PERCEPTIONS OF THE WORK ENVIRONMENT OF OFFICERS ASSIGNED IN WARCRAFT OF THE REPUBLIC OF INDONESIA TO MEET COUNTRY/PEOPLE'S EXPECTATIONS

I Gde Wayan Asmarabawa[1], Sumarno[2], Abdul Hakim[3], and Luqman Hakim[3]

[1] Doctoral Program of Environmental Science, Brawijaya University, Malang, Indonesia
[2] Department of Soil Science, Faculty of Agriculture, Brawijaya University, Malang, Indonesia
[3] Department of Public Administration, Faculty of Administrative Sciences, Brawijaya University, Malang Indonesia
Email correspondence: asmarabawa.boik@gmail.com

Abstract

The Republic of Indonesia is developing countries that has a large population and is supported by a geographic structure surrounded by the sea that can become an alternative support most of the Indonesian population to meet the needs of life, especially the community. The Indonesian Navy (Indonesian: Tentara Nasional Indonesia-Angkatan Laut, TNI–AL) plays an important and big role in conducting security and guarding in the territorial waters of the Unitary State of the Republic of Indonesia (NKRI) which most of its territory in the form of waters. The successful implementation of the duties of Navy warships in securing the territory of the country, the enforcement of order at sea and in the mission of the embassy is greatly influenced by the health of the working environment. Man's perspective and environmentally sound leadership have a very important and indispensable role in addressing environmental issues. Based on the strategic role of the Indonesian Republic Ship, it is necessary to have a research aimed at knowing the relation of the expectation of the State or the people on the pattern of officer's education on environmental leadership in the ship of the Republic of Indonesia. This study uses primary data taken from East Java Fleet Command Unit (Koarmatim) Ujung Surabaya. The analysis technique required in this research is descriptive and quantitative analysis using Structural Equation Model (SEM). Based on the results of the calculation shows that the hope of the country / people to a KRI commander must be responsible for the operation and maintenance of KRI along with its crew so as to achieve effectiveness and efficiency with the health of ABK stay stay excellent. In addition, with the pattern of education officers who are environmentally friendly capable of realizing the efficiency of state budget so that the hope of the state/people can be met optimally. The greater the State/People's Expectations on the military will also increase the demand to realize the pattern of Navy Officers Education qualified and competent that can compete in the international world.

Keywords: State/People's Expectations, Ship Republic of Indonesia, KRI Environmental Leadership, Structural Equation Model (SEM)

1. Introduction

The presence of warships (Naval Presence) in the sea is a form of existence of a sovereign state against the territory of its national marine jurisdiction. Geofrey Till mentions that "Geothermal Till (2009) in (Marsetio, 2014), or Warship is a symbol of technical achievement, national pride, Maritime forces and human achievements. TNI Navy with its current strengths maximizes the presence of warships in the waters of national jurisdiction, to realize national pride, and maritime forces as a symbol of national unity and unity (Suhaidi, 2004). The successful implementation of the duties of Navy warships in securing the territory of the country, the enforcement of order at sea and in the mission of the embassy is greatly influenced by the health of the working environment. Rats as rodent animals are communal creatures that co-exist with

humans. The concept of the Indonesian War Ship is manned equipment, so the man who manages must be able to adapt to the KRI environment in the setting to maintain the maximum condition of the equipment. Mice are known as rodent animals and destroyers of buildings, contaminate food and spread diseases to humans.

At the Department of Health of the Republic of Indonesia in 1981 up to 1996, several unusual KRIs operated and executed Operation Orders (POs) due to damage to electrical systems (short current) and radar did not work. The damage is thought to be caused by bites and rat urine. In addition to that there is a KRI that is sailing to perform tasks to another country, but not bias anchored because it does not have a Deratting Certificate (DC) free letter or Derattting Exemption Certificate (DEC) free letter in accordance with International Health Regulation 1969. After 2005 assessment on Health The vessel is experiencing enhancements that ship health assessments are not only rodents but also sanitary, based on Ship Sanitation Control Exemption Certificates (SSCEC) standards and Ship Sanitation Control Certificates (SSCC) (International Health Regulation 2005, 2007). Environmental conditions on the warships have the potential to disrupt the health of the Children of the Fruit Ship so as to interfere with the successful implementation of the basic tasks of KRI Commander. Based on these results, there can be expected problems in the management of KRI, especially the lack of attention KRI commander and his ABK to the environment. This is of course related to leadership in KRI, since the presence of insects and rats in KRI may be due to, among others: the non-free ports of insects and rats, poor hygiene and sanitary KRI environments, the awareness of the Fruit Ship on the dangers of insects and mice In the KRI is still lacking and not all KRI commanders are able to create free KRI from insects and rats. The KRI commander and his ABK should be able to prevent the entry of rats to KRI through rat guard installation on mooring ropes, KRI ladder lift with nightlight illumination at night, supervision of foodstuffs, general goods and logistics entering KRI Insects and rats, keeping the environment clean KRI so as not to attract insects and rodents foraging and nesting in KRI. In addition Commander KRI can implement Standard Opertional Procedure (SOP) and Permanent Daily Order (PHST) of the Navy that already exist correctly. Nevertheless, environmental problems in KRI are not only insects and rats, but also physical environment (noise, vibration, and heat pressure), chemical environment (air pollution) from engine room, kitchen and warehouse.

As a developing country with a large population combined with geographical structure surrounded by the sea, the sea can become an alternative to the majority of the Indonesian population to meet the needs of life, especially the community. In addition, Indonesia's vast waters, with long shorelines of Indonesia, including all islands of the island, are estimated as far as 81,000 km. Not apart from the various problems that arise both from within the country and from abroad such as: illegal fishing, illegal logging, robery, illegal dumping and illegal migration. Given the importance of marine waters, safeguards and safeguards are an absolute requirement to uphold the sovereignty and jurisdiction of the country in the territorial waters of the sea. TNI Navy plays an important and big role in conducting security and guarding the territorial waters of the Unitary State of the Republic of Indonesia (NKRI) which most of its territory in the form of waters. In the Doctrine of the TNI AL Eka Sasana Jaya, based on the Case Decree No: Kep / 07 / II / 2001, dated February 23, 2001, the Navy has the view that the meaning of the sea is a unifying media of the nation, Media nexus, media of extracting natural resources, and Media defense. Naturally the Navy has three roles: the military defense (military defense), the role of the police (constabulary), and the role of diplomacy (diplomacy) (Booth, 1977).

Man's perspective and environmentally sound leadership have a very important and indispensable role in addressing environmental issues. According to Keraf, the errors in the way people view themselves, nature and human relationships with nature such as greed, greed, consumption patterns and production are excessive, exploitative and irresponsible of individuals, society, business and government cause bad ethics). The better the ethics of the environment that individuals, the public, the business community and the government will be the better the quality of the existing environment. Based on the phenomenon, it can be said that the threat of working environment in Warship of Republic of Indonesia can affect the health and safety of the Children of Fruit Ship and potentially can disrupt the implementation of KRI basic tasks. However, it is unfortunate that the data and studies on the environment of KRI in the following years are no

more, so it is difficult to determine how much the level of environmental threat to the current ABK. For that need a study or research more deeply and wider so as to prevent the occurrence of health threats for ABK KRI that can thwart the achievement of the Main Task.

2.   Literature
2.1   Internal Environment Ship

Ships as a means of transporting people and goods from a port to another port either domestically or overseas, must meet the provisions of national and international legislation. Every person on board should maintain sanitary and vessel health such as sanitation, food supply and environmental hygiene on board. Ship sanitation cannot be realized without the cooperation of each Son of Fruit Ship (ABK). The boat master / commander is obliged to maintain sanitary conditions at all times and periodically checks sanitary conditions on board (CDC, 2003). Based on the International Health Regulation on Gaide to Ship Sanitation (WHO, 2007), the targets for improved sanitary ships are kitchen, food raft room, food storage room, ABK bedroom and passenger, food management and passenger accommodation (Swimming Pool / SPA). The standard of sanitary condition of the ship according to the Directorate General of PPM and PLP of MOHRI (1996), on sanitary guidance of ships such as storage water tank (storagetank), galley kitchen, store room consisting of tool storage and Non-perishable foods and refrigerated storage for rotten foods, toilets / showers, waste, and quarters crew rooms. Ship sanitation certificates are a tool to assist a country in reducing risk factors for the spread of diseases resulting from international and national vessel voyages. The ship sanitation certificate has a validity period of six months from the date of issuance, may then be extended for one month by the Port Health Authority. Type of sanitation certificate consists of 1) Ship Sanitation Control Exemption Certificate (SSCEC) that is certificate is given to the ship which results of sanitation examination with low risk factor and 2). Ship Sanitation Control Certificate (SSCC) was awarded to the vessel with the result of sanitary inspection with high risk factor or found the presence of vector signs (IHR 2005). Article 39 paragraphs 2 of IHR 2005 states that if sanitation certificates cannot be demonstrated or found evidence of public health risks, vector and contamination sources on the vessel, Port Health Authorities should consider the vessel to be infected and may perform sanitation measures: Remove pests, decontamination, Remove insects or remove rats (fumigation) on the ship. If the required sanitation process is fully implemented, the port health authority shall issue the SSCC, writing down the records of the evidence found and the examinations made. The CTF may issue SSCC at each port under Article 20 of IHR 2005 explaining if it is believed that the vessel is free of infection and contamination, including vectors and reservoir diseases.

2.2 Pattern of Military Education

The formation of future military leaders should be well-prepared, so that military education in any strata must be professionally managed in order to be able to produce a ready leader with an ever-changing world. Failure to adopt changes into the curriculum and military education system will only produce conservative, rigid, fearful, and hesitant leaders in trying something new and bossy mentality. In many countries, the success and achievement of a military leader is largely determined by his personal capacity and ability, and his strong determination to continue to improve his self-esteem. They are not the result of an education system that is structured and sustainable with the changing times. Adaptation with this changing era does not merely include the charge of technology, modernization of armaments, or the improvement of systems and methods. What is more important is how the education system can go hand in hand with changes in the environment, socio-economic, political, and cultural. This scope will be fruitful in the form of leaders who are not only smart, but also moral, and have first-class integrity to continue to work and realize all that is better. The military world with all its hierarchical and structural powers must be adaptive to all the changes that take place. And military leaders as the main pillars of the establishment of soldier identity wherever required to be able to keep these values to stay solid. Once again: leadership values never change; what does change is the way we look at leadership itself.

The education of officers within the TNI refers to the skepticism of the TNI Commander Number Kep / 19 / IV / 2005 dated 20 April 2005 on Basic Guidelines for the Development of TNI Personnel and Personnel. Sources of TNI officers can come from Taruna / Taruni education, Career Officer Education (Pa PK) from a scholar who is recruited into the military and Formation Education Officers who were formerly active members with rank Sergeant Chief (Serka) / Sergeant Young (Serma). After they have the rank of Second Lieutenant, they will be assigned in units in accordance with the Corps and their respective expertise. After they have served for 2 years and hold the rank of First lieutenant (Lettu) they are given an Option One Officer Officer (Diklapa 1) / Specialist Officer Education, after a qualified Senior Captain can attend Senior Secondary Education (Diklapa 2) Secondary Education, On the rank of Major / Lieutenant Colonel Who are eligible to attend the School of Staff and Command and after the rank of the Colonel they are eligible to attend the TNI Staff Education and Command School. In addition to the military education in each of the Angkatan / Matra they are also given the opportunity to attend courses and education at the University at home and abroad according to the skills needs of each Matra Force. Seeing the pattern of military education is so structured and tiered, it can be said that military human resources are formed in accordance with the level of rank and position that will be carried out in accordance with the plan of Personnel Development to qualified personnel. TNI Navy in performing its role as a state defense force in the sea needs to build, shape and improve the quality of human resources through education. This is done as an effort to obtain the capability and appearance of professional navy soldiers and always based on the soul of Sapta Marga, Sumpah Soldier and Tri Sila TNI Navy through education and assignment. The pattern and structure of the education of the Navy is the design of education as a series of arrangements and the implementation of education which takes the picture of the level of education vertically and horizontally and is based on the spectrum of assignments, the rank / rank and the rank of the rank and rank of the personnel to be projected on the current assignment and then.

2.3 Environmental Leadership

The Leadership, according to the General Encyclopedia of 1993, the publisher of the Canisius Foundation, is defined as a "close relationship between a person and a group of people, because there is a common interest". Therefore leadership is not only about the process of influencing others to achieve goals, but also the aspect of relationships. A very important relationship is made by a leader to an organization that is led in order to achieve a common goal where close relationships are needed. Building a close relationship can work well with both inner and coercive awareness. Relationships require interaction, and a closer relationship allows interdependence. It is also supported by the opinion of an expert that Leadership also means a process whereby an individual influences a group of individuals to achieve common goals (Peter G. Northouse, 2013, p. 14).

According to Davis and Newstrom (1995), basically the style of leadership contains the sense as a form of behavior of a leader, which concerns his ability to lead and usually form a particular pattern or color. According to Thoha (2003), leadership style is the norm of behavior that a person uses when the person tries to influence others as he sees. According to Winardi (2000: 78), leadership style is an approach used to understand the success of leadership in relationships where we focus on what the leader does. In the era of globalization, the military leadership should take into account the principles of environmental awareness both internally and externally. Because the Main Equipment Armament System (Alutsista) they like KRI is a means of transportation equipped with weaponry, machinery and communication systems that can threaten the health of soldiers. In addition, external environments such as marine, natural weather, navigation equipment can affect the success of mission / military operations. In addition, in military activities both in the form of training and fighting between countries have caused much damage to the environment, as a result of the use of explosives both on land and at sea. So that the military leadership that has no eco-leadership, in its military activities will undermine the preservation of the environment and have a wide impact on the lives of humans and living creatures in general. In the science of leadership, actually has a lot that contains the principles of environmental science that is interaction, interdependence, harmony and diversity. There is yet another ecological principle that does not exist in leadership that is sustainability or sustainability.

3.   Research Methods

3.1 Research Approach

Research Methods the authors use is survey research i.e. research that takes a sample from one population and use the questionnaire as a basic data collection tool (Masri Singarimbun, 1987). This study was conducted to explain the causal relationship and hypothesis testing. The approach method is quantitative (statistics); A study that deals with numerical data and is objective (Punch, 1988). This research wishes to explain the causal relationship among the research variables. Thus this study is a confirmatory study because it is intended to test the hypothesis or answer research questions (research questions). Data and information gathering was done by using questionnaire.

3.2 Place and Time of Research

Location (Locus) research is a War Ship Republic of Indonesia (KRI) Eastern Fleet Command Unit (Koarmatim) Ujung Surabaya. The field research was carried out for two months, from January to June 2016, the researchers distributed questionnaires to KRI officers (respondents) in KRI Satuan Satuan Koarmatim Unit including: Eskorta Ship Unit (Satkor), Satker Sub Unit (Satsel), Amphibious Ship Unit (Satfib), Rapid Ship Units (Satkat), Mine Boat Unit (Satran), Patrol Boat Unit (Satrol) and Satular Ship Unit (Satban). Then collect the completed questionnaires to be processed and analyzed.

3.3 Population and Sample Research

Population is generalization consisting of: object / subject having certain quality and characteristic determined by researcher to be studied and then drawn conclusion (Sugiyono, 2010). The population in this study is all officers who served in the KRI in the ranks of Eastern Fleet Command (Koarmatim). As the Main Command (Kotama) of the largest Navy, Koarmatim has 7 (seven) Units with 63 KRI and 699 officers. (Koarmatim Disminpers on June 30, 2015). The distribution of KRI and its officers are as follows: Unit of Eskorta Ship (Satkor) 18 KRI with 288 officers; Units of submarine (Satsel) 2 KRI with: 28 officers; Amphibious Ship Unit (Satfib) 12 KRI with: 106 officers; Rapid Ship Unit (Satkat) 6 KRI with 108 officers; Mine Boat Unit (Satran) 4 KRI with 31 Officers; Units Patrol Boat (Satrol) 9 KRI with 64 officers and units of ships Bantu (Satban) 12 KRI with 74 officers. The population of this study is 699 officers serving in 63 KRI of 7 Unit is a large number, so it is necessary to take a sample of research. The sample in this research is determined by purposive ie KRI Officer from Koarmatim. Why the sample officer, because only Perwira who became a leader in KRI. Based on the population characteristics of 7 units with different classes and types of KRI, the sample is taken by proportional random sampling technique by determining the number of random samples determined by the number of units of population in each rayon based on the formula (Santoso and Tjiptono, 2002).

3.4 Data Collection Techniques

After the researchers determined the population and sample to be used in the research process, the next step is to make efforts to obtain data from the respondents who have been specified as samples in this study. Selection of respondents (Officers KRI) had done proportional with proportional random sampling technique for the selection of respondents in KRI. The primary data collection in this research was conducted through survey method, using the questionnaire list that was submitted directly to the respondent i.e. KRI officer in unit of Koarmatim. While collecting secondary data is done by taking data of Test Result and Examination (Urikkes) / periodic health inspection result of KRI Officer to see description of ABK health, result of fumigation KRI to see hygiene and sanitary description of KRI. As the survey research, then used primary data. Primary data is the main data that is directly excavated from the research respondents by using questionnaires. The distribution of questionnaires and secondary data collection is done by a team formed by the researcher.

3.5 Research Instruments

In this research, the data collection from the respondents is done by using questionnaire as instrument (tool). Type of questionnaire of research submitted to the respondent (Officer KRI) in the form of a list of related questions and relevant to the data required by researchers with a number of indicators written questions are closed and asked how the response or perceptions of KRI officers (respondents) about indicators related to the pattern of education officers TNI AL and Environmental Health at KRI. Questions in the questionnaire were measured using a Likert scale that is a scale used to measure perceptions, attitudes, opinions of a person about social phenomena (Sugiyono, 2010).

The measurement scale used in this research questionnaire is based on 4 (four) points of the Likert scale and is designed in such a way as to enable respondents to respond with various levels of available answers. The answer of each instrument indicator has a score (score) of 4 for which the question strongly agrees, up to score (score) 1 for the strongly disagreeable question. The choice of one of the alternative answers in the form of 4 numbers assessment of the perception are (1) strongly disagree, (2) disagree, (3) agree, (4) strongly agree (Sugiyono, 2010). The measurement instruments of all variables were developed using a modified Likert scale, ranging from scale 1 to scale 4, starting Strongly Disagree (STS) to Strongly Agree (SS). The use of this modified scale is expected to avoid the tendency of respondents to choose the number in the middle. Instruments in this study using a questionnaire that contains a list of questions / statements relating to the purpose of research. The instrument of this study was adopted from a study conducted by some previous researchers which contains a systematic statement to show respondents' attitudes toward the statement in the questionnaire. To see the level of accuracy of the question items made, it is necessary to test the validity and reliability test.

3.6 Research Variables

The variables in the study are classified into two groups, namely exogenous latent variables and endogenous latent variables. Exogenous latent variables are variables that act as predictors or causes (causa) for constructs or other variables used in the model. An exogenous variable in this study is the variable of State / People's Expectations on Military (X). Measured by 3 (three) sub variables namely:

1) X1.1 KRI maintained according to Schedule of Motion (JOG) and Schedule Exercise (JOP)
2) X1.2 Health budget is used in accordance with the assignment
3) X1.3 ABK's health is maintained through prevention efforts and minimizes environmental threats

Endogenous latent variables are variables that are influenced by exogenous variables in which there is at least one relationship (relationship). Endogenous variables in this study are:

a. Variable Pattern of Navy Officer Education (Y1). Measured by 4 (four) sub variables namely:

1) Y1.1 Knowledge of KRI as the concept of "heavy material"
2) Y1.2 An understanding of the environmental impact on health
3) Y1.3 Awareness of educational results Navy Educational Institutions in maintaining environmental health
4) Y1.4 Competence of nursing results Navy Institute in anticipation, prevention and control of environmental health

b. Environmental Leadership Variables at KRI (Y2). Measured by 4 (four) sub variables namely:

1) Y2.1 Environmental health is the main concern (concern) Commander KRI
2) Y2.2 Ability to maintain environmental health and health of ABK become indicator of success of KRI Commander
3) Y2.3 The success of maintaining environmental health KRI become an important part in the Career Officer of the Navy
4) Y2.4 TNI AL is responsible for the realization of environmental health and health of crew.

4.   Result and Discussion
4.1 Characteristics of Respondents

Respondents from this research are Koarmatim officers serving in KRI and the respondent characteristic units based on Unit and Corps is described as follows:

Table 1. Respondents by Unit and Corps

No	Unit	Korps					Total
		Sailors (P)	Technique (T)	Electro (E)	Suply (S)	Special (KH)	
1	Satkor	40	24	26	8	1	99
2	Satsel	0	5	4	0	0	9
3	Satfib	16	11	5	3	0	35
4	Satkat	19	8	7	2	0	36
5	Satrol	11	8	3	1	0	23
6	Satran	6	3	1	0	0	10
7	Satban	12	6	4	2	0	24
	Total	104	65	50	16	1	236
	%	44,07	27,54	21,19	6.78	0,42	100

Military organizations including KRI are filled based on their owned weapons and tasks carried out in operations. The Corps as a symbol and qualification of expertise The Navy officer manages the organization of Staff, operational organization and combat organization which includes: Seafarer Sector (P), Technical Corps (T), Electrical Corps (E), Suply Corps (S), Marine Corps (Mar) , The Health Corps (K), the Special Corps (KH) and the Military Police Corps (PM). In the KRI organization, the core corps that carry it include 4 (four) corps such as: Seafar (P), Technical (T), Electrical (E) and Suply (S). While the other Corps as a supporter. Based on the above table, the characteristics of respondents of the study according to the Corps are as follows: Seaman Corps (P) of 44.07%, next Technical Corps (T) of 27.54%, for Electrical Corps (E) of 21.19%, while Corps Suply (S) 6.78% and Special Corps (KH) 0.42%. Seafarers 'Corps (P) is a "Leader Corps", because the structural positions of KRI, Unit Commander, Panglima Kotama and Navy Chief of Staff must be from officers with Seafarers' Corps.

Table 2. Respondents by Unit and Rank

No	Unit	Rank						Total
		Letda	Lettu	Kapten	Mayor	Letkol	Kolonel	
1	Satkor	32	23	31	12	1	0	99
2	Satsel	0	3	2	2	2	0	9
3	Satfib	13	8	4	9	1	0	35
4	Satkat	10	18	2	4	2	0	36
5	Satrol	4	7	3	6	3	0	23
6	Satran	2	2	1	2	2	1	10
7	Satban	3	6	4	7	4	0	24
	Jumlah	64	67	47	42	15	1	236
	%	27,12	28,39	19,91	17,80	6,36	0,42	100

Based on the above table characteristics of respondents based on the rank of Colonel 0.42%, the rank of Lieutenant Colonel 6.36%, then the respondents with the rank of Major 17.80%, with the rank of Captain 19.91%, respondents with rank Lettu 28.39 % While the rank of Letda 27.12%...

4.2 Research Instrument Test Results

In this study, the instrument used is a questionnaire. For that we need to test the validity and reliablitas. According to Anderson and Gerbing in Ferdinand (2002), the dimension indicator shows significant convergence validity if the indicator has a critical ratio (CR) greater than twice the standard error. Or it can be said that the indicator is valid in measuring what should be measured in the model presented, if CR> 2 Se. The Critical Ratio (which is identical to the tcount in the regression), can be obtained through the AMOS / SPSS program. Besides, it measures the validity of items that are said to be internally consistent by calculating the Corrected item to total correlation (correlation with a total of 0.3), then compared with 0.3. If> 0.3 then a statement is considered valid. Instrument declared valid if correlation value (r) Product Moment Pearson above value 0,138 for level of significance 0,05 with number of sample 200. And instrument stated reliable if value of alpha cronbach bigger than 0,6. Reliability classification of questions / questions according to Sugiyono (2011), $r11 \leq 0.20$: very low; $0.20 < r11 \leq 0.40$: low; $0.40 < r11 \leq 0.60$: moderate; $0.60 < r11 \leq 0.80$: height; $0.80 < r11 \leq 1$: very high.

4.2.1 Result of validity and reliability test and normality of instrument of State / People's Hope variable to Military

Table 3. Test Results Validity and Reliability Instruments variable Hope Country / People Against the Military

Variables	Item	Corrected item- Total Correlation	Cronbach's Alpha	Description
Expectations of the State / People Against Militer	X1.1	0,174	0,900	Valid and reliable
	X1.2	0,306	0,901	Valid and reliable
	X1.3	0,375	0,900	Valid and reliable

In the table above shows that the overall indicator variable of State / People's Expectations on Military shows the total correlation with r_{count} (corrected item-Total Correlation) greater than 0.138 (table value r), so it can be said that the whole indicator has valid and can be tested next. Based on the calculation of reliability value that is with r11 0,900 -0,901 means very high.

4.2.2 Result of validity and reliability test and normality of variable instrument of Education Pattern of Navy

Table 4. Validity and Reliability Test Results Instrument Variable Pattern of Navy Officers Officer

Variables	Item	Corrected item Total Correlation	Cronbach's Alpha	Description
Pattern of Navy Officer Education	Y1.1	0,487	0,898	Valid and reliable
	Y1.2	0,582	0,897	Valid and reliable
	Y1.3	0,228	0,901	Valid and reliable
	Y1.4	0,447	0,899	Valid and reliable

In the table above shows that the overall indicator of the variable Pattern Education Officer TNI AL, shows the total correlation with the value of r_{count} (corrected item-Total Correlation) is greater than 0.138 (table value r), so it can be said that the whole indicator has been valid and can Further testing is performed. Based on the calculation of reliability value that is with r11 0.898 - 0.901 means very high.

4.2.3 Result of validity test and reliability and normality of instrument of environmental leadership variable in KRI

Table 5. Validity and Reliability Test Result Instrument of Environmental Leadership variable in KRI

Variables	Item	Corrected item Total Correlation	Cronbach's Alpha	Description
Environmental Leadership at KRI	Y2.1	0,581	0,897	Valid and reliable
	Y2.2	0,472	0,898	Valid and reliable
	Y2.3	0,526	0,898	Valid and reliable
	Y2.4	0,357	0,900	Valid and reliable

In the table above shows that the overall indicator of Environmental Leadership variable in KRI shows the total correlation with corrected item - Total Correlation greater than 0.138 (table value r), so it can be said that the whole indicator is valid and can be done next test . Based on the calculation of reliability value that is with r11 0.897 -0.900 means very high, so it can be concluded that the instrument can be trusted to be used as a data collection tool because the instrument is good.

4.3 *Structural Equation Model* (SEM)

The first step in this test is to verify the hypothesis. Path analysis with Likelihood Estimation (ML) technique using Structural Equation Model (SEM) model was used in this study. The next discussion is to interpret the results of Path Analysis with Likelihood Estimation (ML) technique. In this chapter will be described the step that must be taken to carry out the analysis of structural equation model is as follows:

a. Sample assumption
    This study used two hundred and thirty-six (236) respondents and thus has been able to fulfill the assumption that the sample size, that the minimum sample SEM test is 100 samples (Hair et al., 2006), thus has met the minimum required sample size.
b. Normality test
    Normality, evaluation or fulfillment of normality in the data is done by observing the Skewness value of the data used, Rule of thumb value of z is if the value of count is greater than or less 2.58 which means we can reject the assumption about the normality of the distribution at the 0.01 level or when Small Skewness value of ± 1 then means normal data distribution Normality, evaluation or fulfillment of normality in data is done by observing Skewness value of data used, Rule of thumb value of z is if the value of count is greater than or less 2.58 which means we can refuse Assumptions about the normality of the distribution at the 0.01 level or when the small Skewness value of ± 1 then means the normal distribution of data.
1) Normality Normality Test of State or Society (X)

The results of normality test of State / People's expectation on military (X3) are presented in the table below.

Table 6. Normality Instrument Variable Test Results of State / People's Expectations on Military

Variable	Item	Skewness	Keterangan
Country / People's Expectations on Military (X)	X1.1	0,023	Normal
	X1.2	-0,305	Normal
	X1.3	-0,040	Normal

In the table above shows that the overall indicator of variable State / People's expectation on military (X) shows univariate Skewness value is between ± 1, hence means normal data distribution.

 2)   Variable normality test Education pattern of Navy Officer (Y1)

The result of normality test of variable instrument of education pattern of Navy Officer (Y2), presented in Table 7.

Table 7. Normality test results Instrument variable Education pattern of Navy officer (Y2)

Variable	Item	Skewness	Description
Pattern of Navy Officer Education (Y1)	Y1.1	0,705	Normal
	Y1.2	0,579	Normal
	Y1.3	-0,155	Normal
	Y1.4	0,567	Normal

In the table above shows that the overall indicator variable pattern of Navy Officer Education (Y1) univariate Skewness value is between ± 1, then it means the distribution of normal data.

 3)   Test the Normality of Leadership variables that are environmentally sound (Y2)

The result of normality test instrument of environmental leadership variable in KRI (Y2), presented in Table 8.

Table 8. Test results of normality of variables of environmental leadership in KRI

Variable	Item	Skewness	Description
Environmental Leadership at KRI (Y2)	Y2.1	-0,063	Normal
	Y2.2	-0,035	Normal
	Y2.3	-0,002	Normal
	Y2.4	-0,143	Normal

In the table above shows that the overall indicator of environmental Leadership variable in KRI (Y8) univariate Skewness value is between ± 1, then it means normal data distribution.

 c. Outlier Test

After looking at the normal distribution of data, then the next will see the value of outliers to be tested with multivariate outlier. To know the presence or absence of outlier can be done by looking distance Mahalanobis distance (Md) from result of research. The Mahalanobis distance is a distance that measures the distance near the "average" data center point with each observation point. In this case the observation point is the questionnaire number of the respondent. Mahalanobis distance from result of research known that with cut off value point is X2 (21,0,0) = 32671, which means value that appear above number indicate existence of outlier in data. From the calculation is known that there are 4 respondents' data as research observations

have values above the threshold point cut off value, so that removed to allow free data out lier multivariate that is observation number as shown in table 9:

Table 9. Data of respondents who have value above the cut off value threshold

Obserbvation number	Mahalanobis d-squared	p1	p2
140	38.445	.000	.015
54	36.576	.000	.000
10	34.843	.000	.000
223	34.483	.000	.000

4.4 State/people's expectation relationship to military with environmental leadership in KRI4) Country/people's expectation relationship to military with environmental leadership in KRI

From result of analysis of Regression weight / Loading Factor Influence of State / People Expectation (X), to environmental leadership at KRI (Y2) got value factor of Loading Factor / standardize estimate / regression weight of 0.072 with P-value equal to 0.374. The variable of State / People Expectation (X) Expectations on Environmental Leadership in KRI (Y8), with standardize estimate value (Regression weight / loading factor) of 0.048 with p-value 0.851. The p-value value> of 0.05. Hypothesis Testing: Suspected Hope Country / People (X) effect on the formation of Environmental Leadership in KRI (Y1). Ho: there is no effect of X on Y1 and H1: there is influence X1 to Y1. From regression weights analysis it turns out P value of X relation to Y2 is 0.374, greater than 0.05 (5%), so the relationship of X with Y2 is not significant, hence Ho is accepted and H1 is rejected.

a. The indirect influence between the State / People's Expectations (X3) on Environmental Leadership in the KRI (Y8) through the Appointment of KRI Commander (Y1) with the standardize estimate (Regression weight / loading factor) of 0.059 and the influence of the KRI Commander Appointment Pattern (Y1)) To Environmental Leadership in KRI (Y8), with Standardize Estimate (Regression weights / Loading Factor) of 0.055, illustrated as follows:
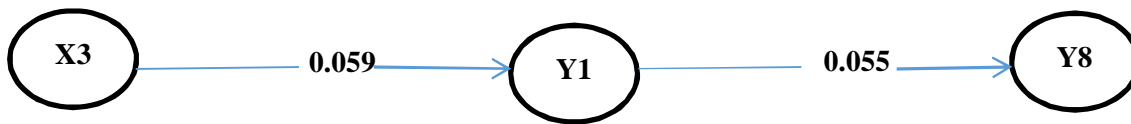

Figure 1. The Indirect Influence of State / People's Expectations (X3) on Environmental Leadership in KRI (Y8) through Appointment Pattern of KRI Commander (Y1)

The amount of indirect influence is the multiplications of the two coefficients are: $0.059 \times 0.055 = 0.0032$, significant positive value. Therefore, the greater the State / People's Expectation for KRI to be operated and properly cared for in order to create effectiveness and efficiency, the appointment of KRI commander must possess adequate capability (rank, education, appointment experience) and competence according to KRI classification through fit and Proper test, so as to maintain the mandate of the State / People.

b. The Indirect Influence between State / People's Expectations (X3) on Environmental Leadership in KRI (Y8) through the Education Pattern of Navy Officers (Y2) with Loading Factor / Regression weight / Standardize estimate of: 0.054, and Effect of Education Pattern of Indonesian Navy Officers (Y2) to Environmental Leadership (Y8) with Loading factor / Regression weight / Standardize estimate of: 0.064. Thus the magnitude of the indirect effect coefficient is: $0.054 \times 0.064 = 0.0035$, meaningfully positive.
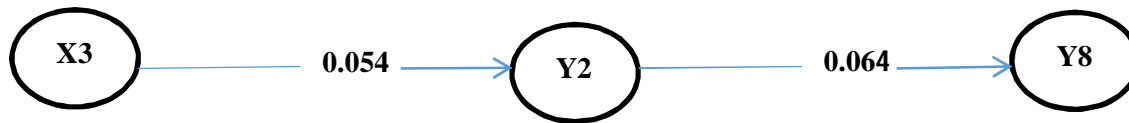
Figure 2. The Indirect Influence of State / People's Expectations (X3) on Environmental Leadership in KRI (Y8) through Education Pattern of Navy Officers (Y2)

The magnitude of indirect effect is: multiplication of both coefficients is 0.054 X 0.064 = 0.0035, significant positive value. So the greater expectation of State / People to military will also increase the demand to realize the pattern of Navy Officer Education qualified and have competence that can compete in international world (World class Navy). The indirect influence between the State / People's Expectations on Environmental Leadership in the KRI through the Navy Officer Education Pattern, indicates that in Navy Officers Education is required to equip and form a Navy Officer with environmental insight, in order to be able to adapt to the " Heavy material ", thus creating a zero accident with KRI environmental quality following international rules. So as to maintain the health of crew remains excellent and the realization of the efficiency of the State budget.

c. The Indirect Influence between State/People's Expectations (X3) on Environmental Leadership in KRI (Y8) through Environmental Health at KRI (Y7), with Loading factor/Regression weight/Standardize estimate of: 0.076, and the influence of Environmental Health in KRI (Y7) on Environmental Leadership in KRI (Y8) with Loading factor / Regression weight/Standardize estimate of: 0.050. Thus the coefficient of indirect effect is: 0.076 X 0.050 = 0.0038. Is positively significant.
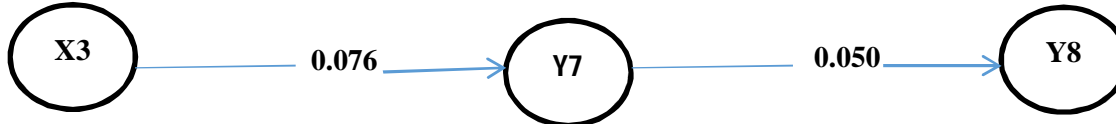

Figure 3. Direct Influence of State / People's Expectations (X3) on Environmental Leadership in KRI (Y8) through Environmental Health at KRI (Y7)

The amount of indirect influence is the multiplication of the two coefficients are: 0.076 X 0.050 = 0.0038, significant positive value. So the greater the State / People's Expectations on the military, will also increase the demand to maintain work environment health in KRI, through prevention and control of work environment KRI by eradicating disease vectors, the use of Personal Protective Equipment and monitoring continuously to the environmental quality KRI , Thus preventing the possibility of an environmental health hazard to the health of the crew. The indirect influence of State / People's Expectations on Environmental Health in KRI through the realization of Environmental Health at KRI indicates that to form a Navy Officer who has environmental insight, so as to adapt to the heavy material KRI environment. There needs to be an awareness enforcement of officers in KRI as a leader and a major concern as well as its responsibility to create a comfortable and healthy KRI Environment to be a place to work and stay / stay during operation.

5. Conclusion

Based on the result of the research, it is concluded from the research that the Direct Influence of State/People's Expectations (X3), on the Environmentally Based Leadership in KRI (Y8) with the value of Loading Factor / standardize estimate / regression weight of 0.072 with P-value 0.374 From 0.05 (5%) so that the effect is not significant. The Indirect Influence of State/People's Expectations (X3) on Environmental Leadership in KRI (Y8) through the Appointment Pattern of KRI Commander (Y1) with multiplication value

of both coefficients are: 0.059 X 0.055 = 0.0032, so the effect is positively significant. The Influence of State / People's Expectations (X3) on Environmental Leadership in KRI (Y8) through Education Pattern of Navy Officer (Y2) with multiplication value of both coefficients are: 0.054 X 0.064 = 0.0035, so the effect is positively significant. In addition, the State/People's Indirect Influence (X3) on Environmental Leadership in KRI (Y8) through Environmental Health at KRI (Y7) with multiplication value of both coefficients are: 0.076 X 0.050 = 0.0038, so that the effect is positively significant. So it shows that the hope of the country/people to a KRI commander should be responsible for the operation and maintenance of KRI and its crew so that the effectiveness and efficiency with the health of ABK is maintained. In addition, with the pattern of education officers who are environmentally friendly capable of realizing the efficiency of state budget so that the hope of the state / people can be met optimally. The greater the State/People's Expectations on the military will also increase the demand to realize the pattern of Navy Officers Education qualified and competent that can compete in the international world.

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