

INTISARI

Rachmat Mangku Sasmito, 2023. “PERANAN KEPEMIMPINAN KOMANDAN BATALYON DALAM MEMBENTUK SIKAP DAN PERILAKU PRAJURIT GENERASI Z GUNA MENDUKUNG TUGAS POKOK TNI”. Tesis. Universitas Gadjah Mada. Dosen Pembimbing bapak Prof. Dr. Muhadjir Darwin, M.P.A. dan bapak Dr. Agus Joko, Pitoyo, M.A.

Kata Kunci: peranan kepemimpinan, sikap dan perilaku prajurit generasi Z, tugas pokok TNI

Tantangan signifikan yang dihadapi para pemimpin militer pada saat ini adalah tantangan yang bersifat unik untuk memimpin para prajurit Generasi Z. TNI AD dihadapkan pada kondisi dimana mereka harus menjadikan iklim kerja di dinas militer menjadi lebih menarik dan kondusif untuk mewadahi karakter jiwa muda prajurit generasi Z yang sangat dinamis, di sisi lain TNI AD harus tetap memegang tradisi dan standar operasi yang paten untuk menjaga kemurnian hakikat sebuah institusi militer. Belakangan cukup banyak kasus pelanggaran yang dilakukan oleh prajurit Generasi Z. Permasalahan kedisiplinan prajurit Generasi Z tidak sepenuhnya didorong oleh karakter mereka pribadi, namun diduga juga ada kontribusi Komandan. Diduga Komandan tidak responsif dalam mengantisipasi kehadiran prajurit Generasi Z yang memiliki keunikan tersendiri.

Penelitian dipilih secara Purposif (bertujuan) di tiga tempat, yaitu di Mabesad, Di Yonif Mekanis 201/Jaya Yudha dan Yonhub Pushubad. Penelitian di Mabesad selaku induk satuan TNI AD sebagai pengambil kebijakan. Segala perintah yang disampaikan oleh pimpinan di jajaran satuan TNI AD harus berdasarkan kebijakan yang telah ditentukan oleh kasad sebagai pimpinan tertinggi di TNI AD. Penelitian dilakukan di Batalyon Infanteri Mekanis (Yonif Mekanis) 201/Kesatria Yudha adalah satuan yang mewakili satuan Batalyon yang berada dibawah Komando Utama TNI AD, seperti Kodam, Kostrad dan Kopassus. Penelitian di Batalyon Perhubungan Pusat Perhubungan TNI AD (Yonhubad Pushubad) didasarkan pada pertimbangan bahwa satuan tersebut berada dibawah Badan Pelaksana Pusat TNI AD, seperti Kodiklatad, Seskoad, Pusziad, Pusbekangad, Puspomad dan lain-lain. Desain penelitian yang digunakan pada penelitian ini yaitu deskriptif analisis dengan pendekatan metode Kuantitatif. Hasilnya, penelitian ini menyimpulkan bahwa: 1) kurang terdapat pengaruh antara sikap prajurit generasi Z terhadap tugas pokok TNI AD dengan kadar kekuatan pengaruh yang belum sepenuhnya signifikan. 2) kurang terdapat pengaruh antara perilaku prajurit generasi Z terhadap tugas pokok TNI AD dengan kadar kekuatan pengaruh yang tidak signifikan. 3) kurang terdapat pengaruh antara peran pemimpin dalam mempengaruhi sikap dan perilaku prajurit generasi Z secara bersama-sama terhadap tugas pokok TNI AD dengan kadar kekuatan pengaruh yang belum sepenuhnya signifikan.

ABSTRACT

Rachmat Mangku Sasmito, 2023. “THE LEADERSHIP ROLE OF BATTALION COMMANDERS IN SHAPING THE ATTITUDES AND BEHAVIOR OF GENERATION Z SOLDIERS TO SUPPORT THE MAIN TASKS OF THE TNI”. Gadjah Mada University Thesis. Supervisor lecturer Mr. Prof. Dr. Muhadjir Darwin, M.P.A. and Mr. Dr. Agus Joko, Pitoyo, M.A.

Keywords: leadership role, attitude and behavior of generation Z soldiers, the main task of the TNI

The significant challenge facing military leaders today is the unique challenge of leading Generation Z soldiers. The Indonesian Army is faced with a condition where they must make the working climate in military service more attractive and conducive to accommodate the young souls of Generation Z soldiers who are very dynamic, on the other hand the TNI AD must continue to adhere to patented traditions and operating standards to maintain the purity of the nature of a military institution. Recently there have been quite a number of cases of violations committed by Generation Z soldiers. Disciplinary issues for Generation Z soldiers are not entirely driven by their personal character, but it is suspected that there is also the Commander's contribution. Allegedly the Commander is not responsive in anticipating the presence of Generation Z soldiers who have their own uniqueness.

TNI AD leadership is a leadership activity that serves as a guideline for TNI AD officers to influence their subordinates to achieve unit operational readiness based on principles, principles and theory of leadership, one of the aspects that can improve soldier performance, the better the leadership pattern that is carried out, the better the morale, and the higher the operational readiness of the unit, the performance of the soldiers in the unit, especially Generation Z soldiers. carry out basic tasks, but the resulting performance is still less than optimal. This can be demonstrated by the behavior and actions of soldiers in units, especially Generation Z or Generation Alpha soldiers. With the right leadership of the TNI AD, it will encourage the spirit and character formation of soldiers for Generation Z soldiers so that they have the enthusiasm to work and work with all their best potential and ability to be able to make a contribution in accordance with their main duties and functions in accordance with their respective positions. in the ranks of the Indonesian Army. Thus the main tasks of the TNI AD to uphold state sovereignty, defend the territorial integrity of the Unitary State of the Republic of Indonesia (NKRI), and protect the entire nation and all of Indonesia's bloodshed from threats and disturbances to the integrity of the nation and state can be carried out as well as possible.

The research was selected purposively (aimed at) in three places, namely at Headquarters, at Mechanical Yonif 201/Jaya Yudha and Yonhub Pushubad. Research at Mabesad as the main unit of the Indonesian Army as a

policy maker. All orders conveyed by leaders in the ranks of the TNI AD units must be based on policies determined by the Kasad as the highest leadership in the TNI AD. The research was conducted at the Mechanized Infantry Battalion (Yonif Mekanis) 201/Ksatria Yudha, which is a unit that represents the Battalion units under the Main Command of the Indonesian Army, such as Kodam, Kostrad and Kopassus. Research in the Indonesian Army Communication Central Comunication Battalion (Yonhubad Pushubad) was based on the consideration that the unit was under the Indonesian Army's Central Executive Agency, such as the Kodiklatad, Seskoad, Pusziad, Pusbekangad, Puspomad and others.