

Counselor Communication to Optimize the Ability and Skills of Battalion 125/SMB Soldiers in the TNI AD KODAM I/BB Fighting Day Competition

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Abstract

Observations of the battalion commander there were some athletes or soldiers who had very little mental self-confidence, this was due to the lack of athlete preparation in participating in training for the competition. Even though the soldiers had given their maximum effort in the race, it was still lacking. So that in order to create quality military members (athletes or soldiers), both physically, intellectually, and mentally who are perfect, each military unit has its own procedures for training them. The purpose of this study was to increase the self-confidence of soldiers in participating in training competitions on the Indonesian Army's fighting day. The method used in this study is a qualitative method with the type of phenomenology. The subjects used were members of the Infantry Battalion 125/SMB TNI AD Kodam I/BB totaling 13 people. Data was collected by means of in-depth interviews, participant observation and documentation. The data analysis is done by collecting, reducing, and displaying data and conclusion Drawing/verifying. The validity of the data was carried out covering credibility, transferability, dependability or reliability and confirmability tests. The results of this study indicate that the communication of the Battalion Commander as a counselor to the soldiers is very effective, the stages of communication carried out by the counselor are 4 of them; fact finding, planning, communicating, evaluation.

Keywords

Counselor; communication; confidence



I. Introduction

The current political and social development of contemporary defense and security requires the development of a national security paradigm that is not centered on security and military territory. Therefore, it is necessary to prepare all components of the Indonesian nation in facing threats to national security which is essentially a universal defense system. National defense is carried out by members of the Indonesian Armed Forces, the Army which has the main task of upholding and maintaining the territorial integrity of the Unitary State of the Republic of Indonesia and protecting the entire nation and the entire homeland of Indonesia from threats and disturbances to the integrity of the nation and state. So that in carrying out their duties a TNI must have a strong physical and mental. One of them is great self-confidence, (Sandi Dwi triono, 2019).

Social change refers to changes in social aspects, community governance, and group behavior patterns. One example of social change is the increasing number of formal community institutions. For example various organizations ranging from government organizations, to social gathering organizations, are now becoming more formal, with a more rational pattern of relations. This is different from social organizations in the past, which are more informal by using emotional relationships. Soekanto in Ismail (2019)

Development is a systematic and continuous effort made to realize something that is aspired. Development is a change towards improvement. Changes towards improvement require the mobilization of all human resources and reason to realize what is aspired. In addition, development is also very dependent on the availability of natural resource wealth. The availability of natural resources is one of the keys to economic growth in an area. (Shah, M. et al. 2020)

For a military man in addition to having martial arts skills and good physical fitness, they must also have a very good mentality. One form of mental aspect that a military man must have is self-confidence (Alif, 2019). Self-confidence is a positive assessment of oneself regarding the ability that exists within him to face various situations and challenges as well as the mental ability to reduce the negative influence of doubt that encourages individuals to achieve success or success without depending on other parties and being responsible for decisions made it has been set (Taylor, 2013). A military man who has high self-confidence will not hesitate in making various decisions, especially in maintaining the integrity of the nation which is his main task, because basically self-confidence is an important mechanism that underlies an individual achievement. (Kumalasari, 2020).

In essence, humans have self-confidence, but self-confidence is different from one person to another. Some have less self-confidence and some have more, so they both show different behavior. If someone has a lack of self-confidence, the individual will show different behavior from people in general, such as not being able to do much, always having doubts in carrying out tasks, not daring to talk much if he doesn't get support and so on. (Nisa & Jannah, 2021). Someone who has more self-confidence, the individual feels confident in his own abilities so that it can be seen the high courage, social relations, responsibility and self-esteem. Confidence can be built and developed positively and objectively from an early age (Pandini, 2021).

Based on the observations of the battalion commander, there were several athletes or soldiers who lacked mental confidence, this was due to the lack of athlete preparation in participating in training for the competition. Even though the soldiers had given their maximum effort in the race, it was still lacking. So that in order to create quality military members (athletes or soldiers), both physically, intellectually, and mentally perfect, each military unit has its own procedures for training them. One of them is through counseling services carried out by battalion commanders to increase the self-confidence of soldiers and provide soldiers' skills in participating in competitions.

The counselor in question is someone who has the ability to conduct consultations based on professional standards. The personality factor of the counselor determines the style of the counseling service that he does. Counselor communication itself has a meaning as the process of giving from the counselor to the reception of messages between two or among people in small groups (clients) through one or more channels, involving some influence and feedback. (Astuti, 2012).

The relationship that is built is that counselors are required to be able to communicate effectively in order to support the implementation of counseling. One of the skills needed by counselors is the ability to communicate in a dialogical manner, especially the counselee. In this way, all efforts can be carried out as effectively and efficiently as possible. Counseling communication is basically a form of interactive communication between one party and another through the creation of a situation in an effort to obtain the information needed in making appropriate decisions. Dialogic communication is a form of two-way communication between two or more individuals in discussing a particular problem with a specific purpose (Setiawan & Ahmad, 2021).

The success of the counseling process is largely determined by the communication between counseling participants, so it can be said that communication is the basis for the ongoing counseling, therefore counseling is a process of solving the counselee's psychological problems through interpersonal interviews, between counsees and counselors in an atmosphere of dialogue. So counseling communication skills are something important for counselors to have. Communication skills from a counselor can make the counselee self-disclosure. In human life, self-disclosure is the most important tool for survival. Without self-disclosure, humans will experience obstacles in communicating. Through self-disclosure, the intimacy of an individual with other individuals can be closer. To be able to provide a clear picture of self-disclosure. Self-disclosure is expressing our reactions or responses to the situation we are facing and providing information about the past that is relevant or useful for understanding our responses in the present. Self-disclosure is a type of communication in which we reveal information about ourselves that we normally hide (Rofiq, 2017).

This is in line with research from Adi Heriyadi et al, regarding Basic Counseling Training for Battalion 403/WP Squad Commanders in 2020 in Yogyakarta. The results showed that basic counseling training was able to improve counseling skills for the commanders of the Battalion 403/WP. Then, through counseling training provided to the team commanders, they are able to help their members overcome minor mental health problems faced by members while on assignment or daily at headquarters. This research shows that counseling services for the TNI are very important, because it will affect all the activities they carry out (Heryadi, Jayanti, & Bantam, 2020).

In addition, in his research by Marie-Louise Sharp, Nicola T. Fear, et al, entitled Stigma as a Barrier to Seeking Health Care among Military Personnel with Mental Health Problems, in 2015 in London. The results showed that about 60% of military personnel who experienced mental health problems (self-confidence) did not immediately seek help, but many of them used counseling services as a solution. In any military or military study place one of the most frequent barriers to seeking help for mental health problems is the concern about the viewpoints of other militaries or the stigma of other militaries that tend to be negative. The analysis of the results showed that 95% of military soldiers believed in using counseling services in reducing the mental problems they faced, so that counseling services and the mental health of soldiers were closely related to realizing success in subsequent military activities. This proves that counseling services can reduce the mental health problems of a military soldier in London (Sharp et al., 2015).

The last research on the Role of Yongmoodo Military Martial Arts on the Confidence of Indonesian Army Members in 2019 was conducted by (Sandi Dwi triono, 2019). The results showed that the Yongmoodo military martial arts resulted in significant self-confidence from members of the TNI-AD, this was because it was seen from the results of the calculation of the percentage of self-confidence of 91.78% with details of the sub-variable self-confidence 92.59%, optimistic 82.96%, 90.33% objective, 91.85% responsible and rational and realistic sub-variables 89.38%. This suggests that the Yongmoodo military martial arts training is indeed very good and suitable to be applied as a mandatory military martial sport, because in addition to being able to improve the martial arts abilities of its members, other aspects such as physical ability, physical fitness, and being able to improve several mental aspects that must be possessed by a member of the military, one of which is self-confidence. (Sandi Dwi triono, 2019).

Based on previous research, there are differences in the research that has been done. This study aims to optimize the self-confidence of soldiers in facing the competition, while between the time of the race and the training period the distance is very close, so that in

this case the soldiers feel very depressed and forced their energy and mind. This greatly affects the athlete's confidence in participating in competitions, including Cross Terrain, Pistol Shooting, SS2 V4 Gun Shooting, SO Minimi Weapon Shooting and Map Orienteering.

II. Research methods

The research method used in this study is a qualitative method with the type of phenomenology (Syahril Iskandar, 2020). Phenomenological research methods are used to try to solve or answer problems that are currently happening and have occurred in reality (Syahril Iskandar, 2020). This method is carried out with the steps of collecting clarification and analysis/processing of data as well as drawing conclusions about a situation objectively in a description of the situation. (Arikunto, 2019).

Meanwhile the subjects used were members of the Infantry Battalion 125/SMB TNI AD Kodam I/BB totaling 13 people, which were then selected 10 core players and 3 reserve players consisting of the Battalion Commander, Company Commander, Operations Section Officer, Platoon Commander (Danton), 2 non-commissioned officers, 1 enlisted officer with the rank of corporal and 6 enlisted personnel who were all selected through simple random sampling technique. (Sugiyono, 2010). This research begins with a preliminary study. while the research was carried out for 1 week adjusted to the training schedule of athletes or military Yonif soldiers, namely from December 13 to December 19, 2021, Researchers took this location because the facilities and infrastructure were adequate to conduct research, making it easier to find data, wide time opportunities and research subjects that are needed by researchers. In addition, another reason is the need for athletes or soldiers for counseling services in preparation for participating in various competitions.

Data was collected by means of in-depth interviews, participant observation and documentation (Moleong, 2021). The data analysis was carried out by collecting, reducing, displaying data and drawing conclusions/verifying. The validity of the data was carried out including credibility, transferability, dependability or reliability and confirmability tests (Sugiyono, 2010).

III. Results and Discussion

On September 30, 1945, young people who loved the Independence of the Republic of Indonesia, which was proclaimed on August 17, 1945, formed mass organizations. As in Aceh, the Indonesian Youth Association (IPI) was established, in Medan the Indonesian Youth Front (BPI), in West Sumatra, the Youth of the Republic of Indonesia (PRI) and the Indonesian Youth (PI) in Riau. Many of the mass organizations that stood up were transformed into the People's Security Army (TKR). (Marpaung, 2018).

The Indonesian National Army (TNI) was born in the arena of the Indonesian people's struggle to maintain independence from the threat of the Dutch who had ambitions to re-colonize Indonesia through gun violence. TNI is an organizational development that started with the People's Security Agency (BKR). Then on October 5, 1945 became the People's Security Army (TKR), and to improve the structure in accordance with the international military base, changed to the Army of the Republic of Indonesia (TRI). The Military Regional Command I/Bukit Barisan (abbreviated as Kodam I/Bukit Barisan) is the Regional Defense Command covering the Provinces of North Sumatra, West Sumatra, Riau and the Riau Archipelago. The TNI has a main task that must be carried out, namely upholding state sovereignty. (Rona, 2016).

Exactly on December 15, 1945 the Indonesian Army inaugurated it as a day of fighting or often known as the day of the infantry or the battle of Ambarawa which began with the desire of the Dutch to re-establish their power in Indonesia. Then besides December 15, it is also known as the Palagan Ambarawa Monument which is located in Ambarawa Semarang. The history behind the events that occurred on December 15 is not only about the brilliance of General Sudirman's troops at that time, but the Palagan Ambarawa Monument was also made to commemorate the thousands of victims who died because of the incident.(Press, 2019).

In 2021 on December 15, Battalion 125/SMB Soldiers held a competition to commemorate the fighting day of the TNI AD Kodam I/BB, the material for the competition in team relations, namely; Cross Terrain, Gun Shooting, SS2 V4 Gun Shooting, SO Minimi Gun Shooting and Map Orienteering. Participants who took part in various groups included the Battalion Commander, Company Commander, Operations Section Officer, Platoon Commander (Danton), 2 NCOs, 1 enlisted corporal and 6 enlisted men. The main players in the competition are 13 people, consisting of: 10 core players and 3 reserves. The time span between the training preparation stage and the competition is only 3 weeks, where the Athlete Selection Stage is for 2 weeks and the core training is 1 week. So that not a few athletes or soldiers complained about various obstacles in preparing for the fighting day competition.

The following are some of the obstacles that soldiers complained about, including the very short time to prepare athletes, while the heavy training load will affect the mentality of the athletes. Almost all athletes experience anxiety in training, do not even focus on preparing for the race. This of course makes the ability to focus and skills in preparing for the competition very minimal, because the self-confidence of the soldiers is very weak. The individual problems of the athletes will affect them to bring out all the abilities and skills they have in the match. So it is necessary to communicate counselor from the Battalion Commander to the athletes.

Self-confidence is meant here is the mental or psychological condition of an individual who can evaluate the whole of himself so that it gives strong belief in his ability to take action in achieving various goals in his life. This makes him feel unsure of his abilities, accept himself, be optimistic and think positively so that he can act according to his capacity and be able to control it.(Surya, 2007).

Characteristics of distrust in soldiers include; do not believe in their competence or abilities, do not dare to accept and face the rejection of others (don't dare to be yourself), do not have good self-control. Has an internal locus of control (does not see success or failure, depends on one's own efforts and does not easily give up on fate/circumstances and does not depend on or expect help from others) and does not have a positive perspective on oneself, others, and the situation at hand. outside of him(Blegur, 2020). Then the action taken by the Battalion Commander was to provide individual counseling to the soldiers, with the hope of increasing the athletes' confidence in participating in the competition on fighting day on December 15, 2021.

The implementation of counseling may not be able to run or occur without communication, because communication is the basis for the ongoing counseling. Counseling basically involves communication between two parties, namely the counselor and the client, the success of counseling is largely determined by the effectiveness of communication between the counseling participants, namely the counselor and the client, in this case the Battalion Commander and Infantry Battalion 125/SMB. The counselor's communication skills are one of the aspects that are predicted to affect the success of counseling. Counselor communication skills are a set of special skills to send and receive

messages possessed by counselors to help counsees or clients in the counseling process find appropriate alternative choices in dealing with the problems they are experiencing.

Therefore, in this discussion, the researcher will describe the stages of effective communication carried out by the Battalion Commander counselor based on; fact finding stage, planning stage, communicating stage and evaluation stage (Rahmi, 2021). First, the fact finding stage, this stage is the stage where activities are more focused on finding out whether the situation and opinions that occur within the scope of the soldiers in the barracks where the training is based on a step to be taken, or what is being carried out can support or even it will even hinder the counseling activities that will be carried out by the counselor. Counselors in carrying out counseling are of course based on facts that occur in the school environment. The thing that needs to be assessed by the counselor is the soldier's problem that will be faced by the counselor later. The counselor's task at this stage cannot be separated from assessing the situation and conditions that occur in the barracks. It is possible, during the training process, soldiers face various forms of distrust from soldiers.

Second, the planning or planning stage is an important part of obtaining a favorable assessment. This planning is an area that is quite important for the counselor, because it is a decisive part for the successful implementation of counseling. The task of the counselor at this stage is to link communication activities with the interests of implementing counseling. When the counselor has identified the problems that the counselee has in this case the soldiers, then there are several further things that the Battalion Commander as the counselor does. Counselors are required to have skills in carrying out counseling, the skills possessed by counselors will make the counseling process achieve better results. On the other hand, when the planning is not in accordance with the situation and conditions in the counseling carried out, it will make the situation worse in its implementation. Apart from skills, the counselor must do things at the planning stage where the counselor is required to know the soldiers personally and understand the problems that will be faced later.

The third stage, the communication stage, this stage is the active delivery of information to soldiers in the implementation of counseling about what has been prepared and programmed by the counselor. In the process of delivering information to soldiers, counselors use various types, forms and also communication techniques in order to achieve certain effects as expected. The counselor's initial greeting with a good tone of voice is the first door of approach, for example saying "Assalamu'alaikum", and so on. "Good morning, good to see you, and so on". This is done so that psychologically the counseling situation provides a relationship atmosphere in such a way where the counselee feels himself accepted, feels close, feels important and is valued for his dignity.

Regarding the skill of approaching or attending, the Battalion Commander explained that, indeed, in conducting counseling we are required to start by attending. Simply put, we can't do it personally when we talk to people to be heard, but because the initial method we did was not right, for example; we say the wrong word with perhaps a firm emphasis. It must be good enough to take counseling to the next stage. Therefore, attending requires that the initial one can make the counseling acceptable to the soldier.

Attending from several explanations that researchers understand where the process pays attention to several things, namely; 1) polite expressions of greetings and greetings, with a good tone of voice. 2) self-appearance with convincing physical posture (stature). 3) physical movement accompanied by thorough attention. 4) simple and caring acknowledgment, touch and physical contact, accompanied by an attitude that shows that our presence is something that will give meaning to soldiers who are in counseling. 5) maintain eye contact thoroughly and quickly according to the situation and topic of discussion. 6) observe and listen attentively (Rofiq, 2017).

In this case the Battalion Commander is always present with other athletes in training to prepare for the competition on fighting day, in addition to building a closer relationship, the Battalion Commander also sleeps with all the soldiers in the training barracks. Then in the morning the counselor and the counselee or the soldiers had a meal together to get to know each other better. The Battalion Commander was able to demonstrate his abilities and skills in communicating with the soldiers in the Barracks. So that it convinces and increases the confidence of the soldiers/athletes that were previously running low.

After the communication is carried out, the counselor should know the effect of the stage of communication he has done on students who have received counseling, so an evaluation must be carried out. Self-evaluation is the last stage carried out by the counselor from several previous stages. The main purpose of the evaluation here is to find out whether the implementation of the counseling carried out has been running based on what is the desire and achievement of the counselor. The next stage of counseling requires a continuous problem solving process, where problem solving here is an urgent matter. Counselors should have these skills so that counseling can run as expected. Problem solving skills are needed in counseling communication to help clients or counsees in solving the problems they face. Communication that is problem solving, the counselor must be able to develop a communication mechanism that provides opportunities for clients to express opinions and contribute their thoughts.

Based on the observations made by the researcher, there are seven stages that the counselor does in solving the problem, namely; first, exploring the problem, namely the stage where through dialogue between the counselor and the soldier determine the problem at hand. Second, understanding the problem, which is a further stage to emphasize the real problem along with related related aspects such as background, reasons, objectives, related sources, and so on. Third, limiting the problem, namely the stage to jointly determine the boundaries of the problem both from the dimensions of time and space, as well as supporting resources. Fourth, describe alternatives, namely counselors and students together doing "brainstorming" to describe various alternative problem solving possibilities. Fifth, evaluating alternatives, namely assessing each alternative that has been developed in stage 4 above, each alternative is evaluated one by one in terms of strengths, weaknesses, opportunities, resources and priorities. Sixth, choosing the best alternative, namely determining the alternative that is considered the most appropriate based on the evaluation in step 5. Finally, applying the alternative, namely the stage of implementing the alternative that is considered the best in the form of real action.

Based on the observations made by the researchers, a lot of understanding was born from this process. Counselors generally carry out counseling that applies several stages to achieve counseling success. The implementation of counseling goes according to what the counselor and counselee expect, this can happen because the Battalion Commander has an understanding in his field as a counselor in the training barracks. The application of counseling carried out by the Battalion Commander as a counselor carried out several stages of counseling as evidenced by the results of the research above.

IV. Conclusion

The communication model applied by the Battalion Commander as a counselor can be known based on the stages of effective communication, namely first fact finding, in practice the counselor makes observations and assessments of the developments and situations that occur in the soldiers' environment in the training barracks, collects data related to problems that occur, and analyzes problems that occur based on several sources

of information. Second, planning, in practice the counselor has initial demands before carrying out counseling by having qualified communication skills, then getting to know students personally, knowing and understanding the main problems that will be faced in the implementation of counseling. Third, communicating, in its implementation, is carried out based on several counselor communication skills, namely;

The implementation of counseling in the Barracks, the exercises carried out by counselors are very effective. Based on the findings of the researcher, based on the implementation of counseling carried out by counselors who apply some of their communication skills, namely; attending, empathy, asking, summarizing and honesty. Soldiers in the Barracks training as counselees in the counseling process are also classified as achieving a level of self-disclosure. This is evidenced from the results of observations in the implementation of counseling which shows that soldiers' openness is at the level of open self and blind self as well as several interviews that discuss the giving of trust from soldiers to battalion commanders, presenting honest statements in the counseling process, as well as the satisfaction of soldiers who achieved a sense of relief after going through the counseling process at the training barracks. In addition, the re-emergence of self-confidence in soldiers during the training period to take part in the TNI AD fighting day competition.

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