ESTABLISHMENT OF THE ARMY RAIDER UNIT ORGANIZATION IN COUNTER-TERRORISM

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Abstract

Terrorism in Indonesia is a threat to security and can threaten the existence of a country so that the involvement of the military is justified in handling it according to the mandate of the law. Currently, the role of handling terrorism by the military is carried out by a special unit, the army also has a Raider unit which was deployed in Kotama and is considered an organization that can tackle terrorism. The formation of the Raider Unit organization in countering terrorism, especially the action against terrorism is influenced by aspects of human resources, organizational structure, and working relations as well as organizational leadership. In the implementation of counter-terrorism, the Battalion Raider uses the capability of destruction raid and liberation raid in military operations other than war (OMSP) where its use will be held in the relationship of a team or task force that has been given special capabilities and skills to paralyze and dismantle terrorist networks. With the assignment of Battalion Raider for counter-terrorism, a strategy is required to ensure that the main task is completed optimally, including by optimizing existing human resources to complete the task.

Keywords: Terrorism, Establishment, Organization, Countermeasures, Enforcement.

INTRODUCTION

The phenomenon of acts of terror in human life has always existed until now and often occurs and is found in all communities in the country anywhere. The acts of terrorism are felt to be very frightening to the point of making restless and disturbing the peace of life in society, nation, and state. Every individual wants a life that is safe, peaceful, harmonious, and comfortable and not affected by actions that can disrupt the order of life. An unlawful

act such as terrorism is a crime that causes fear in the international community. Crimes of terrorism occur in various countries in the world, such as in developed countries and developing countries, where acts of terrorism have caused a lot of harm to anyone. As an organized crime, terrorism has spread throughout the countries. Terrorism that exists in one nation is not considered the jurisdiction of a country but has been used as a criminal act that must be solved with international jurisdiction because it involves several countries. Transnational crimes such as terrorism are a form of crime that certainly threatens world peace and order. Terrorism has also occurred in Indonesia and has even caused losses to both Indonesian citizens and foreigners and also a threat to sovereignty in this context human security. Basically, when a country faces the threat of terrorism, there is always room for military intervention. In general, the country uses the military in counter-terrorism in two ways: full militarization of counter-terrorism and assistance to law enforcement authorities, also known as military aid to civil authority (MACA), in Triskaputri (2019: 65). Since 2010, the number of recidivist cases of terrorism in Indonesia has steadily increased. According to Priyanto, many terrorist convicts return to crime after being released from prison (2020). According to data obtained by

Priyanto, the number of terrorist recidivists in Indonesia reached 52 as of December 2019. The recidivist category in his research is valid because it has been proven that 52 inmates were involved in terrorist acts in the first and second cases while not committing other crimes. The current state of culture and community life is also quite concerning. For example, in 2016, state high school students in Indonesia who are members of the Islamic Spiritual Organization (Rohis) obtained data indicating that 60% of respondents want to join and follow jihad missions in countries where religious conflicts exist, in Nurish (2019). Our country has also witnessed terrorist threat events that are well-planned and have a devastating impact, such as the Bali Bombings in 2002. This does not rule out the possibility of it happening again, especially in this day and age of information technology, which makes it so easy to create terror materials such as bombs and social media, which facilitates access to consolidation for terrorist networks to plan their actions. Massive and sporadic acts of terrorism will undoubtedly necessitate a coordinated response and the participation of all parties.

The Law of the Republic of Indonesia Number 34 of 2004 concerning the Indonesian National Armed Forces explains the roles, functions, and duties of

the Indonesian National Armed Forces, especially in Article 7 paragraph (1) explaining the main tasks of the Indonesian National Armed Forces, namely upholding state sovereignty, maintaining the territorial integrity of the Unitary State of the Republic of Indonesia based on Pancasila and the 1945 Constitution. the 1945 Constitution, and protect the entire nation and the entire homeland of Indonesia from threats and disturbances to the integrity of the nation and state. Paragraph (2) The main tasks as referred to in paragraph (1) are carried out with Military Operations for War (OMP) and Military Operations Other than War (OSMP) and one of the 14 tasks of the Indonesian National Armed Forces contained in OMP is overcoming acts of terrorism. The Government of the Republic of Indonesia has also issued Law Number 5 of 2018 concerning Amendments to Law Number 15 of 2003 concerning Stipulation of Government Regulations in place of Law Number 1 of 2002 concerning Acts of Combating Terrorism into Laws. Article 43i explicitly explains that the task of the Indonesian National Armed Forces in dealing with acts of terrorism is part of operations military service other than war and in sub (2) explains that overcoming acts of terrorism as referred to in paragraph (1) is carried out in accordance with the main tasks and functions of the Indonesian National Armed Forces. Based on the legal

basis and laws and regulations governing the handling of terrorism, the handling of terrorism in Indonesia involves all components of the nation, not just one institution as a single actor. The need to deal with terrorism comprehensively, including the system that handles it, so that one of the references is the involvement of the Indonesian National Armed Forces in dealing with terrorism. Within certain constraints, the Indonesian National Armed Forces (TNI) is required to deal with the threat of terrorism, recognizing that the threat has jeopardized national security as a whole. In light of these considerations, it is reasonable to believe that involving the Indonesian National Armed Forces in counter-terrorism operations in Indonesia is not a bad idea. However, the government must consider some critical issues, such as how to assess the risk of terrorism in Indonesia, according to Jusi (2019: 51).

The Indonesian Army has a Battalion Raider whose main task is to carry out land battles and other tasks. This unit is owned by the Army Strategic Reserve Command, and the Military Regional Command, which are spread out across the regions. The Raider Infantry Battalion, abbreviated as Battalion Raider, is the implementing echelon at the Infantry Brigade, Military Resort Command, and Military Regional Command levels. The Infantry Battalion The Raiders as part of the Indonesian

Army's combat unit is a Battalion that has special capabilities for Raid operations, namely Destruction Raid and Liberation Raid. Battalion Raider's individual and unit capabilities are constantly built, maintained, and improved to support operational readiness to carry out all of the increasingly complex operational tasks. Individual and unit capabilities will be achieved through the implementation of training which is carried out in a gradual, tiered, and sustainable way. The task that raider units can perform is to carry out movements in various forms and terrains using aircraft, helicopters, and special Raider equipment to benefit from space and positions or positions for their troops in facing or destroying enemies. Other tasks include destroying or capturing the enemy using all available weapons, equipment, and melee combat capabilities. Battalion Raider has not yet entered stratification in the counter-terrorism organization, where the unit is an organization that has the ability if used in organizing counter-terrorism operations, particularly its presence in areas that will undoubtedly have aspects of speed in action and its ability to counter-terrorism, particularly in the aspect of counter-terrorism. The establishment of the Battalion Raider Unit in December 2003 was motivated by efforts to increase the qualification capacity of regular units by training them in anti-terror

skills to take repressive actions against the threat of terrorism.

METHODS OF RESEARCH

The method used in this research is qualitative, emphasizing the quality side of the object under study. According to Sugiyono (2013), qualitative research is one of the ways researchers are used so that the object under study is in the actual situation in which it is used. The researcher is the primary instrument, and the emphasis on the meaning of the results studied is prioritized by collecting data using triangulation or combined techniques, as well as inductive data analysis. Research activities are inextricably linked to the existence of data, where the data is the primary source of information to provide a specific depiction of the research object. Data is an empirical fact collected by researchers to obtain solutions to problems or answers to research questions. Data can be obtained through various sources where the data obtained is collected using several techniques in the implementation of research.

The qualitative method is a method used in this study so that the type of data used is qualitative data and the data used comes from two sources, including primary data, which is data obtained by the form of spoken words verbally or verbally, behavior or behavior carried out by

informants who can be believed, namely informants or subjects from research related to observed variables or data obtained through the subject. In a direct manner. The primary data on the study is the primary source used by the authors in the creation of this study through interviews with personnel drawn from Battalion Raider personnel samples. Second, secondary data is information obtained by collecting data that able to be used to supplement primary data. Researchers used observation techniques and conducted literature studies to achieve the results of this study. Secondary data can be defined as information derived from graphic documents such as recordings, records, electronic messages, images, and so on. In the study, secondary data is additional data obtained to improve the primary data, so the researcher attempts to coordinate with the unit studied to prepare the data required by the author. The secondary data is derived from unit report data as well as other unit manuals.

Data collection techniques in qualitative methods use data collection techniques taken in natural settings, sourced from primary data, and how to collect data are more directed to source observation (participant observation), in-depth interviews, and reference documents required. Based on this understanding, how to collect the information used in this paper is an observation that is a way in which the preparation is done through various methods, namely physical and mental observations. By observing the process and carrying it out on a regular and unplanned basis since drafting the proposal, it is expected to be able to provide an objective and real picture of the situation at the research site located in unit Raider so that the data obtained can be investigated, enriched, and obtained answers when conducting in-depth interviews. This observation is carried out by recording in the field from the data in the rider unit for the guidelines for the implementation of the attached observations. Observation for empirical purposes can be used for a variety of purposes. The goal of observation in this study is to obtain a description and give birth to theories and hypotheses. Using data collection methods and documenting records on events that occur with the help of instructions and recording for the sake of research. Hasanah explained the types of reviews based on the involvement of researchers. Next is the interview wherein the interview process able to be used data collection techniques using questionnaires so that the results obtained can be accounted for in real terms. The interview is conducted by dividing into three ways, namely structured interviews, semi-structured interviews, and in-depth

interviews. But now researchers use the method of in-depth interviews, this is intended so that the complexity of information collected, which is more only in the form of opinions, behaviors, and events experienced. To avoid the loss of information, so the researchers asked for approval from the source so that during the interview can use electronic media such as recorders. Starting the interview should first explain and convey briefly and the picture and background of the research topic. Interviews are conducted with informants, in this case, Battalion Raider personnel where the organization is Commander and Staff who are familiar with the main issues where the problem is related to the problems of research. In-depth interviews are a method of gathering information from informants that involves inviting them to discuss topics freely and in-depth while being guided by interview attachments. Informants are chosen using a purposive random sample, which is a sample of informants chosen based on certain criteria, such as having served in the unit for at least five years and occupying positions that affect the implementation of unit development, as well as being used as a medium to obtain data that is difficult to obtain during free interviews or using cross-control methods on the validity of data obtained during the research. Notes, recordings, and images obtained can be supportive and useful for research to be used as primary references and others can be archived and stored in document form. The usage of using this technique is to obtain more in-depth data related to the formation of The Battalion Raider organization in counter-terrorism. The results of this in-depth interview were then placed as the primary data from the study. The last is a document that is a record of events that have occurred. Documents can be in the form of objects in the form of written works, photos, and monuments. Through this statement, the researcher concluded that the document is data obtained from reviewing or making notes from books or through archiving where the reference has a relationship with the object studied.

Theoretical Framework

The theory of organizational management proposed by Taylor (1911) and the theory of leadership proposed by Reddin were used in this study (1970). Taylor (1911) developed the Theory of Scientific Management in the early twentieth century, based on the seriousness in the field of organization and management. Scientific management is a systematic process required to improve production efficiency obtained through scientific analysis and various experiments. Taylor believed that a process can be

obtained with minimal input in terms of energy or resources. Taylor's initial concept was that individual work processes would become a single unit in a system's process. The organizational structure is formed in accordance with the existing work process and necessitates the use of specialized personnel to optimize work processes, thereby reducing the role of managers in issuing orders. Following that is the working relationship, specifically the working relationship that occurs as a result of a systematic process based on scientific analysis to achieve efficiency.

According to Reddin (1970), leadership style is based on a lattice of human tasks in three dimensions, including the first work orientation, namely the level of leader direction or subordinates' efforts to achieve goals. The second is subordinate orientation, which refers to the level of the personal relationship between the leader and subordinates, such as mutual trust, respect for ideas, and attention to subordinates' feelings. Third, effectiveness refers to how well the level of results obtained meets the requirements set by the leader. Leadership is the art and skill of influencing and guiding subordinates so that the led party develops the will, trust, respect, and obedience required to carry out the duties entrusted to him sincerely. The term "leadership" is derived from the word

"lead," which includes two main components: the leader as a subject and the led as an object. The meaning of the word "lead" includes the concepts of directing, building or organizing, guiding, as well as showing or influencing. Leaders bear a physical and spiritual responsibility for the success of the led's work activities, so being a leader is not easy, and not everyone shares the same characteristics in carrying out their leadership.

RESULT AND DISCUSSION

Terrorist acts are acts that cause fear in everyone, and they will continue to cause anxiety and disrupt the peace of life in society, nation, and state. Terrorism crimes occur in a variety of countries around the world, including developed and developing countries, where acts of terrorism have resulted in many victims to anyone who has an impact on physical and mental actions on their victims. The main component of a terrorist act is violence against its targets. Terrorist acts have also occurred in Indonesia, resulting in the deaths of both Indonesian citizens and foreigners and posing a threat to the country's sovereignty, which is commonly referred to as an extraordinary crime. Terrorism occurs frequently throughout the year in Indonesia, both on a small and large scale, and is inextricably linked to political, economic, and social goals. Acts of terrorism are better

handled today, but that does not mean that they will remain the same in the future, especially with the development of the current era, where acts of terrorism will be more varied and dangerous and will undergo metamorphosis. The general public's understanding of radicalism has grown, which has the potential to encourage radical action in Indonesia. The means of spreading radical understanding are becoming more diverse; for example, the widespread of violence-based ideology and terrorist recruitment is carried out via social media, schools, and correctional institutions. The recruitment market is becoming more diverse, including not only adult men but also women and children. The younger generation who have been exposed to radical ideology is very potentially involved in terrorism networks that are carried out in the form of groups (networks) or move individually (lone wolf) according to their targets. Visits by terrorism convicts by relatives and sympathizers are still routine in some prisons. This has the opportunity to be used to exchange information and strengthen the network of terrorist groups. Meanwhile, isis's push from the Middle East is forcing foreign terrorist fighters (FTF) back to their home countries including Indonesia, and potentially forming new cells that could threaten the country's security. Global threats continue to grow along with the interests and needs of a country in achieving its national goals. The composition of global power becomes multipolar with the emergence of new power blocs impacting the increasingly dynamic and complex potential threats and challenges faced by a country including Indonesia. Over the next five years, multidimensional threat patterns and types of military, non-military, and hybrid threats, including terrorism, are likely to evolve, disrupting security stability and the continuity of nation-building. The fourth-generation war model is asymmetrical, which means that it explains that a fourth-generation war is a war that uses various available networks, such as political, economic, social, and military networks, to convince the enemy's political decision-makers that the strategy he has devised will not achieve the goal, or will not be profitable. The framework of this conception is still based on the assumption that the concept of universal people's war is essentially still a part of symmetric warfare. The concept of universal warfare inspired the development of a counter-scheme to deal with asymmetric warfare of foreign countries, which included a scheme, strategies, methods, and devices that were played and used, in addition to the nature of non-military warfare. Furthermore, asymmetric warfare terror tactics can take the form of insurgency or conflict between

the strong and the weak. As a result, this type of war involves unbalanced forces, which are typically carried out by insurgent groups using terror tactics. Unit readiness is required to deal with the threat of asymmetric warfare, particularly the domestic and international terrorism trend. Terrorist acts committed by liberal, communist, and radical groups are defined as activities that endanger or have the potential to endanger state sovereignty, territorial integrity, and the safety of the entire nation. Where it is classified as a type of defense threat derived from non-military threat elements. There should be no doubt from the Indonesia National Armed Force to prevent and counter the threat of extremism that has the potential to lead to acts of terrorism. Handling acts of terrorism radicalism in a country needs to be done through a legal approach and adequate application of legislation so that the problem of terrorism can be addressed quickly and appropriately. Counter-terrorism efforts using military force require political decisions and appropriateness in national and international contexts. The military has a very important role in counter-terrorism, considering that terrorism can not only threaten the safety of the public but can also threaten the security of the country, where national security is at stake. The Indonesian Army, particularly Battalion Raider units,

must be a part of participating organizations and collaborate with ministries or institutions, civil society, and other partners in counter-terrorism. Terrorism is a threat to security and can be a threat to sovereignty, necessitating the collaboration of all parties in dealing with it. Of course, it still requires a coordinator in managing the handling of terrorism, but it also necessitates collaboration with related institutions and must override each institution's sectoral ego. In order to develop comprehensive counter-terrorism strategies and policies, it is necessary to consider not only strategies and policies in the form of principles or rules but also the actors and institutions that carry out these principles and rules. Arrangements shall be provided to include mandates, functions, and coordination mechanisms among these actors and institutions collectively.

Battalion Raider is a rapid reaction force unit that is prepared and can be at any time anywhere and whenever called to overcome the emergence of terrorism situations. Human resources possessed in units must always be trained and maintained their abilities. The use of human resources in the implementation of counter-terrorism tasks on Battalion Raider has been regulated in such a way that its use is effective and efficient. The use of human resources in the implementation of counter-

terrorism tasks is managed so as to produce the maximum possible output. In fact, his involvement in dealing with acts of terrorism must be faced with various obstacles that significantly hinder the achievement of success in counter-terrorism in Indonesia. The obstacles that hinder the implementation of the role in countering terrorism in Indonesia, of course, must be reduced so that counter-terrorism in Indonesia can run as expected. One method by applying organizational governance patterns by increasing the effectiveness, efficiency, and accountability of implementation to minimize the possibility of obstacles and waste of resources in the process of achieving organizational goals. One of the policies in realizing human resources to a minimum by producing the maximum possible output includes evaluating the applicable organization faced with a right-sizing policy so that the large and small of the organization is adjusted to the demands of tasks and functions, workloads, coverage of the areas for which it is responsible, and modernization of Alutsista so that professional, effective, efficient and modern organizations can be produced.

Raider Battalion as part of the combat unit of the Indonesian Army is Raider Battalion, a combat unit of the Indonesian Army, is a Battalion with special capabilities for raid operations, namely raid destruction and raid release of prisoners. Battalion Raider in the ranks of the Indonesian Army, with 46 units of the same type deployed throughout Indonesia, both at the Army Strategic Reserve Command and the Military Regional Command. The Main Tasks of The Raider Battalion are to carry out the development and control of forces as well as the implementation of other tasks, including the implementation of tasks in the defense sector, namely by conducting Military Operations for War (OMP) and Military Operations Other than War (OMSP) with a solid priority a strong degree of strength to meet the demands of defense strategy and military strategy, such as carrying out the task of countering terrorism both independently and by providing reinforcement assistance to the Police following Law No. 34 of 2004 concerning the duties of the Indonesian National Armed Forces in Military Operations Other than War. The form of implementation is an operation to overcome acts of terrorism with all efforts and activities to deal with all acts of crime by systematic violence, which ignores humanitarian norms, is motivated by extraordinary crimes that have an international network and that can threaten the sovereignty of the state and the safety of the nation. The goal is to bring terrorist organizations to a halt and to dismantle

terrorist networks. Its use will be organized in the form of a team or task force that has been given special abilities and skills to paralyze and dismantle terrorist networks, and it will be heavily dependent on the special capabilities possessed. This is similar to the Destruction Raid and Liberation Raid special abilities.

The human resource capabilities possessed show the establishment of the Battalion Raider unit organization in counter-terrorism in terms of terrorism enforcement. The human resource potential of Battalion Raider soldiers is reliable because the soldier is recruited through a strict selection of both psychological tests, physical tests, and health tests, as well as basic military education that is full of discipline, becoming the basic capital in establishing the discipline and morality of soldiers. The improvement in the quality of human resources today demonstrates that the potential of soldiers has a high enough level of education that digesting every task for which they are responsible will become easier to understand and implement. Aspects of human resources soldiers in the execution of counter-terrorism tasks can be assessed and measured based on their level of knowledge and skills, mentality, and training.

1. Aspects of Knowledge and Skills. Skill is a method of developing knowledge and skills that is accomplished through learning and training and gained through experience by completing some of the tasks assigned. Direct practice is the best way to develop skills because self-activity, such as appropriate assignments under the education and training obtained, accompanied by guidance and supervision, will optimize abilities and skills to the maximum level. Based on this understanding, training is provided to the Raider Unit in the form of theory and practice, to prepare the Raider Unit to carry out the task. Currently, Raider Unit training is being carried out and standardized so that the training program can be described with the same standard for each type of training and the training objectives and goals can be achieved. To be able to carry out their duties, the training program is carried out in the framework of maintaining and improving individual abilities in units, as well as maintaining and improving Battalion Raider unit capabilities. The implementation of Battalion Raider unit training activities in the Indonesian Army has been carried out and is always evaluated to deal with the development of the situation faced. The debriefing of the destruction raid and liberation raid (raid cur / baswan) are two Battalion Raider unit training activities that lead to counter-terrorism tasks. For Raider soldiers in the unit, this ability is maintained at all times.

2. Mentality Aspects. Aspects of mentality are important in assessing the ability of soldiers. Aspects of soldier mentality are generally summarized in basic soldiering values such as discipline, loyalty, morality, motivation, unyielding spirit, devotion to God Almighty, and no less important is teamwork. The thing that distinguishes the mentality aspect of the Raider Unit from other soldiers in the area of operation for which the unit is assigned. One of the indicators used to distinguish this mentality is the environmental conditions and areas of operation of the Raider Units throughout Indonesia, depending on the escalation of threats that occur. As a unit that has a noble task and is relied on by the State, so that the Raider Unit needs soldiers who have a high level of maturity, not easily influenced by heterogeneous city environment conditions and operational areas spread throughout Indonesia, able to focus on carrying out tasks, personal discipline and high loyalty to superiors. These criteria are very complex and difficult to measure. The module currently used in Raider Units to measure the mentality of soldiers is to use the soldier rating list. Dapen soldiers are made by the direct superiors of soldiers based on daily observations of soldiers. In general, Raider soldiers have a good mentality, experience in each operation task has also forged a soldier's mentality. In terms of the use of force, psychological

tests are also carried out to determine the mental readiness of the soldiers in carrying out their duties. Other activities can be through personnel development activities such as counseling in the context of psychological development which is held to realize and ensure the psychological condition of personnel and their families both individually and in-unit relationships, to maintain motivation, enthusiasm, leadership, and optimal unit performance. Physical development activities are no less important where they are held to form, improve and maintain physical abilities as well as the abilities and sports achievements of Raider unit personnel, both individually and in units to create a physical and spiritual balance and be ready at any time to carry out their duties. In terms of mental maintenance, counseling activities are also carried out to motivate by leaders/commanders who are supported by staff to encourage increased morale and morale of personnel in carrying out their duties, then reward soldiers in the form of periodic rest and leave, distribution of income quickly and accurately, military postal services, mental development and psychological services, physical and recreational development, management of corpses up to the rights of heirs, management of victims and injuries, management of disability treatment and compensation, honors and awards, music

and entertainment services, and health services. Raider Unit also carries out activities in order to realize maintenance and enforcement activities, discipline and order so that all personnel has an awareness of the law, discipline, and order as a form of improving mentality by carrying out continuous socialization of laws and regulations related to the implementation of duties, carrying out inherent supervision and control of the elements of leadership and related officials to disciplinary conditions, order and law enforcement and carry out counseling and legal assistance to personnel for the fulfillment of the right to recognition, a guarantee of protection and legal certainty.

3. Aspects of Exercise. In order to realize and support the achievement of the Raider's Battalion ability as a combat unit that has special capabilities for Raid Operations and can carry out tasks according to functions and weapons correctly and effectively, a form of training is needed that can provide knowledge and skills according to the standards that must be possessed by the unit. Raiders. Raider training activities are held to improve Infantry units that already have Raider capabilities to maintain the professionalism of soldiers and units in facing future task challenges. The training carried out by the Raider Unit is carried out following the work program and training

calendar of the Raider Unit. The current training has been oriented to how to prepare technical and tactical capabilities following the focus of the Raider Unit's operational areas throughout Indonesia. The training aspect is a supporter in improving individual and unit skills. Currently, almost all existing Raider Units have been formed and have the ability to counter-terrorism. Raider units are capable of carrying out special operations Raid destruction and Raid release of hostages or prisoners to deal with the threat of terrorism. This ability is maintained at all times in a gradual, and continuous annual training program. Raider training is divided into two stages, namely, the first stage is maintenance training carried out in units aimed at maintaining basic knowledge and skills as raider soldiers. The second stage is the raider stabilization exercise which is carried out in units that aims to strengthen unit capabilities. In the activities of organizing raider training, it is well organized which has been systematically arranged through the stages of training implementation, namely the planning stage, preparation stage, implementation stage, and termination stage. The exercise requires the basic facilities and infrastructure needed to develop the implementation of Raider exercises in the form of organic weapons, maps, compasses, communication tools, vehicles, and others as needed. The primary

infrastructure used to develop pre-task training implementation in the form of training fields that resemble assignment areas, model classes, multipurpose towers, firing ranges, municipal warehouses, armories, Aloptic warehouses, sports fields, and others as needed. Supporting facilities and infrastructures are also required, which can take the form of LCR, outboard motorboats, water motor outboard machines, tents, megaphones, flags, whistles, sandboxes, and others depending on the needs. Supporting infrastructure used to develop training implementations such as helicopter simulations, tire houses, urban simulations, shooting simulators, and others as needed.

The Battalion Raider unit organization in counter-terrorism enforcement is formed from the organizational structure, which includes the existing work process will form a structure, dotted with the start of the individual work process (bottom-up approach). The Battalion Raider unit's work process is structured, adhering to the established organizational pattern. The mechanism of action begins at the individual level and progresses to the unit level, following the pattern that has been formed and trained. The Battalion Raider Organization, which has a total of 747 people and is equipped with Airborne capabilities and Operation Raid, is used to organize personnel and equipment in Battalion Raider units. The Battalion Raider was organized in the manner of a regular infantry unit, first in company relations, then platoons, and squadrons. The average current equipment still uses ordinary battalion equipment, which has shortcomings in special equipment when used in the implementation of terrorism enforcement. Counter-terrorism operations are carried out by Battalion Raider units with limited personnel and resources, but they complete the mission by utilizing all intelligence data/information, the use of materials and special equipment, adequate facilities and infrastructure, and acting following positive national law and the provisions of international law appropriately and effectively to achieve the desired results. maximum in all operations The infrastructure facilities of the Battalion Raider unit, including materials and special equipment, must be tailored to the terrain in the target area. The weapons used in the execution of the operation will have an impact on the task's success, so they must be adjusted to the weather, terrain, and the enemy's situation and conditions. To carry out operations, air transport and evacuation facilities are required; in this case, the Raider unit has an advantage in moving using helicopters (Mobud). The means of communication used can be radio,

telephone, caraka, and other forms of communication that are critical in assisting with task implementation.

Aspects of working relations that exist in Battalion Raider are formed through a systematic process through scientific analysis to achieve efficiency. The process of working relations in the Battalion Raider unit is in the form of a structure contained in the Battalion Raider working relationship mechanism. The leadership's working mechanism, such as studying the existing rules and regulations as well as leadership policies relating to the main tasks and duties of the unit as well as the duties and responsibilities of the Battalion Raider working relationship mechanism, drafting the unit's vision and mission concept and as a leader in the unit and committing to implement them in the context of improve and improve the situation and conditions of the unit, provide general instructions on all businesses, work and activities in carrying out the main tasks and tasks of the Battalion Raider by making an outline plan and an activity plan for each unit task and overseeing its implementation, leading and managing whole effort, work and activities in carrying out the main tasks and tasks of the unit through the stages of planning, preparation, implementation and termination, providing decisions and policies on suggestions submitted from each echelon

and being responsible for the results of the implementation of tasks and for the things done and not carried out by its members and make reports on the implementation of unit tasks and evaluate the results of the implementation of tasks as material for improvement and refinement of future tasks. The above is carried out on an ongoing basis with the staff, commander of the implementing unit, and its members. The process of working relations on the Battalion Raider unit provide decisions and policies on suggestions submitted from each echelon and be responsible for the results of the implementation of tasks and for the things that are done and not done by its members and make reports on the implementation of unit tasks and evaluate the results of the implementation of tasks as material for improvement and future assignments. The above is carried out on an ongoing basis with the staff, commander of the implementing unit, and its members. The process of working relations on the Raider Battalion unit provide decisions and policies on suggestions submitted from each echelon and be responsible for the results of the implementation of tasks and for the things that are done and not done by its members and make reports on the implementation of unit tasks and evaluate the results of the implementation of tasks as material for improvement and future assignments. The above is carried out on an ongoing basis with

the staff, commander of the implementing unit, and its members. The process of working relations on the Raider Battalion unit The above is carried out on an ongoing basis with the staff, commander of the implementing unit, and its members. The process of working relations on the Battalion Raider unit The above is carried out on an ongoing basis with the staff, commander of the implementing unit, and its members. The process of working relations on the Battalion Raider unit described above occurs through a systematic process through scientific analysis and of course to achieve efficiency.

Leaders or managers, according to the rules, are superhumans more than others, strong, persistent, and know everything. Leaders are also small numbers of human beings, but their role in the organization is the determinant of the organization's success and the success of the goals to be achieved. Leaders' vision is determined by the direction of an organization's journey, as opposed to ideas of thought. Although not the only measure of an organization's success, reality shows that without the presence of a leader, an organization will be static and tend to run in circles. In the history of human civilization, the observed motion of life and organizational dynamics was more or less dependent on a small group of human organizational organizers. It is even possible to argue that the advancement of humanity is the result of a small number of exceptional individuals who step forward. These individuals are organizational pioneers, thinkers, creators, and experts. This unique group of people is known as leaders. As a result, a person's leadership is the key to management. Leaders are accountable not only to their superiors, owners, and to achieve organizational goals, but they are also accountable for internal organizational problems, such as the development and construction of human resources. Leaders have social responsibility or public accountability on the outside. The coaching model in a military environment generally emphasizes stimulation on aspects of the procedure, principle obedience, and so on. and communication styles are instructional, and while one-way communication is not wrong, it is less effective when used to develop thinking functions that lead to creative ideas. Such coaching models and communication styles are quite effective and still necessary for conditioning or behavior formation. However, when the goal is to develop creative thinking patterns, it necessitates a change in construction methods that can stimulate flexibility in thinking. In the age of globalization, the professionalism of leaders is heavily influenced by the dynamics of change, which can have a positive impact but can also have a negative

impact. If the unit commander's leadership is not professional, the resulting unit construction and task implementation will be less than optimal. This will result in a loss of confidence and even less life as a soldier, reflecting the complexity of eternity in the life of scouting, indications found in the unit including disappointment, feeling treated unfairly, impatience, disloyalty, incorrect application of the soul of korsa (the common spirit existing in the members of a group and inspiring enthusiasm, devotion, and strong regard for the honor of the group), lack and decreased quality of morality and ethics, all of which will have a significant impact on the performance of the unit organization. Discipline is the main joint for the life of every soldier because the soldier's discipline is very influential on the performance of the soldier concerned, the better the soldier's performance, the higher the possibility of achieving the success of the main task, so that the need for enforcement and improvement of discipline, success to uphold and improve the discipline of soldiers is greatly influenced by factors that come from both outsides and within the soldier's living environment. Some of these factors have a positive impact on achieving the success of warrior discipline coaching. The leader or Commander of the Unit in a military environment has a central position for the

life of scouting because the military organization is an organization that emphasizes the line of command so that a Unit Commander must understand the tasks and responsibilities projected to lead the Indonesian National Armed Forces line. Unit Commanders in their leadership must be able to set an example and example for the soldiers they lead both in the service environment and in community life. Looking at the above statement, the role of the Unit Commander in a unit is very important, because a Commander is a decisive figure in realizing the performance of the unit to ensure the success of the main task. If the Unit Commander exercises his leadership correctly, well, consistently, fairly, and civilly, the unity he leads will result in the achievement of organizational goals. A professional Unit Commander is a unit commander who has mastered his field of duty and has the skills to do so, who has the strength of personal character, holds firm commitment, and adheres to leadership norms. In some ways, a Unit Commander must be able to set an example (Soko guru) for his subordinates to have the moral authority to enforce the applicable rules and norms. The soldiers' violations, in the first place, indicate a tendency toward leadership degradation, with the quantity and quality of violations increasing on an escalating basis. If such conditions are not taken seriously by each individual Unit

Commander, the Unit Commander's professionalism, credibility, and image can deteriorate sharply in the eyes of the men, harming unit performance and productivity. To prevent leadership deterioration among Unit Commanders, particularly at the operational and managerial levels, steps and actions must be taken to rebuild leadership professionalism to restore image, credibility, and encourage unit performance productivity to support the success of the main task. Efforts that can be made include achieving leadership competence, delegating full authority and responsibility within their capacity, providing future certainty, and developing visionary leadership. Leadership competence is an absolute requirement in a military environment and must be known and controlled by every soldier, especially officers based on their rank. The situation of duties, positions, and principality have logical implications, such as the existence of role demands and leadership actions that must be demonstrated in the environment. The higher a person's rank, duties, and position, the more complex the problem and context of the area that must be mastered because of the broader scope that affects his field of duty's success. As a result, military leaders or Unit Commanders must fully understand the personnel they command, the available weapon systems, and the organization they command, both locally in their unity and up to the level of the Indonesian Army, as well as the doctrines and procedures or standard rules that applied. Of course, the commander, in his capacity as a leader, superior, as well as subordinate and personal, has the complexity of problems in himself (internal) related to the position and demands of the role that is expected by his environment to be displayed. Internal problems he faces can be related to his judgment about his existence, awareness of his strengths and weaknesses, his aspirations in his military career, the experience he has had or the exercises he has participated in, his personal and family needs, and his abilities and competencies in his position or field of duty. On the other hand, problems from outside himself (external), such as demands to meet the needs of the unit, demand from the Army organization, and the expectations or demands of the role of the superior that must be played. This problem can be an obstacle, but it can also be a challenge for them to improve their performance. This can happen because there are differences in each commander as the leader of the unit in the thought, approach, and ways of decision making when dealing with these problems.

The type of leadership used in an organization has a significant impact on the behavior of its members. Leaders will

employ leadership styles that are appropriate to their abilities and personality. By involving all members, leadership roles can move the organization to support the achievement of goals. This has more implications for leaders in terms of nurturing, mobilizing, and directing all potential members to achieve their objectives. To improve his soldiers' discipline, the leader must conduct extensive coaching on members. Leadership in the military is defined as a person who issues orders based on military laws and regulations to his subordinates based on rank and position. The authority and responsibility to use all available unit resources under his command. The application of the leadership style in the unit must be capable of increasing resources in order to properly carry out the unit's main tasks. The effectiveness of a person's leadership is based on the talent capital that is born with them but is grown and developed through two channels: the opportunity to occupy leadership positions and the availability of broad opportunities to pursue leadership education and training. Military involvement in counter-terrorism requires a condition that must be met, namely effective leadership to know when the scenario of terrorism threat that requires military involvement, in Novi (2019: 83).

CONCLUSION

The establishment of the Battalion Raider in an effort to counter-terrorism in terms of taking action against terrorism is a form of preparing the units needed to face the current trend of terrorism threats which tend to continue to grow and can disrupt security stability and sustainable development. The formation of the unit is also a form of participation by all elements of the nation confronted with the threat of terrorism. Battalion Raider can take action against terrorism in terms of human resources, organizational structure, work relations, and leadership. In the implementation of counter-terrorism, Infantry Battalion Raider uses the capabilities of destruction raid and liberation raid in Military Operations Other than War (OMSP) where their use will be organized in team relationships or Task Forces that have been given special abilities and skills to disable and dismantle terrorist networks.

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