

The Relationship between the *Adversity Quotient* (Fighting Power) and Work Motivation of TNI (Indonesia National Army) Members in Kodim 1408/BS Kodam VII Wirabuana

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Abstract: *The Military district command 1408/BS or Kodim 1408/BS, is a territorial implementing unit which is directly under the Military Regional Commander VII/Wirabuana (Pangdam VII/Wirabuana). It has the main tasks of carrying out territorial guidance to prepare defense areas on land, maintain security regions, and carry out tasks based on their following functions which are: the main function, the organic function of the military and the organic function of guidance in order to support the main tasks of Kodam VII/Wirabuana. The Adversity Quotient or fighting power, is a measurement which is able to provide more precise predictions of a person's success in facing obstacles in one's life. Meanwhile, work motivation is something that creates enthusiasm or encouragement to work. This study made use independent variables (IV) which consists of variable 1, motivation, and variable 2, Adversity Quotient or fighting power. The population in this study is 121 people by using item validity testing and correlation between factors which was carried out using the Pearson Product Moment Correlation formula which was contained in the SPSS version 20.0 for Windows program. The research instrument was tested first on members of the Kodim with 35 respondents. Data item analysis carried out on the Adversity Quotient scale (fighting power) showed the correlation coefficients ranging from 0.200 -0.678 and $p < 0.05$. Thus 14 items were declared null and void, therefore the original scale of 60 items turned into 46 items. From the scale of work motivation, it was obtained the correlation coefficient ranging from 0.205 -0.675 and $p < 0.05$. Thus 14 items were declared null, therefore the scale originally numbered 48 items became 30 items. Based on the results of data collection, it was obtained that the $r_{xy} = 0.231$ and $p = 0.011$ where $p < 0.05$. This shows that there was a significant relationship with a positive direction between work motivation and Adversity Quotient or fighting power among members of Kodim 1408/BS Kodam VII/Wirabuana. Thus, the working hypothesis (H_a) states "there is a relationship between work motivation and fighting power of the TNI members of Kodim 1408 BS Kodam VII/Wirabuana".*

Keywords: Adversity Quotient, fighting power, work motivation

1. Introduction

Responding to geopolitical and geostrategic developments as well as existing military and non-military threats, the TNI (Indonesian National Army) plays a role in creating regional security in the context of realizing the sovereignty of the Republic of Indonesia. The main task of the TNI is to uphold the country's sovereignty, maintain the territorial integrity of the Republic of Indonesia based on Pancasila and the 1945 Constitution of the Republic of Indonesia, and protect the entire nation and the entire native land from the threats to the integrity of the nation and country.

Basically the understanding of territorial development (*pembinaan teritorial: Binter*) for the components of the nation can be interpreted as the understanding of Binter TNI. Binter is an activity to create space, tools and conditions for a battle that are responsible in the framework of national defense. TNI AD (Army) Territorial Development based on the TNI AD manual on Binter can be defined as all efforts to take actions and activities in fostering relationships with all levels of society so that the unity of the TNI-People is created to be utilized for the interests of the defense of the Matra Darat national defense. The role of the TNI AD in the territory is to prepare aspects, geography, demography and social conditions so that a formidable space, tools and conditions for the battle can be created in order to empower and support the duties of the Army in carrying out OMP and OMSP. Furthermore, the TNI AD assigns main territorial

tasks to the TNI AD commands, which are the Kodam, Korem, Kodim to the Koramil. The methods used by the regional command of the TNI AD in carrying out territorial guidance are Bintahwil, Komsos and Bhakti TNI.

The position of the TNI AD in the implementation of the Binter itself is to assist the government in preparing all existing national potentials to become a defense force, organizing mandatory basic military training for citizens in accordance with the Legislation, empowering the people as a supporting force, assisting government tasks to provide assistance humanity, overcoming the consequences of natural disasters, evacuation, rehabilitating infrastructure and overcoming problems with strikes or demonstration and communal conflicts as well as building, maintaining, enhancing and solidifying the unity of the People's TNI.

Regional Military Command VII/Wirabuana is a Regional Defense Command covering the Provinces of North Sulawesi, Gorontalo, West Sulawesi, Central Sulawesi, South Sulawesi and Southeast Sulawesi. Where is the VIII/Wirabuana Kodam based in Makassar, South Sulawesi. The position and duties of the Regional Military Command VII/Wirabuana have a very strategic role in maintaining the stability of the Sulawesi region. This region is also a strong point and a driving force as well for the development of Eastern Indonesia. It continues to build the capacity to face military operations for war as well as military operations other than war.

To face the assigned task, Kodam VI /Wirabuana was assisted by its lower units. They are the Military Resort Command (Korem), the Military District Command (Kodim), the Sub-District Military Command (Koramil) and the Village Development Officer (Babinsa).

Military District Command (*Komando Distrik Militer*) 1408/BS abbreviated to Kodim 1408/BS is an implementing Command of Military Region VII/Wirabuana Military Region which is directly under the VII/Wirabuana Military Regional Commander (Pangdam VII/Wirabuana), is responsible for carrying out Binter's duties starting from the planning stage, preparation, implementation and termination of a certain period by carrying out activities of fostering the unity of the TNI-People, national and state/country awareness, national insight and awareness of defending the country and loving the country in the framework of the defense of the land dimension of the state. Kodim 1408/BS as the territorial supervisor in Makassar has the task of being able to carry out territorial functions and roles as an effort to transform potential into a force that is prepared to face every form of threat in the form of high deterrence so that territorial integrity and national sovereignty can always be guaranteed.

The success of one's work and life is mainly determined by *Adversity Quotient*. Adversity Quotient (fighting power) states the extent to which individuals are able to face difficulties and overcome them. The Adversity Quotient predicts who will be able to overcome adversity and who will be destroyed and predicts who will give up and who will survive. In addition, the Adversity Quotient predicts performance, motivation, creativity, productivity, knowledge, endurance, behavior, persistence and response to change.

If the members of Kodim 1408/BS have high Adversity Quotient, they tend to have high motivation at work, because they are able to motivate themselves in facing difficulties and overcoming them. For this reason, motivation needs to get attention in achieving the expected fighting power. If the performance produced in the Kodim 1408/BS units can compete well, then each member of the military will have instrumental, prestigious, social flexibility, courage in making decisions, and personal control.

McClelland (Bertina Sjabadhyni, 2004: 134-135) defines fighting power as an attempt to achieve success, which aims to succeed in competing with a certain standard of success. Individuals who have high fighting power have a positive attitude towards achievement situations. The strong need for achievement is related to how far the military members perceive their military members to carry out the duties of their military members. Individuals who have a high need for achievement tend to be motivated by their perception of what is contained in the military organization. This will require a diversity of skills that are required of individuals, in which the diversity of skills is one of the dimensions of the work motivation model (Robbins, 2003: 219).

According to the job characteristics model, if the dimensions in military members such as skill diversity, duty identity in

the military, importance of duties, official autonomy, and disciplinary feedback are present and complete in a military member, the motivation of military members is higher, especially in their fighting power (Robbins, 2003: 221). Individuals with high needs for fighting power can differentiate themselves from other individuals in completing their tasks. Individuals with high fighting power will reach a state where individuals can achieve personal responsibility for solving problems, receive feedback on their performance discipline, so that individuals know whether the individual is getting better or not, and can find quite challenging goals (Robbins, 2003: 217).

The fighting power of military personnel is very important to pay attention to, because if the fighting power of military personnel decreases, the military organization will experience a decrease in the work motivation, as previously explained that Kodim 1408/BS Kodam VII Wirabuana is a unit engaged in regional security where the 1408/BS command is spearheading the implementation of activities in the field. This will be closely related to the perceptions of military members of their work motivation. Work motivation is the individual's way of accepting, selecting, organizing and interpreting what is contained in the military's own environment. Hickman and Lowler (Gibson, 1997: 159) include five work motivations, namely the variety of military personnel, official autonomy, duty identity in the military, disciplinary feedback, related to other factors. Previous research on work motivation and fighting power conducted by Irene Nuraini (2004: 59) examined work motivation with job satisfaction, the results of the study showed a positive correlation.

Based on the above background, the writer intends to conduct a research on the relationship between work motivation and fighting power of TNI members at Kodim 1408 / BS Kodam VII Wirabuana.

2. Method

This type of research is a quantitative study with Pearson's Product Moment Correlation technique. The variable in this study is the independent variable, namely work motivation which is measured using a Likert scale, while the related variable is the fighting power which is measured using the Adversity Response Profile (ARF) scale.

This research was conducted at Kodim 1408/BS Kodam VII Wirabuana which was conducted for 7 days from August 2, 2013 to August 8, 2013 from 08.00 WIT to 11.00 WIT. The population in this study is 121 people by using item validity testing and correlation between factors which was carried out using the Pearson Product Moment Correlation formula which was contained in the SPSS version 20.0 for Windows program. The research instrument was tested first on members of the Kodim with 35 respondents. Data item analysis carried out on the Adversity Quotient scale (fighting power) showed the correlation coefficients ranging from 0.200 -0.678 and $p < 0.05$. Thus 14 items were declared null and void, therefore the original scale of 60 items turned into 46 items. From the scale of work motivation, it was obtained the correlation coefficient ranging from 0.205 - 0.675 and $p < 0.05$. Thus 14 items were declared null,

therefore the scale originally numbered 48 items became 30 items. The instruments used in this study were an informed consent sheet and a questionnaire sheet.

3. Result

After analyzing the items on the scale of the fighting power of TNI members at Kodim 1408/BS Kodam VII/Wirabuana using SPSS 20.0 for windows, it was obtained $r_{xy} = 0.231$ and $p = 0.011$ where $p < 0.05$. This shows that there is a significant relationship with a positive direction between work motivation and fighting power for members of the TNI at Kodim 1408/BS Kodam VII/Wirabuana.

Based on the results of the categorization, it shows that of the 121 TNI members at Kodim 1408/BS Kodam VII/Wirabuana have high work motivation, it can be seen from the mean score of work motivation of 191.7 which is in the high category for 63 members, while 58 members have low work motivation. This shows that members of Kodim 1408/BS Kodam VII/Wirabuana tend to have high work motivation due to feedback in committing themselves to the purpose of carrying out their duties and self-efficacy based on their self-confidence that they are able to complete the tasks assigned by their commander. Moreover, the fighting power of members of Kodim 1408/BS Kodam VII/Wirabuana is in the high category. It can be seen from the mean score of the fighting power of members of Kodim 1408/BS Kodam VII/Wirabuana is 133.07 which is among the fairly good categories, which is a range of 135 values. - 166, based on the category there are 67 members having a high fighting power out of 121 people. With this theory this indicates that in carrying out tasks, one can control and have the endurance in dealing with all the problems faced in the implementation of the tasks that have been given to him. One tends to always try to do his job until it is finished and prepare oneself before work, tends to always be careful in make decisions, choose tasks with moderate difficulty level, are willing to accept criticism and admit mistakes. One can find better ways to complete tasks. One does not like routine things, does not procrastinate, finishes work quickly, and tends to always trying to be the best.

4. Discussion

From the statistical test results obtained $r_{xy} = 0.231$ and $p = 0.011$ indicating $p < 0.05$, so there is a significant relationship with a positive direction between work motivation and fighting power of TNI members at Kodim 1408/BS Kodam VII/Wirabuana. The results of this study indicate that the better the work motivation will have a high fighting power, and vice versa, if one does not have a good work motivation, then one will not have a high fighting power.

This condition is very possible considering that work motivation is the trait that always exists in a job that is operationalized through the score obtained from measurement using a work motivation scale which consists of several factors, namely the presence of feedback from members, with the feedback it can bring more work. high, helps identify deviations between what has been done and what you want to do, this feedback can be generated by

anyone so that he or she has a commitment to the expected goals and have confidence and confidence that she or he is able to complete the task and succeed in a given task. Therefore, it will generate enthusiasm or impetus for work, encouragement and incentive to move forward, generate morale and work responsibility for TNI members at Kodim 1408/BS Kodam VII/Wirabuana.

It can be concluded that the relationship between work motivation and fighting power when combined with a logical frame of mind, it can be analyzed that work motivation is how members can do a good job if they get feedback, are committed to goals and self-efficacy refers to self-confidence that he or she is able to complete the task given. In addition, if the members have the high *Adversity Quotient* or fighting power, they tend to have high motivation and enthusiasm. They are hardworking and they welcome the challenges faced and can motivate themselves. They are able to rise from failure and strive to get better in life with have control, origin and ownership, reach and endurance, to the extent to which failures or obstacles affect their lives and have the endurance in dealing with the problems faced by the task at hand. This is supported by Sahlan Asnawi (2001: 21) who states that motivation is a concept used when a person arises a desire and moves or directs behavior. The higher the motivation, the higher the intensity of the behavior. Thus the results of this study are in accordance with the existing theory, it is possible that the existing reality is in accordance with the theory of work motivation and fighting power.

5. Conclusion and Suggestion

5.1 Conclusion

From the results of research that has been carried out regarding the relationship between work motivation and fighting power of TNI members at Kodim 1408/BS Kodam VII/Wirabuana, it can be concluded that there is a relationship between work motivation ($p = 0.011$) and the fighting power of TNI members at Kodim 1407/BS Kodam VII Wirabuana.

5.2 Suggestion

Based on the results of research that has been carried out regarding the relationship between work motivation and fighting power of TNI members at Kodim 1407 BS Kodam VII Wirabuana, the researcher would like to give some suggestions. For further researchers to be able to examine fighting power with other related variables such as self-control, resilience and resilience in the work environment, and can examine work motivation with other related variables such as job satisfaction and job performance.

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