

# The Influence of Duties and Education Experience on New Personnel Duties in the Indonesian National Army's Operating Staff Environment

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## ARTICLE INFO

### Article history:

Received November 13, 2022

Revised November 17, 2022

Accepted January 12, 2023

Available online February 25, 2023

### Kata Kunci:

Pengalaman, pendidikan dan adaptasi pekerjaan personel baru

### Keywords:

Duties Experience, Education and Job Adaptation of New Personnel



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## ABSTRAK

Personel baru di lingkungan staf operasi TNI diharapkan memiliki keterampilan dan pengetahuan yang cukup untuk dapat menyelesaikan tugas-tugas yang diberikan. Namun, beberapa faktor seperti tugas yang kompleks dan kurangnya pengalaman pendidikan dapat mempengaruhi kemampuan personel baru dalam menjalankan tugas-tugas tersebut. Tujuan penelitian ini adalah untuk mengetahui pengaruh pengalaman tugas dan pendidikan secara parsial dan simultan terhadap adaptasi penugasan personel baru di Lingkungan Staf Operasi TNI. Metode penelitian menggunakan survei dengan pendekatan kuantitatif. Teknik pengambilan sampel menggunakan Simple Random Sampling. Jumlah sampel adalah 44 responden. Hasil penelitian menunjukkan bahwa a) pengalaman tugas berpengaruh positif dan signifikan terhadap adaptasi penugasan personel baru; b) pengalaman tugas dan pendidikan secara bersama-sama berpengaruh positif dan signifikan terhadap adaptasi penugasan personel baru. Disarankan bahwa dalam pemilihan personel baru di lingkungan Staf Operasi Tentara Nasional Indonesia, mereka yang sudah memiliki pengalaman tugas dan pendidikan akan saling mendukung untuk memfasilitasi proses penyesuaian tugas mereka. Melihat dinamika tugas yang ada di lingkungan Staf Operasi TNI maka disarankan pengalaman tugas dengan prioritas penguasaan kerja dan Pendidikan dengan prioritas pengembangan ilmu pengetahuan dan teknologi merupakan kombinasi yang paling ideal untuk percepatan adaptasi. proses di lingkungan Staf Operasi TNI agar selanjutnya dapat lancar menjalankan tugasnya di lingkungan Staf Operasi TNI.

## ABSTRACT

New personnel in the TNI operations staff environment are expected to have sufficient skills and knowledge to be able to complete the assigned tasks. However, several factors such as complex tasks and lack of educational experience can affect the ability of new personnel to carry out these tasks. The purpose of this study is to determine the effect of task experience and education partially and simultaneously on the adaptation of new personnel assignments in the TNI Operations Staff Environment. The research method uses a survey with a quantitative approach. The sampling technique uses Simple Random Sampling. The sample size was 44 respondents. The results showed that a) task experience had a positive and significant effect on the adaptation of new personnel assignments; b) Task experience and education together have a positive and significant effect on the adaptation of new personnel assignments. It is recommended that in the selection of new personnel within the Indonesian Army Operations Staff, those who already have duty experience and education will support each other to facilitate the process of adjusting their duties. Looking at the dynamics of tasks in the TNI Operations Staff environment, it is recommended that task experience with the priority of work mastery and education with the priority of developing science and technology is the most ideal combination for accelerating adaptation. processes within the TNI Operations Staff so that they can subsequently smoothly carry out their duties within the TNI Operations Staff.

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## 1. INTRODUCTION

In this digital era, technological developments have occurred in an evolution in media technology, let's call it new media, or people also often call it online media or people who are more familiar with calling it the internet, this media is certainly no stranger to ears. This media is also touted as a media that until now has not been able to match the growth in the number of users. In developed countries, new media beats various media that have previously been used as reference sources in obtaining information. Work experience is the knowledge, skills, and abilities that employees have to carry out responsibilities from previous jobs (Hexan, 2021; Indriati & Nazhifi, 2022; Serang, 2018). Job rotation can improve employee work experience (Ratu et al., 2020). The more work experiences a person has, the more he will have control over his work so that he can complete his work well and have good work effectiveness. Factors that can be used as indicators of work experience, among others: length of time / length of work, level of knowledge and skills possessed, and level of mastery in carrying out technical aspects of work equipment and techniques. Education is a process of transferring knowledge consciously and planned to change human behavior and mature humans through the teaching process in the form of formal, non-formal, and informal education (Azizi & Irwansah, 2020; Cavaco et al., 2014; Situmorang, 2020). Education is also a continuous process that cannot be separated from the organizational system. Factors affecting education include ideology, socio-economy, socio-culture, the development of science and technology, and psychology. In education, the transfer of knowledge is expected to change behavioral attitudes, thinking maturity, and personality maturity in formal and informal education, as well as optimize individual abilities so that later they can carry out life roles well. Adaptation is the process of fulfilling basic needs to continue life, such as basic natural-biological needs, basic psychological needs, and basic social needs. Adaptation can also be understood as the process that locates the human being to achieve goals or the need to face changing environmental and social conditions in order to survive (Hernita et al., 2021; Rahmi et al., 2020; Sudewo & Welly, 2021). There are three types of adaptation, namely functional adaptation, epigenetic adaptation, and cultural adaptation.

Human resources are the foundation for organizations to survive. Human resources are the main role in every organizational activity. Even though there are many facilities and infrastructure and resources, without the support of human resources, organizational activities will not run well. Thus, human resources are the main key that must be considered in all their needs. Organizations will develop and be able to survive in a competitive environment if supported by the performance of competent personnel in their fields (Sinambela et al., 2022; Tanjung, 2020; Wang et al., 2014). Human resources play the most important and potential role in the success of an organization, considering that human resources are a determinant of organizational activities planning, organizing, and decision-making. Therefore, human resources must be used as well as possible and their capabilities developed so that their work is productive. The quality of an organization's human resources is one of the main factors good or bad for an organization. If human resources are weak, the development of the organization can be hampered and its productivity becomes limited so that the organization is unable to compete for both on a local, regional, and global scale (Maulyan, 2019; Mutiana et al., 2017; Riniwati, 2016). Organizations in this context are Operations Staff of the Indonesian National Armed Forces who must take various ways to obtain high-quality human resources, productive work ethics, skills and creativity, professionalism, and discipline, and can master and develop the technology. To improve performance, personnel who have education and work experience are needed. Education influences the performance of personnel, the level of education of a personal level of education will affect the performance of personnel. For personnel performance to be good, it is necessary to have a workforce that has an adequate level of education in the field of work (Dwiarti & Wibowo, 2018; Miranti & Yacoub, 2016; Setiawan et al., 2015). Apart from the educational background of the personnel, the performance of the personnel is influenced by the length of service or work experience of the personnel which also influences the performance. Tenure of work or work experience can also affect the quality of personnel performance. The performance of personnel who have not had years of service or experience will be different from the performance of personnel who have had years of service or quite a lot of work experience. Work experience reflects the level of mastery of knowledge and skills possessed by personnel at work which can be measured from the length of service and the type of work that has been done by the personnel (Albunsyary & Riswati, 2020; Hasan et al., 2021; Joseph & Likumahua, 2019). Education is still believed to be a very powerful medium in building intelligence as well as the personality of human children for the better. Therefore, education is continuously built and developed so that the implementation process produces the expected generation.

To produce superior and expected personnel, the educational process is also constantly being evaluated and improved. One of the efforts to improve the quality of education is the emergence of the idea of the importance of character education in the world of education. This idea arose because the educational process that has been carried out so far has not been fully successful in building Indonesian

people with character. The rapid development of science and technology today has led to development and growth in all aspects of life related to new, very complex problems. This development cannot be separated from both government and private organizations. This can be seen from the emergence of new work procedures, more modern work equipment, and new work requirements that require organizations to always be responsive and alert, which also allows them to adapt. In essence, each of these developments refers to efforts to improve organizational life for the better, including by improving the quality of work such as the skills possessed. If you pay attention to the various factors that influence organizational development, the human resource factor remains the most important factor (Anggreni & Suartini, 2019; Indriasari et al., 2018; Sutriniasih, 2018). In this case, the existing workforce is one of the factors that influence it, because if the workforce is used in a limited capacity, then productivity will also be limited along with its ability and quality. In general, it can be said that the level of education of personnel can reflect the intellectual abilities and types of skills possessed by these personnel. It has become a habit and common thing that the types and educational levels of personnel are commonly used to measure and assess the capabilities of personnel. It is also possible that many other things affect the ability of personnel besides the level of education, meaning that it is not impossible for someone who has a fairly high level of intellectual ability not to have a higher education.

The problem is that it is not easy to find professional human resources, because in general human resources with the rank of Lieutenant Colonel and Assistant Junior Officer with the rank of Major due to organizational needs. The dynamics of the duties are high so that when there are personnel who are transferred and there is no replacement, there is quite a significant difference. The personnel who were transferred out of the Sops TNI were not immediately filled, but there was a time lag so a vacancy occurred first. On average, new personnel who fill positions in Sops TNI do not understand their duties in Sops TNI, so they need time to adapt. Every position in Sops TNI, especially the position requires special experience and expertise so not every person can occupy a certain position in Sops TNI. The objectives to be achieved through this research are 1) To find out and analyze the effect of duties experience on the adaptation of new personnel assignments to the Indonesian Armed Forces Operations Staff Environment. 2) To find out and analyze the effect of education on the adaptation of new personnel assignments to the Indonesian Armed Forces Operations Staff Environment. 3) To find out and analyze the effect of joint experience and education on the adaptation of new personnel assignments to the Indonesian Armed Forces Operations Staff Environment.

## 2. METHODS

This research uses a survey method with a quantitative approach that is correlational. The goal is to see how much influence the independent variable has on the dependent variable. The population in this study was 50 employees in Sops TNI. Sampling is done using simple random sampling techniques, which are simple random sampling techniques. The sample taken in this study was 44 respondents, with a percentage of inaccuracy determined at 10%. In this study, researchers will collect data using questionnaires or interviews to measure independent and dependent variables. After that, the data will be analyzed using correlation techniques to find out the relationship between independent and dependent variables. The correlation technique will produce a correlation coefficient that indicates how strong the relationship between the two variables is. Using simple random sampling techniques, every member of the population has an equal chance of being part of the sample. The percentage of inaccuracy of 10% indicates that as many as 4 respondents were allowed to give incorrect answers in the questionnaire. This can minimize bias in sampling and provide a more accurate representation of the population.

The data analysis method used in this study includes three techniques, namely requirements test analysis, validity and reliability testing, and hypothesis testing. Requirements test analysis techniques include instrument data normality tests, validity tests and reliability tests. The normality test is used to check whether the data obtained is normally distributed or not. The validity test is used to determine how much the instrument used in this study is able to measure the variables studied. While reliability tests are used to measure the level of reliability of the instruments used in this study. Furthermore, hypothesis testing consists of several techniques, namely correlation coefficient, determination coefficient, multiple correlation coefficient, significance test, and multiple regression analysis. The correlation coefficient is used to find out how big the relationship is between the independent variable and the dependent variable. The coefficient of determination is used to measure how much variability the dependent variable can explain by the independent variable. The multiple correlation coefficient is used to determine how much influence several independent variables combine on the dependent variable. The significance test is used to test whether the relationship between the independent variable and the dependent variable is

significant or not. While multiple regression analysis is used to determine how much influence the independent variable has on the dependent variable simultaneously.

### 3. RESULTS AND DISCUSSIONS

#### Results

The magnitude of the influence of duties experience on the adaptation of new personnel assignments in the Operations Staff of the Indonesian National Armed Forces is determined by the Instruction function, consultancy function, participation function, delegation function, and control function. Based on the analysis using the SPSS program in the appendix, the results presented in Table 1 were obtained.

**Table 1.** The Influence of the Duties Experience (X1) on the Adaptation of New Personnel Duties (Y)

Model	Unstandardized Coefficients		Standardized Coefficients	t	sig.
	B	Std. Error	Beta		
1 (Constant)	16.235	5.342		3.039	0.004
X1	0.535	0.086	0.694	6.240	0.000

The regression equation is as follows:  $Y = 16,235 + 0,535X1$ . The constant value is 16.235, this means that the new personnel's duties adaptation will be 0.535 if the duties experience is equal to zero. This can be explained that the duties adaptation of new personnel will decrease if there is no duties experience. The duties experience variable (X1) has a positive influence on new personnel's duties adaptation, with a regression coefficient of 0.535 indicating that if duties experience increases by 1 percent, new personnel's duties adaptation will increase by 0.535 percent assuming the other independent variables are constant. The significant value (sig) is 0.000, this value is much lower than 0.05, so the effect of duties experience on the adaptation of new personnel duties is significant. Furthermore, to determine the nature of the relationship and the strength of the relationship between the duties experience variable (X1) and the new personnel duties adaptation variable (Y), it can be explained by calculating the correlation using the SPSS program to produce an overview as shown in Table 2.

**Table 2.** Correlation of Duties Experience (X1) with New Personnel Duties Adaptation (Y)

		X1	Y
X1	Pearson Correlation	1	0.694
	Sig. (2-tailed)		0
	N	44	44
Y	Pearson Correlation	0.694	1
	Sig. (2-tailed)	0	
	N	44	44

Based on Table 2, it can be seen that the Pearson product correlation coefficient of duties experience is 0.694. This means that the correlation or relationship between the duties experience variable and the adaptation of new personnel duties is 0.694 or strong because it is close to 1. The relationship between the duties experience variable and new personnel duties adaptation is significant because the significance number is  $0.000 < 0.01$ . The direction of the correlation can be seen from the number of correlation coefficients, the results are positive or negative. Following the results of the analysis, the correlation coefficient of duties experience is positive, namely 0.694, so the correlation of the two variables is unidirectional. This means that if the duties experience is good, the adaptation of new personnel's duties will also increase.

**Table 3.** Coefficient of Determination Duties Experience (X1) to Adaptation of New Personnel Assignments (Y)

Model	R	R Square	Adjusted R Square	Std. An error in the Estimate
1	0.694	0.481	0.469	3.46666

Based on [Table 3](#), the coefficient of determination  $r^2$  is 0.694, which means that 48.1% of the variation in the dependent variable of new personnel duties adaptation can be explained by variations in the independent variable of duties experience. While the remaining 51.9% is influenced by variables not explained in the model such as education and training, as well as personnel competence. Based on SPSS calculations, the t-count is 6.240, while the p-value is 0.000, so the p-value is  $<5\%$  ( $0.000 < 0.05$ ), meaning that there is a significant effect of the duties experience variable on the adaptation of new personnel assignments. These results indicate that the better the duties experience, the better the duties adaptation of new personnel, and vice versa. Thus, the first hypothesis which states "Duties experience has a positive effect on the adaptation of new personnel assignments in the Indonesian Armed Forces Operations Staff Environment" is accepted. The magnitude of the influence of education on the adaptation of new personnel assignments in the Indonesian Armed Forces Operations Staff Environment is determined by creating a climate and setting goals, training, work plans, and control. Based on the analysis using the SPSS program in the appendix, the results presented in [Table 4](#) were obtained.

**Table 4.** The Influence of Education (X2) on the Adaptation of New Personnel Duties (Y)

Model	Unstandardized Coefficients		Standardized Coefficients	t	sig.
	B	Std. Error	Beta		
1 (Constant)	16.832	5.813		2.895	0.006
X2	0.535	0.092	0.656	5.629	0.000

The regression equation is as follows:  $Y = 16,832 + 0,518X_2$ . The constant value is 16.832, this means that the adaptation of new personnel assignments will be 16.832 if education is equal to zero. This can be explained that the adaptation of new personnel duties will decrease if there is no education. The education variable (X2) has a positive influence on new personnel's duties adaptation, with a regression coefficient of 0.518 indicating that if education increases by 1 percent, the new personnel's duties adaptation will increase by 0.518 percent assuming the other independent variables are constant. The significant value (sig) is 0.000, this value is much lower than 0.05, so the effect of education on the adaptation of new personnel assignments is significant. Furthermore, to determine the nature of the relationship and the strength of the relationship between the education variable (X2) and the new personnel duties adaptation variable (Y), it can be explained by calculating the correlation using the SPSS program to produce an overview as shown in [Table 5](#).

**Table 5.** Correlation of Education (X2) with Adaptation of New Personnel Duties (Y)

		X1	Y
X2	Pearson Correlation	1	0.656
	Sig. (2-tailed)		0.000
	N	44	44
Y	Pearson Correlation	0.656	1
	Sig. (2-tailed)	0.000	
	N	44	44

Based on [Table 5](#), it can be seen that the Pearson education product correlation coefficient is 0.656. This means that the correlation or relationship between the education variable and the adaptation of new personnel assignments is 0.656 or strong because it is close to 1. The relationship between the education variable and the new personnel's duties adaptation is significant because the significance value is  $0.000 < 0.01$ . The direction of the correlation can be seen from the number of correlation coefficients, the results are positive or negative. Following the results of the analysis, the education correlation coefficient is positive, namely 0.656, so the correlation between the two variables is unidirectional. This means that if the education is good, the adaptation of new personnel's duties will also increase. The coefficient of determination  $r^2$  is 0.430, which means that 43% of the variation in the dependent variable of new personnel duties adaptation can be explained by variations in the independent variable of education. While the remaining 57% is influenced by variables not explained in the model such as work motivation, work discipline, and work culture.

Based on SPSS calculations, the t-count is 5.629, while the p-value is 0.000, so the p-value  $<5\%$  ( $0.000 < 0.05$ ), meaning that there is a significant effect of the education variable on the adaptation of new personnel assignments. These results indicate that the better the education, the better the adaptation to new personnel duties, and vice versa. Thus, the second hypothesis which states "Education has a positive

effect on the adaptation of new personnel assignments in the Indonesian Armed Forces Operations Staff Environment" is accepted.

The magnitude of the effect of joint experience and education on the adaptation of new personnel assignments in the Indonesian Armed Forces Operations Staff Environment is determined by the goals of the Organization, the formulation of the Vision and Mission, and the determination of the Organizational Strategy. Based on the analysis using the SPSS program in the appendix, the results presented in Table 6 were obtained.

**Table 6. The Influence of Duties Experience (X1) and Education (X2) on The Adaptation of New Personnel Duties (Y)**

Model	Unstandardized Coefficients		Standardized Coefficients	t	sig.
	B	Std. Error	Beta		
1 (Constant)	10.988	5.644		1.947	0.058
X1	0.355	0.116	0.460	3.056	0.004
X2	0.261	0.119	0.331	2.198	0.003

The regression equation is as follows:  $Y = 10,988 + 0,355X1 + 0,261X2$ . The constant value is 10.988, this means that the new personnel's duties adaptation will be 10.988 if the duties experience and education are equal to zero. This can be explained that the duties adaptation of new personnel will decrease if there are no duties for experience and education. Duties experience variables (X1) and education (X2) have a positive influence on new personnel's duties adaptation, with a duties experience regression coefficient of 0.355 and an educational regression coefficient of 0.261 indicating that if duties experience increases by 1 percent, new personnel's duties adaptation will increase by 0.355 percent and if education increases by 1 percent, then the adaptation of new personnel assignments will increase by 0.261 percent. Significant values (sig) of 0.004 and 0.003, these values are much lower than 0.05, so the effect of duties experience and education together on the adaptation of new personnel assignments is significant. Furthermore, to determine the nature of the relationship and the strength of the relationship between the variable duties experience (X1) and education (X2) to the new personnel duties adaptation variable (Y), it can be explained by calculating multiple correlations using the SPSS program to produce an overview. Based on the data analysis, it can be seen that the Pearson product correlation coefficient of duties experience and education together on the adaptation of new personnel assignments is 0.732. This means that the correlation or relationship between the variables of duties experience and education together with the adaptation of new personnel assignments is 0.732 or strong because it is close to 1.

According to the results of the analysis, the correlation coefficient of duties experience and education with the adaptation of new personnel assignments is positive, namely 0.732, so the correlation of the two variables is unidirectional. This means that if the duties experience and education are good, the adaptation of new personnel's duties will also increase. Calculation of the coefficient of determination to see how much influence is generated between variables. Based on the results of the determination coefficient  $R^2$  of 0.536, means 53.6% of the variation in the dependent variable of new personnel duties adaptation can be explained by variations in the independent variables of duties experience and education. While the remaining 46.4% is influenced by variables not explained in the model such as employee performance, work effectiveness, and organizational commitment. Based on SPSS calculations, the F-count is 23.658, while the p-value is 0.000, so the p-value is <5% ( $0.000 < 0.05$ ), meaning that there is a significant effect of the variable duties experience and education together on the adaptation of new personnel assignments. These results indicate that the better the duties experience and education, the better the duties adaptation of new personnel, as can be seen in Table 7.

**Table 7. Significance Test (Test F)**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	521.096	2	260.548	23.658	0.000
	Residual	451.541	41	11.013		
	Total	972.636	43			

Thus, the third hypothesis which states "Duties experience and education have a positive effect on the adaptation of new personnel assignments in the Indonesian Armed Forces Operations Staff Environment" is accepted.

## Discussion

Based on the description of the research data described above, it can be seen that the experience of assignments in the Operations Staff of the Indonesian National Armed Forces is in the fairly good category, namely 32%. However, if it is associated with indicators of duties experience, namely length of time/period of work, level of knowledge and skills, and mastery of work and equipment, it can be explained as follows: (a) Length of time/working period. Based on the results of the questionnaire, it can be seen that the length of time/working period indicator which consists of 5 questions has an average score of 182.8 out of a total average score of 220. This shows that the length of time/working period has a fairly good influence on Duties Experience; (b) Level of knowledge and skills. Likewise, the results of the questionnaire show that the level of knowledge and skills indicator which consists of 5 questions has an average score of 179.2 out of a total average score of 220. This shows that the level of knowledge and skills has a fairly good influence on duties and experience, but the value is smaller than the length of time/period of work; (c) Mastery of work and equipment. Furthermore, from the results of the questionnaire, it can also be seen that the indicator of mastery of work and equipment consisting of 5 questions has an average score of 183.2 out of a total average score of 220. This shows that the level of mastery of work and equipment has the best influence on experience. Based on the data above, it can be seen that in the duties experience in the Operations Staff of the Indonesian National Armed Forces, the highest indicator is mastery of work and equipment, meaning that when new personnel enter the Operations Staff, the duties experience is most needed so that they can adapt easily is the mastery of new jobs and equipment supported by the length of time/period of work and the level of knowledge and skills. This is linear with the job demands of the Operations Staff which have high dynamics, so it can be said and recommended that new personnel who have a good level of mastery of work and equipment will adapt more quickly in the TNI Sops environment in terms of duties experience (Aziz et al., 2020; Novikovas et al., 2017; Putra et al., 2023).

While the description of research data that education in the Operations Staff of the Indonesian National Armed Forces is included in the fairly good category, namely as much as 27%. However, if it is related to educational indicators, namely ideology, socio-economic, socio-cultural, development of science and technology and psychology, it can be explained as follows: (a) Ideology. Based on the results of the questionnaire, it can be seen that the ideology indicator consisting of 3 questions has an average score of 185.3 out of a total average score of 220. This shows that ideology has a fairly good influence on education; (b) Socioeconomic. Likewise, the results of the questionnaire show that the Socio-Economic indicator which consists of 3 questions has an average score of 183 out of a total average score of 220. This shows that Socio-Economy has a fairly good influence on education, but its value is smaller than Ideology; (c) Socio-Cultural. Furthermore, from the results of the questionnaire, it can also be seen that the Socio-Cultural indicator which consists of 3 questions has an average score of 180.1 out of a total average score of 220. This shows that Socio-Economy has a fairly good influence on education, but its value is smaller than Ideology and Socioeconomic; (d) Development of science and technology. Furthermore, from the results of the questionnaire, it can also be seen that the Socio-Cultural indicator which consists of 3 questions has an average score of 190 out of a total average score of 220. This shows that the development of science and technology has a good influence on education, this can be seen from the value that is greater than Ideology, Socio-Economic, and Socio-Cultural; (e) Psychology. Furthermore, from the results of the questionnaire, it can be seen that the Socio-Cultural indicator which consists of 3 questions has an average score of 183.6 out of a total average score of 220. This shows that Socio-Economy has a fairly good influence on Education. This can be seen from the value that is greater than Socio-Economic and Socio-Cultural but the value is smaller than the Development of Science and Technology and Ideology.

Based on the data above, it can be seen that education in the Operations Staff of the Indonesian National Armed Forces, the highest indicator is the development of science and technology, meaning that when new personnel enter the Operations Staff, the education that is most needed so that they can easily adapt is the development of science and technology and is supported with Ideology, Psychology, Socio-Economic, and Socio-Cultural. The development of science and technology is needed so that it can always adapt to the times so that it has innovations and creations so that it can easily carry out duties in Sops TNI (Abdal et al., 2020; Salsabiela et al., 2017; Sundari et al., 2022; Walker et al., 2013). Ideology is related to idealism and psychology is related to hardiness to work in an environment with high dynamics, so it can be said and recommended that new personnel who have a good level of science and technology development will adapt more quickly in the Sops TNI environment from an educational point of view.

#### 4. CONCLUSION

The better the duties experience, especially the level of mastery of work and equipment supported by the length of time/tenure of work and the level of knowledge and skills possessed, the better the adaptation of new personnel assignments in the Indonesian Armed Forces Operations Staff Environment, although it still needs to improve mastery of work and the equipment. The better the education, especially the development of science and technology which is supported by ideology, psychology, socio-economic and socio-culture, the better the adaptation of new personnel assignments in the Operations Staff of the Indonesian National Armed Forces, even though in reality the development of science and technology is not always needed according to some of the answers to the questionnaire stated that they did not agree, but in general, the development of science and technology was still needed. The better the duties experience and education, especially the mastery of work and equipment as well as the development of science and technology, the better the adaptation of new personnel assignments in the Indonesian National Armed Forces Operations Staff Environment.

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