Program Evaluation of the Indonesian Navy's Mental Development (A CIPP Model Evaluation Research)

Sri Depranoto

Universitas Negeri Jakarta
depranotosri@yahoo.com

Abstract

The study aims to analyze the implementation of the Navy's mental development program, using a qualitative approach and evaluative methods. Data analysis was carried out qualitatively through interviews, observation and documentation. Evaluation of the CIPP model. The results show: (1) Components of the context include background evaluation of program needs relating to the juridical foundation according to the rules, program needs assessment adjusted to the development and environmental situation, goals and objectives have not been able to achieve as expected. (2) Components of input, action plans, strategies and procedures, facilities and infrastructure and human resources cannot support the achievement of goals. (3) The process component, the implementation of mental spiritual guidance there is a shortage of the number of people and limited knowledge, coordination is already underway, the implementation of direct supervision has not been maximized and administrative supervision is underway. (4) The results of spiritual formation are used as the basis for work.

Keywords: evaluation program, mental spiritual builder, CIPP evaluation model, naval officers personnel

1. INTRODUCTION

The Indonesian National Army (TNI) is a state defense tool that functions as an antidote to the sovereignty, territorial integrity and safety of the nation, acting against any form of threat and restoration of security conditions. For that we need good mentality. The advantages of human resources (exelent human resources) become a new paradigm in order to realize the expectations of personnel who are competent, have integrity, and have high performance. The pattern of human resource development that is ready to face global threats and challenges today requires a comprehensive system and pattern of guidance in an adequate organization. The range of controls and patterns of coaching and supervision of work programs have not yet achieved the expected targets, which have an effect on the emergence of various behavioral problems and the increasing number of violations within the Navy.

This program is the foundation of personnel in devoting themselves to the integrity of the Unitary State of the Republic of Indonesia (NKRI). Such training programs are also carried out in various armies in the world such as in the United States by Hans Pols, PhD and Stephanie Oak (2007), in England by Hunt EJ, Wessely S, Jones N, Rona RJ, Greenberg N. (2004) and in China by Li-yi ZHANG (2014). Mental and spiritual development, is useful for realizing Navy personnel who have faith and fear Allah Almighty God as the foundation for service to the nation and state. In order to carry out these basic tasks optimally, as well as having a strong mental and fighting spirit based on piety to Allah SWT, the need for mental spiritual guidance is given to the entire Navy's personnel according to their respective religions and beliefs.

At present the mental spiritual development for Navy personnel has not been able to run properly because it is not ideally a mental building organizational structure (Bintal), yet filling in the Personnel Composition List (DSP) has not been fulfilled when faced with DSP currently so many spiritual officers (Paroh) who left the Bintal line because there was no position according to his rank, the lack of a number of Paroh at the Main Command (Kotama) level, Base and unit level. The lack of knowledge of Paroh and the not yet optimal Bintal Command Function (BFK) in units. Faced with the challenges of the duties and responsibilities of the organizers of mental and spiritual development is quite heavy, and in line with the development of the Navy organization which will have an impact on increasing the number of personnel it is deemed necessary to improve mental spiritual development in order to realize Navy personnel who believe and fear Allah SWT, The One Almighty God.

2. RESEARCH METHOD

The method used in this study is an evaluative method which means evaluating the achievement of the implementation of the spiritual mentoring program of the Navy personnel. The approach uses a qualitative approach,

namely in addition to assessing the achievement of the goals of the mental spiritual development program but also to find the best ways that can be done in achieving the goals set. Evaluation research on the implementation of the Navy's mental spiritual development program using the evaluation of the CIPP model developed by Stufflebeam because this model is suitable for evaluating the juridical foundation, assessing the needs of program objectives and targets of the Navy's mental personnel training program. The components evaluated are:

2.1 Component Context

To evaluate the extent to which the formulation of the goals and objectives of the program is in accordance with the needs of the organization or with those who have interests and the juridical foundation that underlies the program. Stufflebeam explains "context evaluation assesses needs, problems, assets and opportunities to help decision makers define goals and priorities and help the broader group of users judge goals, priorities and outcomes" These descriptions relate to the juridical foundation, assessment of program needs, goals and objectives.

2.2 Input Component

Evaluating the extent to which the action plan, strategy and procedures as well as the facilities and infrastructure as well as the human resources concerned can support the achievement of desired goals or objectives in that context. Stufflebeam explained that "input evaluations assess alternative approaches, competing action plans, staffing plans and budgets for their feasibility and potential cost effectiveness to met targeted needs and achieve goals". Includes evaluation of program planning related to program planning, development of strategies, procedures for implementing guidance, organizational structure, human resources and infrastructure.

2.3 Process Components

Evaluate the course of the program, including the extent to which the plan has been implemented, what must be revised, whether it has followed the rules that have been made or already existing and the obstacles faced. According to Stufflebeam, the judge evaluates program performance and interpret outcomes". Process components in this study include evaluating the implementation of programs related to the implementation of mental development of personnel, implementing coordination and implementation of supervision.

2.4 Result Component

To measure the success of achieving previously set goals based on certain criteria. The components of the results in this study include the results of program implementation relating

to the implementation of the Navy's mental personnel training program.

3. RESULTS AND DISCUSSION

3.1 Context

3.1.1 Assessment of Program Needs

The evaluation carried out further highlighted the obstacles and obstacles faced by Paroh when mental development was given, among others, about material, lecture methods and lack of ability and power of Paroh in providing mental development material. Obstacles and constraints include the limited number of Paroh's personnel in Kotama and Pangkalan, the presence of Paroh who left Bintal due to lack of position, limited number of Paroh receipts each year. In providing spiritual formation generally use the lecture and question and answer method even though there are many other methods. The limited ability and knowledge possessed by Paroh are less attractive and cause boredom to personnel. The people's demands for future spiritual mentoring are very high in line with the increasing number of personnel, the development of science and technology. Currently Paroh has seen the demands of these needs but has not been able to do anything as expected because of the constraints and obstacles mentioned above. For this reason, Paroh must always adjust to the demands of the environment in order to improve the faith and piety as the basis for dedication to the NKRI.

3.1.2 Juridical Foundation

The mental spiritual training activities of the Navy personnel are always based on Law 34/2004 on the TNI, Decree of the TNI Commander Number Kep / 940 / XI / 2017 dated 21 November 2017 concerning the Master Guidelines for PinakaBaladika TNI Mental Development and Decision of the Navy Chief of Staff Kep Number 979 / VI / 2012 dated June 29, 2012 concerning the Manual for Mental Development of Indonesian Navy Personnel which was used as a basis to be conveyed and understood and carried out to Navy personnel with the hope that Navy personnel have faith and piety, nationalist, do not know surrender and psychologically healthy, have intellectual abilities and reliable physical skills. Every work program created by the part is always guided by the juridical foundation above and the results of its implementation are always reported to the leadership in a tiered, multilevel manner and continues and is made in the touch of the text. The mental spiritual formation comes from, among other things, the teachings of religion (Islam, Protestantism, Catholicism, Hinduism and Buddhism) and the harmony of religious people.

3.1.3 Purpose

The aim of mental spiritual development is to form comprehensive mental resilience through mental spiritual

formation to support capacity building and nurturing the strength of the Navy. Specifically the function of spiritual mentoring of Navy personnel is to establish, maintain and increase the piety of God Almighty according to their respective religions and at the same time the condition of human dignity and values into the framework of the Pancasila philosophy in general and SaptaMarga warriors in particular. At present the purpose of mental spiritual development has not been achieved as expected due to obstacles and obstacles, including the lack of Paroh personnel who will provide mental spiritual formation, limited ability and expertise in giving Paroh spiritual guidance. The lack of acceptance of Paroh from the Career Warrior Officers School (SEPA PK) every year resulted in the difficulty of cadre formation of the future Paroh staff and many Parohs who left the community of Paroh due to their loss of knowledge and use. But the program of spiritual formation is still strived to run as much as possible.

3.1.4 Goals

The goal of mental spiritual development is the realization of spiritual mental formation in every person of the Navy and family and surrounding communities, in order to increase the faith and piety of personnel, loyal to the NKRI and never give up in every task, which will directly influence the progress Kotama / Base and the Unit. These targets have not been achieved as expected due to the limited number of personnel and the ability of Paroh, not all Kotama and bases have Paroh. The number of Paroh is limited and even Kotama do not have Paroh. But Paroh will continue to work and try to improve it for the better. The result is that every work program that will be created by Paroh always sees the assessment of the need to answer the challenges and demands of the environment. The work program that is made is always guided by the rules set by the Navy to achieve the goals set by the leader, namely to form a comprehensive mental security through mental spiritual development to support capacity building and fostering the strength of the Navy and having faith and piety, nationalist , does not know surrender and is psychologically healthy, has intellectual abilities and reliable physical skills. The targets are personnel, family and the surrounding community. To increase the faith and piety of Allah Almighty God and at the same time the condition of human dignity and dignity into the framework of the Pancasila philosophy in general and the SaptaMarga warriors in particular.

3.2 Input (Evaluation of Input Components)

3.2.1 Program Plan

The plan for a mental spiritual development program is carried out in conjunction with the annual work plan for the Kotama/ Base and Unit Sub-works program. Planning preparation begins around the beginning of the year before entering the following year while still adhering to the Navy's personnel training program. The strengths and weaknesses of the previous year's work program are input and consideration for developing future programs and seeing future developments and progress. With the planning phase, it can be seen that the mental development program of the Navy personnel has been well planned to achieve the objectives to be achieved. The Proker Planning for Kotama / PangkalanSubdistrict and Unit was formulated based on the Decree of the Navy Chief of Staff No. Kep 979/ VI / 2012 dated June 29, 2012 concerning the Indonesian Navy Personnel Mental Guidance Booklet, among others explained to realize common perceptions, conceptions and actions for bearers function in organizing the mental development of personnel in the Navy.

3.2.2 Compilation of Strategies

The Navy has established strategies for implementing this mental development according to the Decree of the Navy Chief of Staff No. Kep 979 / VI / 2012 dated June 29, 2012 concerning the Guidance Manual for the Navy's Mental Personnel Development, namely objectives, objectives, subjects, objects, methods, techniques, nature of the approach, facilities and infrastructure. For its achievement not yet maximal, the cause is limited Pabintal and clerical personnel as mentors of mental personnel, limited ability to provide mental coaching so that it is not optimal in using methods, techniques, facilities and other supporting methods. Thus, from the aspect of strategy formulation in the mental development of Navy personnel it was not as expected, although the implementation of the mental development strategy continued and was pursued by each Kotama / Base and unit Sub-Division.

3.2.3 Implementation Procedure

For each implementation of mental development must follow the implementation stages in accordance with the Proker and procedures that have been made by the SubdistrictKotama / Base and their respective Units, so that the implementation of mental development within the Navy can be successful so that the level of authority and responsibility needs to be applied clear implementation, including planning, organizing, implementing and monitoring and controlling.

3.2.4 Organizational Structure

The Decree of the Navy Chief of Staff Number Kep 979 / VI / 2012 dated June 29, 2012 concerning the Guidebook for the Mentoring of the Navy's Personnel that organizing mental development within the Navy was carried out by Kadiswatpersal in this case KasubdisBintanl. So each of the Sub-Head of Sub-Division in the Kotma / Base and Unit must be responsible for the course of mental development of personnel to realize personnel who believe and fear Allah SWT Almighty God. In the implementation of mental development, the need for the establishment of an organizational structure and a description of the duties and

responsibilities of each sub-division in Kotama/ Base and Unit. For the Subdistrict Regional Headquarters level is below Dispersal and for Kotama and Base levels are below Disminpersal.

3.2.5 Human Resources (HR)

Paroh came from Sepa PK TNI. Human Resources (HR) is an input factor that has a very important role in realizing spiritual Bintal which is to form comprehensive mental resilience through mental spiritual formation. Because Paroh is structurally responsible for implementing mental spiritual formation. They were given the position of Paroh because of their specific knowledge in the part of mental spiritual formation which was determined by a warrant by the leadership of the Navy. There are several causes for the lack of Paroh personnel, including the limited acceptance of Paroh personnel each year, an average of 2 people each year. BanyahParoh is out of the Paroh structure because they want to develop his career outside of Paroh. The lack of positions available for rank-level they must shake, means that the Parohs have to go up to one level higher but the positions they occupy are not there for that they have to look for positions outside of Paroh to rise to the rank one level higher. From the results of interviews with the ParohKotama and Pangkalan that not all Kotama / Pangkalan and Units have Paroh personnel. Thus it can be stated that Paroh has not been able to provide mental development in a professional manner according to his scientific field.

3.2.6 Budget

The budget for mentoring mentally the Navy personnel is sufficient, because it has been planned and considered properly. Before the budget was determined, the Subdisciplinary Office made and arranged a budget for the mental development program by paying attention to the current and future conditions. In the process the Subdistrict Office submits a program of mental development activities to the Head of Regional Office by including the budget that will be needed, then reconciled and reviewed by Head of Regional Office by involving officials in the Dispersal environment, after being corrected and approved, the proposed mental development budget is then taken to the central level budget meeting with the designation of the Ministry and Institution Budget Work Meeting (RKAKL) was attended by Mr. Kasal and all the main officers of the Indonesian Navy. After being discussed, corrected and approved, the budget for mental development will go to Dispersal. Each Sub-division creates a program of activities that requires a budget so the Subdisciplinary Office prepares an Outline Plan (RGB) for the activity and submits it to the Head of Regional Office to request financial support because the funds must be accountable for each activity.

3.2.7 Infrastructure Facilities

Facilities needed include such places of worship as well as equipment, a comfortable place and supporting media to deliver spiritual material. Not all Subdistricts have sufficient facilities and infrastructure to support the implementation of mental development. Sometimes when Pabintal wants to deliver the four components of the Bintal component by using in focus it cannot be done because the tool is not available and has to be manually passed on. Sometimes we want to play films and events related to Bintal are forced to tell stories without being able to see the actual events in the field.

3.3 Process (Process Component Evaluation)

3.3.1 Program Implementation

Spiritual formation is held every first and third week of Wednesday at 07.30 to 08.30 / 09.00, there are also those who finish the midday prayer on Thursday, flexible. For religious holidays and the implementation of the days / history of the Navy, and activities that are carried out in accordance with the situation of the Kotama / local base such as Hajj / Umrah services, do'a, NTCR and others. According to the results of interviews and direct observations in the field, results were obtained that spiritual Bintal activities could run smoothly in their respective houses of worship. Paroh is a person who is responsible for the course of spiritual formation because it has been appointed by a warrant by the Navy. Because in a scientific manner Paroh is a person who already understands and understands and is considered capable as an executor of mental development in the Navy. Paroh and clergy who have been appointed based on a warrant by the leader of the Navy as the executor and responsible for the implementation of the spiritual building program. Pabintal, who was not serving in Bintal, but they remained as executors and provided mental guidance, especially the lectures, the Friday Sermon and the committee commemorating religious holidays.

3.3.2 Implementation of Coordination

Before carrying out mental spiritual development activities, coordination with the leadership was held, among others, about the material giver, day, time, date, place, theme, invitation and implementation budget. Be it an activity commemorating religious holidays or national holidays and major days of history and traditions of the Navy. For the implementation of daily and permanent mental development (PHST), Pabintal does not coordinate with the units mentioned above because this activity is a daily and fixed order or routine is carried out. Pabintal only reports to his supervisor directly as to the Dandenma, to Aspers or to the Head of Subdistrict Head of Kotama / Base and the unit. According to the results of the interviews, study documents and direct observations on the ground that coordination is always held, especially for activities to commemorate religious, national and unitary holidays before mental development activities are carried out, both coordination with

superiors, upper units, side units and surrounding communities.

3.3.3 Implementation of Supervision

Direct supervision by personnel officials on mental spiritual development activities is rarely carried out or rarely looks directly into the field because of the official activities or there are other activities that cause the official to not be able to supervise directly. But if routine administrative supervision is carried out because Paroh always reports on the implementation of mental development per month and per quarter to Kotama and to the SubdisciplinarySubdistrict. From the results of interviews and document review, it can be seen that personnel officials rarely directly monitor the implementation of mental development, but if supervision is in the routine and frequent administration.

3.3.4 Product (Evaluation of Yield Components)

In order to increase the faith and piety of Navy personnel every Wednesday morning apples were finished and continued with spiritual mentoring activities in the houses of worship of each religion, starting at 7:30 a.m. to 08:30. There are also those who carry out every Thursday after the midday prayer, followed by a religious lecture by Paroh or bring in speakers from outside including Christianity and Hinduism. For commemoration activities religious holidays are always carried out in accordance with the time and date of the warning by bringing lecturers from outside the Navy to increase attraction and not cause boredom. For once a year pilgrimage activities carried out by the Navy, Islamic Pilgrimage through umrah worship to Makkah and Madinah by including the best personnel in the msingmasing unit, for the pilgrimage of Christians to Jerusalem and Palestine and for Hindus to India and Thailand

In the formulation complex personnel carry out worship in their respective houses of worship. For the Hajj and Ursuline activities, many Navy personnel carried it out using personal costs. So for spiritual development activities for Navy personnel, it can run well even though there are disadvantages, especially from the number of Pabintal or Baroh itself. the ranks and their careers in the Navy, the lack of mastery of materials, materials and methods by Pabintal while providing mental coaching, mostly Pabintal in delivering mental coaching materials using lecture and question and answer methods. For active guardians or sick people, they may not attend spiritual lectures.

4. CONCLUSION

The results of the evaluation study on the implementation of the spiritual mentoring program of Indonesian Navy personnel, by conducting interviews, reviewing documentation and observations in the field towards the Sub-service mentors mentally, mentally mentoring personnel, TNI AL personnel and documents owned. The results of the four components, namely contexs, inputs, processes and products using the CIPP evaluation model, developed by Stufflebeam, received an assessment of each aspect, including: (1) Component context (contexs component), including background evaluation of the program's related needs with a juridical basis according to the rules, the assessment of program needs is adjusted to the development and situation of the environment, goals and objectives have not been able to reach the expected level. (2) Input components (input components), action plans, strategies and procedures as well as facilities and infrastructure as well as available human resources cannot support the achievement of goals or objectives. (3) Process component (component process), implementation of mental spiritual guidance there is a shortage of numbers of Paroh and limited knowledge of Paroh, coordination has been running according to hierarchy and implementation of direct supervision has not been maximized and administrative supervision has gone well (4) Component yield (product component), spiritual formation is used as the basis for work and for worship. Based on the conclusions of the study, there are recommendations for the mental Navy personnel training program, including:(1) The need for additional spiritual guidance personnel from SEPA PK TNI to increase spiritual formation activities. (2) The need for the placement of a spiritual formation officer in accordance with the rank and rank by means of reorganization and development of the Subdisciplinary Division into Disbintal so that the spiritual coaches who leave Bintal return to Bintal, there will be an indirect increase in position. (4) The need to improve the knowledge and skills of spiritual officers by following education, courses and upgrading. (5) The need to increase the role of commanders, heads and unit leaders towards Bintal Command Function. (6) The need for action planners, strategic and procedures as well as facilities and infrastructure as well as human resources owned by the unit to be empowered and equipped to support spiritual development activities that are very useful in increasing innovation, motivation, creativity and performance for personnel in the organization.

5. ACKNOWLEDGMENT

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