

Implementation of Instructional System Development Education Method in Wingdik 600/Pembekalan

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Abstract

To build and develop the air force power to ensure preparedness in defending the country's sovereignty, currently the Indonesian government through the Ministry of Defense is procuring many new defense equipment for the Indonesian Air Force. In preparing the mandate of the new defense equipment, personnel with the ability and expertise are needed to be able to man, operate, and maintain new equipment. For the preparation of these personnel, one of them was carried out at Wingdik 600/Debriefing which carried out education for the debriefing of personnel as one of the supporting components in the information of new defense equipment in the field of maintenance. In the implementation of education to produce personnel to support existing defense equipment with the Instructional System Development (ISD) education method. ISD directs students to gain the experience and expertise needed to carry out tasks by providing the knowledge, abilities, and expertise needed to carry out tasks. The implementation of ISD education held in Wingdik 600/Briefing is carried out using 10 educational components as guidelines in the implementation of education held. From the results of interviews with informants and also from secondary data, it was obtained that the implementation of education with ISD still needs to be improved by fulfilling educational components in the form of curriculum, teaching packages, instructors, education personnel, students, alin/alongin, teaching methods, educational evaluation, educational facilities and budgets. To obtain educational results that are in accordance with the needs of the Indonesian Air Force, to become a respected Indonesian Air Force, personnel who have abilities and expertise in accordance with their field of duty and are able to navigate the available defense equipment well.

Keywords: *ISD Method, Educational Component, IAF Manning Personnel.*



A. INTRODUCTION

In accordance with the vision of the Chief of Staff of the Air Force, Marshal TNI Fajar Prasetyo S.E., M.P.P., CSFA., that in order to build and develop air force power is carried out with the vision of creating a respected air force in the region. This is carried out by strengthening the existing defense equipment and by developing superior human resources, good organization and appropriate policies. In the preparation of defense equipment as the power of the Indonesian Air Force to ensure preparedness in defending state sovereignty, Indonesian Defense Minister Prabowo Subianto again strengthened the Indonesian Air Force by signing a memorandum of understanding (MoU/Memorandum of Understanding) committing to the purchase of 24 units of F-15EX fighter aircraft which are new generation 4.5 fighter jets from the United States. Apart from fighter jets from the United States, the TNI, especially the Indonesian Air Force, also carried out the procurement of defense equipment in the form of 32 Rafale Jets, two Airbus A-400 aircraft, 13 Ground Master 400 Alpha

(GM400a) long-range radars, 12 ANKA Drone Units from Turkey (Kompas, 2023). With the vision of the Chief of Staff of the Indonesian Air Force, that in order to build and develop air force is carried out with the vision of realizing to be a respected air force in the region. This is carried out by strengthening the defense equipment owned and by developing superior human resources, good organization and appropriate policies.

In the implementation of education, it cannot be separated from the role of human resource management which will be in the education cycle that is carried out. Humans become subjects and objects in the implementation of education because humans are subjects and at the same time objects in the world of education. Although they are both in the cycle of education implementation, the roles of subjects and objects are very different and opposite to each other in the implementation in the field, for this reason it is necessary to manage human resources as «*Part of the process that helps the organization achieve its objectives*» (Cushway, 1994; 13). By carrying out activities in the form of *selection, appraisal, rewards and development* (Priyono, 2010), the development of human resources by carrying out education, Education and development programs in the form of mastery of expertise, knowledge and abilities. From a series of activities to achieve the intended goals in accordance with the cushway theory followed by the development of mastery of expertise, knowledge and abilities based on the Guest theory (Priyono 2010), selection, assessment, awards and development are things that need to be carried out. All things that have been conveyed in accordance with the theory conveyed require an educational method that can summarize all the above needs into an educational curriculum that will be held.

The current methods need to be added in the implementation of education, where planning, implementation, and evaluation need to be added coordination in the implementation of educational activities carried out. This is related to the complex of education implementation if it is associated with the aim of obtaining educational results that can meet the needs of the Indonesian Air Force to be a respected air force in the region. This coordination activity is very necessary in order to synchronize all educational plans prepared starting from curriculum preparation to placement of educational results in accordance with the field of duties that will be the responsibility of Air Force personnel. This coordination is the key to achieving optimal education where not only in the planning stage until the evaluation is carried out, but this coordination is something that needs to be implemented to attract or take feedback from the results of education implementation, but can be a trigger for change to get a more optimal education implementation in the future with proper coordination with all parties related to the implementation education and with the Air Force who want to be a respected air force in the region.

B. METHOD

The research was carried out using a descriptive qualitative method by analyzing data obtained from informants and data from the research location on literature, reports and also literature studies. This data collection technique is then

verified by the triangulation method, namely by comparing data from informant results, secondary data from the location so as to obtain more accurate and guaranteed data certainty to research the history of the development of the object being researched so as to obtain a comprehensive conclusion of the problem flow (Murdiyanto, 2020). The informants were the Wingdik 600/Pembekalan personnel both from the Command Headquarters and personnel from the 602 Education squadron, ranging from the Wingdik Commander to the implementers at the technical level, in this case are instructors and education personnel who know and understand the educational methods used in the form of *Instructional System Development (ISD)*. Meanwhile, the secondary data taken as material in the implementation of the research comes from the implementation manual, technical manual and also reports on the implementation of activities in Wingdik 600/Pembekalan, including Education evaluation reports using the *Instructional System Development method*. From the two sources of information, data triangulation is then carried out by combining the two information to strengthen and also complement each other's data needs needed to better understand the problem comprehensively.

C. RESULTS AND DISCUSSION

The ISD program which is implemented starts from the procurement system, maintenance system to the defeasance system which is taught to be used to implement the governance of the Indonesian Air Force's defense equipment related to the procurement of F-16 aircraft including spare parts and support system. So that all education and Education used English, including in the delivery of materials provided by instructor to students. Furthermore, this ISD education method was further developed by the Indonesian Air Force by adapting the system of existing defense equipment maintenance and developed to trained the personnel who would later be prepared to commissioning the maintenance and handling of existing defense equipment. As one of the supporters in maintaining defense equipment, vocational Education also uses this method in providing education at Skadik 602 with the aim of resulting personell who will be able to commissioning and infest parts that require equipment personnel with abilities and expertise in accordance with the defense equipment being commissioning.

Kodiklatau as a municipality that oversees the implementation of education in the Air Force oversees several Wingdiks, one of which is Wingdik 600/Pembekalan which is the implementer of Kodiklatau which organizes branch and vocational education at the basic level, continued supplier of the Air Force and other education in order to support the tasks of Kodiklatau. One of the Education Squadrons under Wingdik 600/Pembekalan is the 602 Education Squadron which is tasked with carrying out vocational education for non-commissioned officers and enlisted personnel using educational methods in the form of *Instructional System Development (ISD)* and *Non-Instructional System Development (Non ISD)* education methods. In the implementation of Education held in the 602 Education Squadron, the Education method using ISD is carried out for the implementation of non-commissioned officer

education which used to be a Ganesha program to carry out the transfer of technology from the procurement of F-16 defense equipment from the United States in the 90s.

In the implementation of Education using the *Instructional System Development* method, which is an Education method with *Quality Improvement (QI)*, it is one of the spearheads in the preparation of Air Force personnel in preparing personnel who will later commissioning and maintain the defense equipment that we have. With the Air Force personnel who have the ability and expertise in accordance with their field of duty, the vision of becoming a respected Air Force in the region will be achieved soon. Apart of that, the task of the Indonesian Air Force will also be able to be completed optimally in maintaining the sovereignty of the territory of the Indonesian Republic and everything in it, the preparation of this personnel is very important in designing the posture of the Indonesian Air Force in the future because in planning the development of air power requires the support of personnel and also adequate defense equipment. The personnel who are prepared for the future will commissioning the existing defense equipment, not only the equipment of the defense equipment but also the support of the commissioning of the defense equipment as well as the commissioning of aircraft maintenance personnel and other defense equipment. In the preparation, the personnel with the ability and expertised are needed in carrying out their duties, so that the Education institutions in this case Wingdik 600/Pembekalan must be able to prepare Education results that have the ability to realize all the visions outlined by the Chief of Staff of the Indonesian Air Force.

In the logistics terms, especially in the procurement, handling, maintenance and repair of the defense equipment that exist requires personnel which prepared to be able to supervise and also take handling of the requirement of the existing defense equipment. The completion of personnel who have abilities and expertise in accordance with the field of assignment will be able to bring the Indonesian Air Force to be a respected Air Force in the region. The Indonesian Air Force must be able to prepare personnel to operate existing equipment, not only limited to the procurement of new defense equipment, but also more to the handling and maintenance of defense equipment in its use. The preparation of personnel in accordance with the field that has been determined requires the preparation of separate personnel through Education which is indeed specialized in the preparation of personnel who have certain abilities and expertise effectively and efficiently by equipped with knowledge and experience in accordance with their fields and taught appropriate norms and behaviors. So that in this preparation it requires Education that is in accordance with the needs of the Indonesian Air Force. One of the Education held at the Indonesian Air Force Education institution is using *the Instructional System Development (ISD)* method where ISD is a process of *quality improvement* that emphasizes the expected needs. In this case, the expected needs are special needs that require abilities and expertise in the field of assignment provided by the Indonesian Air Force.

Professionalism in the implementation of ISD

In the implementation of Education to support the assignment of the Indonesian Air Force to prepare and develop the capabilities and strength of the Indonesian Air Force in accordance with the vision of becoming a respected air force in the region and responding to the challenges of the vision of the Commander of the Indonesian Armed Forces General TNI H. Agus Subiyanto, S.E., M.Si. in realizing the TNI PRIMA which is Professional, Responsive, Integrative, Modern and Adaptive. Professionalism become the foundation in the implementation of the Indonesian Armed Forces work system which is expected to have quality, quantity and behavior that reflects the ability to perform assignment in accordance with their profession. The professionalism used in the implementation of Education is one of the goals that is the basis of the ability of personnel is one of the goal of the Education conducted. In preparing personnel with the professionalism, the implementation of Education is always adheres to 10 education components that guide the implementation of education within the Indonesian Air Force environment. To achieve professionalism in the implementation of education using the ISD method, the Education components must synergize with each other to achieve the expected goals. The Education components used in the implementation of Education must be able to synergize and collaborate to be able to produce students with the necessary ability and skills.

The curriculum used should be a guide in the implementation of Education to be conducted, and with the curriculum guidelines that have been designed for the implementation of Education will require instruction packages in the form of teaching materials, learning packages, exam materials and also the completeness of books and instructions for the implementation of tasks that will be charged to students. Next is the instructor who will serve as the component that will transform the curriculum that has been designed and equipped with existing instruction packages. Instructors are components that transform students into personnel who have the skills and expertise needed by the Indonesian Air Force in operating and maintaining the defense equipment they need. These instructors play a very important role because they were able to implement the Education curriculum that has been assisted by the existing instruction package, they still need media to transform the curriculum and instruction package to students. Students will not be able to receive the existing curriculum and instruction package without media in the form of Education personnel to change the curriculum and instruction package through their expertise.

The transformation of the curriculum and instruction packages that are changed by instructors to the students is also need the support from other Education support personnel, which we often call education personnel. Education personnel are personnel who have the assignment of supporting the implementation of Education but will not directly relate to students, but these education personnel determine whether the implementation of Education that has been done can run according to needs or not. The importance of Education personnel in the implementation is the key to supporting the success of instructors in organizing Education, this is because instructor provide support, encouragement and the requirement needs by students in

the implementation of Education. Without the support and facilities prepared by education personnel, instructors will not be able to carry out the transformation of the existing curriculum and instruction packages to students. This is because the components that have been determined as a unit of components in the implementation of Education. The transformation of the curriculum and instruction packages given by instructors and assisted by education personnel to students into a series of educational implementation that is held to produce students who have the abilities and expertise needed in the implementation of their assignments. *Instructional System Development (ISD)* is a method of improving educational outcomes (*Quality Improvement / QI*) where it is expected that the Education results will improve the quality of Education as results. So that with the expected quality improvement, it is necessary to conduct evaluations in every implementation of Education activities carried out.

The need for Education evaluations to improve can be obtained in every Education activity. The Education evaluation will compare the same Education implementation that has been conduct previously as a comparison to the implementation of Education. The evaluation will include Education methods, assessments to the students, the compliance of instruction tools/instruction support tools needed by students, and also the budget need and educational facilities. The compliance of instruction tools/instruction support tools in the implementation of Education are the components in determining the educational results produced, The relationship with the compliance alins/alongins to the Education outcomes is that the abilities and expertise possessed by students will be able to be assessed from practice using the compliance of instruction tools/support tools. Apart of that, the educational facilities needed by students will be an assessment of whether the implementation of the Education conduct can produce quality education results, in the sense of education results that have the skills and expertise in operating and using the equipment available at the place of assignment. The Education facilities that currently exist greatly affect the quality of existing Education results, with the Education facilities that are already available, it is hoped that they will be able to produce students who meet their needs. In fostering and Education personnel to be able to have abilities and expertise in fields that are in accordance with the needs of the Air Force, the *Instructional System Development (ISD) Learning* method is used where the Education method is used with the *Quality Improvement (QI) method*. Education that is constantly developing or improving in each implementation will provide an increase of skills and expertise to students which is produced by providing materials, experiences and knowledge that are in accordance with the needs that will be used by students in their assignments. In addition, the provision of ethics or attitudes/manners that are in accordance with the field of assignment to be carried out makes personnel with educational results resulting from Education using ISD Education methods more professional in accordance with their field of duty. The professional is an Air Force personnel who have the skills and expertise according to their field of duty to be educated and trained so that they can carry out their duties and responsibilities. The provision of *the Instructional System Development* education method in the

implementation of education in Wingdik 600/Pembekalan is guided by 10 education components that are guidelines in the implementation of education in Kodiklatau.

Competencies of ISD Implementation

The education carried out at Wingdik 600/Pembekalan using the *Instructional System Development* or ISD method which is a developed educational method, where the education held uses the *Quality Improvement* (QI) method to constantly improve the quality of the educational results produced. With this QI, it is hoped that the educational results obtained will always increase from each educational implementation using the *Intructional System Development* method. The result of quality continues to improve can be a sign that the students produced by Wingdik 600/Pembekalan will have competencies in accordance with the personnel needed by the Indonesian Air Force.

Competence is the ability and expertise possessed by personnel, in this case the result of education from education institutions with the ISD teaching method. In addition to the competence of the education personnel, the competencies needed are the competencies of instructors to be able to produce students who have the ability to educate personnel so that they are able to get the knowledge, skills and expertise they need to be assigned. The competence of instructors and also all existing educational support staff and its components become a unified whole that collaborates with each other, supports each other and also fulfill the needs of each other to make the competence of education institutions in accordance with their needs. Educational institutions that use the ISD learning method require the fulfillment of educational components consisting of 10 educational components such as curriculum, instruction packages, Instructors, education personnel, students, instruction tool/instruction support tools, teaching methods, educational evaluation, educational facilities, and budgets. All of these educational components must be fulfilled to produce students who are in accordance with the educational plan and also fulfilled so that the implementation of education can run optimally. The fulfillment of the educational component will produce the competencies needed for instructors as well as the competencies of the day of education produced. This is very important considering "*Intention*" or the aim of the implementation education is to educate, train and produce students who have the skills and expertise in the required fields. The skills and expertise needed by the Indonesian Air Force are competencies that must be possessed by students as a result of ISD education held at Wingdik 600/Pembekalan.

With the competencies development carried out, it is hoped that it can form soldiers who have special abilities and expertise so that they can carry out assignments with certain goals. The particular skills and expertise possessed by students are certainly inseparable from well-developed instructors, an education system that is also developing in harmony with the media, facilities and participants as well as educational results that are certainly in accordance with the needs of both abilities, expertise, skills and personality. Competencies possessed by students and instructors in the implementation of education using the *Instructional System Development* or ISD

can improve the quality of education itself. This is because with competencies that are in accordance with the field of duty of each personnel can improve the quality of existing education. This is a value that will be directly proportional to the existing educational competence where the quality of education held will provide competence to students involved in the education being implemented. In addition to improving the quality of education, the competence of each student and instructors can be a factor that will increase the development of existing competencies to adjust to the changes and developments of the times that occur while still being implemented effectively and efficiently.

The competencies possessed by students will provide special abilities or skills for each student produced by Wingdik 600/Pembekalan, because it is indeed a method of *Instructional System Development* provide their own skills and expertise in accordance with the field of work they carry out. This is certainly inseparable from the role of instructors who will also develop along with their competencies. Improving the competence of instructors in the development of methods *Instructional System Development* It can also help the development of the education system that is held because the competence possessed by instructors will encourage the development of the education system so that it can run towards the effectiveness and efficiency of education. Development in a more effective and efficient direction will make those held will have more value in the field of personality. The competencies of students will produce more character personnel who carry out their duties effectively and efficiently, then develop personalities that are in accordance with the needs of the organization and personnel user units who carry out education at Wingdik 600/Pembekalan.

Performance Improvement from ISD Implementation.

Implementation of *Instructional System Development* (ISD) in learning methods is the key to producing an improvement in educational performance organized by the Wingdik 600/Pembekalan educational institution. The use of learning methods for ISD is a systematic approach consisting of several stages, including learning that needs analysis, curriculum design, learning material development, learning implementation, and learning evaluation. In exploring ISD implementation pattern in learning methods has had a positive impact on improving the performance of instructors and students, as well as how ISD principles help create an effective and efficient learning environment.

The stages in improving the performance of the ISD education method begin with carrying out a requirement of analysis in the educational process that is carried out. Through careful analysis of educational needs, instructors can understand specific learning needs and goals. Educational needs analysis involves evaluating the curriculum, understanding students and determining the factors that will affect the required performance improvement. Furthermore, after analyzing the components of education, a learning design is made by carrying out an analysis of educational components such as making a more targeted educational curriculum design. The goal

of the implementation of the needs analysis is to be able to find out the ways and steps that need to be taken to improve the performance of instructors, the performance of students and conduct the performance of the education. Curriculum design as a result of the analysis of the implementation of ISD education methods both in terms of professionalism and competence of instructors and students in Wingdik 600/Pembekalan. The curriculum as the main guide in learning, including learning materials, learning methods, and evaluation strategies is important for instructors to ensure that the learning materials and learning methods chosen are in accordance with the learning objectives that have been set.

The development of motivation for the educational component, including instructors and students in the development of learning materials, is the key to maintaining students' interest and involvement in learning. In developing learning materials, instructors can take advantage of various resources, including textbooks, online materials, multimedia, local resources and also the experience of activity implementers who have completed their assignments.

Improving the performance of the implementation of education by using educational methods using *Instructional System Development* which is conduct at Wingdik 600/Pembekalan is the occurrence of an interactive learning process between instructors and students as well as the involvement and active role of students and education personnel in the implementation of education. The improvement of performance that occurs in the implementation of the education conduct is important in the use of the learning methods system. The interaction of instructors with students, as well as between students with each other, allows them to share ideas, solve problems together, and learn from each other. By actively engaging in learning, students can develop social skills, teamwork skills, and critical thinking skills, all of which are essential for improving their performance in learning. Improving student performance that takes place comprehensively with a focus on the final results of the implementation of education that is held using evaluation methods such as exams, assignments, projects or exposure with the aim of measuring students' understanding and abilities regarding the subject being evaluated.

The implementation of evaluation activities carried out measuring the performance of the implementation of the ISD learning method in Wingdik 600/Pembekalan was obtained to improve performance to achieve the learning objectives held to remain relevant, effective and sustainable. Relevant learning implies that instructors, students, and other educational components are still in accordance with the needs and educational components provided. Effective learning implies that the implementation of education is carried out in accordance with needs and can achieve the goals optimally. Meanwhile, continuous learning means that the education carried out is an educational process that will be carried out continuously and always develop in accordance with the demands of the times and the needs of the organization.

Improving the performance of the implementation carried out in the provision of education by using learning methods using *Instructional System Development* which

was conducted at Wingdik 600/Pembekalan was an interactive learning process between instructors and students and increased the involvement and active role of students and education personnel in the implementation of education. Activities that can improve the performance of the educational methods organized such as group discussions, collaborative activities, simulations, and role-playing, instructors can create an active and dynamic learning environment that stimulates students' critical thinking and creativity. The involvement of students and instructors in active learning, for students can develop social skills, teamwork skills, and critical thinking skills, all of which are important to improve their performance in learning while for instructors can provide the necessary feedback in order to develop the quality of education implemented. Improving student performance that takes place comprehensively with a focus on the final results of the implementation of education that is held using evaluation methods such as exams, assignments, projects or exposure with the aim of measuring students' understanding and abilities regarding the subject being evaluated.

Several things related to the performance of the implementation of learning methods using ISD are needed two key factors to ensure the success of the implementation of the education held, namely the first key is the commitment and support from all stakeholders who are directly or indirectly related to Wingdik 600/Pembekalan, with the Indonesian Air Force educational institutions in general and especially the leaders of the Indonesian Air Force to always encourage initiatives learning is carried out with effective innovation to create a positive educational environment in supporting the achievement of learning goals. And for the second key is the realization of education and development for all existing educational components. Where education and development are stages in the implementation of the design of the educational program that is conducted. The design of educational programs that are prepared in the educational curriculum which is one of the components in supporting education is the main thing in educational planning. In the educational design that is conducted, it is necessary to carry out education and development of instructors so that these instructors can prepare and implement educational programs that are in accordance with ISD principles. In the design of the education program that is prepared, evaluation and feedback should always be included in the implementation of education in order to improve the quality and effectiveness of the implementation of education held.

Implementation of learning methods using *Instructional System Development* (ISD) organized by Wingdik 600/Pembekalan had a positive impact in improving the performance of instructors and students. Through a systematic and structured approach, ISD enables instructors to design, develop, and implement effective and efficient learning programs. By understanding learning needs, designing a targeted curriculum, developing relevant and engaging learning materials, implementing interactive and engaging learning, and evaluating learning comprehensively, teaching staff can create a learning environment that motivates and enriches knowledge, abilities and expertise for students. In other words, the implementation of ISD in the

implementation of education is an important step in improving educational performance and creating more meaningful and effective learning opportunities for all students.

D. CONCLUSION

Human resource management in the implementation of ISD in Wingdik 600/Pembekalan will always develop in accordance with technological developments and the times, so that the fulfillment of 10 educational components is very necessary to be able to form educational results in accordance with the needs of the Indonesian Air Force.

Professionalism from the implementation of education in Wingdik 600/Pembekalan. The professionalism of instructors and students needs to be constantly improved, honed and also constantly developed. The development of professionalism will not only support the implementation of education organized by Wingdik 600/Pembekalan but will also support the commissioning and maintenance of the Indonesian Air Force Equipment.

Competence in the implementation of educational methods using *Instructional System Development* (ISD) will make instructors and students who meet the needs of the Indonesian Air Force. Instructors who have reliable competence can form students who have abilities and expertise in accordance with the field of assignment that will be faced.

Improving the performance of the implementation of educational methods using ISD in Wingdik 600/Pembekalan is the key to the success of the education held. Improving the performance carried out in the implementation of education requires an evaluation of the implementation of education that is carried out by always providing motivation and commitment and involving all supporting elements in the implementation of education.

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