing a policy design in determining the Youth Corps at the Indonesian Navy Academy, of course the researcher first tries to analyze an activity both descriptive and prescriptive, in which the researcher tries to describe the existing problem and solve the problem. Wildavsky emphasized that analysts should be involved in action (action) and not just busy in the world of discourse or just showing the location of the problem and providing suggestions, however good the suggestions. Participating actively in thinking about problems and finding a way to solve them in Wildavsky's term is called intellectual cogitation - it still has to be combined with social interaction if the analysis is expected to produce satisfactory results (Wildavsky, 1979: 17). Therefore, in this study, the researcher tries to participate actively in thinking about problems and finding a way to solve them. Meltsner (1976) identifies 3 (three) types of analysts, namely: the technician (technician), the politician (politician) the entrepreneur (entrepreneur). on policy issues (policy-oriented research) which is of good quality and is essentially an academic in a bureaucratic environment. Based on the typology formulated by these three public policy experts, Gordon, Lewis and Young (1977) classify 7 (seven) variations of activities in the context of policy analysis, namely: studies of policy content, studies of process policies (studies of policy process), studies of policy outputs, evaluation studies, information for policy making, advocacy process and policy advice (policy advocacy). In this research, the context of policy analysis is studies of policy process. Studies on policy processes sometimes show a similarity of attention to studies of policy content, however, policy process studies are primarily concerned with efforts to expose the various factors that influence policy formulation, particularly in policy design.

Several approaches in public policy include: (i) systems theory, (ii) group theory, (iii) elite theory, (iv) functional process theory, and (v) institutionalism. In this study, the approach to public policy uses Functional Process Theory. Another way to understand policy analysis is to understand the various functional activities that occur within the policy process

itself. Harold D. Lasswell (1956) provides a scheme involving seven categories of functional analysis of public policy.

- a. Since the enactment of the determination of the corps up to now, of course there have been several policy changes that need to be accommodated in the determination of the next Corps.
- b. In order to accommodate this, this study recommends a new Corps designation that can make and offer policy alternatives in accordance with policy changes and eliminate problems.
- c. In order to accommodate the above mentioned matters, it is necessary to have regulations governing the instructions regarding these provisions, in this case it is necessary to revise the Regulation of the Chief of Naval Staff No Perkasal / 72.a / IX / 2009 Perkasal, to announce and use the new regulations used by the authorities..
- d. In the implementation of the determination of the Corps, based on the policy of the special leadership for Taruni (Female Cadets) who came from the Science department, it was directed only at the,Sailor, Electronics and Supply,MarineCorps while Taruni who came from the IPS department was only directed at the Supply Corps only. Cadets who come from the Science department are directed at all Corps (Sailors, Engineering, Electronics, Supply and Marines), while cadets who come from the Social Science department are only directed at the Supply Corps and Marines.
- e. By doing the things mentioned above, of course the problems that existed before can be overcome with this new regulation so that new policies can be implemented properly.
- f. After the implementation of the revised Perkasal results, of course at the end of the regulation it will be followed by terminating the legal rules or Regulation of the Chief of Naval Staff No Perkasal / 72.a / IX / 2009 isg declared invalid.

3. Research Findings

Based on the results of observations and existing problem findings, it shows that there are several important findings in this study related to the hierarchical analytic process theory, namely:

- a. In order the analyze a policy, especially at the policy design stage in the policy formulation process, it is necessary to have techniques related to decision making or factor analysis modelling and the relationship between variables such as AHP in this study.To avoid making mistakes in calculating it would be better to use application program so that it will eliminate mistakes occurs.
- b. In the context of the existence and sustainability of a regulation, it must be adjusted to policy changes, especially those related to these regulations.

3. Research Implications

The implications of the results of this study include two things, namely theoretical and practical implications. The theoretical implications relate to its contribution to the development of the theory of public policy design and decision-making procedures to produce comprehensive policy products. While the practical implications relate to how efforts to make this paper can be implemented.

3.1 Theoretical Implications.

The research results show that:

a. Before carrying out the policy design stage, it is better if policy analysis is carried out through the stage of assessing the problem, setting policy objectives and targets, formulating models, formulating alternative policies, determining criteria for assessing alternative policies, assessing alternative policies and formulating policy recommendations.

b. This study has proven that techniques related to decision making, especially in determining the Youth Corps at the Indonesian Navy Academy, can be carried out using the Analytical Hierarchy Process (PHA) method.

3.1 Practical Implications

The results of this study have implications for the revision of the Indonesian Navy chief of staff

a. It is necessary to form a Pokja team (working group) so that the results obtained are more optimal

b. The results of this study can be used as a basis / reference in revising existing regulations.

c. The need for a policy analysis technique with an Analytical Hierarchy Process (PHA) method approach in determining the Youth Corps at AAL because it is very suitable and can be used in solving many criteria problems.

6.3. Proposition

Based on the results of the analysis and discussion, 5 (five) propositions can be arranged as follows:

a. In determining an option, especially in determining the Corps, it should not only be based on one criterion, but should be based on several criteria.

b. Policy making must involve various parties and stakeholders as well as people who have expertise and experts in their fields.

c. All the criteria for determining the Corps in this study are to have an influence on a decision result.

d. Cadets who major in Science are cadets who have the opportunity to become Marine Corps, Engineering, Electronics, Supply and Marines.

e. Taruna (Male Cadets) who have major in social studies are cadets who only have the opportunity to become the Supply Corps and Marines.

f. Taruni (Female Cadets) who has a science major is Taruni who has the opportunity to become a Marine Corps, Electronics and Supply only.

a. Taruni who has a social studies major is Taruni who only has the opportunity to become the Supply Corps.

4. Conclusion

From the results of the analysis of the results of the research and discussion of the design for determining the Youth Corps at the Indonesian Navy Academy that has been described above, the following conclusions can be drawn:

a. Naval Chief of Staff Regulation No Perkasal / 72.a / IX / 2009 dated 28 June 2011, especially Concerning the Determination of Corps for the Cadets of the Indonesian Navy Academy (AAL) has not been optimal because it has not accommodated policy changes such as the availability of Taruni (Female Cadets) and the availability of new program for IPS (Social Science) not accommodated before

b. To get better and comprehensive results in the process of determining the Youth Corps, many variables are needed as criteria in determining the Corps.

c. Policy analysis techniques with an Analytical Hierarchy Process (PHA) method approach are very suitable and can be used in solving problems with many

criteria such as in the policy design for determining the Youth Corps at the Indonesian Navy Academy.

d. The variables that influence the determination of the Corps, in terms of number and type, are the same for the entire existing Corps, but after this research was carried out, each Corps had a different priority assessment on each variable.

e. From the results of data processing obtained priority / weight of each variable. By transferring the weight of each variable with its quantitative value, the final value can be ranked. The choice of the Corps is given based on the highest ranking among the ranks in each Corps.

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