



**REPUBLIC OF INDONESIA DEFENSE UNIVERSITY**

**THE RECRUITMENT AND DEVELOPMENT OF THE  
INDONESIAN ARMY RESERVE PERSONNEL FOR  
NATIONAL DEFENSE  
(CASE STUDY: BATCHES 2021-2023)**

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This Thesis was Written for the Fulfillment of the Requirement  
to Earn Master's Degree in Defense Science



**FACULTY OF DEFENSE MANAGEMENT  
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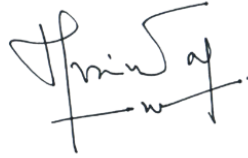


  

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## DECLARATION OF ORIGINALITY

Hereby I acknowledge that this thesis does not contain some or the whole parts of previously published works that had been submitted to earn any scholarly degree in any university, and to the best of my knowledge and belief, there are no idioms, phrases, sentences, paragraphs, sub-chapters or chapters from any written or published works, except what was written in this thesis and mentioned in the reference section.

If in the future this thesis is proven to be plagiarizing any previous existing works, I would accept the punishment as stated in the relevant and applicable laws/regulations.

Jakarta, January 30, 2024

A 1000 Indonesian postage stamp with a signature and a small '0-' mark. The stamp features the Garuda Pancasila emblem and the text '1000', 'METERAL TEMPEL', and '9BDALX067338687'. The signature is written in black ink over the stamp.

Kurniawan Budi Prasetyo

## FOREWORDS

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This thesis is written as a requirement to Master's Degree in Defense Management study program, Faculty of Defense Management, Republic of Indonesia Defense University, that discussed about Reserve Component. The topic of my thesis revolves around a critical issue that not only affects the well-being of a particular region but also has far-reaching implications for our nation's defense capabilities.

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The researcher realize that this thesis is far from perfect, and thereby the researcher look forward to receive constructive critics and inputs from readers for improvement. At last, the researcher sincerely hope that this thesis would be beneficial to the development of Defense Science and to all stakeholders in upholding state sovereignty.

Jakarta, January 2024

Kurniawan Budi Prasetyo

## ABSTRACT

### THE RECRUITMENT AND DEVELOPMENT OF THE INDONESIAN ARMY RESERVE PERSONNEL FOR NATIONAL DEFENSE (CASE STUDY: BATCHES 2021-2023)

KURNIAWAN BUDI PRASETYO

In response to the regional geopolitical challenges, Indonesia adopts the principle of "Si vis pacem para bellum," as articulated in the Constitution of the Republic of Indonesia Number 23 of 2019 concerning the Management of National Resources for National Defense. This foundational law is realized through the establishment of Reserve Components, integral to the defense strategy aimed at maintaining sovereignty. This study employs a descriptive qualitative method to investigate the implementation of Defense Management in the Recruitment and Development of the Indonesian Army Reserve Personnel for National Defense. The case study pertains to the recruitment batches from 2021 to 2023. The findings indicate that the recruitment process for the Reserve Component involves an intensive communication strategy, with a specific emphasis on aligning individual characteristics. Despite encountering a decline in acceptance, the recruitment model successfully attracts individuals of notable quality. The educational and training processes are executed through the application of the POLC management function, featuring meticulous planning, the identification of power sources, and a structured curriculum. The coaching provided to the Reserve Components plays a crucial role in their preparation, integration, and readiness, serving as a force multiplier. However, these efforts face challenges related to budget constraints and regulatory obstacles. Optimal coaching is anticipated to establish a posture of readiness for national defense, enabling the effective response to various challenges in alignment with the principles of Total People's Defense and Security System (SISHANKAMRATA).

**Keyword:** Reserve Component, Defense Management, Total People's Defense and Security System (SISHANKAMRATA).

## ABSTRAK

### REKRUTMEN DAN PENGEMBANGAN KOMPONEN CADANGAN TNI AD DALAM Mendukung PERTAHANAN NEGARA (STUDI KASUS: GELOMBANG 2021-2023)

**KURNIAWAN BUDI PRASETYO**

Dalam menghadapi rivalitas geopolitik di kawasan, Indonesia mengadaptasi prinsip "Si vis pacem para bellum" dengan menerapkan Undang-Undang Republik Indonesia Nomor 23 Tahun 2019 tentang Pengelolaan Sumber Daya Nasional Untuk Pertahanan Negara. Landasan hukum ini direalisasikan melalui pembentukan Komponen Cadangan sebagai bagian dari strategi pertahanan untuk mempertahankan kedaulatan. Penelitian ini menggunakan metode deskriptif kualitatif untuk menginvestigasi implementasi Manajemen Pertahanan Pada Komponen Cadangan TNI AD Ditinjau Dari Aspek Personel Dalam Mendukung Pertahanan Negara (Studi Kasus: Rekrutmen Gelombang 2021-2023). Hasil temuan menunjukkan bahwa proses rekrutmen Komponen Cadangan melibatkan strategi komunikasi intensif dengan fokus pada kesesuaian karakteristik individu. Meskipun terjadi penurunan penerimaan, model rekrutmen berhasil menarik individu berkualitas. Proses pendidikan dan pelatihan dilakukan melalui penerapan fungsi manajemen POLC dengan perencanaan matang, identifikasi sumber daya, dan kurikulum terstruktur. Pembinaan Komponen Cadangan memainkan peran krusial dalam persiapan, integrasi, dan kesiapan sebagai kekuatan pengganda, walaupun dihadapi hambatan anggaran dan regulasi. Pembinaan yang optimal diharapkan menciptakan postur pertahanan negara yang siap menghadapi berbagai tantangan, sesuai dengan prinsip-prinsip Sistem Pertahanan dan Keamanan Rakyat Semesta (SISHANKAMRATA).

**Kata Kunci:** Komponen Cadangan, Manajemen Pertahanan, Sishankamrata.

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## LIST OF ABBREVIATIONS

Dit. Sumdahan	: Directorate of Defence Resources
Ditjen Potan	: Directorate General of Defence Potential
Jakumhaneg	: General Defence Policy
Kasubdit	: Head of Subdirectorate
Kasi	: Section Head
K/L	: Ministry or Institution
Kemhan	: Ministry of Defence
Komcad	: Reserve Component
Kodam	: Military District Command
Koramil	: Military Rayon Command
Rindam	: Regiment of the Military Headquarters
Sarprasnas	: National Sarana dan Prasarana
SDA	: Natural Resources
SDB	: Artificial Resources
SDM	: Human Resources
SDN	: National Resource
Strakom	: Communication Strategy
SWOT	: Strength, Weakness, Opportunity, Threats
TNI	: Indonesian National Army
TNI AD	: Indonesian Army
TNI AL	: Indonesian Navy
TNI AU	: Indonesian Air Forces
Tukbin	: Establsihment and Development
UU Haneg	: Ntional Defence Laws