



Journal Homepage: - www.journalijar.com
**INTERNATIONAL JOURNAL OF
 ADVANCED RESEARCH (IJAR)**

Article DOI: 10.21474/IJAR01/9771
 DOI URL: <http://dx.doi.org/10.21474/IJAR01/9771>



RESEARCH ARTICLE

INFLUENCE DRILL TEST TEAM COMPOSITION AND WORK ENVIRONMENT TOWARD JOB SATISFACTION ON INDONESIAN NAVY FIRST FLEET EXERCISE COMMAND.

Darwin Sagala¹, Sylviana Murni² and Suparno Eko³.

1. Management Education Universitas Negeri Jakarta.
2. Jl. Rawamangun Muka, RT.11/RW.14, Rawamangun, Kec. Pulo Gadung, Kota.
3. Jakarta Timur, Daerah Khusus Ibukota Jakarta 13220.

Manuscript Info

Manuscript History

Received: 14 July 2019

Final Accepted: 16 August 2019

Published: September 2019

Key words:-

team composition, work environment and job satisfaction.

Abstract

The objective research is to obtain information concerning influence drill test team composition and work environment toward job satisfaction on Indonesian Navy first fleet exercise command. The research was conducted by using survey method with path analysis in testing hypothesis. In this research 100 from 130 personnel Indonesian Navy first fleet exercise command with selected random sampling. The research was focused on three aspects: composition team and work environment toward job satisfaction.

The data were collected by using questionnaire and analyzed with path analysis to know that (1) there is the direct positive influence of team composition toward job satisfaction (2) there is the direct positive influence of work environment toward job satisfaction.

Copy Right, IJAR, 2019., All rights reserved.

Introduction:-

Some of the recent marine accidents that are often experienced by Indonesian War Ship (*KRI*) are new phenomena, because previously as far as I know, they rarely happened, like: the incidents: the upside down of *KRI* Teluk Peleng in Tanjung Priok waters in 2013, the collision between *KRI* Nusanive with Motor Vessel (MV) Ngapulu in Jayapura waters in 2015, on September 11, 2018 burnt *KRI* Rencong ship number 622 when carrying out operations in the waters of Sorong, incident position of approximately 20 sea miles from the dock yard of the Third Fleet Command and recently on 27 April, 2019, incident between vessel from Vietnamese, crash intentionally Indonesian war ship, *KRI* Ciptadi ship number 381 on Indonesian waters (Detik News, 28 April 2019, 23.25 WIB.)

These phenomenon, raises questions for researchers, whether the *KRI* operated for sea going has passed the L-1 and L-2 drill test ?

Indonesia as an archipelagic state, has 17,499 islands with a coastline length of ± 80791 km², so as to secure the sea area of jurisdiction, from violations of sovereignty by warships and violations of law in the sea from other countries such as : illegal fishing, Illegal mining, drug trafficking etc.

In accordance with Law Number 34 of 2004 in Article 9 that: The Navy is tasked with:

1. carry out the duties of the Indonesian Armed forces (*TNI*). in the field of defense. a. Enforce the law and maintain security in the sea of national jurisdiction in accordance with the provisions of national law and in accordance with ratified international law. b. Carry out the tasks of naval diplomacy in support of foreign policy

Corresponding Author:- Darwin Sagala.

Address:- Management Education Universitas Negeri Jakarta.

2. carry out the duties of the *TNI* in the development and development of the power of the sea
3. carry out empowerment of sea defense areas.
4. Initially, the Indonesian Navy only had two (2) Fleets, but currently since 2018, the Navy has three (3) Fleets among others: First Fleet Command (*Koarmada I*) centered in Jakarta (Gunung Sahari, Tg.Priok) and Second

Fleet Command (*Koarmada II*) in Surabaya (Tanjung Perak) and Third Fleet Command (*Koarmada III*) in Sorong (Tanjung Kasuari). Within the organizational structure of each Fleet has an Exercise Command, namely: First Fleet Training Command, Second Fleet Training Command and Third Fleet Training Command. One of the tasks of each Training Command, abbreviated as *Kolat*, is responsible for testing warships (*KRI*) placed in each of its fleets.

In article 1 of the Head of Decree No.Skep / 156 / II / 2009 dated February 12, 2009 concerning the Principles of Organization and Procedure of the Indonesian Fleet Training Command. That *Kolat* is the Guiding Executing Command, which is located directly under the Commander of the Indonesian Fleet Command. then in article 2 it is regulated on the main task of *Kolat*: carrying out professional development of guard personnel of the Integrated Fleet Weapon System (SSAT) through the implementation of courses and training in the field of tactics and techniques of marine warfare. As the coach of the professionalism of the guardian personnel of the Integrated Fleet Weapon System (SSAT), it is authorized to carry out the L-1 drill test and the L-2 drill test.

L-1 is drill test is testing and evaluating the readiness of manpower personnel carried out at the base, while L-2 is drill Test is testing and assessment carried out by sailing and using and activating all search weapon and control (Sewaco) instrument equipment and platforms according to the training scenario made by the Drill test team, to determine the level of readiness and ability of the warship (*KRI*) when carrying out sailing and combat role tasks (sea going)

Combat readiness of a *KRI* is a feasibility requirement, to carry out seizure operations on ships that violate the sovereignty of Indonesian jurisdictional waters as well as violations of law such as: Illegal Migrant, Illegal Fishing, Illegal logging, Illegal mining, Drug trafficking, Weapon Trafficking and etc.

If faced with the diversity of types of Navy warships that must be tested, then the composition or configuration of the team both about competence and task experience from team members should be adjusted to the task of testing to be carried out so that the effectiveness of team work is achieved. Other factors that also affect effectiveness work between: Work environment from team members as part of L-1 or L-2 teams.

Formulation of the problem

Based on the background of the problem and the identification of the problem and the limitation of the problem, the researcher formulated this research problem as follows:

1. Does the composition of the team influence job satisfaction ?
2. Does work environment influence job satisfaction?

Research methods:-

In accordance with the problems in the research as well as the stated objectives, the research method used is conducting a survey with a quantitative approach, selecting a survey method because this study explains the causal relationship and hypothesis testing, while the quantitative approach is intended as an effort to interpret and measure research data. in the form of numbers.

The research data was collected through a survey conducted on *Kolat Koarmada I*. personnel. The data obtained were analyzed using path analysis techniques to explain the influence between research variables, namely:

1. influence of team composition (X_1) on job satisfaction (Y)
2. influence of work environment (X_2) on job satisfaction (Y)

These variables can be described by the path diagram as follows see figure 1.

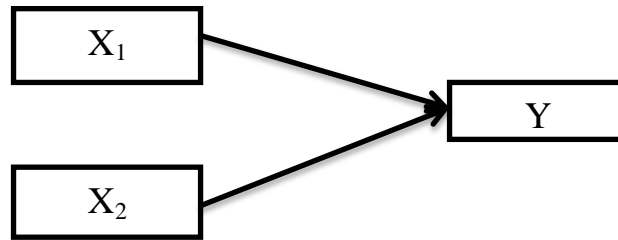


Figure 1:-Diagram Influence between Research Variables

Information:

X_1 = team composition

X_2 = work environment

Y = job satisfaction

Definition, work environment and job satisfaction, different authors have different approaches to definition. some of the most commonly cited definition are analysed in the text that follows.

Composition team Is an effective team, an effective team .a team is a group of two or more people who interdependently seek to meet a common purpose, often through problem solving, in order to meet their own and their organization's goals. At a minimum, a team should be a cooperative units and, at its best, a team is a collaborative unit.” (Catarina Linos, 2017;3) Team members must work together effectively to produce successful systems (John. H. Bradley and Frederic. J. Herbert). Much of this research focuses on how individual characteristics of team or group members are related to performance. However, team composition is more complex than staffing individual positions because the members must collaborate well if the team is to be effective” (Klimoski and Jones, 1995).

Organizational effectiveness is a measure of how appropriate organizational goals are and how well those goals are being met. That’s the bottom line for managers and it’s what guides managerial decisions in designing strategies and work activities and in coordinating the work of employees, (Stephen P. Robbin dan Mary Coulter 2012:492).

Environment can be defined as (1) the circumstances and conditions that surround an organism or group of organism, or (2) the social and cultural conditions that affect an individual or community.”(William. P .Cunningham dan Marry Ann (2004:3) Work environment is an affective or emotional response toward various facets of one's job”(Kreitner/Kinicki (2007:170).

Job satisfaction is the ability of an organization to achieve its goals (Jennifer M. George and Gareth Jones 2012:8) Job satisfaction is A measure of an organization’s success in achieving its goals and objectives (John A. Wagner dan Hollenbeck 2010:260)

Discussion And Research Results:-

Job Satisfaction (Y)

Job satisfaction data has an empirical score range of 157 to 194, so the score range is 37. The results of the calculation of data obtained an average of 175.31; standard deviation of 7.30; variance of 53,2455; median of 175.0; and mode equal to 175. Grouping of job satisfaction data can be seen in the frequency distribution table as follows.

Team Composition (X_1)

Team composition data has an empirical score range of 126 to 156, so the score range is 30. The results of the calculation of the data obtained an average of 140.47; standard deviation of 7.32; variance of 53,594 94; median of 140.0; and mode equal to 140. Grouping data on team composition can be seen in the frequency distribution table as follows.

Work Environment (X₂)

The work environment data has an empirical score range of 151 to 188, so the score range is 37. The results of the calculation of the data obtained an average of 170.34; standard deviation of 8.93; variance of 79,8339; median of 170.0; and mode equal to 170. Grouping work environment data can be seen in the frequency distribution table as follows see table 1.

Table 1:-Summary of Descriptive Statistics

	Job Satisfaction (Y)	Team Composition (X ₁)	Work Environment (X ₂)
Mean	175,31	140,47	170,34
Std. Error of Mean	,737	,739	,903
Median	175,00	140,00	170,00
Mode	175	140	170
Std. Deviation	7,297	7,315	8,935
Variance	53,246	53,509	79,834
Range	37	30	37
Minimum	157	126	151
Maximum	194	156	188
Sum	17180	13766	16693

The structural equation formed in the first substructure model consists of 2 path coefficients from variables X₁ to Y, and X₂ to Y in the form: $Y = p_{y1}X_1 + p_{y2}X_2 + p_y\varepsilon_1$. With a magnitude $(R_{y.12})^2 = 0.1908$ so $p_y\varepsilon_1 = 0.900$. So the form of structural equations in the first sub-structure model: $\hat{Y} = 0,279X_1 + 0,271X_2 + 0,900$. The description of the path coefficient estimation is explained in table 1. and visualized through the following image display see table 2.

Table 2:-Results of the First SPSS Model

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	98.532	16.235		6.069	.000
Team composition (X ₁)	.278	.095	.279	2.914	.004
Work environment (X ₂)	.221	.078	.271	2.836	.006

Dependent Variable: Job satisfaction (Y)

The results of the first structural model estimation are then shown in the following figure 2:

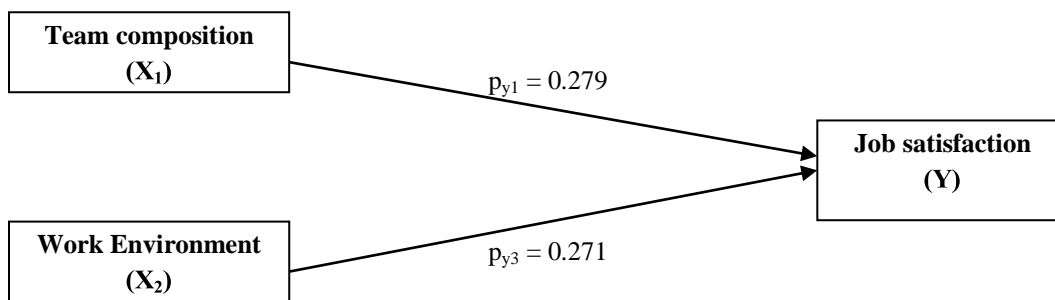


Figure 2:-Diagram Empirical Structural of Structural Models

Hypothesis Testing

Positive Direct Influences of Team Composition toward Job satisfaction

The hypothesis tested is:

H₀: β_{y1} ≤ 0

H₁: β_{y1} > 0

The path coefficient value of team composition on job satisfaction is 0.279 with a tcount of 2.914 Because the t count is greater than the t table at dk = 95 for α = 0.05 at 1.99 then H₀ is rejected and H₁ is accepted. which means

there is a direct influence positive variable composition of the team towards job satisfaction variables is very significant.

Positive Direct Influences of Work environment toward Job satisfaction

The hypothesis tested is:

$$H_0: \beta_{y2} \leq 0$$

$$H_1: \beta_{y2} > 0$$

Work environment path coefficient value for job satisfaction is 0.271 with a t count of 2.836. Therefore the value of t count is greater than the value of t table at dk = 95 for $\alpha = 0.05$ at 1.99. then H_0 is rejected and H_1 is accepted. which means that there is a positive direct Influences of the variable work environment on the job satisfaction variable which is stated to be very significant.

From the results of the analysis and calculation process carried out in appendix 7 on the direct influence section. it can be summarized as follows table 3:

Table 3:-Direct Effects Between Variables

No.	Direct effect	Path Coefficients	dk	T _{count}	t _{table}
					$\alpha = 0.05$
1.	X ₁ toward Y	0.279	95	2.914 **	1.99
2.	X ₂ toward Y	0.271	95	2.836 **	1.99

**= significant ($t_{count} > t_{table}$)

The results obtained after conducting a model analysis are used as a basis in answering hypotheses and drawing conclusions in this study. Explanation of the answers to these hypotheses can be described as follows:

Positive Direct Influences of Team Composition (X₁) on Job satisfaction (Y)

The results of the analysis of the first hypothesis produced findings that the composition of the team had a direct positive Influences on job satisfaction. Based on these findings it can be concluded that job satisfaction is directly influenced positively by team composition. The meaning is increasing the composition of the team will result in increased job satisfaction.

Positive Direct Influences of Work environment (X₂) on Job satisfaction (Y)

The results of the third hypothesis analysis produce findings that work environment has a positive direct Influences toward job satisfaction. Based on these findings it can be concluded that job satisfaction is directly influenced positively by work environment. The meaning is increased work environment will result in increased job satisfaction.

Conclusion:-

From the results of the research that I did on Indonesian Navy First Fleet Exercise Command it can be concluded that;

1. The composition of the team positive influence toward job satisfaction the meaning that increasing the composition of the team will result in increased job satisfaction.
2. Work environment positive influence toward job satisfaction the meaning that Increased work environment will result in increased job satisfaction.
3. Ana Shetach Ohad Marcus. Citizenship-behavior.cooperation and work environment of medical and nursing team in Israeli hospital. 2010
4. Catarina Lino's Get to know our whole team.The psychology of team work. 2015.
5. George. Jennifer M.. Gareth R. Jones. Understanding And Managing Organizational Behavior. New Jersey: Pearson Press. Sixth Edition. 2012.
6. Jhon. H. Bradley and Frederic J. Hebert The effect of personality type of team performance. Journal of Management Development Vol. 18 No. 5. 2010.
7. Klimoski. R. & Jones. R. G. (1995). Staffing for effective group decision making: Key issues in matching people and teams. In R. Guzzo. E. Salas. & Associates (Eds.). Team effectiveness and decision making in organizations (pp. 291–332). San Francisco: Jossey-Bass.
8. Kreitner. Kinicki. Organizational Behaviour. Ninth edition. Mc.Graw Hill International. 2015.

9. Lai. C. K., Hoffman. K. M., & Nosek. B. A. (2013). Reducing implicit prejudice. *Social and Personality Psychology Compass*. 7. 315–330.
10. N. H. Cong. Parallel-iterated pseudo two-step Runge-Kutta-Nyström methods for non-stiff second-order IVPs. *Comput. Math. Appl.* 44 (1-2) (2002) 143–155
11. Robbins. Stephen P. Mary Coulter. *Management*. New Jersey: Prentice Hall. 11th Edition. 2012.
12. CNS Decree No.Skep/156/II/2009 dated 12 Februari 2009 about Organization Principles and Procedures for Fleet Training Command RI
13. Wagner. John A., John R. Hollenbeck. *Organizational Behavior: Securing Competitive Advantage*. Oxon: Routledge. 2010.
14. Widodo, Eko. *Training Management*. Jakarta: Prenada Media. 2018.