

THE INFLUENCE OF EMPOWERMENT AND PERSONALITY TOWARD PROFESSIONAL COMMITMENT OF INDONESIAN WOMEN'S NAVY CORPS

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Abstract

The personality of the Indonesian Women's Navy Corps (KOWAL) greatly influences the form of professional commitment that has a good impact on its institution. The objective of this research was to find out and to analyze the influence of empowerment and personality of Indonesian Women's Navy Corps. The sample of this research was taken by using proportional random sampling. The samples were the Women Navy Corps consisted of 160 respondents from a total of 250 Women Navy Corps. In this research, the researchers used Structural Equation Model in testing, analyzing the data, and model development. The Data were analyzed by using statistical software tools (LISREL 8.8). The results were: 1) Empowerment has a positive direct influence toward personality, 2) Empowerment has a positive direct influence toward professional commitment, and 3) Personality has a positive direct influence toward professional commitment.

Keywords: Empowerment, Personality, Professional Commitment.

I. INTRODUCTION

Emancipation is a movement that places women to have an equal position with men in both the life of the public and domestic sectors. It must be realized that women have their methods of leading, and are also strong in ideology. Therefore, based on this condition, it can be said that the role of women is very big in the life of the nation and state. It is not as easy as imagined in practice. There are still many challenges to be faced when women demand their roles. Today, in particular, the world of women's work is still facing several challenges that must be resolved immediately. As a result of observations, one of the challenges is the lack of support from the institutions. The support should be given as a whole whether from the family, community, government, or the work environment. Especially in the military sector, there is an unwritten policy that women are only allowed to occupy certain positions or positions according to their nature (Bandono, 2020).

In Indonesia, after the formation of the Indonesian women's army (Indonesian: Laskar Wanita Indonesia), women were first involved in military activities. Some of the Indonesian women's armies formed at that time were the Indonesian Women's Army (Laskar Wanita

Indonesia /LASWI), Indonesian women's army (Laskar Putri Indonesia /LPI) which was originally called Fujinkai, and Women Helper Struggle (Wanita Pembantu Perjuangan/WPP). It is recorded in history that Indonesian women have joined the membership of the Navy during times of physical struggle. Then, on January 5, 1963, they became the Indonesian Women's Navy Corps (Bandono, 2019).

In May 1961, the Letter of consideration of the Chief of Staff of the Navy (Kepala Staff Angkatan Laut/ KSAL) through Commodore Yosaphat Sudarso spearheaded the structure of Officer (Perwira), Non-Commissioned Officer (Bintara), and Enlisted (Tamtama) of Indonesian Navy (Bastari, 2020). To improve the Navy's organizational system, the structure and qualifications of military personnel need to be reviewed according to the Line System and Marine Corps. The letter of consideration was discussed by senior naval figures. In general, they responded positively and welcomed the idea of forming a "Nurse Corp", alongside the existing corps. Many fields of work that are done by men can also be done by women, both in the technical and administrative fields. Besides, they also compared it with the organization of foreign armies that had involved women. For example,

the United States of America has formed a women's navy called "Women Accepted For Volunteer Emergency Service" (WAVES). The United Kingdom has also formed a women's navy called "Women's Royal Naval Service" (WRNS).

Meanwhile, in Indonesia, the Indonesian National Police (POLRI) has involved women by forming a PoliceWomen (POLWAN), and the Indonesian Army (TNI-AD) has formed the Indonesian Women's Army Corps (KOWAD). To increase the efficiency of the development and improvement of the organization of the Indonesian Navy (TNI-AL), it is necessary to provide opportunities for women to take an active role in various assignments in the Indonesian Navy through the formation of the Women Navy Corps (Prajurit Wanita TNI-AL). As a follow-up to this idea, several Education Staff officers were sent to the Army Corps of Education and Training in Bandung in July 1961 to study the idea of the Army, which at that time was preparing to form the Women's Army Corps (KOWAD).

After understanding, considering, and getting support from various parties, the Minister /KSAL, a Navy Rear Admiral, RE. Martadinata issued Decree No. 5401.24 dated 26 June 1962 concerning the Formation of the Women Navy Corps (KOWAL). The first objective of the formation of the Women's Navy Corps was to give Indonesian women the rights, obligations, and honor to devote themselves to the military field. Second, it was to fill a certain position or position in the Indonesian Navy (TNI-AL) organization as a Women corp in the context of perfection and efficiency of organizational results. The formation of the Women Navy Corps means opening a new chapter in the history of the Indonesian Navy. This means that the Navy is one step ahead in providing rights and opportunities for Indonesian women to participate in dedicating themselves to the Indonesian Navy (Bandonno, 2017).

News about the formation of KOWAL was disseminated to all Higher Education Institutions accompanied by an announcement of the admission of KOWAL members. Following the Decree of the Minister / KSAL No.5401.24 on June 26, 1962, it turned out that many women were interested in becoming members of KOWAL. However, after being selected and tested, 12 people successfully passed. This first batch was immediately inducted into KOWAL by the Minister/ KSAL, RE. Martadinata, at the ceremony field of Indonesian Navy Headquarters (Markas Besar Angkatan Laut), Gunung Sahari Street number 67, Jakarta (January 5th, 1963) based on the Decree of the Minister/ KSAL No.

1301.1 on January 4th, 1963 with the rank of Year Commencing Assignment starting from December 1st, 1962.

It can be said that the military world is identical to the field of men. Yet, as members of KOWAL who are in the military environment, they have to follow the professional ethics of Indonesian Army which has formed a cultural context that is identical to world battles. They are obliged to follow the existing organizational culture so that their performance is based on the ability of their profession as a military, and is not on their sexuality or feminism. Regarding the KOWAL profession, researchers made temporary observations and produced an opinion that it could be said that the level of professional commitment to KOWAL was still not optimal.

Based on the development of civilization and times, KOWAL hopes to work fairly in conditions that bear equal ownership in service (Ministerial Decree/ KSAL number 5401.24 dated June 26, 1962, that the leader of the Indonesian Navy gave the rights and obligations to Indonesian women to fill in the position of Indonesian women workers to improve and manage the organization, and was not only a slogan or written provision without any real action. The phenomenon seen in the observation results outlined in the table data above shows that there is a desire for justice following the work field where women work as desired by KOWAL based on the report of the Expert Group Meeting Addis-Ababa, Ethiopia (October 24 – 27, 2005) regarding Equal Participation of Women and Men in Decision-Making Processes, with Particular Emphasis on Political Participation and Leadership. United Nations Division for the Advancement of Women (DAW) Department of Economic and Social Affairs (DESA) Economic Commission for Africa (ECA) (2005) which resulted in several recommendations:

I.1. Recommendations for increasing the number of women in decision-making

The EGM recommends that international actors should: Support and promote public awareness-raising campaigns to combat negative stereotypes, emphasize the legitimate role of women in decision-making processes at all levels, and encourage women's participation in decision-making. The EGM recommends that civil society actors should:

1. Hold government, legislatures, and political parties accountable for United Nations Division for the Advancement of Women (DAW) Department of Economic and Social

Affairs (DESA) Economic Commission for Africa (ECA) (2005) progress in increasing women's participation and representation.

2. Facilitate linkages between women in decision-making positions and those working for the empowerment of women at the grassroots, in the academic community, and civil society organizations.
3. Strengthen civic and citizenship training in schools and continuing adult education and ensure its gender responsiveness.

I.2. Recommendations for enhancing the impact of the increased presence of women in decision-making

The EGM recommends that government actors at all levels (national, provincial, and municipal/district) should:

1. Support the work of national mechanisms on gender equality and empowerment of women on gender mainstreaming, including through establishing and properly supporting inter-ministerial committees.
2. Ensure that women are equally represented in all government policy-making bodies covering all areas, especially those that have remained the domains of men, for example, the areas of macroeconomic policy, budgets, and defense (Suharyo, 2017).
3. Generate and disseminate sex-disaggregated statistics and indicators on all aspects of government activity, including policy development and budget allocations and expenditure.
4. Develop and implement training programs on gender mainstreaming in governmental bodies to undertake gender analysis in all legislative and policy areas, including budget allocations (Nugroho, 2019).
5. Ensure that national and subnational mechanisms on gender equality and empowerment of women are provided with all the necessary resources for implementing their mandates (Nugroho, 2020).

Based on the above conditions, the researchers were interested in conducting research entitled "The Influence of Empowerment and Personality toward Professional Commitment of Indonesian Women's Navy Corps (KOWAL)" who served at Military Sealift Command (Kolinlamil), Main Naval Base III (Lantamal III) of 1st Fleet Command (Komando Armada I /Koarmada I), Naval Command and Staff College (Sekolah Staff dan Komando Angkatan Laut/Seskoal), and Women Navy Corps who served at Naval Information and Data

Processing Department (Dinas Informasi dan Pengolahan Data TNI Angkatan Laut) of Indonesian Navy Headquarters.

II. MATERIALS AND METHODS

II.1. Empowerment

According to Osborne & Gable, Empowerment is an increase in the ability of real potential, starting from a status of less power to becoming more empowered to become more responsible. Sedarmayanti (2007). Furthermore, Luthans states that Empowerment is the authority to make decisions in a person's area of responsibility without seeking the consent of others. Although empowerment is similar to the delegation of authority, two characteristics make it unique. First, employees are encouraged to use their initiative. Second, it is not only giving authority but also resources to be able to make decisions and have the power to be implemented. Luthans (2006)

Bateman Snell adds that Empowerment is the process of sharing power with employees, thereby enhancing their confidence in their ability to perform their jobs and their belief that they are influential contributors to the organization. Bateman Snell (2002). In particular, empowerment creates confidence among employees. First, they assess the meaning of their work concerning their values and attitudes. Second, they feel competent, or capable of performing their jobs skillfully. Third, they have a sense of Self-determination, several options for the task, and the method and pace of their work. Fourth, they influence the administration, strategy, or important decisions of the organization, and work outcomes. Bateman Snell (2002).

Kreitner/Kinicki says that Empowerment is recognizing and releasing into the organization the power that people already have in their wealth of useful knowledge, experience, and internal motivation. Robert Kreitner (2010). According to Griffin: Empowerment is the process of enabling workers to set their own work goals, make decisions, and solve problems within their sphere of responsibility and authority. Griffin, R; Moorhead (2014).

Besides, Newstrom defines Empowerment as any process that provides greater autonomy to employees through the sharing of relevant information and provision of control over factors affecting job performance. Empowerment helps remove the conditions that cause powerlessness while enhancing employee feelings of self-efficacy. Empowerment

authorizes employees to cope with situations and enables them to take control of problems as they arise. Newstrom (2007).

Five broad empowerment approaches have been requested by Newstrom as follows:

1. Helping employees to achieve job mastery (Providing the right training, coaching, and guided experience that will result in initial success)
2. Allowing more control (Giving flexibility over their work performance, then ask them to account for the results)
3. Providing successful role models (enabling them to observe peers who have been successful at work)
4. Using social reinforcement and persuasion (giving praise, encouragement, and verbal feedback designed to increase self-confidence)
5. Giving emotional support (providing stress and anxiety reduction through better role definition, assignment assistance, and honest caring)

In this journal, empowerment is described as the capacity of groups and individuals to make effective choices, then, transform these choices into desired results and actions. According to Hendri Kistianus (2015), there are four positive dimensions or characteristics of Employee Empowerment as follows:

1. Competence: Competence refers to the level of a person's ability to perform activities or tasks skillfully
2. Meaningful: It is the value of a work goal that is valued and felt by each individual.
3. Self Determination: Self-determination is an individual's drive to have the option of initiating and taking action. Self-determination shows autonomy in work behavior and processes such as making decisions in the manner of work, phases of work, and the required effort.
4. Impact: Impact refers to the degree to which a person's behavior is seen as "making a difference" in terms of achieving the task's goal, that is, producing the intended effect of the task. Hendri Kistianus (2015).

II.2. Personality

According to Ms. Kriti Mahajan, Personality refers to cognitive and behavioral patterns that show stability over time and across situations (Cattell 1965). The "big five" or five-factor model of personality consists of the following traits: openness, conscientiousness,

extroversion, agreeableness, and neuroticism. (e.g. Digman, 1990). Because of its validity and wide acceptance the big five has been extensively utilized in recent organizational and other applied research. Mahajan (2015).

Personality represents the overall profile or combination of characteristics that capture the unique nature of a person as that person reacts and interacts with others. John R. Schermerhorn, Jr. (2002). Mcshane defines Personality as the relatively enduring pattern of thoughts, emotions, and behaviors that characterize a person, along with the psychological processes behind those characteristics, Steven L McShane (2010).

In common use, people think of personality in terms of traits, the fairly consistent characteristics a person exhibits. Researchers investigated whether any traits stand up to scientific scrutiny. Although investigators examined thousands of traits over the years, their findings fit into five general dimensions that describe personality. These dimensions, often called the "Big Five" personality factors, are illustrated in Each factor may contain a wide range of specific traits. The Big Five personality factors describe an individual's extroversion, agreeableness, conscientiousness, emotional stability, and openness to experience as follows:

1. Extroversion: The degree to which a person is outgoing, sociable, assertive, feels comfortable with interpersonal relationships.
2. Agreeableness: The degree to which a person can get along with others, being good-natured, likable, cooperative, forgiving, understanding, and trusting.
3. Conscientiousness: The degree to which a person is focused on a few goals, thus behaving in ways that are responsible, dependable, persistent, and achievement-oriented.
4. Emotional stability: The degree to which a person is calm, enthusiastic, and self-confident, rather than tense, depressed, moody, or insecure.
5. Openness to experience: The degree to which a person has a broad range of interests and is imaginative, creative, artistically sensitive, and willing to consider new ideas. Daft (2010).

II.3. Professional Commitment

According to Gibson, Commitment is a sense of identification, loyalty, and involvement expressed by an employee toward the organization or unit of the organization. James L Gibson (2012). It means that Commitment is the

sense of identification, loyalty, and involvement expressed by employees towards the organization or organizational unit.

Furthermore, Ozlem Yenidogan and Hiner Sencan state that Organizational commitment is a popular concept that researchers study on. It expresses the level of organizational commitment that an employee has. Individuals who have a high level of dedication to their organization are not willing to leave their companies. They keep their own goals and personal values at the same level as the organization's goals and values. Ozlem Yenidogan (2017).

Jason Colquitt, Jeffery LePine, and Michael Wesson add that Organizational commitment is defined as the desire on the part of an employee to remain a member of the organization Colquitt, Lepine, and Wesson (2012). According to Jennifer M. George & Gareth Jones: Organizational commitment is the collection of feelings and beliefs people have about their organization as a whole. Affective commitment exists when employees are happy to be members of an organization and believe in what it stands for. Continuance commitment exists when employees are committed to the organization because it is too costly for them to leave. Affective commitment has more positive consequences for organizations and their members than continuance commitment. Affective commitment is more likely when organizations are socially responsible and demonstrate they are committed to employees. Employees with high levels of affective commitment are less likely to quit and may be more likely to perform organizational citizenship behavior Jennifer M. George (2011).

Fred Luthans says that professional commitment can be described as follows: As with other topics in organizational behavior, a wide variety of definitions and measures of organizational commitment exist. As an attitude, organizational commitment is most often defined as (1) a strong desire to remain a member of a particular organization; (2) a willingness to exert high levels of effort on behalf of the organization; and (3) a definite belief in, and acceptance of, the values and goals of the organization. In other words, this is an attitude reflecting employees' loyalty to their organization and is an ongoing process through which organizational participants express their concern for the organization and its continued success and well-being (Nugroho, 2019).

Using this definition, it is commonly measured by the organizational commitment attitude is determined by several personal (age, tenure in the organization, career adaptability, and dispositions such as positive or negative affectivity, or internal or external control attributions) and organizational (the job design, values, support, procedural fairness, and the leadership style of one's supervisor) variables Even non-organizational factors, such as the availability of alternatives after making the initial choice to join an organization, will affect subsequent commitment. Luthans (2011)

II.4. Hypothesis

Based on descriptions of the conceptual descriptions, relevant research results, and theoretical frameworks, the following research hypothesis can be formulated:

1. There is a positive direct influence of the empowerment variable on personality.
2. There is a positive direct influence of the empowerment variable on professional commitment.
3. There is a positive direct influence of personality variables on professional commitment.

II.5. Research Methodology

This research was conducted at the Main Corps of Indonesian Navy Development, especially for the West/ Jakarta regions. The object of this research was the Women Navy Corps regardless of rank. This research was administered at the Military Sealift Command (Kolinlamil) North Jakarta, Main Naval Base III (Lantamal III, Jakarta), 1st Fleet Command (Koarmada I), Women's Naval Service Corps, Women's Naval Service Corps of Pondok Dayung, Naval Command and Staff College of Cipulir (Sekolah Staff dan Komando Angkatan Laut/Seskoal Cipulir), and Naval Information and Data Processing Department (Dinas Informasi dan Pengolahan Data TNI Angkatan Laut).

In this research, quantitative methods through survey methods with causal techniques. The data were analyzed by using the structural equation modeling (SEM) method. In collecting the data, the researchers used questionnaires, and interviews with well-prepared questions. The objective of this research was to find out the relationship and the influence among the research variables. There are three variables discussed in this study, namely: Empowerment (X1, Personality (X2), and Professional Commitment (Y). The exogenous variables in this

study were empowerment, the endogenous variable was a professional commitment, and the intervening variable was personality. The relationship among the research variables can be described in the constellation figure as follows:

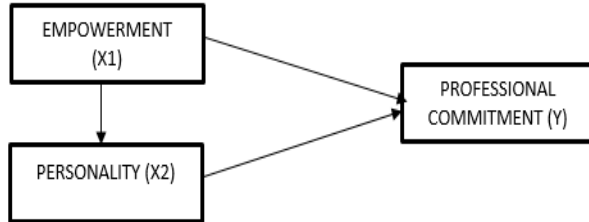


Figure 1. Research Constellation

III. RESULT AND DISCUSSION

In this research, the researchers distributed 160 questionnaires to the Women Navy Corps of Military Sealift Command (Kolinlamil), Main Naval Base III (Lantamal III) of 1st Fleet Command (Komando Armada I /Koarmada I), Naval Command and Staff College (Sekolah Staff dan Komando Angkatan Laut/Seskoal), and Naval Information and Data Processing Department (Dinas Informasi dan Pengolahan Data TNI Angkatan Laut) without distinguishing strata rank. The profiles of respondents in this research were differentiated based on sex, age, education level, and marital status. The following is a table of results from the analysis of the profile of Women Navy Corps respondents:

Table 1. The Profile of Women Navy Corps Respondents

Respondent Identity Variable	Category	Total	Percentage (%)
Sex	Male	0	0%
	Female	160	100%
Age	≤ 25 Years Old	0	0%
	25 - 29 Years Old	78	49%
	30 - 35 Years Old	55	34%
	≥ 36 Years Old	27	17%
Education level	High School	110	68%
	Diploma	10	7%
	Undergraduate	23	14%
	Graduate	10	7%
	Doctoral	7	4%
Marital Status	Marriage	94	59%
	Single	44	28%
	Divorced	22	13%

III.1 The Causal Relations among Variables

The results of the questionnaires that were distributed to 160 respondents (Women Navy Corps) were processed using statistical tools, LISREL software. From the structural model analysis, it was found that there was an estimated value of the causal relationship among the influence variables; empowerment (X1), personality (X2), and Professional Commitment (Y) which are standardized. Meanwhile, the

hypothesis testing is carried out based on the t-value.

From the results of the structural model analysis, it was found that there is an estimation of the causal relationship among the influence variables; empowerment (X1), personality (X4), and professional commitment (Y) which are standardized on t-values and standardized solution values. From this figure, it can be concluded that each variable has a big influence. It can be described as follows:

Table 3. Causal Relationship among Variables

No	Path	Standardized Coefficient	t-value	t-table	Significance	Conclusion
1	The influence of Empowerment → Personality	0.28	3.90	1.96	Significant	There is sufficient evidence that empowerment has a direct positive influence on personality
2	The influence of Empowerment → Professional Commitment	0.24	3.59	1.96	Significant	There is sufficient evidence that Empowerment has a direct positive influence on Professional Commitment
3	Personality → Professional Commitment	0.32	4.13	1.96	Significant	There is sufficient evidence that Personality has a direct positive influence on Professional Commitment

From the Table 2, it clearly shows causal relationships among influence variable as follows: 1) The path of empowerment toward personality has a coefficient value of 0.28 with t-value 3.90 > t-table 1.96 which can be interpreted as significant, 2) The path of empowerment toward professional commitment has a coefficient value of 0.24 with a t-value of 3.59 > t-table 1.96 which can be interpreted as significant, and 3) The path of personality toward professional commitment has a coefficient value of 0.32 with a t-value of 4.13 > t-table 1.96 which can be interpreted as significant.

III.2. Discussion

H1: The Influence of Empowerment toward Personality

The influence of empowerment toward personality has a positive value of 0.28 with a significance of 3.90 > 1.96. This finding is supported by the empirical fact that if the influence of empowerment is good, then the personality is higher. It shows the importance of implementing the empowerment of the Women Navy Corps to their personality which is shown in the competence of self-determination and overall influence.

H2: The Influence of Empowerment toward Professional Commitment

The influence of empowerment toward professional commitment has a positive value of

0.24 with a significance of 3.59 > 1.96. This finding is supported by the empirical fact that if the influence of empowerment is good, then professional commitment will be higher. It shows the importance of implementing the empowerment of the Women Navy Corps to their professional commitment which is shown in the competence of self-determination and overall influence.

H3: The Influence of Personality toward Professional Commitment

The influence of personality toward professional commitment has a positive value of 0.32 with a significance of 4.13 > 1.96. This finding is supported by the empirical fact that if the influence of personality is good, then professional commitment will be higher. It shows the importance of implementing the empowerment of the Women Navy Corps to their personalities which is shown in the relationship of interaction, fun, awareness, emotional stability, and openness.

IV. CONCLUSION

From the results of the evaluation and discussion that have been described in the previous chapter, the following research conclusions are obtained:

1. Empowerment has a positive direct effect on personality, meaning that when empowerment can be accepted and carried

out by the Navy Women's Corps, it will form a good personality in each of the Navy Women Corps.

2. Empowerment has a positive direct effect on professional commitment, meaning that when empowerment can be accepted and carried out by the Navy Women's Corps, it will produce good professional commitment in every person of the Navy Women's Corps.
3. Personality has a positive direct effect on professional commitment, meaning that when personality can be accepted and carried out by the Navy Women Corps, it will produce good professional commitment in each of the Navy Women Corps.

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