

## The Relationship of Calling and Employability in Tamtama Candidate of Army

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### ABSTRACT

SECATA Rindam III Siliwangi is the first education for candidate of Tamtama in Jawa Barat. Calling, the feeling of being called to a particular job is important in career choice. The resilience of Tamtama in carrying out their duties is also determined by the adaptive ability to identify and develop careers to function effectively in the work environment that is included in employability. The purpose of the study was to determine the relationship between calling and the employability of 150 students. The design of the research was quantitative with the correlational method. The measuring instrument used is the Calling and Vocation Questionnaire (CVQ), and the employability questionnaire developed by the researcher by referring to Fugate's theory. The results showed a positive relationship with  $r=0.517$ . This means that some SECATA students whose calling is in the presence group already have high employability. However, there are some students whose calling is in the in-search group but has high employability. This is because the military education model requires students to always be ready for the task at hand. The suggestion from this research is that this research can be extended to other levels of military education such as SECABA and SECAPA.

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## **BACKGROUND**

Called TNI has the main task of upholding state sovereignty, maintaining the territorial integrity of the Unitary State of the Republic of Indonesia based on Pancasila and the 1945 Constitution of the Republic of Indonesia, as well as protecting the entire nation and the entire homeland of Indonesia from threats and disturbances to the integrity of the nation and state starting from Sabang to Merauke (Yulivan, 2013). With such a large area that must be guarded, the TNI requires a large number of personnel to be placed in various regions, with various positions that are adapted to existing needs. The lowest rank position is start with Tamtama (Damayanti, 2022). The education of the candidate of Tamtama in West Java especially under Kodam III Siliwangi is Sekolah Calon Tamtama (SECATA) Rindam III Siliwangi.

After being declared to have passed the selection of Tamtama candidates, the student is asked to attend education at SECATA for 6 months. The aimed of the education is to developed phisicall and mentally, so that they are ready to be placed throughout the territory of the entire of the Republic of Indonesia (Faisal, 2020). The Tamtama candidates who accepted in the school year 1 on 2018 are 250 students, with the last education level is high school or equivalent and 18-22 years old. Tamtama are trained to have a militant spirit, are willing to sacrifice and fight selflessly for the nation and state. According to Pangdam III Siliwangi Mayjend TNI M. Herindra, Tamtama have to obedient, loyal and obey to superiors, always to work hard and willing to take any risk. Tamtama will be at the forefront in the war, it require confidentabout their job as well as developing adaptive abilities to identify and develop careers in order to function effectively in their work environment.

Military students made different decision with ordinary student. They are making decision not only for their career but also their life choices to serve the country and ready to see conflicts (Vance, 2015). This demand is not an easy thing to fulfill if a prospective soldier is still in the process of seeking a “calling” to fulfill the assigned task. The existence of calling, the feeling that there is a call to do certain jobs is an important thing in choosing one's career (Duffy & Sedlacek, 2007). Because this will related to the results of one's work such as commitment, work engagement or job satisfaction (Duffy et al., 2012). The research on Catholoc Priest (Yuniswara & Handoyo, 2013), job which is interpreted as a calling that encourages someone to live the life role as a Catholic priest.

Based on (Dik et al., 2009) The definition of calling is a transcendental calling experienced with sources from outside the self, to approach certain life roles that aim to show or produce a purpose or meaning by adhering to values that are directed and intended for others as the main source of motivation. Calling consists of three dimensions, namely transcendent summons, fostering meaning and purpose at work and promoting prosocial values at work (Dik et al., 2009). There will be 2 type of calling, in search of a calling and presence of a calling (Dik & Duffy, 2009). Individuals who already feel called to do their work tend to be willing to sacrifice and devote more time to their work than those who are still looking for the calling (Duffy & Sedlacek, 2007).

Tamtama students in SECATA Rindam III Siliwangi who trained to be ready anywhere throughout the territory of the Republic of Indonesia, tough to face jobs with various technical tasks and ready to adapt to different situations or work environments. This is included in employability. Employability is the tendency

of individuals to develop attitudes to be able to function effectively in their organizations (Harvey, 2010). Employability is needed to improve subjective well-being in students, especially in stressful conditions (Amanah et al., 2021). Employability is related to resilience. Resilience helps cadets in dealing with and adapting to difficult situations that must be passed during military education. In addition, resilience also contributes to encouraging the ability of cadets who are psychologically strong from negative emotional impulses (Wijaya et al., 2020).

Employability (McArdle et al., 2007) has three dimensions, adaptability, career identity and human and social capital. The first dimension of adaptability is related to the ability and willingness of enlisted candidates to change their behavior, feelings and thoughts to suit the demands that exist in the work environment. The second dimension of career identity is related to the understanding of enlisted candidates about their jobs and the available career opportunities. Then the third dimension is divided into two, namely social capital related to interpersonal aspects such as networks or relationships that can be social support in the work environment and human capital related to personal variables that affect the career development of enlisted candidates such as educational background, work experience, skills and knowledge possessed.

Based on previous research (Duffy & Sedlacek, 2007) calling has positive correlation with work commitment, security and satisfaction of their job. The research (YE et al., 2017) conducted on 802 university students found that calling contributes to employability by increasing students' self-efficacy to find work. Calling also can improve work satisfaction of soldier (Gao & Yuan, 2015). Another research explained that employability of soldiers will be depend on their ambition and commitment as a soldier (Code, 2020). However, research on

the relationship between calling and employability has not been found in military settings. Added to this is the condition of Tamtama candidates who after graduating from education are required to be ready and adaptive to diverse work demands.

## **RESEARCH METHODS**

This research belongs to quantitative research, which is an investigation of a problem based on testing a theory consisting of variables, measured by numbers and analyzed by statistical procedures to determine whether the predictive generalization of the theory is correct (Goodwin, 2016).

### **Type of Research**

The type of research used is correlational research. Correlational research aims to detect variations in a factor in relation to variations in one or more other factors based on the correlation coefficient (Supranto & Abdullah, 2017).

### **Research Subject**

Population of this research is students of SECATA Rindam III Siliwangi which amount to 150 students. Sampling technique that been used was total sampling.

### **Collecting Data Method**

The measuring tool for calling in this study uses the Calling and Vocation Questionnaire (CVQ) (Dik et al., 2012), while the measuring tool regarding employability will be developed by the researcher by referring to (Fugate et al., 2004). The calling measuring instrument consists of 22 items that have been tested for validity and reliability. The employability measurement tool consists of 20 items which have also been tested for validity and reliability. The two measuring instruments used a construct validity test by testing the item validity. Item validity is shown by correlating items with the total score. In the validity test

of the calling measuring instrument, the correlation coefficient ranges from 0.405-0.768. Meanwhile, in the employability measurement tool, the correlation coefficient moves from 0.413 to 0.839. Reliability testing uses a half-sorted technique with Cronbach's Alpha statistical test. Based on these tests, the reliability coefficient of 0.899 was obtained on the calling measuring instrument and the reliability coefficient of 0.929 on the employability measuring instrument.

### Data Analysis Technique

To find out the correlation between calling and employability, the Kendall Tau technique is used. This is because the results of the calling measuring instrument are two conditions, In search and Presence, while

the employability measurement tool produces total score data. In processing the calling measuring instrument data, after obtaining the SECATA student condition score, the data was converted into the form of z-score. This is done so that the In search and Presence scores can be compared. Because theoretically to find out the condition of someone's calling, the highest score is compared between conditions in search and presence.

### RESEARCH RESULTS

This study aims to determine the relationship between calling and employability in SECATA Rindam III Siliwangi students. This is demographic data from the research sample.

**Table 1 Demographic Data**

		Have Army or Police Parents	
		Yes	No
Gender	Man	82	68
	Woman	0	0

Based on demographic data, it was found that all samples were male. Most of the students are in the age range of 16-17 years. This may happen because the minimum to register as Tamtama student is to graduate from high school or the equivalent. The majority of students also have parents who work as soldiers or police.

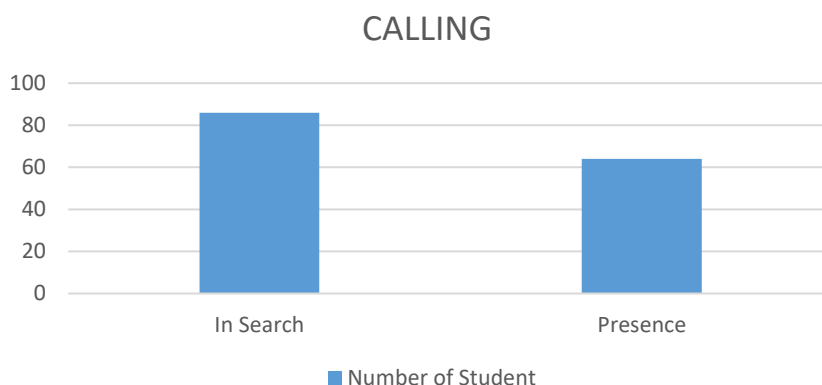
In processing the calling data, each respondent will be identified whether the calling condition is still in search or presence condition. Then correlated with employability scores. Therefore, the data were processed by Kendall Tau correlation test.

**Table 2 Non Parametric Corellation**

Correlation Coefficient	Significancy	N
<b>0.517</b>	0.000	150

Based on the calculation results, it is obtained that the sig count is 0.000 and is smaller than 0.05 so that  $H_0$  is rejected and  $H_a$  is accepted with  $r = 0.517$  which according to (Supranto & Abdullah, 2017) is included in the criteria for the moderate degree of correlation. From these results it can be stated that there is a positive relationship

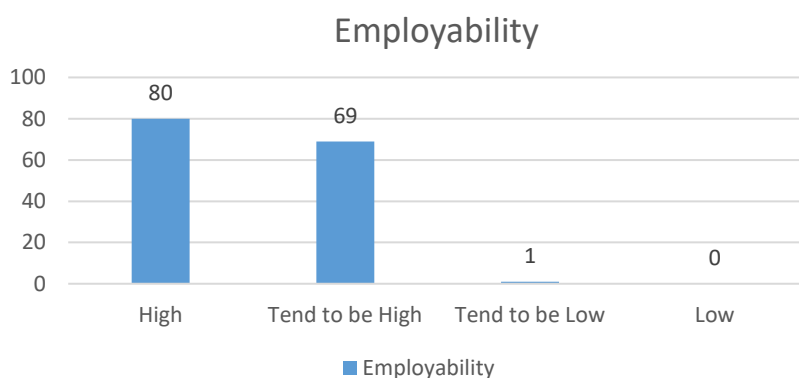
between calling and employability in SECATA 2018 students, meaning that the more students are in the presence dimension, the higher the employability of students. However, there are some students who are in the in search calling but have high score employability.



**Figure 1 Calling based on the number of students**

Based on the figure 1 , it is known that the number of SECATA students who are in the In search condition is more than those in

the presence condition. 57.3% are in the In search condition and the remaining 42.7% are in the presence condition.



**Figure 2 Employability Based on The Number of Students**

From the figure 2, it is known that 80 Secata students have high employability. The other 69 students have employability which tends to be high. And there is still 1 student who has low employability. The

researcher then performed cross tabulation analysis on each calling dimension. This aims to determine the description of employability of students with conditions in search calling and presence calling.

**Table 3 Cross Tabulation Result of Calling and Employability**

		Calling			
		In Search		Presence	
Employability		N	%	n	%
	High	27	18	53	35.3
	Tend to be High	58	38.6	11	7.3
	Tend to be Low	1	0.7	0	0
Low	0	0	0	0	

From the table 3, it is known that SECATA students who are in the calling in search dimension, 18% have high employability. So even though these

students still do not feel called to be TAMTAMA, these students have shown that they are able to anticipate the things needed to function effectively in the work they are

doing. 58% of students on the In search dimension have employability which tends to be high. And there are 0.7% of students in the In search dimension who have low employability. The calling presence dimension shows the opposite result from the in search dimension.

In the dimension presence calling, 35.33% of SECATA students have high employability. This shows that the student has been steady and feels he is right to carry out the profession as a soldier. They also have competencies that enable them to be ready to face changing work demands in the future. There are 7.33% of SECATA students on the presence dimension who have tend to be high employability.

Based on the description on calling, there are still more Secata students whose calling are in the In search group, 57.33%. From the results of data processing, it can be seen that the dimension that tends to be low is the dimension of transcendence summons. Dimension relates to something that comes from outside the self. This relates to students' perceptions of the suitability of their current careers with religious values, parental support and social norms in society. Those who are low in this dimension are still not fully convinced that their career choice to become a soldier is in accordance with the values they adhere to, both religious values and social values. They still see other career options in the future that are more in line with their values.

## **DISCUSSION**

The correlation results obtained are moderate with a positive direction indicating that if SECATA students are in the Presence group on calling, the higher their employability will be. However, the moderate relationship states that not all students who have a calling on Presence have high employability. Some of them have In Search group of calling and have high

employability. This is in line with research (Aulia et al., 2019) which found that love of work, self-efficacy and perceived organizational support in the Indonesian Army had a positive and significant relationship.

Students who are in the Presence calling group and have high employability are 35.33% and those in the calling group who are In search and have high employability tend to be 38.67%. This shows that there is a positive correlation. When SECATA students are in a state of presence of calling, they will make themselves sure of their decision as a Tamtama and believe in the education they are currently undergoing (Duffy & Sedlacek, 2007). These SECATA students also show readiness to anticipate future work-related matters (Harvey, 2010). The military profession shows many characteristics that are close to the calling model (Jr, 2010). Fixed period of registration; obligation for the availability of 24-hour service; change domicile frequently; less likely to resign or find it difficult to negotiate working hours. But the pride of being a soldier is also one of the considerations to become a soldier. Compensation that is not only in the form of money such as food, housing, uniforms, facilities for certain facilities; respect based on rank and benefits after retirement are the reasons the army profession is still an option.

The correlation results also show that students who are in a condition of presence of calling with high employability will be ready to receive education at SECATA. This is in line with one aspect of employability, namely adaptation (Fugate et al., 2004). SECATA education aims to develop physically and mentally so that they are ready to be placed throughout the territory of the Unitary State of the Republic of Indonesia. The Tamtama are trained to have a militant spirit, are willing to sacrifice and

fight selflessly for the nation and state. As Tamtama, you must be obedient, loyal and obedient to your superiors, always work hard and dare to take any risks. Therefore, the willingness to adapt in accordance with the demands of education is an important capital to help students adjust to the demands of their future work as Tamtama.

A moderate correlation also occurs because when individuals are in a calling presence condition, individuals will try to live in their calling. Individuals tend to look for opportunities to achieve careers according to their calling. This directs individuals to seek as much information as possible about career paths and activities in the profession (Bengtsson & Flisbäck, 2019). High calling will also direct individuals to commit to their work. This is necessary for the Tamtama so that they are ready to be placed in any position.

Individuals who see work as a calling and a vocation will connect their work with purpose and meaning related to other-oriented work, but only individuals with calling will feel the urge to engage in work and utilize sources from outside themselves (Duffy & Dik, 2013). Individuals with calling attribute their work to overall purpose and meaningfulness towards other people-oriented goals, but also feel the urge to approach work in this way as coming from sources outside of themselves.

The researcher then conducted an analysis to find out the description of employability in each group. Students who are in the In serach calling group are still trying to identify the area of work and career they want to achieve later as a soldier. They are also still looking at the possibilities to find other jobs outside the profession as a soldier. Low levels of calling refer to low readiness for work and negative thoughts about the career (Galles & Lenz G, 2013). In the In search group, there are 18% of SECATA students who have high employability. Although students still feel they have not

been called to become Tamtama, they show readiness to fulfill their work roles. This can happen because the military education system makes students always ready for the tasks. So even though students do not fully feel called to be Tamtama, they are accustomed to being ready to adapt to the existing tasks.

On the other hand, those whose calling is in the presence group should have high employability. However, there are still 7.3% of students whose employability tends to be high. Especially with regard to the adaptability dimension. This shows that although they currently feel confident in their career choices, they are still not fully able to adapt in the face of uncertainty or adapt to the existing rules in education. This causes them to not fully show readiness in carrying out their duties as soldiers. They still show difficulties in adapting to various tasks related to their current work, do not understand the direction of their career or fully demonstrate motivation at work, as well as other personal variables such as education, work experience or other knowledge that seems to still need to be improved as a Tamtama candidate. This also affects the readiness of Tamtama at the time of deployment. Because the placement of enlisted graduates can vary and have different competency demands such as the Infantry, Cavalry, Armed, Arhanud, Zipur, Equipment, Military Police, Bekang, Transportation, Health, Legal and Financial Branches (Yudha Maulana, 2017). Employability is considered important because after graduating to become Tamtama, they must be ready to be placed anywhere in Indonesia with various characteristics of tasks that they may face.

Individuals who have a calling in presence and have tend to be high employability. This means that employability is not only related to calling, but is also influenced by other factors. Calling that is in the presence condition is more because

most of them identify the soldier's profession only from attributes or clothes, general duties and things that are easy to observe. However, they do not understand the duties or career paths and things that are more in-depth related to the profession of being a soldier. This is evidenced by the recognition that they do not know the differences in the duties and responsibilities of Tamtama, Bintara and Perwira. In addition, the factor of having parents or close people who work as soldiers makes them have a calling to become soldiers. The TNI profession, which is still considered as one of the proudest professions in society, is one of the reasons the TNI profession is still the choice. This is in line with the opinion that cultural factors also direct individuals to contribute to the family, including making the family proud (Arnita, 2018; Sharf, 2014). A fixed salary and benefits guaranteed by the state are also one of the reasons the TNI profession is in demand in Indonesia. The guarantee of retirement is also the reason for parents to encourage their children to work as TNI because there is financial security in the profession.

Employability which tends to be high and high may also be related to the employment attitude of TAMTAMA students. Employment attitude is the general view that students have regarding career choices, career orientation and students' basic beliefs and attitudes towards work (Gao & Yuan, 2015). In Tamtama students, the employability that tends to be high and high is likely to be related to the positive attitude that students have towards the profession of the Indonesian National Armed Forces. This is also supported by many of them who have parents or families who work as TNI. Family background also influences individual attitudes towards a profession (Wei et al., 2022). This can be related to Bandura's opinion (Amineh & Asl, 2015) which states

that individuals learn by imitating the behavior of others who receive reinforcement. Especially when the person being imitated is considered a significant person.

## **CONCLUSION**

Based on the results of data analysis and discussion of research results regarding the relationship between calling and employability with a sample of Secata Rindam III Siliwangi students, the following conclusions were obtained:

1. There was a positive relationship with a moderate degree of correlation between calling and employability in students of Secata Rindam III Siliwangi
2. A moderate relationship can occur because although students still feel they have not been called to become Tamtama, they show readiness to fulfill their work roles. In addition, even though students feel called and are confident in their career choices, they are still not fully able to face uncertainty or adapt to existing rules in education.
3. The willingness to adapt in accordance with the demands of education is an important capital to help students adjust to the demands of their future work as Tamtama.
4. Employability which tends to be high may also be related to the positive attitude that students have towards the profession of the Indonesian National Armed Forces.

It is recommended to conduct similar research on military schools such as SECABA and SECAPA. This is because the level of education while attending military education will affect the results of the research.

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