



Analysis Study of Paspampres Music Detachment Recruitment Policy

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ABSTRACT

This research aims to analyze the recruitment policy for members of the Paspampres Music Detachment in creating quality and professional members, as well as identifying factors that influence recruitment success and providing recommendations for improving the selection of prospective members. This research was conducted using a qualitative methodology, with data collection carried out through field observations, interviews and secondary data. The results of observations of members of the Paspampres Music Detachment (Policy User) show that the lack of regeneration is caused by the low number of new personnel received, especially from Ajen music education. From the Policy Maker side, the recruitment process is carried out holistically, including evaluation of musical aspects, service spirit, adaptability and dedication to state duties. Meanwhile, the results of interviews with Policy Users and Policy Makers show that currently recruitment requirements and policies have been determined holistically. However, the lack of candidates who have good musical abilities makes the recruitment process less effective. For this reason, stricter selection criteria are implemented to ensure that only individuals with high musical abilities are accepted into the Paspampres Music Detachment. Apart from that, expanding the recruitment strategy, including attracting prospective members from various sources, as well as increasing the allocation of members from TNI Headquarters is also needed to produce more candidates in accordance with the required qualifications.

Keywords : Effectivity; Policy; Recruitment; Selection.

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A. Introduction

The recruitment process is a very important initial process for selecting Human Resources who will be recruited in an organization. In this process, the organization selects candidates with good potential and competence and in accordance with the job requirements, so that they can demonstrate good performance and support the creation of good organizational performance as well.

Each organization has its own recruitment standards, which are prepared based on the character, culture and needs of the organization, as well as the Indonesian National Army (TNI), which is one of the state agencies. In general, TNI recruitment in Indonesia is a selection process carried out by the military to obtain qualified prospective TNI members who meet the specified requirements. TNI admission is open to Indonesian citizens who have the qualifications and requirements set by the military.

Within the Indonesian National Army (TNI), there are several organizational units that have their respective duties and responsibilities, one of which is the Presidential Security Force (Paspampres). In the Paspampres organization there are also several Detachments which have their own functions, duties and responsibilities. One of the detachments within the Paspampres organization is the Music Detachment.

A good recruitment process that can meet the needs of the organization is needed in the Paspampres Music Detachment to ensure that Paspampres members have the abilities according to the needs for personnel qualifications. A good recruitment policy can be measured from various aspects, such as the candidate's suitability to the specified requirements, the candidate's ability to carry out the assigned tasks, and the candidate's suitability to the organization's values and culture.

There are several challenges to producing an effective recruitment process in the Paspampres Music Detachment. These challenges include: a holistic recruitment policy to produce resources that suit needs, limited resource candidates with good musical abilities, and a lack of promotion regarding the need for these resources.

This research has several objectives, including; (1) Analyze the recruitment policy for members of the Paspampres Music Detachment in creating quality and professional members. (2) Identify factors that influence recruitment success and provide recommendations to improve the selection of prospective members

B. Research Method

Research Approach

Based on the existing main problem, the approach used in evaluation research is a qualitative approach, where in this qualitative research the aim is to find out and understand the various problems experienced by the research subjects as a whole.

Research Location

The location of the research is the Paspampres Music Detachment which is located on Jalan Skip Lawang Gintung, South Bogor. The researcher chose this agency on the grounds that there were problems in the Paspampres Music Detachment in terms of personnel which, if calculated in the next few years, there would be a simultaneous reduction in personnel which would result in problems in carrying out its main duties considering that one of the main tasks of the Paspampres Music Detachment is serving events. state protocol.

Data Collection

In this research, the author collected data sourced from secondary and primary data related to the problem to be discussed. Secondary data was obtained from documents related to the Paspampres Music Detachment recruitment policy. Meanwhile, primary data was obtained through field observations and interviews with members of the Paspampres Music Detachment as Policy Users and recruitment policy makers as Policy Makers.

Informants

Based on research information needs, several informants were selected who met the criteria by conducting direct interviews in order to obtain accurate data information related to the problem to be researched. The resource persons who will be interviewed are 3 policy makers and the Music Detachment (policy users) including 4 people:

Policy maker : (1) Letkol Laut (PM) Desy Arnaz, S. AP., M. Tr. Opsla, as Waaspers Paspampres, (2) Mayor Caj Delly Armand, as Wadan Densik Paspampres, (3) Kapten Caj eko bunawi, as Drum major detasemen musik paspampres.

Policy user : (1) Peltu Yudi Himawan, as Batiur Lagu, (2) Peltu Olan Haryadi, as Batiur Minpers, (3) Peltu Juliansyah, as Danpok/Pem. Slide Trombone Solo, (4) Peltu Irawan, as Batiur Pam.

C. Result and Discussion

General Description

The Music Detachment is a music unit within the ranks of the Paspampres which has the main task of carrying out protocol activities at state ceremonies held within the presidential environment. The Paspampres Music Detachment is a Supporting Detachment unit under the Paspampres which has the main task of playing the state song both within the palace and within the Paspampres environment. The Paspampres Music Detachment is under direct control by Danpaspampres where all movements of the Paspampres Music Detachment are based on direct orders from Danpaspampres. Protocol activity services within the presidential environment include visits from foreign countries coming to Indonesia, credential ceremonies, inaugurations appointed directly by the president, and state banquets.

In carrying out their duties, each member of the Paspampres Music Detachment is required to be able to master national songs from other countries. It is recorded that more than 200 songs have been mastered by each individual member of the Paspampres. Of course, it would be very difficult for every member of the Paspampres Music Detachment to be able to memorize the 200 existing repertoire of songs. Since the end of 2004, all national anthems have been processed and stored digitally and computerized using Sibelius v 8.2.1 for his songwriting and Sound Forge v. 10.2 for audio digitization.

Therefore, members of the Paspampres Music Detachment need other skills to be able to play the entire song, namely by writing the song in block notation form. So that in the end the ability to read block notation for members of the Paspampres Music Detachment becomes something that must be mastered in order to support the main tasks.

Paspamres Music Detachment in Social, Cultural and Political Perspectives

Based on information obtained through interviews with several Policy Makers, the Paspampres Music Detachment has quite an important role in social, cultural and political aspects. One role that can be seen, among others, is when accompanying the national anthem for state guests.

Based on interviews with informant Marine Lieutenant Colonel (PM) Desy Arnaz, information was obtained that observations of the social, cultural and political impacts of the existence of the Paspampres Music Detachment showed that this Detachment had an important role in building a positive image of Indonesia in the eyes of the world. This impact is reflected in the observation table, especially related to Indonesia's image and reputation at the international level. As policy users, Policy Makers can see that the role of the Paspampres Music Detachment is in line with the objectives of Law Number 34 of 2004 to create a TNI that is not only professional but also has a positive impact at the national and international levels.

This opinion is also supported by Major Caj Delly Armand. The informant said that the social, cultural and political impacts of the existence of the Paspampres Music Detachment were also an important part of the research results. Observations include social impacts through strengthening the sense of nationalism, cultural impacts through enriching Indonesian culture, and political impacts through the positive image created in the eyes of the public. The Paspampres Music Detachment is considered to have an active role in creating a positive image of Indonesia at the national and international level through their performances at state events.

Analysis of the Recruitment Policy for Members of the Paspampres Music Detachment in Creating Qualified and Professional Members

In general, there are policies in place in the recruitment process. Based on interviews with several Policy Makers and Policy Users, information was obtained that recruitment policies already exist and have good objectives.

Based on information from several Policy User informants, information was obtained that the Paspampres Music Detachment has a clear recruitment policy basis, emphasizing the selection of personnel to fill positions in the Paspampres Music Detachment. According to him, the main objective of the recruitment policy is to meet the need for personnel who have music qualifications, although there are obstacles or challenges in this process. There are obstacles, especially difficulties in recruiting new personnel, regeneration of personnel, and placement of former students which do not always meet expectations.

Regarding recruitment policies, the Policy Maker has views and several recommendations for improvements to the member selection process by tightening the criteria, especially in the aspects of musical ability, physical and psychological health of prospective members. Coaching and training also need to be improved to ensure the development of professionalism and quality of Music Detachment members.

Furthermore, regular evaluation of best standards or best practices in the world of military music needs to be implemented. This may involve collaboration with leading music institutions to ensure that members of the Paspampres Music Detachment remain current with military music and performing arts trends. This standard update can increase the competitiveness and quality of the Music Detachment at national and international levels.

Recruitment Plan

In the Paspampres Music Detachment recruitment process, planning had not been made optimally. The recruitment process is not carried out periodically or based on vacant positions. This causes a shortage of personnel due to several vacant positions not being filled immediately.

This is due to difficulties in recruiting new personnel and regenerating personnel who are approaching retirement or replacing personnel who carry out education and move units and there are allocation problems from upper units, so that upper unit policies do not reach the Densik Paspampres unit.

Based on the results of interviews with several informants, information was obtained that there was no recruitment schedule or planning for members of the Paspampres Music Detachment.

This is reinforced by the results of interviews with several members of the Paspampres Music Detachment: Peltu Olan, Peltu Yudi, Peltu Juliansyah, and Peltu Irawan. In several of these interviews, information was obtained that there were vacancies in several positions in the Paspampres Music Detachment. Recruitment is not carried out regularly to fill these vacancies. There was no recruitment carried out

An interview with Peltu Julyansah reflects that the recruitment problem at Densik Paspampres is complex and involves several obstacles. There are difficulties in getting personnel from the Ajen music education, and regeneration from there is very stalled because music personnel are given priority to be transferred to the regions.

Job Requirements

In the recruitment process for members of the Paspampres Music Detachment, the position requirements have not been specifically defined. The Policy Maker stated that requirements had been made for the recruitment process for members of the Paspampres Music Detachment.

Marine Lieutenant Colonel (PM) Desy Arnaz said that the recruitment process had taken into account main factors such as physical, mental and musical abilities. This is in accordance with the legal basis for TNI recruitment, such as Government Regulation Number 43 of 2019 and Decree of the TNI Commander Number Kep/77/V/2005 which regulates the procedures for selecting TNI pre-soldiers and enlisted personnel.

This was also expressed by Major Caj Delly Armand who stated that the recruitment process for members of the Paspampres Music Detachment had the best standards set.

Different things were expressed by several informants from Policy User, who revealed that the standards that have been set are still general in nature and have not specifically addressed abilities and understanding related to music.

Peltu Olan, Paspampres Music Detachment Operator, stated that the recruitment policy and selection process had not been fully successful in ensuring adequate personnel quality. The strategy currently used places more emphasis on loyalty, willingness to work and responsibility, but needs to be improved by focusing on stricter music qualifications. Therefore, this research can provide recommendations for improving recruitment policies by considering more specific music criteria and improving the qualifications of recruited personnel.

Furthermore, the answer from informant D. Peltu Yudy said that the recruitment policy was considered ineffective because it did not ensure that prospective members had full musical qualifications, so that regeneration was hampered. These findings indicate that current recruitment strategies are ineffective because they rely more on people wanting to join without ensuring adequate musical qualifications. Research recommendations could include expanding recruitment strategies to attract prospective members who have a more solid musical background, as well as increasing the allocation of education costs for music purposes to support the regeneration of more qualified human resources in the Paspampres Music Detachment.

Furthermore, E. Peltu Irawan said that the recruitment policy was considered ineffective because it did not ensure that prospective members had full musical qualifications, so that regeneration was hampered.

Candidate Source

From the results of the interview with E. Peltu Irawan, it appears that the main problem in recruiting the Paspampres Music Detachment is the lack of focus on recruiting people who really master music and the difficulty in maximizing members in the Paspampres Densik. There are also complaints regarding the inadequate allocation of members from the TNI AD.

Regarding Practical Views from Policy Users, Peltu Informant Julyansah said that the experience of the Paspampres Music Detachment Members showed the complexity in recruitment, especially because the Paspampres Densik was under the TNI Headquarters, and the problem of regeneration of Ajen music education. Furthermore, Peltu Informant Julyansah said that the effectiveness of the recruitment policy was measured by the difficulty in getting music personnel from Ajen, especially due to the priority of personnel being transferred to the regions.

Steps and Methodology

Regarding the Selection Process, Peltu Olan said that the recruitment process involved stages involving selection from the army education center, but there were difficulties in getting the desired number. Furthermore, the selection criteria involve selecting personnel from the Pusdik, but the main problem is that the quality of the personnel does not meet expectations. Peltu Olan said there was involvement in the selection, but the fundamental problem was the lack of musical qualifications among prospective members.

Regarding the selection process, informant D. Peltu Yudy's answer said that the recruitment stages were that the recruitment process involved selecting personnel from various branches, but there were regeneration problems and limited human resources in the music sector. Furthermore, informant D. Peltu Yudy's answer said that the selection criteria should focus on human resources who have abilities in the field of music, but currently the regeneration process is hampered because the music criteria are not fulfilled and music qualifications hinder the assessment of prospective members.

Regarding the Recruitment Stages, Peltu Informant Julyansah said that the recruitment stages involving recruiting personnel from across sectors need to be considered, especially non-commissioned officers from Ajen, and from personnel outside the Paspampres unit such as Navy Headquarters. Furthermore, the selection criteria include questions about the musical experience and musical expertise of prospective personnel. The problem arises because not all personnel recruited have good musical skills.

Analysis of Factors That Influence the Success of the Recruitment Process for Paspampres Music Detachment Members

In the process of recruiting members of the Paspampres Music Detachment, there are 2 (two) things to pay attention to that can influence the success of the recruitment process, including: the availability of candidates and the suitability between the job requirements and the quality or qualifications of the candidates.

Candidate Availability

Regarding practical views from Peltu Policy Users, Olan said that the Paspampres Music Detachment had difficulty in obtaining personnel who had appropriate musical qualifications. Furthermore, the recruitment policy is considered less effective because the personnel recruited do not always have an adequate base of musical knowledge. Peltu Olan's Suggestions or Recommendations that there are no answers regarding suggestions or recommendations that can increase the effectiveness of recruitment policies.

Apart from that, Peltu Yudy also said that the Paspampres Music Detachment was experiencing difficulties in the process of regenerating human resources in the music sector, due to the lack of applicants who had music qualifications. From the results of the interview with D. Peltu Yudy, it appears that the main problem in recruiting the Paspampres Music Detachment is the limited human resources who have music qualifications. This obstacle is related to the unequal allocation of education costs per branch, as well as a higher priority on the interests of other branches.

Conformity between requirements and HR qualifications

From the results of the interview with C. Peltu Olan, it appears that the main problem in recruiting the Paspampres Music Detachment is that the quality of personnel is not in line with music needs. This is related to the lack of musical qualifications among prospective members who are recruited, both from the army education center and from internal channels.

Regarding the selection process, informant D. Peltu Yudy's answer said that the recruitment stages were that the recruitment process involved selecting personnel from various branches, but there were regeneration problems and limited human resources in the music sector. Furthermore, informant D. Peltu Yudy's answer said that the selection criteria should focus on human resources who have abilities in the field of music, but currently the regeneration process is hampered because the music criteria are not fulfilled and music qualifications hinder the assessment of prospective members.

Furthermore, E. Peltu Irawan said that the main objective of the recruitment policy was to support the main task activities of the Paspampres Densik, but it was considered not optimal because the members who entered were no longer productive. Meanwhile, the main obstacle is the lack of focus on recruiting people who really master music and the difficulty in maximizing members in Densik Paspampres.

Based on information obtained from Marine Lieutenant Colonel (PM) Desy Arnaz Marine Lieutenant Colonel (PM) Desy Arnaz, the HR aspects of members have met the expected standards or best practices. As policy users, Policy Makers can see that the quality of human resources is in accordance with the objectives of Law Number 34 of 2004, which aims to create a quality TNI.

Regarding Success Factors in Recruitment, informant Marine Lieutenant Colonel (PM) Desy Arnaz said that the main factors influencing the success of recruiting members of the Paspampres Music Detachment were also visible through the results of Policy Maker's observations. From the observation table, it can be seen that the recruitment process has taken into account main factors such as physical, mental and musical abilities. This is in accordance with the legal basis for TNI recruitment, such as Government Regulation Number 43 of 2019 and Decree of the TNI Commander Number Kep/77/V/2005 which regulates the procedures for selecting TNI pre-soldiers and enlisted personnel.

Regarding the Success Factors in Recruitment, informant Major Caj Delly Armand stated that the main factors that influenced the success of recruiting members of the Paspampres Music Detachment were also the focus of observation. Observation results show that recruitment success is influenced by various factors, including physical, mental and musical abilities. Apart from that, the human resources of the Paspampres Music Detachment members are assessed in accordance with the best practices or best standards set, creating quality members who are able to make optimal contributions.

Regarding Success Factors in Recruitment, informant Captain Caj Eko Bunawi related to observations of recruitment success factors shows that holistic evaluation of prospective members is the key to success. Apart from strong musical abilities, aspects of service spirit, adaptability and dedication to state duties are the main considerations. Observations also show that the human resources of the Paspampres Music Detachment members are in accordance with best practices or best standards, which contributes to the creation of qualified and professional members.

There are differences in information from Policy Maker and Policy User. Informants from Policy Maker stated that the candidates or personnel recruited had met the requirements in accordance with regulations, while informants from Policy User stated that the personnel recruited had not met the requirements, especially in terms of musicality.

This difference occurs because the aspects that are the focus of recruitment between Policy Makers and Policy Users are different. Policy User hopes that the personnel recruited will have good musical abilities, so that they can support their main duties as members of the Paspampres Music Detachment. Meanwhile, Policy User focuses more on general non-music aspects such as loyalty, physicality, health, etc.

Recruitment Recommendation for the Paspampres Music Detachment

In recruiting members of the Paspampres Music Detachment, the main recommendation is to prioritize high musical qualifications. Prospective members need to have expertise in playing military musical instruments and interpreting national anthems. In addition, a technology skills test needs to be carried out, testing potential members' ability to use software such as Sibelius and Sound Forge which are used in the process of writing and digitizing songs. Understanding state protocols is also an important criterion, while adaptability and flexibility are expected to overcome organizational changes that may occur. Involvement in special events and participation in personal development training are also considered relevant for increasing the effectiveness of prospective members. By paying attention to all these factors, it is hoped that the recruitment of Densik Paspampres members can be carried out effectively, supporting the implementation of complex and important tasks in the context of state ceremonies and protocols.

Based on the results of interviews with four informants, namely Peltu Olan, Peltu Yudy, Peltu Irawan, and Peltu Julyansah, there are several recommendations from policy users regarding the effectiveness of recruiting members of the Paspampres Music Detachment:

Focus on Musical Qualifications: It is seen that the quality of music personnel is a major obstacle in recruitment. Therefore, the recommendation that emerged was an increased focus on the musical qualifications of prospective members. Policy users suggest that the selection criteria be stricter in assessing the musical abilities of prospective members.

Expanding Recruitment Strategies: In the context of acquiring music personnel, recommendations include expanding recruitment strategies. This includes attracting potential members from a variety of sources, including those who already have a solid musical background. Efforts to obtain more qualified music personnel need to be intensified.

Equal Allocation of Members: There are complaints regarding the unequal allocation of members from the Indonesian Army, which could affect the regeneration of human resources in the music sector. Therefore, recommendations include increasing the allocation of members from TNI Headquarters to support the regeneration of higher quality human resources in the Paspampres Music Detachment.

Improved Monitoring and Evaluation: Monitoring of the recruitment process needs to be improved, including evaluation of the quality of personnel who have been recruited. This can help in evaluating the effectiveness of recruitment policies and making necessary adjustments.

Personnel Priority Considerations: In some cases, the priority of personnel transferred to regions becomes an obstacle. Recommendations involve further consideration of personnel allocation and ensuring that music personnel remain a priority, particularly those recruited from the Army.

Based on interviews with informants Marine Lieutenant Colonel (PM) Desy Arnaz, Major Caj Delly Armand, and Captain Caj Eko Bunawi, there are three main recommendations that can be taken from policy makers regarding the Paspampres Music Detachment:

Improving the Member Selection and Development Process: This recommendation underlines the need for improvement in the selection process for members of the Paspampres Music Detachment. It is hoped that the selection criteria can be further clarified, especially in the aspects of musical ability, physical health and mental health of prospective members. Policy makers also highlighted the need for more intensive coaching and training to ensure the development of professionalism and quality of members.

Evaluation of Best Standards in Military Music: This recommendation emphasizes the need for regular evaluation of best standards or best practices in the world of military music. Collaboration with leading music

institutions is proposed to ensure that members of the Paspampres Music Detachment remain current with trends in military music and performing arts. With this standard update, it is hoped that the competitiveness and quality of the Music Detachment can continue to increase.

Optimizing Social, Cultural and Political Impacts: This recommendation highlights the importance of optimizing the social, cultural and political impacts produced by the Paspampres Music Detachment. Involving members in state activities and music diplomacy is proposed as an effective instrument to improve Indonesia's positive image in the eyes of the world. Understanding of social and cultural roles needs to be strengthened through increasing member participation in national and international activities.

By implementing these recommendations, it is hoped that the Paspampres Music Detachment can continue to improve the effectiveness of recruitment, the quality of member human resources, and its positive impact in supporting the mission and image of the TNI as a whole. All recommendations are also consistently linked to the legal basis for recruiting the TNI, such as Law Number 34 of 2004, creating a solid framework for managing human resources for the Paspampres Music Detachment.

D. Closing

Conclusion

In the context of research regarding the effectiveness of recruiting members of the Paspampres Music Detachment, the main findings highlight the existence of major obstacles related to the musical qualifications of prospective members which influence the creation of qualified and professional music personnel. Analysis of the results of interviews with informants involved in this research revealed that these obstacles included a mismatch between selection criteria and actual needs in the music field.

The recommendations that emerged emphasized the need for increased focus on aspects of prospective members' musical qualifications. This recommendation suggests implementing stricter selection criteria to ensure that only individuals with high musical abilities are accepted into the Paspampres Music Detachment. By doing this, it is hoped that the recruitment process can produce music personnel who are superior and more professional overall. Increasing the stringency of selection criteria is considered an important step in improving the quality of music personnel who will become an integral part of the institution.

Meanwhile, factors influencing the success of recruiting members of the Paspampres Music Detachment were also identified through research results. These findings include limited recruitment strategies and unequal allocation of members, especially from the TNI AD.

Policy recommendations involve expanding recruitment strategies, including attracting prospective members from various sources, as well as increasing the allocation of members from TNI Headquarters. In addition, the importance of increasing monitoring and evaluation of the recruitment process is recognized as a crucial step in assessing the effectiveness of recruitment policies and making necessary adjustments to support the regeneration of higher quality human resources in the Paspampres Music Detachment.

Recommendation

Based on the conclusion regarding musical qualification constraints as the main factor in recruiting members of the Paspampres Music Detachment, further research can be focused on analyzing the implementation of tightening musical selection criteria. This research can explore the extent to which this tightening has succeeded in improving the quality of prospective members and how effective it is in creating superior musical personnel. Data can be collected through in-depth interviews, observation and analysis of documentation related to the recruitment process which involves the application of stricter selection criteria.

To gain a thorough understanding of the effectiveness of the recommendations in the conclusions, further research could focus on evaluating the impact of changes to recruitment policies, particularly in terms of increased focus on music qualifications. By involving surveys and interviews with members of the Paspampres Music Detachment who were recruited after the implementation of policy changes, this research was able to identify changes in the quality and professionalism of music personnel. This evaluation may include an assessment of musical ability, overall performance, and the member's perception of the recruitment process.

With a clear legal basis, it is recommended that the Paspampres Music Detachment establish a separate recruitment unit. This step aims to ensure that the entire recruitment process can run effectively and efficiently, in accordance with the provisions stipulated by applicable laws and regulations. In this way, it is hoped that prospective members of the Paspampres Music Detachment can more definitely fulfill the musical qualification requirements needed to carry out their duties optimally.

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