

## THE ROLE OF TRAINING OF THE COUNTRY BY THE TNI AT THE DISCIPLINE WORK EMPLOYEES IN THE PT. BERAU COAL KABUPATEN BERAU

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### ABSTRACT

*The purpose of this research is knowing the role of training of the country on the discipline work employee, include : disciplined time, disciplined regulations and dressed and disciplined responsibility. The of this research is the descriptive kualitatif, with its primary data and secondary. The subject of research is the employees who followed training of the chosen with purposive sampling. Technique observations, collecting data is an interview and documentation. The techniques data analysis of the reduction of data, presenting data and the conclusion. The results of research suggests that training of the very act and give positive things in disciplined work employees at work, which can be in the value of discipline time is very disciplined 77%, disciplined 19% and quite disciplined 4%, the discipline regulations and dressed in which is very disciplined 90%, disciplined 10% and quite discipline 0%, the discipline responsibility is very disciplined 84% of discipline 14% and quite disciplined 2%. The results of research is reinforced with the documentation employees at the place of work, as well as the data from the informant showing work increasingly disciplined. With the training of the country, employees have the opportunity to absorb knowledge and the values of the new, so that employees can increase disciplined on while at work.*

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## I. INTRODUCTION

Entering the current era of globalization, people cannot avoid the rapid flow of change as a result of sophisticated information technology, telecommunications and the world economic order that leads to free markets as well as high levels of efficiency and competitiveness in various fields of life (social, economic, cultural, as well as defense and security). It has brought the values of individualism, liberalism,

materialism, and hedonism into the joints of people's lives in the world, including Indonesia.

Human resources are one of the most important components in various aspects including development. The development of a nation depends on its human resources (Suryaningsi & Sari, 2021). In this case any institution or company will need employees as a workforce that carries out every activity that exists in the organization of the enterprise. Employees are the most important asset that has a huge influence on the success of a company. Despite the presence of sophisticated machines, without employees the company cannot run optimally as expected.

The factor of the level of discipline of human resources can be used as one of the benchmarks for achieving achievements and work productivity that can be achieved by employees which ultimately affects the goals expected by the company. This level of discipline is one of the most important functions of human resource management activities and must be paid more attention to, because the better the discipline of employees, the higher the work performance they achieve. The cultivation of discipline aims to control and train children from various appropriate or inappropriate behaviors (Agustina et al., 2021). Without good, responsible and fair employee discipline it is difficult for the company organization to achieve the optimal results it wants to expect in its employees. This effort can be carried out through an educational process for employees so that employees have high discipline. Education itself is an effort to increase knowledge and skills as well as a positive attitude (Goma et al., 2021; Mustangin, 2020; Saptadi, 2020; Triwinarti, 2020; Widiastri, 2020). This process is important to implement to educate the public to have an attitude towards discipline. The process for adults such as employees is carried out through a non-formal education process (Saraka, 2020). One of them is the training process which is useful in increasing the capacity of the adult community, especially company employees.

Based on pre-research that the author conducted in the field, there are various phenomena that are often faced by companies in hiring their employees, such as work discipline, such as employees who are late in working hours, not completing work in accordance with predetermined time standards, the low ability to work in a team, loyalty and commitment to the company to decrease enthusiasm and passion for work. This problem greatly affects the results that should be achieved by the company, because in addition to generating state income, namely taxes that should be getting

better, as well as the work performance of the employees themselves can be satisfactory.

It is necessary to apply work discipline to employees so that they are able to foster a sense of enthusiasm in working, because without the support of good employee discipline, it is difficult for the company to realize its goals. In order to foster discipline, state defense training activities were carried out by the TNI for employees at PT Berau Coal. Based on the description that has been explained, the author is interested in raising a research title, namely "The role of state defense training by the TNI in the performance of employee work discipline at PT. Berau Coal Of Berau County".

## **II. METHODS**

This research was conducted on all employees of PT. Berau Coal, which participated in state defense training in the 2015 wave, was then selected by *purposive sampling* technique. Data collection techniques are observation, interviews and documentation, which are used to obtain data and information indicated both from employees who attended the training and to the state defense trainer.

Secondary data sources are data obtained from data collection techniques that support primary data. In this study, it was obtained from the results of observations made as well as from literature studies. The collected data will be analyzed qualitatively, that is, added up and compared with the expected amount, then the percentage is interpreted with qualitative sentences.

## **III. RESULTS AND DISCUSSION**

The results of this study show that training plays a very important role and provides positive things in the performance of employee work discipline in the workplace, which can be judged from time discipline, regulatory discipline and dress and responsibility discipline. Training is an effort to improve abilities both in terms of knowledge and skills (Riyadi, 2020). Training is also an effort to improve abilities and as an effort in self-development (Dewi, 2020). Training as a way to empower the community. In this regard, community empowerment is a way to improve the quality of society so that the community has competitiveness (Lukman, 2021b; Mustangin, 2017). So that people have the awareness to continue to learn to improve themselves (Amaliah, 2020). So that people have the confidence to change for the better (Octavia,

2020). Training given to program targets as a form of productivity coaching to be able to develop the potential in individuals or groups (Mustangin et al., 2021). Training is important in order to change the target society, especially related to discipline.

Time discipline is an attitude or behavior that indicates observance of working hours, which includes: employee compliance with working hours, employee attendance at work, employee carrying out duties in a timely and correct manner. Discipline against time is indispensable so that the whole task can be completed properly. This is what is contained in various state defense training activities that are attended by PT. Berau Coal is good in unit activities, fields and lectures which are then applied in disciplining themselves to the discipline of time at work. The training process is also carried out by providing learning to the program targets. Learning itself is a process of interaction between educators and students (Lukman, 2021a; Wahyuni, 2021). The result is very disciplined 77%, discipline 19% and quite disciplined 4%. This result proves that there is success after participating in the state defense training program.

Discipline of rules and dress is the willingness of employees to obey all written and unwritten rules and regulations, which are made so that the goals of an organization can be achieved properly. For this reason, employee commitment is needed, which includes: obeying and obeying in carrying out orders from superiors and regulations, as well as employee compliance in using the completeness of uniform clothing that has been determined by the institution or company. The results felt by all employees after attending the country's defense training while at work are very disciplined 90%, discipline 10% and sufficient discipline 0%.

The discipline of responsibility is man's awareness of his behavior or actions that are intentional or unintentional. One form of employee responsibility is the use and maintenance of equipment as well as possible so that it can support office activities to run smoothly. As well as the ability to face the work that is his responsibility as an employee. This is also found in various state defense training activities participated by employees, both in unit activities, field activities and lecture activities, the results of which are felt after employees take part in state defense training while at work are very disciplined 84%, discipline 14% and sufficient discipline 2%.

## **CONCLUSION**

Based on the results of research and discussion of the data obtained in this study, it can be concluded that the state defense training conducted by the TNI aims to make the nation's components understand and be able to take part in state defense training, add national insight, have discipline in working, be responsible, increase enthusiasm in providing service to the nation and state, love the homeland, unyielding and a sense of pride as a citizen of the Republic of Indonesia. The role of state defense training by the TNI provides positive things on the performance of employee work discipline in the workplace, which can be seen from employee compliance during working hours, employee attendance at work, carrying out duties in a timely and correct manner, employee obedience and compliance in carrying out superior orders and regulations, employee obedience in using complete clothing, use and maintenance of equipment and ability to face work that all these indicators show the performance of increasingly disciplined employees.

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