Strategy for Developing the Quality of Human Resources (HR) of the Indonesian National Army (TNI) Through Strengthening Literacy Digital

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Abstract: The development of increasingly sophisticated technology has put the world in an era of increasingly complex international competition in various ways. This shift in life challenges requires the quality of human resources to be accompanied by quality. To balance this, human resources need to improve their digital literacy in order to be able to sort out information so as not to be trapped in a propaganda. However, in Indonesia the issue of literacy is still in the low category. When the government through Kominfo has made many improvements starting from conducting digital literacy counseling for all aspects, one of which is the TNI, as the party responsible for the stability and security of the country, digital literacy is very important for all aspects, especially the TNI, to be able to protect the community from various negative things. This research activity uses a type of qualitative research with a literature study method with the aim of analyzing the implementation of Digital Literacy as human resource development. The results of this study explain that the strategy of developing human resources through strengthening digital literacy in TNi can be done through digital literacy counseling, building digital crime skills, increasing digital literacy skills and digital transformation development capabilities.

Keywords: Digital Literacy, HR Development Strategy, and TNI

INTRODUCTION

The rapid development of technology today has experienced many transformations that are related to all aspects of human life. This can be seen from the various activities carried out by people to fulfill their lives through technology, for example the use of gadgets, the internet and various other sophisticated electronic devices that facilitate existing activities.(Widagdo et al., 2023). This revolution must be accompanied by changes and improvements in the quality of adequate human resources, especially in Indonesia. Every activity and task in this digital technology era requires implementation to be carried out with procedures that are integrated with technology so that every human resource must be able to master the field of technology and information through theory or science.

This point will be achieved with the help of changes in the Concept of Technology Education which is generally part of the field of study, disciplines, tools, ideas and moral practices related to problem solving so that it can simplify and encourage learning activities. This activity must of course be supported by learning and teaching activities that are integrated with analysis, assessment, problem solving and the preparation of solutions to various problems. (Rahma, 2024).

The world today has entered the digital era with international competition so that various challenges and standards become more complex. Therefore, to encourage Indonesia to achieve sustainable development which is planned to be in 2030, various inclusive policies are needed by utilizing technology and science. The purpose of this policy is expected that all human resources are able to be part of the implementation of quality education and free from prejudice.

Indonesia has shown various progress to support sustainable development such as a significant decrease in poverty rates, an increase in access to public services evenly, an increase in the quality of education and an increase in literacy and numeracy. However, unfortunately this progress is still accompanied by various social disparities such as violence against women, various environmental pollution, and the continued spread of invalid information in society. (Firmansyah, 2024).

The low digital literacy possessed by human resources, especially in Indonesia, is a complex problem in the era of technological transformation, requiring appropriate action from various parties. Of course, this technological progress has various impacts, namely positive and negative, if this transformation is not accompanied by the readiness of human resources in utilizing technology through digital literacy, it will cause various problems such as the many hate speeches, cyber crimes, radicalism and fraud. So that digital literacy that involves the ability of human resources in reading, understanding, creating and writing information technology is very important to be considered, especially by parties who are closely related to public services such as academics or state apparatus.

Strengthening digital literacy must also be accompanied by a critical way of thinking in society. The results of a survey conducted by Kominfo stated that Indonesia's digital literacy index was at 3.47 on a scale of 4 conducted in 2021.(Ministry of Communication and Information, 2021). This figure shows that the digital literacy skills of the Indonesian people are still in the low category so that it requires handling that focuses on mastery of digital devices and literacy with evaluation of various forms of information obtained because digital literacy is the key to the success of the current digital revolution.

With various policies taken by the Indonesian government, it is expected to increase digital literacy of human resources so that it can prevent various technological crimes today. Because digital literacy is not only the ability to read and understand but is more complex, namely including the ability to integrate information on the internet so as to create new valid insights.(Ramadianti, 2024).

Digital literacy is not only an ability to use technology but also a skill that includes the ability to observe, find, evaluate and be able to critically select circulating information. This is certainly very useful amidst various information that appears and has the potential to mislead so that it is hoped that by strengthening digital literacy in all human resources in Indonesia, people will be wise in choosing correct and hoax information and can avoid negative or propaganda content.

Good digital literacy skills can potentially enable individuals to be part of constructive activities in a political discussion, promote fact-based discussions and strengthen democracy. The emergence of social media is a major challenge in improving people's digital literacy because through social media the development of hate speech and fake news is very rampant which results in a lot of propaganda. This problem certainly has the potential to become a

threat of violence so that it can cause social division and trigger social conflict, so parties are needed to reduce the chaos.(Ramadianti, 2024).

Research conducted by Silvana and Cecep explains that strengthening digital literacy is very important to be implemented for elements of society who predominantly use digital technology to obtain information, for example the younger generation, academics and stabilizers of national security and sovereignty such as the TNI. Strengthening digital literacy in the current era is very crucial to do considering that various activities are carried out online utilizing technology in the use of the internet, social media, and educational and communication facilities that are very vulnerable to being targets of digital crimes that can divide society.(Silvana & Cecep, 2018).

The emergence of false information or hoaxes, hate speech or hate narratives that smell of SARA and radicalism have become many criminal practices in the digital ecosystem. Negative things that arise due to the increasingly rapid digital development can certainly be minimized by providing various positive content, increasing knowledge, skills and productivity. So that it will form human resources who are aware of negative content, fraud or hate speech that can influence people's mindsets so that they can form quality human resources.

Digital literacy currently needs to be optimized through various methods, one of which is a program carried out by Kominfo through the Siberkreasi movement which is a national movement for the community, especially elements of society who are active in cyberspace by creating and distributing various positive content. This is protection against the spread of radical issues, hoaxes that are very easily accessed by all elements of society that can threaten the sovereignty and unity of the State due to the existence of radicalism that is exposed to human resources via the internet. Therefore, this research activity has the aim as a form of analysis of the implementation of Digital Literacy as a development of human resources, namely the TNI, so that it can maintain the integrity and unity of the Republic of Indonesia.

Based on the background regarding strengthening digital literacy for human resources through the TNI as a state element that has the task of maintaining the sovereignty and integrity of the state, the author decided to conduct a research activity with the title "Strategy for Developing the Quality of Human Resources (HR) of the Indonesian National Army (TNI) Through Strengthening Digital Literacy"

METHOD

Qualitative research was chosen as the type of research used. Qualitative research is defined as a research method in the form of descriptions in spoken and written language derived from observation results. The type of qualitative research aims to facilitate understanding of social phenomena through descriptions of the data collected.(Moleong, 2017). The collection of research data was carried out through the literacy study technique, namely a research method carried out to collect data and sources related to the research topic (journals, books, and the internet). Literature studies are also known as library studies with the aim of deepening the researcher's knowledge of the problems and fields being studied. The purpose of this research activity is to analyze the implementation of Digital Literacy as a development of human resources, namely the TNI.

Pediscussion (Content Of The Journal)
1.   The Importance of Digital Literacy

In 1997 Gilster introduced a new term known as digital literacy as a skill to understand and obtain various information through digital sources which are then used well. In 2001 Bawden also gave his opinion on digital literacy which has roots originating from computer

literacy and information literacy which can be used to disseminate information that has been compiled and accessed through computer technology (Kurnianingsih, 2017)

Based on the opinion conveyed by Yanti and Yusnaini, literacy is a person's skill to understand and manage information obtained from reading or writing. Literacy also includes various understandings to analyze and manage ideas conveyed both visually, audio and audiovisually.

Literacy has four elements, namely, first, skills in reading and writing which are prerequisites for social interaction, then the ability to write, read and calculate, third is the intellectual ability that a person has so that they can contribute to many community activities such as politics, culture, social, security and defense and the last is the ability to integrate with the characteristics of a particular culture.(Azzahra & Rahyasih, 2024).

Digital is defined as a form of transformation of technological development that changes dynamically, such as in the past people knew the term computer then some time later a system was introduced known as windows which can be accessed by users and various other supporting applications. Then many digital transformations occurred such as the emergence of laptops and smartphones which have become primary needs in the current era because these two things can provide convenience for users around the world to meet people's mobility(Silvana & Cecep, 2018).

Based on the explanation of the definition of literacy and digital, it can be concluded that digital literacy is a form of digitalization that utilizes various information and communication technology systems. Currently, human resources who have a close relationship with technology certainly understand that with this digital change, it is easier to access information, but on the other hand, there are various negative impacts that arise due to the inability of users to filter the information received so that the spread of negative content such as hate speech, fake news, bullying, radicalism, pornography and even the emergence of fraud(Rastati, 2018).

Based on this, of course, as a generation that has evolved with shoe technology, we are able to have good digital literacy skills by first filtering various information, in fact we often find many slogans with the words "filter before sharing" as one of the efforts that we can do to develop quality human resources in the digitalization era which can be a major threat to the country.

2.   Human Resources Development Strategy (TNI) through Digital Literacy

Seeing human resources that have various potentials to grow and develop into quality and superior human resources and are able to compete both nationally and internationally, this is one of the triggers for various parties to help strengthen the digital literacy of the community. Efforts that can be made start from educating or counseling the community regarding negative content such as radicalism or hate speech that can disrupt the integrity of the Republic of Indonesia. So that digital literacy becomes a means and infrastructure for strengthening human resources in the era of dynamic technological transformation.(Hardianti, 2024).

One form of effort by related parties regarding human resource development through strengthening digital literacy in order to encourage the advancement of useful technology by presenting quality human resources. There is a strategy carried out by Kominfo, namely the development of skills for negative content through regular counseling and education in various elements of society based on the closeness of related problems, such as in the TNI which is tasked with maintaining the integrity and sovereignty of the State which is closely related to eradicating radicalism content, then the TNI also needs to get attention regarding the digital literacy they have in order to improve quality human resources.

Then, increasing the ability to form positive kinten such as being wise in social media, providing education on the use of social media as a medium for economic development so that internet optimization can be achieved optimally and have an impact on the formation of good human resources. Third, developing digital revolution capabilities such as data analysis, coding, cyber security, privacy, and artificial intelligence that support improving the quality of human resources that are able to compete with the complexity of world problems.

In developing human resources through digital literacy, there is a concept based on something important that is then understood using technological, information, and communication devices, this concept is in line with the terminology structured by UNESCO in 2011 which is integrated with reading and writing activities related to the education system (Kemdikbud, 2019). So that digital literacy skills are skills related to socializing skills, learning skills, both attitudes, knowledge, critical, creative and innovative thinking skills which are aspects of developing quality human resources.

Human resource development through digital literacy is one of the important elements for a soldier of the Indonesian National Army (TNI) to be able to carry out the vision and mission in terms of responsiveness, modernity, and adaptation. Integrative and modern. The concept of good digital literacy is expected to improve interaction skills in the digital world. In addition to being a strategy in eradicating negative content among the public, digital literacy is also expected to form TNI soldiers in understanding the four elements of digital literacy in depth and can be implemented in everyday life and their duties.

Strengthening digital literacy for various elements of society, especially for TNI soldiers, is expected to provide knowledge on how software and hardware in technology can operate so that it can provide protection from cyber threats and sensitive information and become an active and wise participant in social media with its role as a guardian of the stability and security of the State, so that with strong digital literacy, the TNI is able to face various digital challenges more effectively which have an impact on the development of optimal human resources.(Widorekno et al., 2021).

The strategy of developing human resources through strengthening digital literacy in TNI soldiers with the Siberkreasi community which is a movement in educating digital literacy in the community consisting of 106 community institutions in Indonesia that focus on increasing the production of positive content and minimizing the spread of negative content on the internet. Then there is also a digital techoprenuerv program which is a training for young entrepreneurs in the current era of digital development.

All human resources, both military and non-military, must be able to equip themselves with good digital literacy skills so that they are able to manage and select information obtained from the internet, whether it is factual or a hoax. Supporting the strategy carried out by the government in developing human resources through good digital literacy is one form of national defense that can be done anywhere and anytime, so that if we have a good understanding of digital literacy, positive things will spread widely. This will certainly form human resources that are rich in factual information and knowledge.(Widagdo et al., 2023). So that the development of human resources through digital literacy can be carried out optimally, especially for the elements of TNI soldiers who are superior agents who maintain defense stability and reduce unrest in society due to hoax news that can cause provocateurs or radicalism that intend to divide the unity and unity of the Indonesian Nation.

CONCLUSION

Digital literacy is not just an understanding of how to use technology to operate it, but rather a skill that includes the ability to observe, find, evaluate and be able to critically select circulating information. The ease of access to information that is an advancement due to the digital era has the potential to have various negative impacts such as the abundance of false or hoax information, hate speech, and even the emergence of radicalism which is very dangerous for the sovereignty and integrity of the State. Strengthening digital literacy in HR elements is very necessary to be carried out with various strategies, for example through counseling on literacy and the existence of the Siberkreasi movement initiated by Kominfo. So that the development of HR through strengthening digital literacy focusing on the TNI is one of the ways used to maintain the unity and integrity of the Republic of Indonesia.

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