

Improve Professionalism with Matra Health Optimization Soldier of the Health Corps in Lakeslain to Support Navy Duty

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Abstract

In realizing this policy, strategies are needed, namely Strategy 1 Realizing an increase in human resources through increasing quantity and quality in order to increase the professionalism of the health corps soldiers in Lakesla in order to support the tasks of the Navy. This can be done by means of submitting a request to increase the number of personnel to the Kadisminpersal and Kadiskesal. Coordinate as an effort to oversee the application letter. Lakesla creates Monthly Personnel Report with real data. Maintain good communication with Aspers Kasal, Kadiskesal and Kadisminpersal. The Indonesian Navy opened training and development courses for Lakesla soldiers, as well as improving the quality of human resources through seminars. Strategy 2 Realizing an increase in facilities and infrastructure through procurement to increase the professionalism of the health corps soldiers in Lakesla in order to support the tasks of the Navy. This can be done through efforts, namely submitting applications for facility support in stages, coordinating with local local governments in the context of procuring facilities and infrastructure, both in the form of borrowed goods and grants, coordinating with companies in the context of procuring facilities and infrastructure, both in the form of borrowed goods and grants. Strategy 3 Realizing an increase in binding regulations to be better in order to increase the professionalism of the health corps soldiers in Lakesla in order to support the tasks of the Navy. This can be done by means of the Headquarters issuing a telegram about the importance of eye health, Diskesal issuing a regulation on the importance of improving the health of the dimension. Lakesla made a consignment so that equipment operators must be certified. Lakesla made consignments regarding the operation of existing equipment.

Keywords

soldier professionalism; health optimization; health corps soldier



I. Introduction

Health is very important for all humans because, without good health, every human being will find it difficult to carry out daily activities. According to Health Law Number 36 of 2009, health is a healthy state, both physically, mentally, spiritually, and socially, that allows everyone to live a socially and economically productive life. According to the most recent WHO health organization, health is a perfect state of physical, mental, and social well-being and not only free from disease and disability (Notoatmodjo, 2007: 3). Health development aims to increase awareness, willingness, and ability to live healthy for

everyone in order to realize the highest degree of public health as an investment for the development of socially and economically productive human resources.

In order to realize the highest degree of health for the community, an integrated and comprehensive health effort is carried out in the form of individual health efforts and public health efforts. The Decree of the Minister of Health of the Republic of Indonesia Number: 1215/Menkes/SK/XI/2001 dated November 16, 2001 concerning the Guidelines for Matra Health states that the Dimension Health is a special health effort carried out to achieve optimal health status in a significantly changing matra environment. Article 1 Paragraph (2) Matra Health consists of three divisions: a. field health, b. marine and underwater health, and c. aerospace health. In paragraph 3, Marine and Underwater Health, as referred to in paragraph (2), letter b, consists of: a. Shipping and offshore health; b. Diving and hyperbaric health; and c. Health in operations and military exercises at sea.

Regulation of the Minister of Health of the Republic of Indonesia Number 61 of 2013 states that dimension health is a health effort in a special form organized to improve physical and mental abilities in order to adapt to a significantly changing environment, both in the land, sea, and air environment. In this regard, it is important to have professional health corps personnel as health care providers within the Indonesian Navy to better understand the importance of improving the ability of dimensional health. The task of the Navy will be achieved well if it is supported by professional personnel, one of which is the health corps soldiers, through improving the health capacity of the dimension by increasing knowledge of human resources, infrastructure, and the existence of more binding rules.

The Naval Health Service (Diskesal) is one of the work units of the Central Implementing Agency (Balakpus) under the Chief of Naval Staff (Kasal) in charge of organizing the health development of Indonesian Navy soldiers, civil servants, and their families and fostering unit health in order to support the tasks of the Navy. Health coaching for Indonesian Navy soldiers, civil servants and their families, and unit health coaching has been carried out regularly and programmed through health lectures, health seminars, training of health workers, and participating in health exhibitions, but the results achieved have not been maximized. In order to improve physical and mental abilities to adapt to a significantly changing environment, both in the land, sea, and air environments, it is very important to improve the development of dimension health.

The condition of the dimension is the state of all aspects of the dimension that are all changing and affect the survival and implementation of human activities. The regulation of dimensional health is intended to realize health efforts in dimensional conditions in a fast, precise, comprehensive, and coordinated manner in order to reduce potential health risks, increase adaptability, and control health risks. The health efforts in the dimension of condition aim to increase awareness, willingness, and ability to stay healthy and independent. Efforts to improve the health of the dimensions have been carried out but the results achieved are not sufficient or maximal because of several obstacles, including inadequate human resources (HR), both in quality and quantity, faced with inadequate facilities and infrastructure, and regulations that have not been implemented. well. Complex and classic problems can have implications for efforts to support the improvement of dimensional health in order to increase the professionalism of the health corps soldiers, especially in Lakesla, in order to support the tasks of the Navy.

Efforts to overcome and solve these problems by increasing human resources both in quality and quantity with the process of increasing technical, theoretical, conceptual, and moral skills of human resources through education and training, as well as seminars provided according to current and future needs, The importance of cooperation between the

Naval Hospital, the Navy Health Service, and the Provincial/Regional Health Office as well as other relevant agencies, to provide direction and guidance to the community, coaching and training soldiers on an ongoing basis, socializing with government agencies and non-agencies, and monitoring and evaluation of activities. It is necessary to improve facilities and infrastructure in the form of transportation equipment, hyperbaric chambers, portable hyperbarics, and emergency first aid kits by submitting to the top command for procurement according to ability or collaboration with local governments and the private sector, and it is important that there are more binding rules from Headquarters in this regard. It is regretted as the organizer of health development so that understanding of dimensional health can be easily accepted and understood, delivered quickly, and on target.

The purpose of writing this taskap is to serve as a material consideration for the Chief of Naval Staff and the Head of the Department of Defense in determining further policies related to dimensional health in order to increase the professionalism of the health corps soldiers in Lakesla in order to support the tasks of the Navy.

II. Research Methods

This study uses descriptive qualitative analysis methods through primary sources by means of interviews with actors or direct observation and secondary sources such as documents and library approaches.

III. Discussion

3.1 Results

In order to optimize dimensional health, Lakesla carries out efforts to increase human resources through fulfilling quantity according to DSP and improving quality according to standards; improving ideal facilities and infrastructure through improving software and hardware as needed; and planning for better existing regulations. This is done so that the success of improving eye health can be achieved comprehensively. To optimize this context, a policy that is linear with the importance of the task is needed. A policy is a general formulation to direct all steps taken in achieving the goal, as a guide, method, or means, so that there is an integrated and rhythmic dynamic of action in achieving common goals with appropriate actions. Strategy is generally defined as a future-oriented process that enables organizations to make decisions today to position themselves for future success. The more traditional view of strategic management uses a linear approach where the organization's environment (both internal and external) is first carried out, strategies are formulated, strategies are implemented, and then the organization's progress towards the strategy is evaluated. The speed at which things are changing now suggests that the planning and implementation phases should be linked more closely to make sure that things change. Efforts, according to the Big Indonesian Dictionary, are defined as business activities that require energy and thoughts to achieve a goal. Effort also means effort, reason, and endeavor to achieve a goal of solving problems by looking for a way out. This chapter will describe the form of policies, strategies, and efforts in the form of solutions or ways to improve dimensional health so that they can increase the professionalism of the health corps soldiers in Lakesla.

3.2 Discussion

In the Law of the Republic of Indonesia Number 36 of 2009 concerning Health, it is stated that health efforts are a series of activities carried out in an integrated, integrated, and sustainable manner to maintain and improve the degree of public health in the form of

disease prevention, health improvement, treatment of disease, and restoration of good health, government and society. Health is a very important element of the quality of life in national development (Najikhah, 2021). While indirect factors such as economic factors, culture, education and work, health service facilities (Lubis, 2021). The creation of an Indonesian society with character cannot be carried out instantly, but through a cultural approach starting in the field of education from an early age to the younger generation. The quantity and quality of human beings are crucial requirements that cannot be denied and have become an absolute aspect. Because of this, it is important to build up human resources through education, scientific learning, and good behavior.

In psychoanalytic theory explaining the nature and development of the human personality, the elements that are prioritized in this theory are motivation, emotions, and other internal aspects, which assume that personality develops when conflicts occur from these psychological aspects. The process of human resource development is considered to follow a dynamic pattern of development with various obstacles often encountered. These obstacles encourage individuals to think of new ways to obtain what is needed. On the basis of this theory, the ideal Lakesla personnel can be massively supported. Due to the fact that Lakesla doesn't have enough staff, Lakesla's staff needs to be increased to meet the needs of the health services management.

Health coaching is the duty of the dispensary in accordance with the responsibilities that have been carried out, for which it must be able to encourage the work units under it to get more optimal results. Therefore, human resources are needed, as is the fulfillment of facilities and infrastructure, and improvement of the guidance system with more binding regulations in order to increase the professionalism of the health corps soldiers in order to support the tasks of the Navy. Activities are carried out by determining their planning in advance. Without planning, the activities will not be carried out properly. The importance of careful planning as a benchmark in carrying out tasks so that there are things that limit

Regulations issued by the government in the form of Law on Health Number 36 of 2009 regulate health in general. The Ministry of Health, led by the Minister of Health, has made derivatives by issuing decrees and regulations that specifically regulate matra health, namely Permenkes RI Number 61 of 2013. In To carry out the improvement of health dimensions, Lakesla needs to improve human resources, improve facilities and infrastructure, and improve the coaching system. There are many steps and efforts that should be made so that these efforts are successful. However, to improve the health of the dimensions, a method or problem solving should be needed that contains various linear seriousness values with efforts that are integrated with policies and strategies.

Table 1. Internal Factors Affecting the Value of Research Results that Show Strengths and Weaknesses

INTERNAL FACTORS	WEAKNESS		STRENGTH	
Education and training programs for TOHB and RUBT crews have been going on for a long time so that the TOHB and RUBT crews owned by the Indonesian Navy are in the best shape possible.	-	-	2	8
The policies of the Navy's top leaders, especially in the field of Marine Health, have a big impact on how TOHB and RUBT technology will grow and change in the future.	-	-	4	6
Potential as the largest naval power in Southeast Asia.	-	-	5	5

Lakesla's human resources, both in quantity and quality, are not up to standard.	8	2	-	-
The facilities and infrastructure in Lakesla are not adequate.	6	4	-	-
Lack of binding regulations to make it better.	7	3	-	-

a. Solution to Problem

In problem solving to get the best solution to overcome multidimensional health problems in order to improve the professionalism of the health corps soldiers in Lakesla, the author uses SWOT analysis to determine strategies in the Effort Strategy Policy (KSU) and makes efforts using the Subject, Object, and Method (SOM) as a description of real actions in the field.

Table 2. Brief Formulation of the Identification of the Main Problems, Opportunities, and Indicators of Success

Problem	The health of the dimensions is still not at its best, which needs to change so that the Lakesla health corps soldiers can do their jobs better and help the Navy.
Weakness	<ol style="list-style-type: none"> 1. Lakesla's human resources, both in quantity and quality, are not up to standard. 2. Facilities and infrastructure in Lakesla are not adequate. 3. Lack of binding regulations to make it better.
Opportunity	<ol style="list-style-type: none"> 1. Increasing the number of hyperbaric chamber crews in Indonesian Navy health facilities and special units through education and training, which is held annually in Lakesla. 2. The Navy's health facilities and special units are spread throughout Indonesia, with the existing special facilities and units having the opportunity to add a hyperbaric chamber installation on a priority basis in areas with high potential for vulnerability. 3. The significance of improving community health in general, and health workers in particular.
Threat	<ol style="list-style-type: none"> 1. The regeneration of the hyperbaric chamber crew has not been carried out properly, resulting in a shortage of personnel in the hyperbaric chamber facility owned by the Indonesian Navy. 2. Adding installations means increasing the number of crew, while with the current facilities and infrastructure, there is still a shortage of crew. 3. Lack of socialization of changes to the rules has been updated.
Goals Ends	<ol style="list-style-type: none"> 1. The provision of human resources in terms of quantity and quality. 2. Provision of facilities and infrastructure in accordance with the desired state. 3. There are binding regulations so that the professionalism of soldiers is better.

a. Policy. With the problems of improving the health of the matrices that arise influenced by internal and external factors, it is necessary to harmonize efforts to improve the health of the dimension in order to increase the professionalism of the health corps

soldiers in Lakesla in order to support the tasks of the Navy. The following policies emerge:

"The realization of Matra Health Improvement through increasing human resources, improving facilities and infrastructure, and increasing more binding regulations in order to increase the professionalism of the health corps soldiers in Lakesla in order to support the tasks of the Navy"

- b. Strategy.** In order to achieve success, strategies and efforts are needed to get the right strategy in implementing the improvement of dimensional health in order to increase the professionalism of the health corps soldiers in Lakesla using a SWOT analysis.

Table 3. Shows the Rating Calculation for Each Factor

No	Factors	STS 1	TS 2	S 3	SS 4	Amount	Total Value	Rating
Strenght								
1	Education and training programs for TOHB and RUBT crews have been going on for a long time so that the TOHB and RUBT crews owned by the Indonesian Navy are in the best shape possible.			4	6	10	36	3,6
2	The policies of the Navy leaders, especially in the field of Marine Health, greatly affect the development and development of TOHB and RUBT technology in the future.			3	7	10	37	3,7
3	Potential as the largest naval power in Southeast Asia.			5	5	10	35	3,5
Weaknessess								
4	Lakesla's human resources both in quantity and quality are not up to standard.			4	6	10	36	3,6
5	The facilities and infrastructure in Lakesla are not adequate.			4	6	10	36	3,6
6	Lack of binding regulations to make it better.		2	4	4	10	32	3,2
Opportunity								
7	Increasing the Number of Hyperbaric Chamber Guards in Health Facilities and Special Units of the Indonesian Navy through Education and Training, which is routinely held every year in Lakesla.		1	2	7	10	36	3,6
8	TNI AL health facilities and special units are spread throughout Indonesia, with the existing special facilities and units			6	4	10	34	3,4

No	Factors	STS 1	TS 2	S 3	SS 4	Amount	Total Value	Rating
9	having the opportunity to add a hyperbaric chamber installation on a priority basis in areas with high potential for vulnerability. The significance of improving health for the community as a whole, and for health workers in particular.			2	8	10	38	3,8
Threat								
10	The regeneration of the hyperbaric chamber crew has not been carried out properly, resulting in a shortage of personnel in the hyperbaric chamber facility owned by the Indonesian Navy.			2	8	10	38	3,8
11	Adding installations means increasing the number of crew, while with the current facilities and infrastructure, there is still a shortage of crew.			4	6	10	36	3,6
12	Lack of socialization of changes to the rules that have been updated.		1	3	6	10	35	3,5

Table 4. Weights for Each Factor are Calculated

No	Factors	STS 4	TS 2	S 2	SS 4	Amount t	Total Value	Weight
Strenght								
1	Education and training programs for TOHB and RUBT crews have been going on for a long time so that the TOHB and RUBT crews owned by the Indonesian Navy are in the best shape possible.			4	6	10	32	0,3333333
2	The policies of the Navy leaders, especially in the field of Marine Health, greatly affect the development and development of TOHB and RUBT technology in the future.			3	7	10	34	0,3541666
3	Potential as the largest naval power in Southeast Asia.			5	5	10	30	0,3125
Weaknesses							96	1
4	Lakesla's human resources both in quantity and quality are not up to standard.			4	6	10	32	0,3478260

No	Factors	STS 4	TS 2	S 2	SS 4	Amount	Total Value	Weight
5	The facilities and infrastructure in Lakesla are not adequate.			4	6	10	32	0,3478260
6	Lack of binding regulations to make it better.		2	4	4	10	28	0,3043478
Opportunity							92	1
7	Increasing the Number of Hyperbaric Chamber Guards in Health Facilities and Special Units of the Indonesian Navy through Education and Training, which is routinely held every year in Lakesla.		1	2	7	10	34	0,3469387
8	TNI AL health facilities and special units are spread throughout Indonesia, with the existing special facilities and units having the opportunity to add a hyperbaric chamber installation on a priority basis in areas with high potential for vulnerability.			6	4	10	28	0,2857142
9	The significance of improving health for the community as a whole, and for health workers in particular.			2	8	10	36	0,3673469
Threat							100	1
10	The regeneration of the hyperbaric chamber crew has not been carried out properly, resulting in a shortage of personnel in the hyperbaric chamber facility owned by the Indonesian Navy.			2	8	10	36	0,36
11	Adding installations means increasing the number of crew, while with the current facilities and infrastructure, there is still a shortage of crew.			4	6	10	32	0,32
12	Lack of socialization of changes to the rules that have been updated.		1	3	6	10	32	0,32

Table 5. Calculation of Weights and Scores of Strengths and Weaknesses Using *Internal Faktor Analisis Summary (IFAS)*

SUMMARY OF INTERNAL FACTOR ANALYSIS (IFAS)	WEIGHT	RATING	SCORE
Strenght			
Education and training programs for TOHB and RUBT crews have been going on for a long time so that the TOHB and RUBT crews owned by the Indonesian Navy are in the best shape possible.	0,333333333	3,6	1,2
The policies of the Navy leaders, especially in the field of Marine Health, greatly affect the development and development of TOHB and RUBT technology in the future.	0,35416667	3,7	1,31042
Potential as the largest naval power in Southeast Asia.	0,3125	3,5	1,09375
		Total	3,604
Weaknesess			
Lakesla's human resources, both in quantity and quality, are not up to standard.	0,34782609	3,6	1,25217
The facilities and infrastructure in Lakesla are not adequate.	0,34782609	3,6	1,25217
lack of binding regulations to make it better.	0,30434783	3,2	0,97391
		Total	3,47826
	Differences in Internal Factors		0,125906

Table 6. External Factor Analysis Summary (EFAS) was Used to Calculate the Weights and Scores of Opportunities and Constraints

EXTERNAL FACTOR ANALYSIS SUMMARY (EFAS)	WEIGHT	RATING	SCORE
Opportunity			
Increasing the Number of Hyperbaric Chamber Crews in Health Facilities and Special Units of the Indonesian Navy through Education and Training, which is routinely carried out every year in Lakesla.	0,34693878	3,6	1,24898
TNI AL health facilities and special units are spread throughout Indonesia, with the existing special facilities and units having the opportunity to add a hyperbaric chamber installation on a priority basis in areas with high potential for vulnerability.	0,28571429	3,4	0,97143
The significance of improving health for the community as a whole, and for health workers in particular.	0,36734694	3,8	1,39592
		Total	3.61633
Threat			
The regeneration of the hyperbaric chamber crew has not been carried out properly, resulting in a shortage of personnel in the hyperbaric chamber facility owned by the Indonesian Navy.	0.36	3,8	1,368

EXTERNAL FACTOR ANALYSIS SUMMARY (EFAS)	WEIGHT	RATING	SCORE
Adding installations means increasing the number of crew, while with the current facilities and infrastructure, there is still a shortage of crew.	0.32	3,6	1,152
Lack of socialization of the changes to the updated rules.	0.32	3,5	1,12
Total			3.64
Differences in External Factors			-0.023673

Table 7. SWOT Analysis Quadrant

Ifas	Value	Efas	Value
Strenght	3,60417	Opportunity	3.61633
Weakness	3,47826	Threat	3.64
Selisih	0,125906		-0.023673

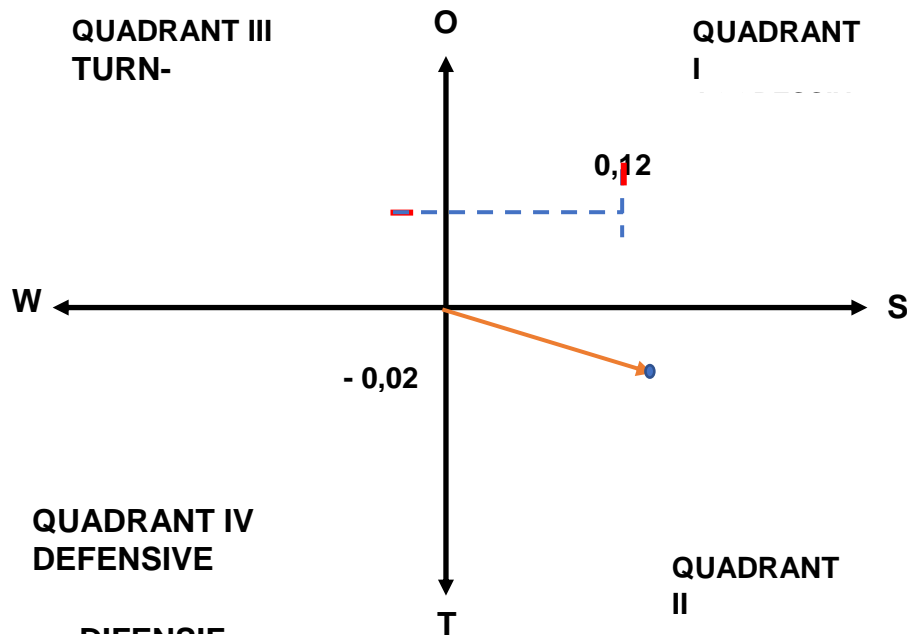


Figure 1. Quadrant Results of Internal and External Factors Using SWOT

By using SWOT Analysis Calculation, ST Strategy is obtained in Quadrant II of Diversification, namely using the strengths as much as possible (empowered by existing strengths) to overcome or minimize threats.

Table 8. The Table Determines the Weight of the Strategy

		T 1	T 2	T 3
		0,36	0,32	0,32
S 1	0,33333333	0,69	0,65	0,65
S 2	0,35416667	0,71	0,67	0,67
S 3	0,3125	0,67	0,63	0,63

Table 9. The Table Determines the Ranking of Strategies

	T 1	T 2	T 3
S 1	2	4	4
S 2	1	3	3
S 3	3	5	5

The strategies obtained from the SWOT analysis are:

1. S2 + T1, namely the policy of the TNI AL leadership, especially in the field of Marine Health, greatly influences the development and development of TOHB and RUBT technology in the future, but the regeneration of the Hyperbaric Chamber crew has not been carried out properly, resulting in a shortage of personnel in the Hyperbaric Chamber Facilities owned by the Indonesian Navy.
2. S 1 + T 1, namely the existence of education and training programs for TOHB and RUBT crews that continue to be carried out to fulfill the TOHB and RUBT crews owned by the Indonesian Navy, towards ideal conditions, but the regeneration of Hyperbaric Chamber crews has not been carried out properly, resulting in a shortage of personnel in Hyperbaric Facilities Chambers owned by the Indonesian Navy.
3. S 2 + T 2, namely the policy of the TNI AL leadership, especially in the field of Marine Health, greatly influences the development and development of TOHB and RUBT technology in the future by adding installations means increasing the number of crew, while with the current facilities and infrastructure, there is still a shortage of crew.
4. S 2 + T 3, namely the policy of the TNI AL leadership, especially in the field of Marine Health, will be very influential on the development and development of TOHB and RUBT technology in the future, but there is still a lack of socialization of the changes in the updated rules.
5. S 3 + T 1 has the potential to be the largest naval force in Southeast Asia, but the regeneration of the Hyperbaric Chamber crew has not been carried out properly, resulting in a shortage of personnel in the Hyperbaric Chamber Facility owned by the Indonesian Navy.

In accordance with the existing problems, the author will use a strategy for optimizing the health of the dimension in order to increase the professionalism of the health corps soldiers in Lakesla in order to support the tasks of the Navy as follows:

1. Strategy 1: Realizing an increase in human resources through increasing quantity and quality in order to increase the professionalism of the health corps soldiers in Lakesla in order to support the Navy's tasks
2. Strategy 2: Realizing an increase in facilities and infrastructure through procurement in order to increase the professionalism of the health corps soldiers in Lakesla in order to support the tasks of the Navy.
3. Strategy 3: Realizing an increase in binding regulations to be better in order to increase the professionalism of the health corps soldiers in Lakesla in order to support the task of the Navy.

b. Effort

The efforts made to follow through on policies and strategies to improve the professionalism of the health corps soldiers in Lakesla so they can help the Navy do its job are as follows:

1. Efforts to support Strategy 1. In order to carry out Strategy 1, which is to increase the number and quality of human resources to make the health corps soldiers in Lakesla

more professional and help the Navy do its job, the following steps need to be taken:

- a) To increase the number of personnel, Kasipers, as Personnel Staff at Lakesla, with the approval of Kalakesla, sends an official letter to the Head of Diskesal, submitting a request for an increase in the number of personnel, with a copy from Kadisminpersal as an effort to fulfill the DSP that has not been fulfilled.
- b) Paminlog Lakesla is supported by Kalakesla in collaboration with Kadisminpersal in order to encourage and seek additional personnel at Lakesla.
- c) Lakesla sends the Navy's leaders a Monthly Personnel Report (Lapbulpers) that includes the actual percentage of personnel data that shows Lakesla still doesn't meet the percentage standard. The report also includes suggestions for the Navy's leaders to think about.
- d) Kalakesla maintains good communication with Aspers Kasal and Kadisminpersal, the Naval-level personnel coaches at Headquarters, and coordinates and seeks guidance on personnel shortages caused by the dynamics of Lakesla's health services.
- e) Kalakesla talks to and works with Kadisdikal, asking for instructions on how to improve the quality of workers at Lakesla, which has a problem with not having enough workers.
- f) Capacity development. Diskesal issued a regulation confirming the importance of improving the health of the dimensions, referring to the Law of the Republic of Indonesia on Health, strengthened by the Regulation of the Minister of Health and the Decree of the Minister of Health on the Health of the Dimensions.
- g) The Navy educates the first soldiers from various strata to be educated, equipped, and placed in service as crew members in the health sector, especially in Lakesla. From the beginning, they were equipped with dimensional health sciences so that in carrying out their duties they only had to apply the knowledge gained in basic education.

The Indonesian Navy opens training and development courses for Indonesian Navy soldiers on the importance of mental health as a step in improving the quality of equipment crew in Lakeslai. Lakesla collaborates with the RSAL, the Navy Health Service, and the Regional Government Health Office in an effort to improve the quality of human resources through seminars and symposiums.

2. Supporting Strategy 2: Here are the things that need to be done to make strategy 2, which is to improve facilities and infrastructure through procurement so that the health corps soldiers in Lakesla can do their jobs better and help the Navy, happen:
 - a) Lakesla submits a request for facility support in the form of education in stages, then monitors the application letter and conducts top-level coordination. If you are not supported, reapply the following semester.
 - b) Lakesla works with the local government to get the most out of both loans and grants to improve facilities and infrastructure.
 - c) Lakesla works with companies or related parties to procure and use facilities and infrastructure, both in the form of borrowed goods and grants.
3. Efforts to support Strategy 3. To realize strategy 3, namely maximizing improvement by realizing binding regulations so that it is better to increase the professionalism of the health corps soldiers in Lakesla in order to support the task of the Navy, efforts are needed, including:
 - a) Headquarters issued a telegram about the importance of the health of the corps, with the health of the entire corps as the spearhead, so that more and more soldiers understand the importance of the health of the corps.
 - b) Disappointed to put out a rule about how important it is to improve the health of

- health corps soldiers in general.
- c) Lakesla issues a consignment requiring soldiers or those who operate equipment to be certified.
 - d) Lakesla makes deliveries for the operation of existing equipment.
 - e) In order to maintain the quantity of healthcare personnel, the Naval Health Service issues regulations to retain personnel who have attended certified education and training.

IV. Conclusion

In the implementation of professional development of TNI AL Health Soldiers in Lakesla, it is influenced by several factors, namely internal and external factors. Internal factors include the level of diving operations within the Indonesian Navy, the rate of shipping accidents, health socialization for Matra, conditions of supporting facilities for the hyperbaric chamber installation, and the development of hyperbaric health technology. External factors include the role and purpose of Lakesla, the number of health facilities owned by the Indonesian Navy, the number of facilities for the hyperbaric chamber, the number of people in the Indonesian Navy Health Corps, the policies of the Navy leadership, and the technical conditions of the hyperbaric chamber.

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