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RESEARCH ARTICLE

EVALUATION OF THE IMPLEMENTATION OF THE MENTAL AND SPIRITUAL DEVELOPMENT PROGRAM OF THE NAVY PERSONNEL

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Abstract

Objective of the Navy's mental development is to improve and realize Navy personnel who believe in and have faith in Allah SWT Almighty God as a foundation for service to the nation and state. In order to carry out these main tasks optimally, the Navy requires personnel who have a strong mentality and a fighting spirit based on piety to Allah SWT God Almighty. This type of research is qualitative using an evaluation approach. Data obtained by interview, direct observation and document review. The findings of this study are in terms of the juridical foundation of Subdisbintal using Technical Guidance Guidelines for Mental Personnel of the Navy Navy Number: Kep / 979 / VI / 2012 June 29, 2012. The background of the program is in the framework of forming, maintaining, and increasing piety towards God Almighty One in accordance with their respective religions and at the same time awareness of human dignity. The aim is to form comprehensive mental endurance through mental and spiritual development to support the building of capabilities and building the strength of the Navy. The target is the realization of Navy personnel who have faith and piety, noble character, loyal to the Unitary State of the Republic of Indonesia, the spirit of not knowing surrender and good personality.

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Introduction:-

The Indonesian National Armed Forces (TNI) is a means of national defense that serves as an antidote to sovereignty, territorial integrity and national safety, action against any form of threat and recovery to security conditions. The Indonesian National Army consists of 3 dimensions, namely land, sea and air. . Every TNI personnel is equipped with mental guidance. Mental guidance aims at increasing discipline and professionalism. The excellence of human resources (exelent human resourceshuman resources) becomes a new paradigm in order to realize the expectation of competent, integrity, and high performance.

The pattern of coaching human resources who are ready to face the threats and global challenges today requires a comprehensive system and pattern of coaching. Organizational organization at the level of Head of Sub-Office (Kasubdis) within the work unit of the Personnel Care Office (Diswapersal) which is the leading sector of mental development is one of the factors that is less optimal in increasing human resources in the field of mental development. The range of control and the pattern of coaching and supervising work programs have not achieved

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the expected targets so that they have an effect on the emergence of various problems of misconduct and increasing numbers of violations within the TNI. The program of mentoring the personnel of the TNI Angkatan Laut is an effort made by the Navy to increase the faith and the police officer. This program is a foundation for personnel to devote themselves to the integrity of the Unitary Republic of Indonesia (NKRI). Such coaching programs are also carried out in various armies in the world such as in the United States by Hans Pols, PhD and Stephanie Oak (2007), in the UK by Hunt EJ, Wessely S, Jones N, Rona RJ, Greenberg N. (2004) and in China by Li-yi ZHANG (2014). One of the programs is mental and spiritual development. The importance of mental and spiritual guidance was given to the Navy personnel as a foundation for personnel in devoting themselves for the integrity of the Unitary Republic of Indonesia. The mental development of the TNI is all efforts, actions and activities to form, maintain, improve and consolidate the lives of TNI soldiers based on Pancasila, SaptaMarga, Oath of Warriors, Tri Dharma Eka Karma (Tridek). One of the values is implemented through the path of mental and spiritual development which in turn shapes the character and personality in the quality of soldiers.

At present spiritual development activities for Navy personnel have not been able to run properly because the ideal structure of the mental development organization (Bintal), the current organizational structure of the Bintal is under Diswapersal and has not yet stood alone, has not been fulfilled filling in the Personnel List (DSP) when faced with DSP so that many spiritual officers (Paroh) who come out of the Bintal path because there are no positions in accordance with the rank strata for career development, there is a lack of Paroh numbers, not all the Main Command (Kotama), Base and units have their Paroh, lack of mastery of materials, materials and methods by Paroh when giving mental coaching, most Paroh in delivering mental coaching material using lecture and question and answer methods as well as the non-optimal Bintal Command Function (BFK) in the unit. This is the same as spiritual coaching at the Mental Development Office of the Indonesian Army Ma'sun Amin (2011), Mardi Siswoyo (2014), Mental Development Center TNI ArifuddinUksan (2017) and Group 3 Special Forces Command CijantungRidwanNurwibowo (2013) the conclusion is that training without being accompanied by worship is the same as looking for a needle in a straw, a vain activity that only wastes our time, energy and thoughts. Prayer is the pillar of religion, because with prayer we can feel more peaceful, peaceful. Although the duties of a TNI soldier are heavy and numerous, try not to abandon our obligations as God's creatures. As strong, as smart, as successful as we are in all fields, without the will of the Almighty we cannot do it. At present the problem that occurs is not ideally the Bintal organizational structure, the fulfillment of the Filling of Personnel List (DSP), the lack of Pabintal expertise in providing mental guidance, generally using lectures, now the position of Bintal may be held by corps outside Bintal, the lack of acceptance of the Pabintal especially from the School for Career Personnel Officers (SEPA PK), the implementation of the Bintal Command Function (BFK) has not been going well, the religious sweep activity is not going according to schedule and there is a lack of education, courses, training or training for Bintal personnel.

Literature Review:-

Program Evaluation Concept Program:

Evaluation is a series of activities carried out to see the success of a program, where the success of the program is seen from the achievement of program implementation objectives. This is in accordance with the opinions of Tufo (2015), Goldstein (2009) and Rosyada (2004). The purpose of Program Evaluation is to gather information that realizes or implements a policy, takes place in a continuous process, and occurs in an organization that involves a group of people for decision making. Furthermore, the results of the program evaluation are used as a basis for carrying out follow-up activities or for making subsequent decisions.

This study uses the CIPP model because as an evaluation model that is considered the most suitable for evaluating the juridical foundation, assessing the needs of the program objectives and targets of the Navy's personnel mental training program, with the following considerations: (1) this model is interrelated with each other by detailing four components namely context, input, process and product in terms of objectives, methods, relationships in decision making, as a component of the program process so that evaluation can be done more thoroughly, (2) evaluation is done. Comparing the appearance of various dimensions with the number of criteria to find out the successes and shortcomings a program, (3) the evaluation process that is carried out ends with an assessment that makes it as a conclusion, (4) the results of the evaluation become input for decision makers as consideration in refining a program, (5) the evaluation of this model is very practical, easy to understand and do ser ta can provide information about the success or failure of a program. The components evaluated are:

CIPP model:

The results of research with CIPP by Johan Irmansyah (2017), I GustiPutuBuana (2016) and RA Mulyadi (2017).The CIPP Evaluation Model developed by Stufflebeam was chosen to carry out an evaluation of the juridical foundation, an assessment of the needs of the program's goals and objectives of the mental and spiritual development programs of the Navy's personnel. The components evaluated are:

(Contexts component contexts component):

To evaluate the extent to which the formulation of goals and objectives of the program is in accordance with the needs of the organization or with parties that have an interest and the legal basis that underlies the program. Stufflebeam explains "context evaluation assess needs, problems, assets and opportunities to help decision makers define goals and priorities and help the broader group of users judge goals, priorities and outcomes" The description is consistent with the focus of the study, the context component in this study includes evaluation background of program needs related to juridical foundation, assessment of program needs, goals and objectives.

Input component (component input):

Evaluate the extent to which the action plan, strategic and procedures as well as facilities and infrastructure as well as human resources concerned can support the achievement of desired goals or objectives in that context. Stufflebeam explained that "input evaluations assess alternative approaches, competing action plans, staffing plans and budgets for their feasibility and potential cost effectiveness to meet targeted needs and achieve goals". In accordance with the focus of the study, the component input (component input) in this study includes the evaluation of program planning related to program planning, compilation of strategies, procedures for implementing development, organizational structure, human resources and infrastructure in the mental training program of the Navy personnel.

Process component (processcomponent):

Evaluation is designed to evaluate the course of program implementation, including the extent to which the plan has been implemented, what must be revised, whether it has followed the rules that have been made or existing and the constraints faced. According to Stufflebeam "process evaluations assess the implementation of plans to help staff carry out activities and then help the board of users judge program performance an interpretation of outcomes".The process component in this study includes evaluating the implementation of programs related to the implementation of mental training, implementation of coordination and implementation of supervision in the implementation of mental training programs for Navy personnel at Jakarta Headquarters.

Output component (product component):

Evaluation is carried out to measure the success of achieving the stated program goals, including the results of program implementation. The purpose of this evaluation is to measure the achievement of predetermined goals based on or certain criteria. The component of the results in this study includes the results of the implementation of the program relating to the implementation of the mental training program of the Navy personnel.

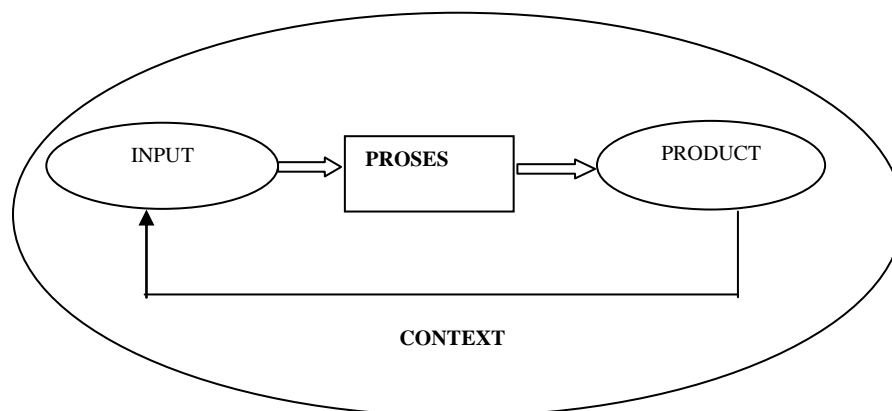


Figure 1:- Evaluation Model Context – Input – Process – Product (CIPP).

Mental Development Mental:

Salman Harun (1993), the word mental also referred to as spirit is an unseen and unknown material and how it works, he is a tool to make contact with Allah SWT. Religious Mental Guidance According to ZakiyahDarajat (1975) is foster moral / mental towards someone who is in accordance with religious teachings. It means that after the formation occurs, people will naturally make religion as a guideline and control, three behavior, attitude and gestures in life ". Aunur Rahim Faqih (2001) mental coaching helps to develop self-understanding in accordance with the skills, interests, personal and opportunities that exist, make the process of socialization and sensitivity to the needs of others, provides encouragement in self-directed, solving the problem of returning decisions in self-involvement in existing problems, developing overall values and attitudes and feelings in accordance with self-acceptance, helping in understanding human behavior and helping to live a balanced life in various aspects, physical, mental and social.

This opinion supports the opinions of Weinberg and Gould quoted by Zauderer in PezCyclingNews.com (2008) there are 9 sources of confidence in specific situations, in HenySetyawati Journal of Physical Education, Health and Sport1 (1) (2014). According to the TNI Mental Development Center (Pusbintal) (2017), "mentality is defined as the condition of the soul that is reflected in a person's attitude and behavior towards various situations that are encountered."Mental is a unified psychomatic unity, mental and physical unity or physical and spiritual unity as a whole , so that the whole personality is formed in an integrated manner and shows the existence of an orderly hierarchical arrangement and harmonious cooperation between mental functions or spiritual aspects. Cultivate one's morals / mentality towards in accordance with religious teachings. It means that after the formation occurs, people will naturally make religion as a guideline and control, three behavior, attitude and gestures in life".

Methodology:-

The method used in this study is an evaluative method which means that it will evaluate the achievements of the implementation of the mental and spiritual development program of the Navy personnel. In addition to assessing the achievement of the objectives of the mental and spiritual coaching program but also to find the best ways that can be done in achieving the goals set.

Research with a focus on evaluating the implementation of the mental and spiritual development programs of the Navy personnel using the research design of the program evaluation model. This research is an evaluation research oriented to see the effectiveness of the program and the suitability of the results of the mental and spiritual development program for the Navy personnel. The basic concept of program evaluation is carried out based on the objectives of a program, which is shown in Figure 2.

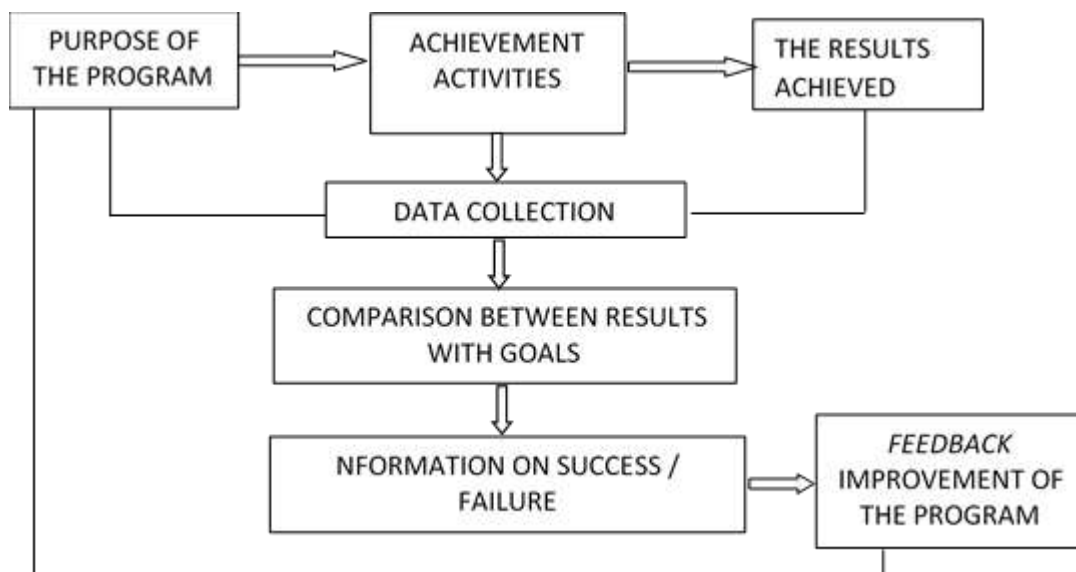


Figure 2:- Basic Concepts of Program Evaluation / Evaluation.

The research instrument used in conducting this evaluation research is the researcher itself because in qualitative research, the researcher acts as a research instrument. So here the researcher will function to determine the focus of research, establish information as a source of data, collect data, assess data quality, analyze data, interpret data and make conclusions from the results of research conducted. Instrument validation includes self-readiness, understanding and insight from the researchers themselves, including an understanding of qualitative methods, understanding and insight into the object to be studied. Overall, this study uses three data collection techniques are interview, observations, and a questionnaire CholidNarbuko and Abu Achmadi (2009). Data analysis technique to perform data reduction, data display, conclusion drawing / verification.

Results and Discussion:-

Context:

Program (needs assessment/need assessment):

Evaluation carried out more to highlight the obstacles and obstacles faced by Paroh when mental coaching is given, among others, about the material, lecture methods and the lack of ability and energy of Paroh in providing mental coaching material.

There are still many personnel and living environments that have not been reached by spiritual activities and have not been able to answer the challenges and environmental influences so quickly and dynamically that the spiritual formation that has been carried out by Paroh has not yet received or has not met the results according to the needs and demands of personnel. Thus the evaluation results of this Diswapersal Sub-Dissbintal will be used in the planning of mental coaching that will be carried out in the coming year so that mental coaching can be carried out properly according to the concept of the mental training program of the Navy personnel.

Juridical foundation:

The activities of mental and spiritual development of the Navy personnel always refer to programs that have been determined by the Navy Leadership. In accordance with the results of interviews with Navy and Paroh TNI officials as well as reviews of documents and direct observations in the field, it was concluded that each organization of mental training for Navy personnel is always guided by Law 34/2004 on the TNI, TNI Commander Decree Number Kep / 940 / XI / 2017 dated 21 November 2017 concerning the Parental Guidelines for Mental Development of the TNI PinakaBaladika and the Decree of the Navy Chief of Staff No. Kep 979 / VI / 2012 dated 29 June 2012 concerning the Guidelines for the Mental Development of Navy Personnel. Because it contains a mental coaching strategy that must be used as a basis to be conveyed and understood and carried out to the Navy personnel in the hope that the Navy personnel have faith and piety, nationalists, do not know surrender and psychic health, have intellectual abilities and physical skills that are reliable. The mental and spiritual development comes from the main points of religious teachings (Islam, Protestantism, Catholicism, Hinduism, and Buddhism) and religious harmony.

Purpose:

To form comprehensive mental endurance through mental and spiritual development, mental ideological guidance, mental tradition fostering, and psychological mental development to support the capability building and building of the Indonesian Navy's strength. These goals serve as a guideline for the mental development sub-agency (Subdisbintal) and Paroh in every preparation of the mental development program's objectives every year, so that the Navy personnel have reliable moral values and are reflected in mindset, attitude patterns and action patterns based on faith and piety, a strong spirit of nationalism, a spirit of not knowing surrender and healthy psychological conditions. In connection with the purpose of mental development, in the work program and budget Sub-Disbintal is the executing element of Diswapersal in charge of carrying out mental and spiritual development. The aim of mental development of the Navy personnel in general is the Navy personnel who have faith and piety, nationalists, do not know surrender and psychic health, have intellectual abilities and reliable physical skills. Whereas the specific objectives of the Navy personnel mental training are: Spiritual Mental Development. Mental spiritual development functions to form, maintain and increase the piety of God Almighty in accordance with their respective religions and at the same time the state of human dignity within the framework of the philosophy of Pancasila in general and SaptaMarga warriors in particular. In accordance with the objective of mentoring the Navy personnel above, it can be understood that in order to be able to realize the four components of the Bintal to the Navy personnel and family and community environment, Paroh is held and manned by officers from religious scholars and professional people in the field of mental development.

Targets The:

Objective of the implementation of the mental training of Navy personnel is the realization of mental and spiritual development in each of the Navy personnel and their families and surrounding communities, in order to increase the faith and piety of personnel, be loyal to the Republic of Indonesia and never give up in every task, which directly will be able to influence the progress of the Kotama / Base and Unit. The target has not been achieved as expected because of the limited number of Paroh personnel, not all Kotama and bases have Paroh. The number of Parohs in Kotama and units is not proportional to the number of personnel. Besides that, the limited knowledge and ability of Paroh to provide spiritual guidance so that spiritual material has not been conveyed properly. But Paroh will continue to work and try to improve it for the better.

Input (valuation of input components):**Program plan:**

The plan for the mental training program of the Indonesian Navy is carried out in conjunction with the preparation of the Kotama / Base and Unit Subdisciplinary work plan annually. Preparation of planning began around the beginning of the year before entering the following year by continuing to refer to the Navy personnel mental training program. The strengths and weaknesses of the previous year's work program provide input and consideration for developing future programs and see future developments and progress. The planning stage shows that the Navy personnel mental training program has been well planned to achieve the objectives to be achieved.

The KotamaSubdisbintalProker Planning / Base and Unit was compiled based on the Decree of the Navy Chief of Staff No. Kep 979 / VI / 2012 dated 29 June 2012 concerning the Navy's Personnel Mental Guidance Guidebook, among others explaining to realize the common perception, conception and action for the bearer function in organizing the mental development of personnel within the Navy.

Formulation of strategies:

The Indonesian Navy has established strategies for the implementation of mental training in accordance with the Decree of the Navy Chief of Staff No. Kep 979 / VI / 2012 dated 29 June 2012 regarding the Navy's Personnel Mental Guidance Guidebook, namely the objectives, objectives, subjects, objects, methods, technique, nature of approach, facilities and infrastructure. For its achievement has not been maximized, the cause is the limited Pabintal and Spiritual Workers as mentors of mental personnel, limited ability to provide mental coaching so that it is not optimal in using other methods, techniques, facilities and supporting. This, from the aspect of the preparation of strategies in the mental development of Navy personnel is not as expected, although in its implementation the strategy of mental development continues to run and is pursued by each SubdisbintalKotama / Base and units.

Implementation procedure:

For each implementation of mental development must follow the stages of implementation in accordance with Proker and procedures that have been made by SubdisbintalKotama / Base and Unit respectively, the point is that the implementation of mental development in the Navy environment can be successful so it needs to be applied at the level of authority and responsibility clear implementation, including planning, organizing, implementing and monitoring and controlling.

1. Planning
 - a) The planning of mental and spiritual development is carried out by the Head of Subdivision, in this case the Sub-Director of Bintal in accordance with the duties and functions of mental development.
 - b) Planning mental development in the Navy environment in accordance with Kasal policy and set forth in the work program and annual budget.
2. Organizing carried out by the Head of the Subdivision in this case the Sub-Directorate of Bintal.
3. Implementation. Implemented based on the work program and budget of the Indonesian Navy Headquarters.
4. Supervision and control. Carried out in accordance with the functions of mental co-ordination coordinated by the Head of the Subdivision in this case the Sub-Directorate of Bintal and is accountably responsible to the Head of Office.

There are Activities carried out by Kotama / Pangakalan such as the 2570 Chinese New Year Kongzili, Nyepi Day (Saka New Year 1941). The activities carried out were centered on the Diswatpersal Sub-Dissertal, such as joint prayers, soul mass, thanksgiving and worship services in commemoration of the Ocean Dharma Day on 15 January. Worship activities abroad, including the activities of the release and repatriation, regular AL Navy pilgrimage

administration services, guidance of the MusabaqahHifzil Quran (MHQ) competition at the Navy level, Navy Navy Workshop, guidance on Hajj rituals, Hajj / religious book procurement, certification of Bintal / Manasik guidance. Indonesian Navy hajj and Bintal Technical and Coordination Meeting (Rakornis).

Organizational structure:

This organizational structure has been explained in the Decree of the Chief of Navy Staff Number Kep 979 / VI / 2012 dated 29 June 2012 regarding the Guidelines for Mental Guidance for Navy Personnel that the organization of mental development within the Navy is carried out by the Head of the Office of the Subdivision, in this case the KasubdisBintanl. So each of the Kasubdibintal who is in Kotma / Base and Unit must be responsible for the way of mental development of personnel to realize personnel who believe in and fear Allah SWT Almighty God. In the implementation of mental development, it is necessary to establish an organizational structure as well as a description of the duties and responsibilities of each Subdisbintal in Kotama / Base and Unit. For the MabasalSubdisbintal level is under Diswapersal and for the Kotama and Base level is under Dismipersal.

Human Resources (HR):

Paroh'scame from Sepa PK TNI. Human Resources (HR) is an input factor that has a very important role in realizing spiritual Bintal which is to form comprehensive mental endurance through mental and spiritual development. Because Paroh is structurally responsible for carrying out mental and spiritual development. They were given the position of Paroh because of the specificity of their knowledge in the section on mental and spiritual development that was determined by a warrant by the leadership of the Navy. There are several reasons for the lack of Paroh workers, among others, the limited acceptance of Paroh workers each year, an average of 2 people each year. BanyahParoh is out of the Paroh structure because they want to expand their careers outside Paroh. The lack of positions available for the rank they have to hold, means that the Paroh have to be promoted one level higher but the position they occupy is not there for that they have to look for a position outside of Paroh to advance to a higher level. From the results of interviews with the KotamaParama and Base, not all Kotama / Pangkalan and Unit have Poh staff. Thus it can be stated that Paroh has not been able to provide mental development professionally according to his scientific field

The budget:

One of the functions of the budget is to finance all operational activities of mental development that have been planned by each Subdisbintal in the Kotama / Base and Navy Unit. Without an adequate budget, plans and programs that have been planned are difficult to achieve so as to hamper the course of mental development that has been programmed. The budget for the mental and spiritual development of the Navy personnel is sufficient, because it has been planned and well considered. Before the budget is determined by the Navy, Subdisbintal will first create and arrange a mental development program by looking at and planning mental development activities that will be carried out with due regard to current and future conditions and the proposed budget has been adjusted to the activities of the mental development program. In the process Subdisbintal submits a program of mental development activities to Kadiswapersal by listing the budget that will be needed, then it is gathered and reviewed again by Kadiswapersal by involving officials in the Diswapersal environment, after being corrected and approved the mental coaching budget proposal is then brought to the central budget meeting with designation of the Ministries and Institutions Budget Work Meeting (RKAKL) which was attended by Mr. Kasal and all Key Navy officers. After being discussed, corrected and approved, then the mental coaching budget goes to Diswapersal. Each Subdisbintal prepares a program of activities that requires a budget, Subdisbintal prepares an Outline Plan (RGB) of activities and submits it to the Head of the Witnesses to ask for financial support because the funds must be accounted for every activity. For Sibdisbintal, the Kotama / Pangkalan level also makes and submits budgets to the respective Koatama / Pangkalan to be submitted to the central level RKAKL. So each Subdisbintal in the ranks of the Indonesian Navy submits a budget according to their needs and work programs.

Means of infrastructure:

Facilities needed include places of worship and equipment, comfortable places and supporting media to deliver spiritual material. Not all Subdisbintal has sufficient facilities and infrastructure to support the implementation of mental development. Sometimes when Pabintal wants to deliver the four-component Bintal material using in focus it cannot be done because the tools are not available and must be delivered manually. Sometimes we want to show films and events related to Bintal, we are forced to only tell stories without being able to see the actual events on the ground. Other facilities in the form of a library are very important needs to add insight and reading material for Navy personnel, both those who are in houses of worship or libraries in Subdisbintal offices. The results of evaluations,

interviews and direct observations in the field explained that on average all Subdisbintal places of worship and offices have libraries but are incomplete and contain more sacred books and few books on religious, ideological and tradition traditions.

Process (evaluation of process components):

Program implementation is the most important stage and determines the success of program implementation. No matter how good the program planning is, if it is not implemented properly and correctly, then the program's goals will be difficult to achieve. Therefore it needs seriousness in every program implementation to get results according to the planned goals. Aspects related to the implementation of program implementation include program implementation, program implementers, implementation of supervision and obstacles in program implementation.

Implementation of the program:

The implementation of mental and spiritual development is in accordance with the telegram issued by Mr. Kasal on the implementation of Binroh every first and third week on Wednesday at 08.00 to 08.30 / 09.00, which is distributed to all Kotama / Bases in the Navy's military jajajran. Then the program was used as a guide to the implementation of mental development by Subdisbintal. KotamaSubdisbintal / Pangkalan may add to the Bintal program according to their respective Kotama activities and are flexible. For religious holidays and the implementation of major days / history of the Indonesian Navy, and the activities that are implemented are adjusted to the local Kotama / Base situation such as Hajj / Umrah services, prayers, NTCR and others.

According to the results of interviews and direct observations in the field, it was found that the activities of the spiritual Bintal could run smoothly according to the set time. By using existing facilities to suit their respective houses of worship. Paroh is the person responsible for the course of spiritual formation because it has been appointed with a warrant by the Navy. Because scientifically Paroh is someone who already understands and understands and is considered capable of carrying out mental training in the Navy.

According to the results of interviews with document review and direct observations in the field, the results were obtained that as executors of the mental transport program the TNI Naval Personnel were Pabintal and Roharani who had been appointed based on a warrant by the Navy leader. In addition to implementing the mental construction program, Pabintal is also responsible for the implementation of mental construction. For that purpose in the implementation of mental construction, one must use the resources and resources available in each unit for the smooth and successful implementation of the mental construction program. But of the current number of Pabintal are not all executives of the mental training program because there are no Pabintal who no longer serve as Pabintal so they do not want to be the mentor of the mental training program and there are also those who do not serve in Bintal but they are still executors and provide training mentality especially the conduct of lectures, Friday Sermons and commemorative commemorations of the big religious days. Early religious scholars were appointed to Bintal by virtue of being inactive in Bintal from the beginning of the service so that they would no longer be Bintal executives in the field.

In addition to Pabintal as a Bintal executor there are other personnel besides Pabintal as executor of the Bintal program namely Bintal Function Command (BFK), namely the Chief, Commander, Leader. They are personnel who hold the same position as Bintal executives at Kotama / Base and Unit. By giving command, hours of command and giving motivation and a spirit of devotion to the Homeland it includes being a mental building implementer.

Coordinate implementation:

Prior to undertaking spiritual mental building activities Paroh always reported to coordinate with the supervisor on the implementation plan of the construction program to be implemented including material, day, time, date, place, theme, invitation and budget of implementation cost. Whether it's the commemoration of major religious holidays or national holidays and the major military history and traditions of the Navy. Regular coordination is carried out by explaining the plans for the implementation of mental training and personnel deployment in order to support mental training activities. The side unit is a unit outside the Naval Army located near the Navy's office, such as the Army, Army Air Force, Police, maritime elements, community organizations and social organizations.

For the implementation of daily and permanent mental training (PHST) then Pabintal did not coordinate with the above units as this activity is already a daily and regular order or routine. Pabintal only reports to his superiors directly to the Dandenma, to Aspers or to the Kotama / Base Force and the unit. According to the interview, document and

direct observation in the field that coordination is always held especially for religious, national and national day commemorative activities prior to the implementation of mental training activities, whether it be coordination to superiors, upper units, side units and surrounding areas.

Implementation of surveillance:

Direct supervision by a personnel officer for spiritual mentoring activities is rarely done or rarely looks directly into the field due to the busyness of the officer or any other activity which may render the personnel officer unable to monitor directly. But regular administrative oversight is done because Paroh regularly reports on monthly and quarterly mental training to Kotama and SubdisbintalDiswatpersal. From the interviews and documentary documents it is well known that personnel officials rarely monitor the implementation of mental training but only when supervision is under regular and frequent administration.

Product (evaluation of results):

In order to increase the faith and the fear of the Navy personnel, there are already houses of worship from each religion across Kotama / Base and Lanal. These houses of worship are used for worship and learning of their respective religions, both for compulsory worship and circumcision or other worship. Every Wednesday morning apples continued their spiritual mentorship activities at their respective religious houses, from 8am to 8:30 pm, after which regular daily command activities were held. For the prayer of communion elders are always performed in the Mosque or Mushallah which is in the office thereafter followed by a study or spiritual bath either from Pabintal or enlisting outside speakers. The same is true for non-Muslims if there is a spiritual activity then as a spiritual builder is Paroh? For commemorative events religious holidays are always held in accordance with the time and date of their commemoration by bringing speakers from outside the Navy to increase their attractiveness and avoid boredom. For a once-a-year pilgrimage conducted by the Navy, Islamic pilgrimages to Mecca and Medina by following the best personnel in the evacuation unit, for the pilgrimage of Christians to Jerusalem and Palestine and to Hindus to India and Thailan. Each year, personnel who are proficient in the field of income often follow and perform qurban animal slaughter either in Kotama / Base or in the housing complexes. For pilgrimage and pilgrimage activities many Navy personnel personnel carry out this at their own expense. So for the spiritual construction activities of the Navy personnel to work well despite their shortcomings, especially with the number of Pabintal or Baroh itself, not all the Kotama / Base and Unit have the Pintal, there is the Pintal in charge outside the Subdisbintal structure as they have to occupy positions according to their departure and career strata in the Navy, lack of mastery of materials, materials and methods by providing mental training, most of which made it possible to deliver mental training material using lecture and questioning methods. For those who are active or ill, they may not attend spiritual talks. The execution is every Wednesday at 8am after the completion of the morning apples and all personnel go directly to the Mosque or Mushalla. There is also a practice every Thursday after the eulogy prayer followed by the religious service. For the Christian Bintal Christian and Protestant Bishops finish the morning apples directly to the Church of Bukit KasihMabesalCilangkap, while the Hindus finish the morning apples directly to Pes AdesakaMabesalCilangkap East Jakarta. Whereas ideological Bintal activities are held every Wednesday, the second Sunday from 08:00 to 08:30 and the fourth Wednesday Bintal is also carried out in the execution of daily tasks such as directing the morning and afternoon apples, Koamandan hours, flag ceremonies every Monday, ceremonies 17 san and other ceremonies and activities that instilled passion, ideology and militancy as well as the refusal to surrender as naval soldiers.

Conclusion:-

In carrying out mental and spiritual training for Navy personnel, Sub-Disbintal always uses the Technical Guide for the Navy Mental Personnel Development Number: Kep / 979 / VI / 2012 June 29, 2012 as a juridical basis in carrying out mental development activities. In the background the program is always directed to form, maintain, and increase the piety of God Almighty in accordance with their respective religions and at the same time awareness of human dignity. By way of coaching through lectures, questions and answers in matters of religion, morals and behavior. Every mental coaching activity is directed to achieve the goals that have been set namely to form a mental endurance to always be obedient to their respective religions and carry them out in daily life. Comprehensively through mental and spiritual development to support capacity building in order to increase piety to God and the development of the Navy's strength in the form of becoming soldiers of faith and piety. For the target is directed in the framework of the realization of the Navy personnel who have faith and piety, noble, loyal to the Unitary State of the Republic of Indonesia, the spirit of not knowing surrender and good personality. So that the evaluation of the mental and spiritual development programs of the Navy personnel is in accordance with the evaluation program standards.

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