

ABSTRAK

Indonesia merupakan negara besar yang memiliki lebih dari 1.300 etnik dengan segala kondisi sosial budayanya. Kondisi pertahanan negara menghadapi tantangan dengan luasnya negara dan beragamnya etnik tersebut. Tantangan tersebut diperparah dengan kondisi prajurit TNI yang masih Jawasentris dan tidak merata bagi etnis yang lain. Guna menghadapi hal tersebut, TNI telah menyusun suatu sistem rekrutmen afirmasi sebagai strategi pertahanan nasional guna mengimbangi kebutuhan personel di beberapa etnis di Indonesia, salah satunya etnis putera daerah suku Dayak. Proses rekrutmen afirmasi tersebut juga menghadapi kendala berupa rendahnya input SDM prajurit meskipun memiliki kemampuan berburu yang tinggi dan mendukung tugas militer. Oleh karena itu, penelitian ini penting untuk dilakukan dengan tujuan untuk menganalisis rekrutmen afirmasi sebagai Strategi Pertahanan Nasional yang mendukung capaian kinerja satuan TNI AD.

Penelitian ini menggunakan metode kualitatif deskriptif meliputi tahap pengumpulan, pengelompokan, reduksi, penyajian, hingga menyimpulkan hasil analisis data. Hasil penelitian menunjukkan bahwa rekrutmen afirmasi telah berjalan baik namun mengalami beberapa kendala. Atas dasar tersebut, prajurit afirmasi mencapai berbagai level kinerja yang mendorong kinerja satuan dan memperkuat kondisi pertahanan wilayah. Namun peningkatan kinerja prajurit tersebut hanya dipengaruhi oleh tiga faktor, yaitu *procedural knowledge*, *motivation*, dan *person-environment fit*. Anomali kemampuan kepemimpinan Komandan Satuan tidak mempengaruhinya.

Oleh Karena itu, untuk mengatasi masalah tersebut, perlu intervensi kebijakan yang mampu menavigasi dan memitigasi kebijakan dalam menguatkan sistem rekrutmen prajurit afirmasi putera daerah Suku Dayak, hingga tahap pembinaan di satuan. Upaya tersebut diharapkan mampu mengoptimalkan capaian tujuan rekrutmen afirmasi sebagai penguat strategi pertahanan nasional dan capaian kinerja satuan TNI AD.

Kata Kunci: rekrutmen afirmasi, pertahanan nasional, kinerja, kepemimpinan

ABSTRACT

Indonesia is a vast country with more than 1,300 ethnic groups, each with distinct socio-cultural conditions. The national defense system faces significant challenges due to the nation's geographic expanse and ethnic diversity. These challenges are exacerbated by the composition of the Indonesian National Armed Forces (TNI), which remains predominantly Javanese-centric, resulting in uneven representation among other ethnic groups. To address this issue, the TNI has established an affirmative recruitment system as part of its national defense strategy, aimed at balancing personnel needs across various ethnic groups in Indonesia—one of which is the indigenous Dayak ethnic group. However, this affirmative recruitment process faces obstacles, particularly the low quality of human resource inputs despite the Dayak recruits' high hunting skills that are advantageous for military operations. Therefore, this study is essential to analyze affirmative recruitment as a national defense strategy that supports the performance of Indonesian Army (TNI AD) units.

This research employs a descriptive qualitative method, encompassing data collection, categorization, reduction, presentation, and conclusion drawing. The results show that the affirmative recruitment program has been implemented well but faces several challenges. As a result, affirmative recruits have achieved varying levels of performance that contribute positively to unit effectiveness and regional defense strength. However, the increase in personnel performance is influenced by only three factors: procedural knowledge, motivation, and person-environment fit. The leadership capability of the unit commander was found to have no significant impact—an anomalous finding.

Therefore, to overcome these issues, policy interventions are required to navigate and mitigate challenges in strengthening the affirmative recruitment system for indigenous Dayak personnel, from recruitment to unit development. These efforts are expected to optimize the achievement of affirmative recruitment goals as a means of strengthening the national defense strategy and improving the performance of Indonesian Army units.

Keywords: *affirmative recruitment, national defense, performance, leadership*