THE INFLUENCE OF PROFESSIONALISM, ORGANIZATIONAL CULTURE AND COMPETENCE ON THE PERFORMANCE OF INDONESIAN NAVY SOLDIER AT LANAL PALU

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ABSTRACT

This research aimed to analyze the influence of professionalism, organizational culture and competence on the performance of Navy soldiers at Lanal Palu. This research applied verification type of research with a research population of 108 navy soldiers at the Palu Navy Base where all soldiers are used as research samples through census method. The data analysis technique used multiple linear regression. The results show that the variables of professionalism, organizational culture, and competence simultaneously have positive and significant influence on the performance of soldiers, partially the variables of professionalism, organizational culture, and competence also have positive and significant influence on the performance of the Indonesian Navy soldiers of Palu. The value of the correlation coefficient (R) shows that the close relationship (correlation) of the variables of professionalism, organizational culture, and competence with the performance of Indonesian Navy soldiers of Palu is 93.2% (very strong) with a determinant coefficient value (Adjusted R-Square) of 0.864, meaning that the variable of Soldier performance can be explained by variables of professionalism, organizational culture, and competence of 86.4%.

Keywords : Professionalism, Organizational Culture, Competence, Soldier Performance.

INTRODUCTION

Law Number 34 of 2004 concerning the Indonesian National Army which states that the task of the Navy is to carry out the tasks of the Marine Matra Indonesian National Army in the field of defense, enforce the law and maintain security in the marine area of national jurisdiction in accordance with national law and ratified international law, the task of naval diplomacy in the context of supporting foreign policies set by the government, carrying out the duties of the Indonesian National Army in the development of the marine dimension and carrying out the empowerment of the marine defense area.

In carrying out their duties, the leadership really expects the professionalism of the soldiers to be better. Work professionalism greatly affects the level of performance of soldiers. Thus, the leadership of the Navy to improve the professionalism of the work of the soldiers through several coaching programs as well as education and training that are well planned and programmed and on target will provide great benefits in improving work professionalism. If the leader can realize and apply the concept of work professionalism in the overall perspective of his duties, then he can carry out his duties professionally and well.

According to Harefa (2004), professionalism is primarily a matter of attitude. Then, he said there are several things that can be considered as representing an attitude of professionalism,

namely, high skills, providing services that are oriented to the public interest, strict supervision of work behavior and a system of remuneration which is a symbol of work performance.

Culture is the total number of thoughts, works and creations of humans, which are not rooted in their instincts, and therefore can only be triggered by humans after going through a learning process. Culture is at the core of what is important in organizations, such as the activity of giving orders and prohibitions and describing what is done and not done that regulates the behavior of members. So culture contains what can be done or not so that it can be said as a guideline used to carry out organizational activities (Hofstede 2010).

Organizational culture has a goal to change the attitudes and behavior of existing human resources in order to improve performance to face various challenges. One indicator in creating a good organizational culture is creating a sense of security with work. Robbins and Judge (2008) explain that organizational culture has a close relationship with job satisfaction. If the employee's perception of the culture in an organization is good, the employee will feel satisfied with his job. Conversely, if the employee's perception of the culture in an organization is not good, then the employee tends to be dissatisfied with his job.

The organizational culture of the Indonesian Navy is a reflection of the history of the Navy itself, which was built socially by the founders of the organization. The organizational culture of the Indonesian Navy is an integral unit, and it is difficult to change because it is so strongly held by the soldiers. This phenomenon can be observed in everyday life, where the values, beliefs and assumptions that apply in the naval organization are widely shared by all soldiers. This is driven by the nature of military culture itself, which requires high discipline in carrying out both written and unwritten rules. Every leader's direction is a command that must be carried out, so that the values instilled by the leader can more easily develop.

According to Mulyasa (2007), competence is the main component of professional standards in addition to the code of ethics as a regulation of professional behavior that is determined by certain procedures and supervisory systems. Competence is closely related to the standards set by the Indonesian Navy. Where a person is called competent in his field if his knowledge, skills and attitudes, as well as the results of his work are in accordance with the standards (measures) set and or recognized by his institution or government. In carrying out its duties, the Navy is supported by three Fleet Commands (Koarmada), namely Koarmada I based in Jakarta, Koarmada II based in Surabaya and Koarmada III based in Sorong.

The Palu Navy Base (Lanal) is under Koarmada II, especially the Makassar Lantamal VI Coordinator which later (during organizational validation) will change to Kodamar (Maritime Regional Command), which is one component of the Integrated Fleet Weapon System which functions to projecting the strength of the Indonesian Navy to the area of operation and providing ongoing logistical support to ensure security and continuity of operations in the area of operation.

The Lanal Palu command headquarters is one of the components of the Integrated Fleet Weapon System and is an implementing unit supporting Koarmada II which is located directly under Lantamal VI Makassar, with the main task of carrying out logistical support for the Indonesian Navy's operational unit in the Lanal Palu working area, fostering maritime potential. become the state's defense and security force at sea, and carry out limited maritime security operations in its working area. To anticipate this task, the professionalism of soldiers who have good competence, and uphold the culture of Indonesian Navy soldiers. The existing conditions are based on the author's observation that currently Indonesian Navy Soldiers in the Lanal Palu work area are still lacking in terms of competence and professionalism in carrying out their duties. It is

evident from some technical work that is still unfinished due to lack of competence which of course has an impact on the performance of Indonesian Navy soldiers.

Moeheriono (2012) states that performance comes from the words job performance or work performance or actual achievements that have been achieved by an employee. Performance is the result of work that can be achieved by a person or group of people in an organization both quantitatively and qualitatively, in accordance with their respective authorities and responsibilities, in an effort to achieve the goals of the organization concerned legally, not violating the law and in accordance with morals and ethics. Performance according to Miner (1990) is how a person is expected to function and behave in accordance with what has been charged to him. Factors that affect performance according to Robert L. Mathis dan Jhon Jackson (2016) are individual abilities, level of effort and organizational support. The performance of a Navy Soldier is influenced by many things or many factors, which need attention from the leadership/commander, among which every Navy soldier must have a professional attitude both in carrying out his duties as a soldier and as an administrator. Likewise with the competencies that must be possessed by Soldiers, because they are needed in carrying out their duties. In addition, there is support for organizational culture which internally provides support to the performance level of Indonesian Navy Soldiers.

METHOD

This research was a verification research, where the variables observed tested for influence and relationships, namely the influence of professionalism, organizational culture, and competence on the performance of Indonesian Navy Soldiers at Lanal Palu.

Population, Sample, and Sampling Technique

The population in this research were all Navy Soldiers, totaling 125 people, with the following details :

Table 1
Research Population Based on Rank

No.	Soldier Rank	Total
1	Commissioned Officer	17 personnels
2	Non-commissioned officer	44 personnels
3	Enlisted	64 personnels
	Total of Population	125 personnels

Source: Lanal Palu, 2022

For Lanal Palu Commissioned Officer in this research, they were not used as the target population to maintain the level of objectivity of the research, so the number of research samples was 108 personnel.

Operational Definition of Variable

The operations of each variable and indicator are shown in the following table :

Table 2
Operationalization of Research Variables and Indicators

No.	Variable	Indicator	Scale
1	Professionalism (X_1) Mertin (in Agung, 2005)	1) Equality	Likert
		2) Equity	Likert
		3) Loyality	Likert
		4) Accountability	Likert
2	Organizational Culture (X_2) (Chatab, 2007)	1) Regularity of Behavior	Likert
		2) Norm	Likert
		3) Dominant value	Likert
		4) Philosophy	Likert
		5) Rules	Likert
		6) Organizational Climate	Likert
3	Competence (X_3) (Spencer, 1993)	1) Motivation	Likert
		2) Character	Likert
		3) Self concept	Likert
		4) Knowledge	Likert
		5) Skills	Likert
4	Performance (Y) (Mangkunegara, 2005)	1) Discipline	Likert
		2) Implementation of activities/programs	Likert
		3) Implementation of individual activities	Likert
		4) Knowledge	Likert
		5) Skills	Likert
		6) Commitment to the implementation of the work	Likert
		7) Service orientation	Likert
		8) Self development	Likert
		9) Cooperation	

Research Instrument

This research used an instrument in the form of a questionnaire, where before further testing was carried out, namely the test on the Multiple Linear Regression method, the instrument was first tested for validity and reliability, broken down as follows :

1. Validity Test

To perform the Person correlation technique, the assistance of a computer application program was used. The test criteria used a comparison between the probability value (Sig.1 tailed) with a significance level (α) of 0.05.

Table 3
Research Validity Test Results

No.	Variable	Variable Dimension	Research Indicators	Corrected Item-Total Correlation	r-critical	Description
1	Professionalism (X1)	Equality	$X_1.1$	0,421	0,3	Valid
			$X_1.2$	0,644	0,3	Valid
			$X_1.3$	0,513	0,3	Valid
		Equity	$X_1.4$	0,703	0,3	Valid
			$X_1.5$	0,582	0,3	Valid
		Loyalty	$X_1.6$	0,696	0,3	Valid
			$X_1.7$	0,749	0,3	Valid
			$X_1.8$	0,579	0,3	Valid
		Accountabiliy	$X_1.9$	0,628	0,3	Valid
			$X_1.10$	0,715	0,3	Valid
			$X_1.11$	0,564	0,3	Valid
2	Organizational Culture (X2)	Regularity of Behavior	$X_2.1$	0,949	0,3	Valid
			$X_2.2$	0,641	0,3	Valid
		Norm	$X_2.3$	0,818	0,3	Valid
			$X_2.4$	0,875	0,3	Valid
		Dominant value	$X_2.5$	0,805	0,3	Valid
			$X_2.6$	0,325	0,3	Valid
			$X_2.7$	0,854	0,3	Valid
		Philosophy	$X_2.8$	0,815	0,3	Valid
			$X_2.9$	0,628	0,3	Valid
		Rules	$X_2.10$	0,839	0,3	Valid
			$X_2.11$	0,802	0,3	Valid
		Organizational Climate	$X_2.12$	0,961	0,3	Valid
			$X_2.13$	0,949	0,3	Valid
			$X_2.14$	0,949	0,3	Valid
3	Competence (X3)	Motivation	$X_3.1$	0,827	0,3	Valid
			$X_3.2$	0,652	0,3	Valid
			$X_3.3$	0,531	0,3	Valid
		Character	$X_3.4$	0,759	0,3	Valid
			$X_3.5$	0,672	0,3	Valid
			$X_3.6$	0,835	0,3	Valid
		Self Concept	$X_3.7$	0,783	0,3	Valid
			$X_3.8$	0,799	0,3	Valid
			$X_3.9$	0,782	0,3	Valid
		Knowledge	$X_3.10$	0,849	0,3	Valid
			$X_3.11$	0,540	0,3	Valid
			$X_3.12$	0,796	0,3	Valid
		Skills	$X_3.13$	0,871	0,3	Valid
			$X_3.14$	0,765	0,3	Valid
			$X_3.15$	0,853	0,3	Valid
4	Performance (Y)	Discipline	Y.1	0,817	0,3	Valid
			Y.2	0,784	0,3	Valid
			Y.3	0,789	0,3	Valid
		Implementation of activities/programs	Y.4	0,868	0,3	Valid
			Y.5	0,756	0,3	Valid
		Implementation of individual activities	Y.6	0,688	0,3	Valid
			Y.7	0,802	0,3	Valid
		Knowledge	Y.8	0,729	0,3	Valid
			Y.9	0,898	0,3	Valid
		Skills	Y.10	0,731	0,3	Valid
			Y.11	0,817	0,3	Valid
			Y.12	0,731	0,3	Valid
		Commitment to the implementation of the work	Y.13	0,908	0,3	Valid
			Y.14	0,703	0,3	Valid
			Y.15	0,457	0,3	Valid

Source: Primary Data, processed by IBM SPSS V.23 2022

The results of the validity test above can be seen that the statement items in this research are overall valid. Thus, for all statements of these variables are feasible to be used in further research. This is indicated by the value of Corrected Item- Total Correlation ≥ r-Critical.

2. Reliability Test

In addition to being valid, an instrument must also be reliable (reliable). The instrument is said to be reliable or reliable if the measuring instrument produces consistent results. The minimum limit that can be used to assess the acceptable level of reliability is 0.60 for each variable and for all variables in the model. For more details, the results of the reliability test can be seen in the following table :

Table 4
Research Reliability Test Results

No.	Research Variable	*Cronbach Alpha*	Alpha Tolerance	Item Status
1	Professionalism (X_1)	0,882	0,6	Reliable
2	Organizational Culture (X_2)	0,959	0,6	Reliable
3	Competence (X_3)	0,955	0,6	Reliable
4	Performance (Y)	0,969	0,6	Reliable

Source: Primary Data, processed by *IBM SPSS V.23* 2022

The results of the reliability test above can be seen that all the variables used in this study have met the reliability requirements. This is evidenced by the Cronbach Alpha value of each variable greater than or equal to 0.6 (α ≥ 0.6).

Technique of Data Analysis

Classical assumption testing or the so-called regression assumption aims to determine the feasibility of the resulting regression equation model. If the equation model meets these assumptions, the regression equation is free from regression disease. Some of the classic assumptions are:

a. Multicollinearity
b. Normality
c. Heteroscedasticity Test
d. Multiple Linear Regression
e. Hypothesis test

RESULTS AND DISCUSSION

Results

Professionalism, Organizational Culture and Competence simultaneously influence the Performance of Soldiers at the Palu Navy base. Professionalism influence the performance of soldiers at the Palu Navy base. Organizational culture influence the performance of soldiers at the Palu Navy base. Competence influence the performance of soldiers at the Palu Navy base.
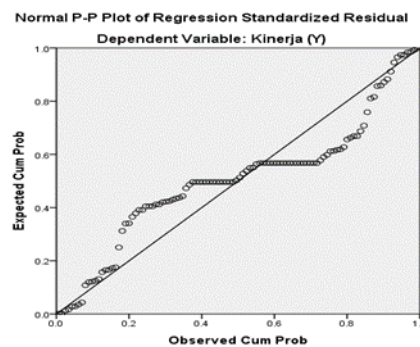
1) Normality Test Results

Figure 1
Normality Test Results

The figure above, in this research meets the normal requirements, this is because the points on the graph are close to or almost and in the direction of the diagonal axis.

2) Multicollinearity Test Results

Table 5
Multicollinearity Test Results

Independent Variable	Collinearity Statistics		Description
	Tolerance	VIF	
Professionalism (X_1)	0,250	4.000	Non Multicollinearity
Organizational Culture (X_2)	0,249	4.023	Non Multicollinearity
Competence (X_3)	0,255	3.926	Non Multicollinearity

Source: Primary Data, processed by *IBM SPSS V.23* 2022

Based on the table above, it is found that all independent variables have a VIF value below 10, and the result is that the tolerance value of all independent variables is above 0.1. Based on the test results, it can be concluded that there are no symptoms of multicollinearity between the independent variables of Professionalism (X1), Organizational Culture (X2) and Competence (X3) in the regression model.

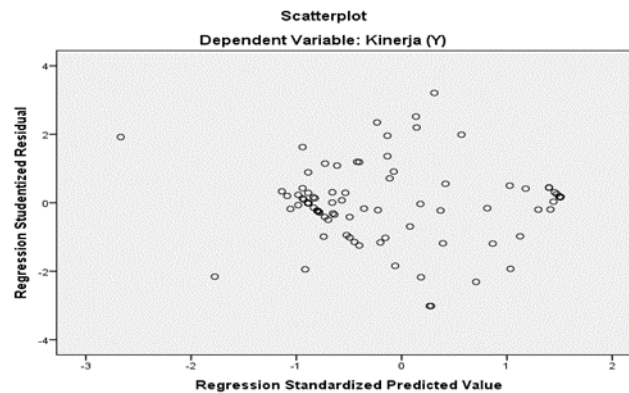### 3) Heteroscedasticity Test Results

Figure 2
Heteroscedasticity Test Results

The results of the heteroscedasticity test carried out in this study are plot graphs where if the points in the graph are scattered or do not form a certain pattern and the points are spread above and below 0 on the Y axis, then there is no heteroscedasticity. It can be seen in the diagram above, that this research model does not have heteroscedasticity disorders because there is no certain pattern in the graph. The points on the graph are relatively spread out both above the zero axis and below the zero axis.

4) Multiple Linear Regression Test Results

Table 6
Multiple Linear Regression Calculation Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,458	3,600		0,683	0,496
	Professionalism (X1)	0,450	0,139	0,231	3,234	0,002
	Organizational Culture (X2)	0,268	0,091	0,210	2,934	0,004
	Competence (X3)	0,780	0,101	0,543	7,685	0,000

Multiple R	=	0,932	
R-Squared (R^2)	=	0,868	F-counted = 227,396
Adj.R-Squared (R^2)	=	0,864	Sig-F = 0,000

Source: Primary Data, processed by *IBM SPSS V.23* 2022

Based on the results of multiple linear regression analysis in Table 6 above, when converted, the following equation can be made :

Y = 2,458 + 0,450 X1 + 0,268 X2 + 0,780 X3

The regression equation above shows that the independent variables (professionalism, organizational culture and competence) analyzed have a positive and significant influence on employee performance at the Palu Navy Base. The coefficient of determination of the influence of professionalism (X1), organizational culture (X2), and competence (X3) with the performance of soldiers (Y) in the form of percentage units. The results of the analysis of research data show the magnitude of the influence of the independent variables simultaneously indicated by the value of the coefficient of multiple determinants (Adjusted R-Square) of 0.864. This value indicates that the overall influence of the variables of professionalism (X1), organizational culture (X2), and competence (X3) on the performance of soldiers (Y) at the Palu Navy Base is 86.4%, while the rest is the influence of other variables not examined in this research.

From the calculation results obtained the value of Sig-F = 0.000 < 0.05. Thus it can be stated simultaneously the independent variables have a positive influence on the dependent variable. Thus, the first hypothesis which states that professionalism, organizational culture, and competence simultaneously have a significant influence on the performance of soldiers at the Palu Navy Base is proven.

Through the test results using the t-test value, it can be seen that the Sig-t value of the professionalism variable (X1) = 0.02 < 0.05. This means that a significant and positive influence was found between the professionalism variable (X1) partially on the performance of soldiers at the Palu Navy Base. Thus, the second hypothesis which states that professionalism partially has a significant influence on the performance of soldiers at the Palu Navy Base is proven.

The results of the t-test showed the Sig-t value of the organizational culture variable (X2) = 0.04 < 0.05. This means that there is a significant positive influence between organizational culture variables (X2) partially on the performance of soldiers at the Palu Navy Base. Thus, the third hypothesis which states that organizational culture partially has a significant influence on the performance of soldiers at the Palu Navy Base is proven.

The results of the t-test showed the value of Sig-t for the competency variable (X3) = 0.000 < 0.05. This means that there is a significant positive influence between the competence variable (X3) partially on the performance of soldiers at the Palu Navy Base. Thus, the fourth hypothesis which states that competence partially has a significant influence on the performance of soldiers at the Palu Navy Base is proven.

Discussions

1. The Influence of Professionalism, Organizational Culture and Competence on the Performance of Soldiers at the Palu Navy Base

Based on the results of the F-test in this study, it means that professionalism, organizational culture and competence simultaneously (simultaneously) have a positive influence on the performance of soldiers at the Palu Navy Base. That is, if professionalism, organizational culture and competence increase in a better direction, the performance of soldiers will increase.

Indonesian Navy soldiers are one of the Indonesian National Army units that have enormous duties and responsibilities. The integrity of the Unitary State of the Republic of Indonesia, especially those related to maritime affairs. After doing this research, it can be seen that the performance of the members of the Palu Navy Base is strongly influenced by professionalism, organizational culture and competence. According to Kasal Decree No. Kep/01/11/2002. Regarding Trisila of Indonesian Navy, it is stated that the performance of soldiers is related to full discipline, sincerity and responsibility. Discipline is a determining factor for the success of a task

that must be carried out, it is able to direct each individual to take the initiative in work and place himself in accordance with his main duties and responsibilities.

Another thing is the existence of the cooperation dimension in this research providing information that the indicator "If there is team work, then I always try to communicate with the team in completing the work" as a form of solidarity of a soldier at the Palu Navy Base which is considered that this indicator contributes greatly to the the performance variable of a soldier so that the results of hypothesis testing prove that the more professionalism, organizational culture and competence of soldiers are improved, the more the Palu Navy personnel will perform and the more solid they will be in protecting the Unitary State of the Republic of Indonesia specifically for the marine sector, both military and non-military threats.

Professionalism, organizational culture and competence have an influence on the performance of a Palu Indonesian Navy soldier illustrates that there is a soldier's ability to carry out the tasks assigned by superiors and is responsible for these tasks, another thing is that the Palu Indonesian Navy soldiers still adhere to the code of ethics of a Indonesian National Army who used as a guide in everyday life, including; Sapta Marga, Soldier's Oath, Eight Indonesian National Army Mandatory, Indonesian National Army leadership principles, and the code of ethics for officers "Budi Bhakti Wira Utama". As a marine soldier, in addition to having an identity as a Pancasilaist and Sapta Margais soldier, he also has a code of ethics as stated in the Tri Sila Indonesian Navy, namely; discipline, hierarchy, and honor of soldiers. The three precepts of the Tri Precepts are taught, instilled and cultivated into every Navy soldier considering the demands of the marine dimension assignment which are full of challenges.

Professionalism, organizational culture and competence can also direct each member of the Palu Navy Base to continue to improve their knowledge, as well as expertise so that they can understand every task and responsibility ordered by their superiors, and prioritize every task that is a priority, this will certainly increase the commitment of each member. The Palu Navy Base is working because it is familiar with prioritized tasks, as it is known that the tasks that are most prioritized by each Indonesian National Army member are those related to the integrity of the Unitary State of the Republic of Indonesia which is a form of service orientation and dedication to the State, which requires a self-development of each member of the Indonesian Navy Base. Palu in carrying out their duties and responsibilities, as well as developing teamwork as fellow soldiers of the Palu Navy Base. The results of this research are empirically in line with the research of Ananda, 2020 and Ahmad, 2019 which suggest that professionalism, organizational culture and competence have an influence on the performance of soldiers.

2. The Influence of Professionalism on the Performance of Soldiers at the Palu Navy Base

The sig-t value of the professionalism variable (X1) in this research partially means that professionalism has a positive and significant influence on the performance of soldiers at the Palu Navy Base. Empirically found a positive influence between professionalism on the performance of soldiers at the Palu Navy Base, meaning that a soldier still has high professionalism in himself which can be controlled through training and education.

Training carried out by a soldier on the orders of a superior can increase the professionalism of a soldier like what was done by the Indonesian Navy of Danlanal Base in Palu and all Lanal Palu soldiers carrying out shooting exercises in the third quarter of 2022 carrying out gun and barrel shooting exercises, at the Amirrudin Ponulele Shooting Range on Malonda Street KM. 12 Trans Palu Donggala, Watusampu, Palu.

The shooting exercise led by the Commander of the Palu Naval Base (Lanal), Marine Lt. Col. (P) M. Catur Soelistyono, S.H, CHRMP. Prior to the shooting practice, according to the procedure, instructions were carried out by the trainer regarding how to secure the use of weapons, it is obligatory for all shooters to comply with all instructions from the trainer in order to minimize unwanted things. So that increasing the professionalism of a soldier can make an important contribution to the performance of soldiers and is supported by continuous education and training as a form of increasing professionalism so that it can improve the performance of a soldier, where the dimensions of Equality and Eguity with the indicator "Every soldier is obliged to devote himself to the interests of the state in implementing task" has the most important role in the variable professionalism of soldiers that shape the performance of soldiers at the Palu Navy Base. The results of this research are empirically in line with the research of Ananda, 2020 and Prabayanti et al, 2018 which show that there is a positive and significant influence on the professionalism variable on employee performance.

3. The Influence of Organizational Culture on Soldier Performance at the Palu Navy Base

The sig-t value of the organizational culture variable (X2) in this research partially means that organizational culture has a positive and significant influence on the performance of soldiers at the Palu Navy Base. Empirically found a positive influence between organizational culture on the performance of soldiers at the Palu Navy Base, giving the meaning of a soldier still adhering to the code of ethics/code of honor that must be guided, upheld and implemented by every soldier so as to form a performance of the Palu Navy Soldiers.

The organizational culture of the Navy is a sub-culture of the organizational culture of the Indonesian National Army, because the Navy has a series of additional values in its organizational culture, but overall it still adheres to the core values of the Indonesian National Army organization as the core of the organizational culture. The existence of additional cultural values that are needed by the Navy itself regarding the nature, role, duties and functions of its partnership. In general, the typical culture of the Navy is formed through the first education (Dikma) at the "Group Basic Education (Diksargol)" stage, which is carried out after the Soldier Basic Education (Diksarrit) stage.

As a marine soldier, in addition to having an identity as a Pancasilaist and Sapta Margais soldier, he also has a code of ethics as stated in the Tri Sila of Indonesian Navy, namely; discipline, hierarchy, and honor of soldiers. The three precepts of the Tri Precepts are taught, instilled and cultivated into every Navy soldier considering the demands of the marine dimension assignment which are full of challenges.

The results of the research prove that the dominant value dimension with the indicator "respect time is absolute" which is part of the Tri Sila Indonesian Navy on discipline points both time and behavior and has a stevedoring work procedure to make it easier for workers to understand what they are doing. The organization at the Palu Navy also has a role so that it makes a high contribution to organizational culture variables and can shape the performance of soldiers at the Palu Navy Base. The results of this study are in line with research by Ananda, 2020 and Prabayanti et al., 2018 which show that there is a positive and significant influence on organizational culture variables on the performance of an employee or soldier.

4. The Influence of Competence on the Performance of Soldiers at the Palu Navy Base

The sig-t value of the competency variable (X3) in this research gives a partial meaning that competence has a positive and significant influence on the performance of soldiers at the Palu Navy Base. Empirically found a positive influence between competence on the performance of

soldiers at the Palu Navy Base, meaning that a soldier has the ability, skills and knowledge to form a performance of the Palu Navy Soldiers.

Competence is the ability of a soldier to carry out his duties or work in accordance with the position he is attached to, the competence of the Palu Indonesian Navy soldier is inseparable from the qualification standards set because they are required to always be ready to face the situation and development of the region, especially Palu Bay. Indonesian Warships as part of the Main Equipment of the Indonesian Navy's Weapon System, which are the front line in defending the sovereignty of the Republic of Indonesia's maritime territory, the presence of a warship, namely the Navy Ship Talise II 6-65 at the Palu Navy Base of course, strengthening marine security patrols in Sulawesi waters, especially Central Sulawesi, which is included in the Main Base of the Indonesian Navy VI (Lantamal VI) Makassar.

The operation of KAL Talise II 6-65 cannot be separated from soldiers who have competence in the sea area, both operating ships and using weapons on the Navy Ship Talise II 6-65 warship. The competence of Navy Soldiers in Lanal Palu is a characteristic of the abilities, skills and knowledge of Navy Soldiers in Lanal Palu which is very useful for improving the performance of Navy Soldiers in Lanal Palu, meaning that the better the competence of Navy Soldiers in Lanal Palu will indirectly affect the repair and improvement of the performance of Indonesian Navy Soldiers in Lanal Palu.

The results of the research prove that the 'motivational' dimension with the indicator "when I am given responsibility, then as a soldier I carry out that responsibility" assigning tasks and being responsible to superiors cannot be separated from the competence or ability of a soldier so that it makes a high contribution to the competence variable and can shape the performance of soldiers at the Palu Navy Base for full responsibility for the tasks given. The results of this study are in line with the research of Ahmadi et al, 2019 and Sari et al, 2018 which showed that there was a positive and significant influence on the competency variable on the performance of a soldier.

CONCLUSIONS

Based on the results of research and discussion that have been stated in the previous chapter, the researcher set some conclusions from the results of this research, namely as follows :

1. Professionalism, organizational culture and competence simultaneously (simultaneously) have a positive and significant influence on the performance of naval soldiers at the Palu Naval Base.
2. Professionalism partially has a positive and significant influence on the performance of naval soldiers at the Palu Naval Base.
3. Organizational culture partially has a positive and significant influence on the performance of naval soldiers at the Palu Naval Base.
4. Competence partially has a positive and significant influence on the performance of naval soldiers at the Palu Naval Base.

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