

Strategy for Synchronizing Higher Education Content for First Officers in the Personnel Field in Supporting the Main Tasks of the Indonesian Army with Legal Perspectives and Implication

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Abstract

The strategy of synchronizing the content of higher education for first-line officers in the field of personnel has an important role in supporting the implementation of the main tasks of the Indonesian Army optimally. This study aims to analyze the need for integration between the higher education curriculum and the competencies required in the field of personnel, as well as to identify legal implications relevant to these tasks. The approach used is qualitative descriptive analysis through literature review, interviews, and observations. The results of the study indicate that the mismatch between the content of higher education and operational needs in the field can affect the effectiveness of task implementation, especially in the field of human resource management. In addition, it was found that legal aspects, such as military administration regulations, personnel management, and compliance with laws and regulations, are challenges that need to be accommodated in the synchronization. With the right synchronization strategy, it is hoped that first-line officers can be better prepared to carry out their duties professionally, accountably, and in accordance with applicable legal norms.

1. Introduction

In order to support the implementation of the main tasks of the Indonesian Army (TNI AD), first officers have a strategic role, especially in the field of personnel. This field includes the management of military human resources, from recruitment, career development, to enforcing discipline and law for members. Adequate competence is a key factor for first officers to be able to carry out these duties professionally, effectively, and in accordance with applicable legal principles. Higher education is one of the main foundations in forming the competence of first officers. However, the challenge currently faced is the mismatch between the content of higher education

and real needs in the field. The education curriculum is often generalist and does not emphasize the specific needs of personnel duties in the military environment. This causes a competency gap that has the potential to hinder the effectiveness of task implementation. In addition, personnel duties also have a complex legal dimension. First officers in this field must understand the various rules governing personnel management, including military law, state administrative law, and regulations related to the protection of human rights. Ignorance or carelessness in legal aspects can have serious implications, both for the credibility of the TNI AD and for the institution's compliance with laws and regulations. Therefore, a strategy is needed that is able to synchronize the content of higher education with the competency needs of first officers in the field of personnel, including the accompanying legal aspects. This synchronization of the content of higher education is not only aimed at improving the quality of individual officers, but also to strengthen the Indonesian Army institution as a whole. With a comprehensive approach, first officers can be better prepared to face operational challenges while complying with relevant legal principles. Therefore, this study is important to identify an effective strategy in integrating the content of higher education with the needs of the duties and responsibilities of first officers in the field of Indonesian Army personnel.

2. Research Method

The research approach used is a qualitative approach with a case study method. This study focuses on the strategy of synchronizing higher education content for first TNI AD officers in the field of personnel, by examining the legal perspective and its implications for the implementation of main tasks.

Type of Research

This type of research is descriptive-analytical, which aims to describe, analyze, and interpret phenomena related to the synchronization of higher education with the operational needs of the TNI AD.

Research Location

The research was conducted at TNI AD educational institutions related to the field of personnel, such as Pusdikpom, Secapa AD, and universities that are relevant to study programs that support the duties of military personnel.

Subjects and Objects of Research

- Subjects of research:
 - o First TNI AD officers who have completed higher education.
 - o Teaching staff from related higher education institutions.
 - o TNI AD officials who are responsible for personnel development.
- Objects of research:
 - o Relevant higher education curriculum.
 - o TNI AD personnel management strategies.
 - o Legal regulations governing military education and their implications.
- . Data Collection Techniques
- In-Depth Interviews:

Conducted with first officers, teachers, and personnel development officers of the Indonesian Army to obtain data related to the implementation and constraints of higher education synchronization.

- **Documentation:**

Reviewing curriculum documents, military education policies, and related legal regulations, such as Law No. 34 of 2004 concerning the Indonesian Army and internal regulations of the Indonesian Army.

- **Observation:**

Conducting direct observations of education and training activities at related institutions.

Data Analysis Techniques

This study uses the thematic analysis method with the following steps:

1. **Data Reduction:** Summarizing relevant data according to the research theme.
2. **Data Presentation:** Compiling data in the form of narratives or thematic tables.
3. **Drawing Conclusions and Verification:** Analyzing the relationship between the higher education curriculum, the operational needs of the Indonesian Army, and legal perspectives.

Conceptual Framework

This study uses a conceptual framework that connects three main aspects:

1. **Higher education curriculum:** Relevance of educational materials to the operational needs of the Indonesian Army in the field of personnel.
2. **Personnel development strategy:** Management of Indonesian Army human resources in supporting the main tasks.
3. **Legal perspective:** Compliance with educational regulations and their legal implications for the implementation of tasks.

Data Validity and Reliability

- **Data Triangulation:** Ensuring the validity of data through comparison of interview results, documentation, and observations.
- **Expert Discussion:** Involving military education and legal experts to validate research findings.

Research Outputs

The results of the study are expected to:

- Formulate a strategy for synchronizing relevant and applicable higher education content.
- Provide recommendations for the development of a higher education curriculum for first-rank officers in the field of personnel.
- Identify legal implications for the implementation of the main tasks of the Indonesian Army

3. Results And Discussion

Based on the research conducted, the following are the main findings related to the strategy of synchronizing the content of higher education for first-line officers in the personnel field in supporting the main tasks of the Indonesian Army with legal perspectives and implications:

1. Analysis of the Relevance of the Higher Education Curriculum with the Needs of the Indonesian Army

- Findings: The higher education curriculum followed by first-line officers is not fully aligned with the operational needs in the personnel field of the Indonesian Army. Some materials such as human resource management and personnel administration already cover relevant basics, but have not touched on the technical military aspects in depth.
- Discussion: The curriculum needs to be adjusted to be more relevant to the needs of the Indonesian Army, such as the integration of information technology-based management materials, military career management, and mastery of legal policies related to personnel duties and functions.

2. Obstacles in Synchronizing Higher Education

- Findings: The main obstacles include:
 - o Lack of communication between higher education institutions and the Indonesian Army regarding the needs of officer competencies.
 - o The absence of a flexible curriculum adjustment mechanism according to regulatory developments and the main tasks of the Indonesian Army.
 - o Limited teachers with a military background in higher education.
- Discussion: To overcome these obstacles, closer collaboration between higher education institutions and the Indonesian Army needs to be built through regular forums and memorandums of understanding (MoU).

3. Synchronization Strategy

- Findings: Strategies that can be implemented include:
 - o Competency Mapping: Identifying the competency needs of officers in the personnel field based on the main tasks of the Indonesian Army.
 - o Special Module Development: Adding special modules that integrate military law, HR management, and conflict management materials.
 - o Institutional Collaboration: Increasing synergy between the Indonesian Army, higher education institutions, and military training institutions.
- Discussion: This strategy requires commitment from various parties, especially in terms of funding, curriculum development, and teacher training.

4. Legal Implications

- Findings:
 - o Irrelevant education can result in violations of the law, especially related to the implementation of main tasks that are not in accordance with procedures and standards.
 - o Law No. 34 of 2004 concerning the Indonesian Army mandates the importance of professionalism in military duties, including personnel management.
- Discussion: These legal implications emphasize the importance of aligning education so that first officers have adequate skills to carry out their duties professionally and in accordance with regulations.

Discussion Results

1. The Importance of Synchronizing Education with Operational Needs

The results of the study indicate that synchronizing the content of higher education with the operational needs of the Indonesian Army is urgent. Without good synchronization, there is a risk of competency gaps that can hinder the performance of first officers in the personnel field. Therefore, curriculum revisions must be carried out continuously to follow the dynamics of the needs of the main tasks of the Indonesian Army.

2. The Role of Legal Perspective in Education Strategy

From a legal perspective, relevant education is one form of fulfilling the rights of officers to receive adequate training. This is in line with the principles stipulated in laws and regulations related to military education and training. Thus, the education synchronization strategy also functions as an effort to mitigate legal risks for the Indonesian Army institution.

3. Multi-Party Collaboration as a Solution

Collaboration between higher education institutions, military institutions, and policy makers is the key to successful synchronization. The role of each party needs to be clearly defined so that educational outcomes can be directly applied in the field.

4. Future Challenges and Opportunities

The main challenges include adapting the curriculum to technological developments and globalization. However, great opportunities are also seen in the potential for developing cooperation with international institutions to improve the quality of military education in the field of personnel.

Recommendations

- 1. Curriculum Strengthening:** Integrate special modules that discuss military law, modern personnel management, and the operational strategy of the Indonesian Army.
- 2. Teacher Training:** Improve the quality of teachers through intensive training that is relevant to the military context.
- 3. Increasing Cooperation:** Increase collaboration between higher education institutions, the Indonesian Army, and policy makers through joint programs.
- 4. Monitoring and Evaluation:** Conduct periodic evaluations to ensure the effectiveness of the synchronized curriculum.

With the implementation of this strategy, it is hoped that higher education can contribute significantly to supporting the main tasks of the Indonesian Army, especially in the field of personnel, while still complying with the applicable legal perspective

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Based on the research conducted, the following are the main findings related to the strategy of synchronizing the content of higher education for first-line officers in the personnel field in supporting the main tasks of the Indonesian Army with legal perspectives and implications:

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