

# Influence Drill Test Team Composition and Job Satisfaction toward Work Effectiveness on Indonesian Navy First Fleet Exercise Command

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**Abstract**—The objective research is to obtain information concerning influence drill test team composition and job satisfaction toward work effectiveness 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 job satisfaction toward work effectiveness. The data were collected by using question are and analyzed with path analysis to know that (1) there is the direct positive influence of team composition toward work effectiveness (2) there is the direct positive influence of job satisfaction toward work effectiveness.

**Keywords**—team composition; job satisfaction; work effectiveness

## I. INTRODUCTION

### A. Background of Study

Some of the recent marine accidents that are often experienced by Indonesian War Ship (KRI) are new phenomena, because previously they rarely happened, like: the events on September 11, 2018, burnt KRI Rencong ship number 622 when carrying out operations in the waters of Sorong, with an incident position of approximately 20 sea miles from the dock of the Third Fleet Command. Several other events include the collision between KRI Nusanive with Motor Vessel (MV) Ngapulu in Jayapura waters in 2015 then upside down of KRI Teluk Peleng in Tanjung Priok waters in 2013. These phenomenon raises questions for researchers, whether the KRI operated for sea going has passed the L-1 and L-2 drill test?

As an archipelagic state, Indonesia has 17,499 islands with a coastline length of  $\pm 80791$  km<sup>2</sup>, 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.

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

- Carry out the duties of the TNI in the field of defense. 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. 2. carry out the tasks of naval diplomacy in support of foreign policy

- Carry out the duties of the TNI in the development and development of the power of the sea
- Carry out empowerment of sea defense areas.
- 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 [1]. 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, Traffic Weapon and others so.

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: Job satisfaction from team members as part of L-1 or L-2 teams.

### B. 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:

- Does the composition of the team influence work effectiveness?
- Does job satisfaction influence work effectiveness?

## II. 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:

- Influence of team composition ( $X_1$ ) on work effectiveness ( $Y$ )
- Influence of job satisfaction ( $X_2$ ) on work effectiveness ( $Y$ )

These variables can be described by the path diagram as follows

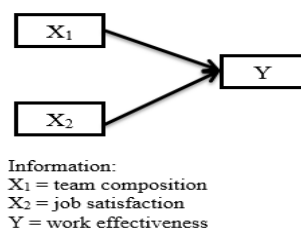


Fig. 1. Diagram influence between research variables.

Definition Composition team as an effective team, job satisfaction and work effectiveness, different authors have different approaches to definition. Some of the most commonly cited definition are analyzed in the text that follows.

An effective team: is 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” [2].

Team members must work together effectively to produce successful systems [3].

Ineffective teams maybe product of inappropriate team composition. Deciding to use a team approach is only the first step. Great care must be exercised in building the team to ensure its ultimate effectiveness [3]. For optimizing composition and enhancing effectiveness. 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” [4].

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 [5].

Work effectiveness is the ability of an organization to achieve its goals [6]. Work effectiveness is A measure of an organization’s success in achieving its goals and objectives [7]. Job Satisfaction is an affective or emotional response toward various facets of one's job” [8].

## III. DISCUSSION AND RESEARCH RESULTS

The structural equation formed in the first substructure model consists of 2 path coefficients from variables  $X_1$  to  $Y$ , and  $X_2$  to  $Y$  in the form:  $Y = p_{y1}X_1 + p_{y2}X_2 + p_{y\epsilon_1}$ . With a magnitude  $(R_{y.12})^2 = 0.389$  so  $p_{y\epsilon_1} = 0.782$ . So the form of structural equations in the first sub-structure model:  $Y = 0.355X_1 + 0.402X_2 + 0.782$ . The description of the path coefficient estimation is explained in table 1. and visualized through the following image display:

TABLE I. RESULTS OF THE FIRST SPSS MODEL

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	44.003	26.148		1.683	.096
Team composition ( $X_1$ )	.597	.145	.355	4.115	.000
Job satisfaction ( $X_2$ )	.667	.143	.402	4.658	.000

Dependent Variable: Work Effectiveness ( $Y$ )

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

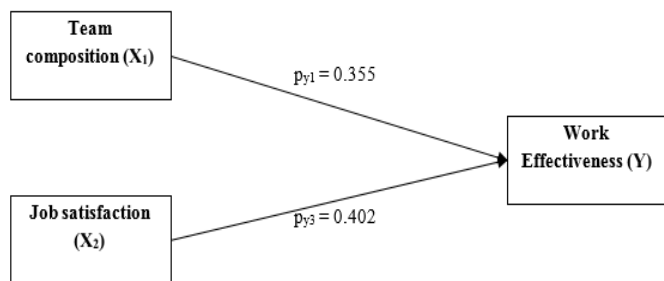


Fig. 2. Diagram empirical structural of structural models.

#### A. Hypothesis Testing

1) Positive direct influences of team composition on work effectiveness: The hypothesis tested is

$$H_0: \beta_{y1} \leq 0$$

$$H_1: \beta_{y1} > 0$$

The path coefficient value of team composition on work effectiveness is 0.355 with a tcount of 4.115. Because the tcount is greater than the t table at dk = 95 for  $\alpha = 0.05$  at 1.99, then  $H_0$  is rejected and  $H_1$  is accepted, which means there is a direct influence positive variable composition of the team towards work effectiveness variables is very significant.

2) Positive direct influences of job satisfaction on work effectiveness: The hypothesis tested is

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

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

Job satisfaction path coefficient value for work effectiveness is 0.402 with a tcount of 4.658. Therefore, the value of tcount 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 job satisfaction on the work effectiveness 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 II. DIRECT EFFECTS BETWEEN VARIABLES

No.	Direct effect	Path Coefficients	dk	T <sub>count</sub>	t <sub>table</sub> $\alpha = 0.05$
1.	X <sub>1</sub> toward Y	0.355	95	4.115 **	1.99
2.	X <sub>2</sub> toward Y	0.402	95	4.658 **	1.99

\*\* = significant (t<sub>count</sub> > t<sub>table</sub>)

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:

a. Positive direct influences of team composition (X<sub>1</sub>) on work effectiveness (Y)

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

b. Positive direct influences of job satisfaction (X<sub>2</sub>) on work effectiveness (Y)

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

#### IV. CONCLUSION

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

- The composition of the team positive influence toward work effectiveness, the meaning that increasing of team composition will result increase work effectiveness.
- Job satisfaction positive influence toward work effectiveness, the meaning that increasing of job satisfaction will increase work effectiveness.

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