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The Influence of Professionalism and Education on the Ability of TNI Intelligence Soldiers to Detect Misinformation on the Resolution of Papua Using Communication Media as Moderation



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ABSTRACT: The purpose of this study was to examine how professionalism, education, and communication media affect ability as well as how communication media might act as a moderator of the effects of professionalism and education on ability. To address the development and validation of the research hypothesis, this study employs a quantitative design technique. Soldiers from the TNI Intelligence Unit's individual analytic unit participated in this explanatory study, which tests the nature of the link and influence between factors. The study's findings demonstrated that education has a positive and significant impact on ability, professionalism has a positive but not significant effect on ability, communication media has a positive and significant impact on ability, communication media does not moderate the impact of professionalism on ability, and communication media reduces the impact of education on TNI Intelligence Unit soldiers' ability. To determine the long-term effects of schooling on the growth of army skills, more studies can carry out longitudinal studies.

KEYWORDS: Ability, Professionalism, Education, Communication Media

I. INTRODUCTION

Indonesian National Army (TNI) Intelligence Unit soldiers have very important capabilities in supporting the success of military operations, both in conventional conflicts and in non-war operations. The success of intelligence operations depends on the soldier's ability to collect, analyze, and disseminate accurate and relevant information, as well as having the ability to survive in challenging situations. In addition to technical skills in the field of intelligence, analytical skills and the ability to work under high pressure are key factors that distinguish intelligence soldiers from other soldiers. The TNI Intelligence Unit, as suggested in the TNI military doctrine, has a mission to collect information related to threats to the country, whether in the form of military, economic, social, or ideological threats. In carrying out this mission, TNI intelligence soldiers must master various skills ranging from collecting field data, surveillance, tapping communications, to using sophisticated technology to support information analysis. Haryanto (2020) stated that the intelligence capabilities of the Indonesian military are highly dependent on mastery of strong technical skills and analytical skills, as well as mental readiness to face high-risk situations.

Strong analytical skills are essential for TNI intelligence soldiers to analyze the data obtained and filter relevant information from sources that are not always clear. In this context, Haryanto (2020) also mentioned that the training given to TNI intelligence soldiers does not only focus on improving technical skills, but also on critical thinking skills in filtering information. For example, the ability to identify and understand threat patterns or potential vulnerabilities from limited data. In addition, effective communication skills are also very important in the performance of intelligence soldiers. In intelligence missions, accurate and relevant information must be conveyed in a clear and understandable manner by leaders or other units involved in the operation. Research by Subagyo (2019) revealed that TNI intelligence soldiers must have excellent communication skills to ensure that the information collected can be used optimally by leaders or related units.

Nowadays, the challenges faced by TNI Intelligence Unit soldiers are increasingly complex, given the rapid development of information technology and increasingly diverse threats. According to research by Sulaiman (2021), the development of digital technology and social media has changed the way intelligence units work in obtaining and analyzing information. Therefore, TNI intelligence soldiers need to continue to improve their abilities in utilizing sophisticated technology and analysis tools. Increasingly

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sophisticated information technology, such as electronic monitoring systems and the use of analytical algorithms, provide new capabilities in obtaining information and identifying threats more quickly and accurately. Overall, the abilities of Indonesian TNI Intelligence Unit soldiers not only include technical skills in data collection and analysis, but also the ability to adapt to changing situations, as well as effective communication skills. Developing these abilities is a priority in ensuring that TNI intelligence soldiers are able to carry out their duties with high professionalism, support the success of military operations, and maintain national security.

The capabilities of a military soldier include various aspects, ranging from physical skills, survival skills, to strategic skills and a mentality that is ready to face challenges. In the military world, a soldier's capabilities not only include physical strength or technical skills, but also psychological resilience and high adaptability. Various studies have shown that these capabilities are highly dependent on rigorous training, systematic military education, and appropriate psychological support to build tough and adaptive soldiers in any situation. According to Litz and Maguen (2018), military capabilities are closely related to training that focuses on physical and mental strengthening. They stated that military soldiers must have superior physical skills and mental resilience to face stressful situations. This mental resilience includes the ability to face high-risk situations without losing concentration or motivation, as well as the ability to remain calm and effective in uncertain or dangerous situations. Intensive physical training and continuous psychological provisioning aim to form soldiers who are able to respond quickly and effectively to various threats.

Soldiers' abilities lie not only in physical strength, but also in cognitive and emotional aspects (Morgan et al, 2017). This study revealed that successful soldiers are those who have the ability to think quickly, make the right decisions under pressure, and have good emotional control. These skills are acquired through simulation exercises and realistic training scenarios, which allow soldiers to hone their critical thinking skills and process information quickly in the field. Andersen and West (2020), "good military education develops soldiers' adaptability and tactical thinking." This education not only trains technical skills, but also fosters a deep understanding of military strategy, battlefield analysis, and tactical communication. The combination of physical training, mental skills, and strategic knowledge makes military soldiers able to carry out missions with a high level of success.

Thus, the ability of military soldiers is the result of synergy between professionalism, education, and communication media. All of these elements play an important role in building soldiers who are not only physically strong, but also able to deal with complex and high-risk situations effectively. Improving these abilities is a priority in the military to ensure that soldiers are ready to face any challenges they may encounter in the field of duty.

This study focuses on explaining how the capabilities of soldiers in the TNI intelligence unit. Research on this topic is expected to be able to provide a picture of the behavior of soldier capabilities that can be detected early by individual factors (professionalism) and contextual factors (education) that strengthen their relationship with communication media positioned as moderation for soldier capabilities.

II. LITERATURE REVIEW

A. ABILITY

Ability is an important factor that influences the effectiveness of individual performance in an organization (Robbins, 2009). Robbins identifies ability as a combination of intellectual and physical skills that a person needs to complete certain tasks. Indicators of ability according to Robbins (2009) include intellectual ability, physical ability, interpersonal ability, conceptual and problem-solving ability, and emotional ability.

B. COMMUNICATION MEDIA

Communication media is a channel or tool used to convey messages from the sender to the recipient (West and Turner, 2018). This media can include various forms of communication, both traditional such as television, radio, and newspapers, as well as new media such as the internet and social media. This communication media not only functions as a channel for conveying messages, but also has a role in shaping the meaning of the message and influencing how information is processed by the audience. In the theory of West and Turner (2018), communication media is also considered an element that strengthens or changes the message conveyed, depending on how the media is used and how the audience responds to the message. Indicators according to West and Turner (2018) include message sources, messages, communication channels, message recipients, age and message effects

C. EDUCATION

Education as a process of developing intellectual abilities, skills, and attitudes that enable individuals to improve their performance in the work context. Education does not only include academic or technical learning, but also the development of interpersonal abilities and social skills needed in a dynamic organizational environment (Robbins et al, 2017). Education indicators

according to Robbins and Judge (2017) include competency and capability development, interpersonal and emotional skills, self-efficacy, innovation and adaptability, commitment to lifelong learning.

D. PROFESSIONALISM

Professionalism can be defined as attitudes, behaviors, and skills that are consistent with high standards in a profession (Deborah, 2013). Professionalism involves a commitment to performing tasks competently, responsibly, and with integrity, and demonstrating exceptional work quality. In addition, professionalism includes the application of ethical principles that are appropriate in the social and professional context concerned. Deborah (2013) suggests that professionalism is not only about technical skills or knowledge, but also includes aspects such as excellence, humanism, accountability, and altruism.

E. HYPOTHESIS

- H1 = It is suspected that there is an influence of professionalism on the abilities of TNI Intelligence Unit soldiers.
- H2 = It is suspected that there is an influence of education on the abilities of TNI Intelligence Unit soldiers.
- H3 = It is suspected that there is an influence of communication media on the capabilities of TNI Intelligence Unit soldiers.
- H4 = It is suspected that there is an influence of professionalism on the abilities of soldiers moderated by the TNI Intelligence Unit's communication media.
- H5 = It is suspected that there is an influence of education on the abilities of soldiers moderated by the TNI Intelligence Unit's communication media.

III. METHODOLOGY

A. Research Method

This study uses a quantitative design approach to answer the formulation and proof of the research hypothesis. This study aims to analyze the influence between exogenous variables, namely professionalism and education, on endogenous variables, namely ability through the moderating variable, namely communication media. Each research variable in the hypothesis will be observed through testing the causal relationship of exogenous variables to endogenous variables. through hypothesis testing to test the nature of the relationship and influence between variables (correlation and causality tests). This study is a survey study using a questionnaire on all TNI Intelligence Unit soldiers, with the individual analysis unit of TNI Intelligence Unit soldiers as respondents.

B. Population and Sample

Based on the data available at the TNI Intelligence Unit where the number of soldiers is 115 people, the researcher decided to take the entire population as a sample. The basis for the consideration chosen because the number of the population is considered relatively sufficient to be used as the subject of observation.

C. Data Analysis Method

In this study, researchers conducted model and hypothesis tests using the Partial Least Square (PLS) technique. To test the direct and indirect effects (moderation) of the right analysis using PLS (Partial Least Square) and processed using SmartPLS version 3, where in testing using PLS consists of two parts, namely outer model evaluation and inner model evaluation.

IV. RESULT AND DISCUSSION

A. Outer Model Testing

1) Convergent Validity

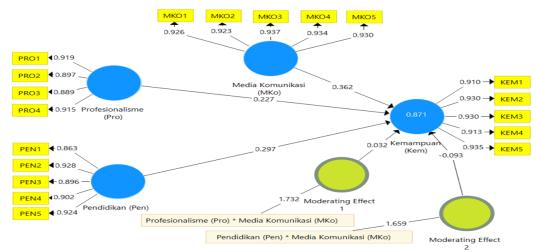


Figure 1. Loading Factor

Source: Data processing results with PLS, 2025

An indicator item is said to have met convergent validity if the loading score on each path between the component (latent variable) and the manifest variable should be > 0.5 (Ghozali, 2011). Figure 1 above has shown that overall the loading factor value on each indicator has a value > 0.5. This shows that the indicators in this study have been declared statistically valid and can be used in research constructs.

2) Construct Validity

Table 1. Average Variance Extracted (AVE)

	Average Variance Extracted (AVE)		
Ability	0.853		
Communication Media	0.865		
Education	0.815		
Professionalism	0.820		

Source: Data processing results with PLS, 2025

A construct is said to have good construct validity if the average variance extracted (AVE) value must be > 0.5 (Jogiyanto, 2016). Based on Table 1, it can be seen that the AVE value for each variable in the analysis model of this study has a good construct validity value, namely the AVE value is greater than 0.5.

3) Discriminant Validity

Table 2. Cross Loading Value

Variables	Ability (Chem)	Communication Media (MKo)	Education (Pen)	Professionalism (Pro)
KEM1	0.910	0.799	0.801	0.792
KEM2	0.930	0.829	0.816	0.828
KEM3	0.930	0.835	0.825	0.840
KEM4	0.913	0.839	0.795	0.791
KEM5	0.935	0.858	0.840	0.832
MKO1	0.838	0.926	0.785	0.792
MKO2	0.843	0.923	0.789	0.830
МКО3	0.854	0.937	0.818	0.851
MKO4	0.827	0.934	0.816	0.820
MKO5	0.826	0.930	0.814	0.833
PEN1	0.799	0.766	0.863	0.757
PEN2	0.819	0.806	0.928	0.828
PEN3	0.764	0.753	0.896	0.731
PEN4	0.792	0.765	0.902	0.760
PEN5	0.810	0.810	0.924	0.775
PRO1	0.822	0.820	0.781	<mark>0.919</mark>
PRO2	0.802	0.810	0.750	0.897
PRO3	0.773	0.806	0.805	0.889
PRO4	0.804	0.778	0.759	0.915

Source: Data processing results with PLS, 2025

In the discriminant validity test, the parameters used are by comparing the root of the AVE of a construct must be higher than the correlation between the latent variables, or by looking at the cross loading value (Jogiyanto, 2016). Table 2 shows that the value of each indicator in a construct is higher than other constructs and is collected in one construct. So in this study it can be said to have good discriminant validity.

4) Composite Reliability

Table 3. Composite Reliability and Cronbach's Alpha

Variables	Cronbach's Alpha	Composite Reliability		
Ability	0.957	0.967		
Communication Media	0.961	0.970		
Education	0.943	0.956		
Professionalism	0.927	0.948		

Source: Data processing results with PLS, 2025

Reliability test can be seen from the Cronbach's alpha and Composite reliability values. A construct can be said to be reliable if it has a Cronbach's alpha value of > 0.6 and a Composite reliability value of > 0.7 (Jogiyanto, 2016). Based on Table 11, it can be seen that all constructs in this study have a Cronbach's alpha value of > 0.6 and a Composite reliability value of > 0.7, so it can be said that all constructs are reliable. This can be interpreted that each construct in the research model has internal consistency in the instrument reliability test.

B. Inner Model Testing

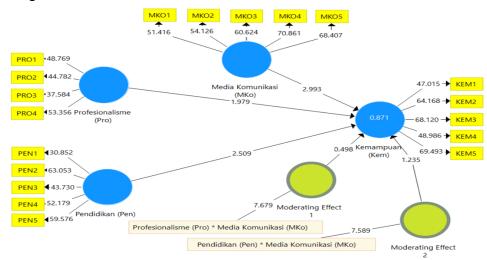


Figure 2. Inner Model

1) Coefficient of Determination

Table 4. R-Square

	R-square	
Ability	0.871	

Source: Data processing results with PLS, 2025

Based on the R-square value displayed in the table above, it is reported that the coefficient of determination (R-square table) by multiplying the R value) for the ability of 0.871 indicates that professionalism, education and communication media together explain 87.1% of the variation in ability, while the remaining 12.9% is influenced by other factors not included in the model. This indicates that professionalism, education and communication media have a dominant role in shaping the level of ability of TNI intelligence soldiers.

2) Predictive Relevance

The value of predictive relevance can be determined by calculating the Q-square as follows:

Q2 =
$$1 - (1 - R21)$$

= $1 - (1 - 0.831)$
= $1 - 0.169$
= 0.831

Based on the results of the Q-square calculation above, it can be stated that the model has a predictive relevance value of 0.831 or 83.1%, this shows that the analysis model has good predictive relevance.

3) Goodness of Fit

The goodness of fit value can be determined through the following calculation:

Goodness of fit =V(AVE XR^2)

 $= \sqrt{(0.838 \times 0.831)}$

= 0.834

Based on the calculation, it can be seen that the goodness of fit value in this study is 0.834. GoF has three criteria, namely GoF = 0.10 has a small value, GoF = 0.25 has a medium value, GoF = 0.36 has a large value. The calculation results above show that the combined performance between the measurement model and the structural model has a medium value, namely above 0.36. This explains that the empirical data fits or is in accordance with the model (there is no difference between the model and the data so that the data model is said to be fit) (Ghozali, 2011).

C. Hypothesis Testing

Table 5. Path Coefficients

Direct Effect	Original	T Statistics	P Values	Summary
	Sample			
Professionalism -> Ability	0.227	1,931	0.054	Non Significant
Education -> Ability	0.297	2,630	0.009	Significant
Communication Media -> Ability	0.362	3,158	0.002	Significant
Indirect effect				
Professionalism -> Communication Media ->	0.032	0.507	0.613	Non Significant
Ability				
Education -> Communication Media -> Ability	-0.093	1,283	0.200	Non Significant

Source: Data processing results with PLS, 2025

D. Discussion

The influence of professionalism on the capabilities of TNI Intelligence Unit soldiers

Professionalism has a positive influence on the ability of TNI Intelligence Unit soldiers, but the influence is not significant. This shows that although professionalism is an important factor in supporting the ability of soldiers, there are other variables that are more dominant in influencing their performance. However, the insignificance of its influence may indicate that increasing professionalism alone is not enough to significantly improve the ability of soldiers.

Most likely, high professionalism needs to be balanced with other aspects such as field experience and access to strategic information. Although soldiers have good professional values, if they are not supported by an adequate training and education system, the impact on improving their abilities will be limited.

Therefore, although professionalism remains a fundamental aspect in the military world, especially the TNI intelligence unit, there needs to be a more comprehensive approach, such as improving technology-based training methods and direct experience, so that existing professionalism can be more effective in improving the capabilities of TNI intelligence unit soldiers.

The influence of education on the capabilities of TNI Intelligence Unit soldiers

Education has been proven to have a positive and significant influence on the abilities of TNI Intelligence Unit soldiers. This shows that improving the quality of education can directly improve various aspects of soldier abilities. The results of the questionnaire showed that education on the aspects of interpersonal and emotional skills task identity had the highest average value. This shows that the education provided has been able to improve the interpersonal and emotional skills of soldiers, which are very important in the world of intelligence.

In addition, the competency or capability development and commitment to lifelong learning aspects also show quite high values, reflecting soldiers' awareness of the importance of continuous learning. With the right education program, soldiers' intellectual, physical, and interpersonal abilities can be effectively improved.

Good education can help improve conceptual and problem-solving abilities, which are the lowest-scoring aspects of soldier capability. This confirms that investment in education, both in the form of technical training and decision-making strategies, is essential to strengthening intelligence units.

Therefore, education must continue to be improved with a more adaptive approach to the challenges of the times, such as the use of advanced technology in intelligence training and improving more innovative and applicable learning methods.

The influence of communication media on the capabilities of TNI Intelligence Unit soldiers

Communication media has a positive and significant influence on the capabilities of TNI Intelligence Unit soldiers. Effective communication media has been proven to increase effectiveness and efficiency in coordination and decision-making in intelligence units. Good communication ensures that every soldier gets accurate and timely information, so they can respond quickly to various situations in the field.

In the context of intelligence, effective communication allows for better coordination, both in delivering orders and in sharing crucial information. Failure in communication can be fatal to intelligence operations, so the communication media used must always be improved to remain relevant to the needs of the unit.

Thus, it is important for TNI intelligence units to continue to improve communication media, both in terms of technology and soldier communication skills, in order to face increasingly complex challenges in the world of intelligence.

The influence of professionalism on the capabilities of soldiers moderated by the TNI Intelligence Unit's communication media

The results of the study indicate that communication media does not play a role in moderating the relationship between professionalism and the ability of TNI Intelligence Unit soldiers. This shows that although communication media has an important role in improving the ability of soldiers, it is not strong enough to strengthen the relationship between professionalism and soldier performance.

The results show that professionalism is not directly strengthened by communication media in relation to increasing soldier capabilities. This can happen because professionalism is more individual and related to moral values, ethics, and work standards upheld by each soldier, so that communication media does not provide sufficient influence in strengthening the relationship.

However, communication media remains important in the context of coordination and information exchange, but it is not enough to significantly change the influence of professionalism on soldier capabilities. This suggests that the approach to improving professionalism should be more focused on improving military competency standards and codes of ethics, rather than simply relying on communication.

Therefore, improving the professionalism of soldiers should be done through special training programs that emphasize core military values and direct experience in the field, not just through improving communication media.

The influence of education on the capabilities of soldiers moderated by the TNI Intelligence Unit's communication media

Communication media was found to weaken the influence of education on the capabilities of TNI Intelligence Unit soldiers. This shows that although education has a significant positive influence on the capabilities of soldiers, the existence of communication media actually reduces the effectiveness of the relationship.

High communication media may reflect that communication is used more as a coordination tool than as a means of supporting education. In some cases, dependence on communication media can reduce the effectiveness of traditional learning that requires direct interaction and practical experience.

In addition, excessive use of communication media can create information overload that has the potential to hinder the effectiveness of the learning process. Therefore, the use of communication media in education needs to be regulated properly so as not to hinder the understanding and mastery of the material by soldiers.

As a strategic step, intelligence units need to balance the use of communication media in supporting education while maintaining interactive and experience-based learning methods, so that the effectiveness of education in improving soldier capabilities remains optimal.

V. CONCLUSIONS

The conclusions based on the results obtained from the research are as follows:

- 1. Professionalism has a positive but not significant influence on the capabilities of TNI Intelligence Unit soldiers.
- 2. Education has a positive and significant influence on the capabilities of TNI Intelligence Unit soldiers.
- 3. Media Communication has a positive and significant influence on the capabilities of TNI Intelligence Unit soldiers.
- 4. Media Communication does not play a role in moderating the professionalism of the TNI Intelligence Unit soldiers' abilities.
- 5. Media communication weakens the influence of education on the capabilities of TNI Intelligence Unit soldiers.

The practical implication of this study is that professionalism and education can improve the ability of TNI Intelligence Unit soldiers through communication media. This encourages the Institution to evaluate more specific and targeted professionalism development programs according to the operational needs of Intelligence, adjust more innovative and applicable education methods and optimize communication media with the latest technology.

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