

Resilience as a Mediator of the Relationship between Stress Levels and Adaptive Performance in the Outer Islands TNI-AL (Indonesian National Army Navy)

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Abstract

This research aims to test the relationship between stress level and adaptive performance TNI-AL (Indonesian National Army Navy) and the impact of resilience as a moderator variable. The measures applied a 4-point scale response ranging from 1 (very inappropriate or strongly disagree) to 4 (very suitable or strongly agree). Respondents were 71 TNI-AL assigned to the Outer Islands of Indonesia. This research uses a quantitative method with Moderated Regression Analysis technique (MRA) for data analysis. The analysis results show a B value of -1.104 and a significance value of 0.000 ($p < 0.05$), which means a negative relationship between stress level and adaptive performance. Meanwhile, the moderator variable shows a significance value of 0.904 ($p > 0.05$), which means that the resilience variable cannot explain the relationship between stress levels and adaptive performance of TNI-AL assigned to the Outer Islands of Indonesia.

Keywords

resilience; adaptive performance; stress levels; navy

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INTRODUCTION

Presidential Regulation 66 of 2019 concerning the Indonesian National Armed Forces (2019) organizational structure, Article 1 states that the Indonesian National Army, abbreviated as TNI, is the main component ready to carry out national defense tasks. Based on Presidential Decree 66In 2019, it is known that there are 3 TNI dimensions, each of which is tasked with guarding the defense sector, namely land defense handled by the Army (TNI AD). Sea defense is handled by the Navy (TNI AL), and air defense is handled by the Indonesian Air Force (TNI AU). Each is led by a Chief of Staff of the Forces responsible to the Commander in Chief. In the Presidential Decree Article 6, it is stated that the Indonesian Navy has duties, namely carrying out the duties of the marine-based TNI in the field of defense, enforcing the law, and maintaining security in the marine area of national jurisdiction following the provisions of national law and ratified international law, carrying out the tasks of Naval diplomacy. in the context of supporting foreign policy policies set by the government, carrying out the duties of the TNI in the development and development of the naval power,

Based on the Presidential Regulation Article 6, it is known that one of the tasks of the Indonesian Navy is to protect the Outer Islands of the NRKI, which amount to approximately 92 islands, namely Simeulucut Island, Great Salut, Swamp, Deer, Bengal, Rondo, Sentut Island, Tokong Malang Baru, Damar, Mangkai, Tokong Pineapple, Tokong Belayar, Tokong Boro, Semiun, Subi Kecil, Head, Sebatik, Gosong Makasar, Maratua, Sambit, Idol, Batu Mandi, Iyu Kecil, Karimun Kecil, Pulau Nipa, Pelampong, Batu Stop, Nongsa, Pulau Sebenda , Sekatung, Lingian Island, Salando, Dolangan, Bangkit, Manterawu, Makalehi, Kawalusu, Kawio, Marore, Batu Bring Ikang, Miangas, Marampit, Intata, Kakarutan, Jiew, Dana Island, Dana (different island from the other), Mangudu, Shopialoisa, Barung, Sekel, Panehan, Nusa Kambangan, Kolepon, Ararkula, Karaweira, Penambulai, North Kultubai, South Kultubai, Karang, Enu, Batugoyan, Larat, Asutubun, Selaru, Batarkusu, Masela, Meatimiarang, Leti Island, Kisar, Wetar, Liran, Alor, Batek, Budd Island, Fani, Miossu, Fanildo, Bras, Bepondo, Liki, Laag Island, Manuk Island, Deli, Batu Kecil, Enggano, Mega, Sibarubaru, Sinyaunau, Simuk and Wunga.

The soldiers have a duty period of approximately six months to nine months, some even more as reported on the news page of Papua News (Katharina, 2019). On Sunday, 24 November 2019, Danrem173/PVB, Brigadier General Bahman at the Biak Harbor Pier released the security forces for the outer islands, which consisted of 20 soldiers consisting of 10 Indonesian Army Soldiers and 10 Navy Marines. According to Danrem 173/PVB, the soldiers will serve for approximately nine months with deployments on Brasi Island and Fanildo Island, Mapia Islands. Likewise, on the TNI Information Center news page (2019), it was stated that the Marines for Defense Base VII (Yonmarhanlan VII) Kupang Marine Lieutenant Colonel Faried Safri Ahmad. Furthermore, all the soldiers attended the Outer Island Task Force (Satgas) in the Marseling Area of the Lantamal VII Command Headquarters Kupang, East Nusa Tenggara, on Friday 06 December 2019.

In facing the task at hand, the soldiers must be ready to leave their families, habits, social life, and access to facilities that have been used so far. As an individual, this will make the soldiers feel uncomfortable and depressed, leading to stress that impacts their work performance. According to Mangkunegara (Noor, Rahardjo, & Ruhana, 2016), Stress is considered a depressed feeling experienced by a person when facing an uncomfortable

situation, which can be seen from unstable emotions, feeling uneasy, increasing blood pressure, and experiencing digestive disorders.

Leung, Janet and Yee(Prasetyo, Nurtjahjanti, Fauziah, & Kustanti,2016)there are at least six indicators of job stress. The first is personal behavior, which can be described as the state of the employee himself in the organization. The second is social support, namely support from within the organization and outside support. The third is role conflict; namely, the condition of a position is carried and the responsibility for the consequences of work in the company. Fourth is an inadequate environment, namely the circumstances around the organization, especially in the workspace. Fifth is the workload, namely the state of the work charged to employees or the type of work that must be completed on time. The sixth is a situation at home or work, namely a condition between a situation in the household and a situation in the company.

Stress experienced by a worker can be caused by various things, especially in the workplace, commonly referred to as work stress. Factors affecting a person's stress level come from psychological and non-psychological pressure. Likewise, the stress that TNI soldiers can experience on duty on the Outer Islands of Indonesia. With minimal access, it might bring uncomfortable conditions for the soldiers. Therefore, it can be interpreted that the stress level of a TNI soldier in the Outer Islands is a psychological and non-psychological pressure that can interfere with soldiers' performance in carrying out their duties on the Outer Islands.

From the interviews, it is known that prior to the assignment from the Human Resources Development Service and the TNI Psychology Service, both Land, Sea, and Air will provide supplies for the soldiers to prepare the soldiers mentally and physically, thereby minimizing stress levels. The hope is that soldiers' stress is low, thus making performance more adaptive (Can adjust the existing situation to carry out tasks or improve performance in various situations).

Research conducted by Hendrie and Pickles and Nesse and Phipps(Harms, Krasikova, Vanhohe, Herian, & Lester,2013)stated that the soldiers could overcome the stress response and emotional problems under stressful situations with their adaptability due to their previous experience of fighting. According to Pulakos, Arad, and Donovan (2000), The notion of Adaptive Performance is the flexibility of an employee or a variety of individual behavioral responses when facing work, managing new knowledge, situations, and experiences they can survive in various situations and conditions. According to Allworth and Hesketh(Anindyajati, Harding, Koesma & Nugraha,2018), individuals' ability to adapt or manage themselves to changes in their work is called adaptive work behavior.

Pulakos, Arad, and Donovan (Huang, Ryan, Zabel & Palmer,2014) said eight dimensions or aspects could be used in expressing a person's adaptive performance. Namely Handling emergencies or crises (managing pressure without feeling disappointed, moody, or anxious when facing a critical situation), Handling work stress (managing pressure calmly and ably). influencing not to make others panic), Solving problems creatively (Can solve problems without direction from others creatively and effectively). Dealing with uncertain and unpredictable work situations (Feel comfortable and not easily disturbed in uncertain work situations) and learning work tasks, technologies, and procedures (Actively improve knowledge, skills, and experience to learn the latest tasks, technologies, and procedures to suit the situation). They demonstrated interpersonal adaptability; can accept new ideas, approaches, and strategies. Demonstrating cultural

adaptability; Respect for the values, culture, and manners. Demonstrating physically oriented adaptability (Can adapt to natural and physical conditions in the right work environment).

According to Edward (Princess & Shaebani, 2019), Work stress can be prevented or minimized when individuals can cope, and one is psychological state influences this. Low and high-stress levels are also influenced by the ability to manage stress. This is undoubtedly influenced by a person's ability to manage stress, referred to as resilience or survival in uncomfortable situations. Furthermore, according to Reivich and Shatte (Sukmaningpraja & Santhoso, 2016), a person will manage the trauma and stress they face with good resilience.

According to Reivich and Shatte (2002), seven aspects can be used to see a person's resilience ability. The seven aspects are Emotional Awareness and Regulation, Impulse Control, Realistic Optimism and Thinking Style, Flexible Thinking to Problem Solve, Self-Efficacy and Self-Accountability, Empathy, Reaching Out. Resilience is not a person's static personality but the individual's ability to manage stress. For soldiers, resilience abilities are needed to manage pressure in unexpected task situations to increase one's performance (performance being adaptive).

Seeing the work situation faced by TNI-AL Soldiers, where they have to serve for 6 to 9 months with various limitations and uncertain situations, the researchers will conduct research related to stress levels, adaptive performance, and the role of resilience to mediate the relationship between stress levels. And adaptive performance for TNI-AL soldiers on the Outer Islands of Indonesia. There are two hypotheses from this study, namely (1) There is a relationship between stress levels and adaptive performance in the Outer Island TNI-AL soldiers, and (2) Resilience acts as a mediator of the relationship between stress levels and adaptive performance in the Outer Island TNI-AL soldiers.

METHOD

The following is explained regarding various things that are included in the data collection method in this study:

Design

This research is quantitative research with a correlational approach (seeing the relationship between variables). The data collection method used to obtain data from the three variables (Stress Level, Adaptive Performance, and Resilience). is a scale/questionnaire that has been prepared by the Navy Research and Development Agency team. Moreover, researchers from the Psychology Study Program, Faculty of Economics and Social Affairs, Universitas Jenderal Achmad Yani Yogyakarta.

Participants

The subjects in this study were Indonesian Navy soldiers assigned to the outer islands of Indonesia to protect the maritime territory of the Republic of Indonesia. The soldiers get assignments for 6-9 months to guard the islands. The number of soldiers who filled out the questionnaire and analyzed the data was 71 soldiers. The taking of research subjects is not random, meaning that every soldier has the same opportunity to become a research subject.

Instruments

The soldier's stress level was measured by a stress questionnaire, using a Likert scale of 4 alternative answers, which ranged from Very Appropriate (4), Appropriate (3), Disagree (2), and Strongly Disagree (1). Question items consist of 10 questions (items). The range of possible values seen in this stress level lift is 10 – 40. This adaptive performance is measured by a questionnaire in the form of a Likert Scale with four alternative answers, namely Very Appropriate (4), Appropriate (3), Disagree (2), and Very Disagree (1). This questionnaire was developed from the adaptive performance theory proposed byPulakos, Arad, and Donovan (2000). The number of items in this questionnaire is 40 items, and the range of possible values in this questionnaire is 40 – 160. Resilience is measured by a resilience questionnaire developed from resilience theory by Reivich and Shatte (2002). This questionnaire is in the form of a Likert scale with four alternative answers, namely Very Appropriate (4), Appropriate (3), Disagree (2), and Strongly Disagree (1). This questionnaire consists of 14 question items, with the possible value ranges in this questionnaire being 14 – 64.

Data Analysis

The data analysis process used in this research is quantitative data analysis in a questionnaire analysis of Stress Levels, Adaptive Performance, and Resilience. Data analysis used the Moderated Regression Analysis (MRA) analysis technique with the help of the Statistical Product and Service Solution (SPSS) program. Hypothesis testing was conducted to determine the relationship between Stress Levels and Adaptive Performance in Indonesian Navy Soldiers in the Outer Islands. Besides that, it also knows the role of Resilience in mediating the relationship between Stress Levels and Adaptive Performance in Indonesian Navy Soldiers in the Outer Islands.

RESULTS AND DISCUSSION

Measuring Instrument Reliability

From the data collection process, it was found that 71 soldiers filled out the questionnaire in this study, and the data were successfully analyzed. The distribution of research questionnaires was carried out by a team from the TNI-AL Psychology Service. After the data was collected, the researcher then conducted an item analysis. To obtain quality items as a measuring tool by removing items that did not meet the validity and reliability standards—testing the scale's reliability in this study through item analysis procedures by looking at Cronbach's alpha and critical limits.

There are three measuring tools analyzed, namely measuring tools to determine resilience, stress levels, and adaptive performance. The following is the data from the item analysis of the three questionnaires.

The table 1 describes the reliability analysis results obtained after testing 71 Indonesian Navy soldiers. On the Reliability Resilience scale of 0.905, the Stress Level Scale has a reliability of 0.898, and the Adaptive Performance Scale has a reliability of 0.850. The reliability analysis results are declared reliable after being obtained from reducing the items used to show a validity value exceeding 0.30. It is stated that these items can measure the variables to be measured.

Table 1. Reliability of Research Measuring Instruments

Measuring instrument	N	Cronbach Alpha	Critical Limit	Description
Resilience	14	0.905	0.893 – 0.906	Reliable
Stress Level	10	0.898	0.879 – 0.897	Reliable
Adaptive Performance	40	0.850	0.842 – 0.859	Reliable

Descriptive Statistics

Based on the analysis results, it was found that 71 respondents participated in this study. The following is descriptive statistical data from research results:

Table 2. Descriptive Statistical Results

Variable	N	mean	Std. Dev	Min	Max
Resilience	71	44,619	4.38949	37	56
Stress Level	71	20,070	3.93273	10	35
Adaptive Performance	71	124.169	8.56402	112	151

The results showed that the average resilience value of soldiers assigned to the outermost islands was 44,619, with a standard deviation of 4.39, a minimum value of 37, and a maximum value of 56. The average stress level of soldiers assigned to the outermost islands was 20,070, with a standard deviation of 3.93, a minimum value of 10, and a maximum of 35. Meanwhile, The average adaptive performance of the outermost island assignment soldiers is 124,169, with a standard deviation of 8.56, a minimum value of 112, and a maximum value of 151.

Categorization of Research Results

The following provides data related to the categorization of research results from the three measurement variables, namely resilience, stress levels, and adaptive performance:

Table 3. Categorization of Research Results

Variable	Categorization	Norm	N	Percentage
Resilience	Very low	$X < 22.4$	0	0%
	Low	$22.4 X < 30.8$	0	0%
	Currently	$30.8 X < 39.2$	2	2.82%
	Tall	$39.2 X < 47.6$	51	71.83%
Stress Level	Very high	$X < 47.6$	18	25.35%
	Very low	$X < 16$	6	8.45%
	Low	$16 X < 22$	51	71.83%
	Currently	$22 X < 28$	11	15.49%
Adaptive Performance	Tall	$28 X < 34$	2	2.82%
	Very high	$X < 34$	1	1.41%
	Very low	$X < 64$	0	0%
	Low	$64 X < 88$	0	0%
Adaptive Performance	Currently	$88 X < 112$	0	0%
	Tall	$112 X < 136$	64	90.14%
	Very high	$X < 136$	7	9.86%

Based on table 3, it is known that in the resilience variable, there are 18 subjects belonging to the very high category with a percentage of 25.35% and 51 subjects belonging to the high category with a percentage of 71.83%. At the same time, there are no subjects belonging to the medium, deficient category. In addition, by looking at the average resilience of 44,619, it can be concluded that the resilience level of TNI-AL soldiers serving in the Outer Islands is "high." It can be said that despite being in a situation full of pressure or limitations, the soldiers were able to display a good performance (success).

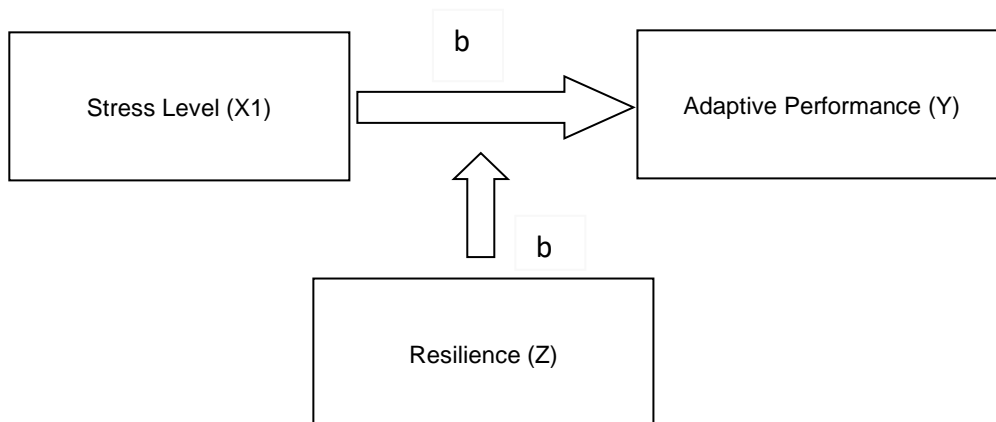
On the stress level variable, it can be seen that six subjects are in the deficient category or 8.45%, 51 subjects are in the low category with a percentage of 71.83%. As many as 11 subjects, or 15.49%, are in the medium category. Two subjects are in the high category or 2.82 %, and one subject is included in the very high category with a percentage of 1.41%. By looking at this categorization and the average stress level of soldiers assigned to the outermost island, which is 20.07, it can be concluded that the stress level of soldiers assigned to the outermost island is low. It means that even if the soldiers are in a remote environment and have limitations in almost all areas, they can still manage stress levels so that it does not interfere with their performance.

In the adaptive performance variable, it is known that there are no subjects who are in very low, low, and medium categorization. It can be said that the percentage of the categorization is 0%. Most of the subjects were in the high category with 90.14%, namely 64 subjects. And as many as seven subjects with a percentage of 9.86% in the very high category. Supported by an average value of 124,169, it can be concluded that the adaptive performance of soldiers assigned to the outer islands is high. It means that even though they are in a situation that is entirely uncertain or full of uncertainty, the soldiers can adjust well and show their best performance.

Hypothesis Test Results

The data analysis method used is a regression analysis technique with the SPSS for Windows release 16.0 program. Regression analysis is used to predict the change in the variable's value depending on whether the independent variable's value is increased, decreased, or manipulated (Sugiyono,2016). There are two hypotheses in this study which can be described as follows:

Figure 1. Overview of Research Hypotheses



The first hypothesis is a relationship between stress levels and adaptive performance in TNI-AL soldiers serving on the Outer Islands (Stress level directly affects adaptive performance). The second hypothesis is an effect (weakening or strengthening) of the moderating variable of resilience on the relationship between stress levels and adaptive performance in TNI-AL soldiers serving on the Outer Islands (Stress level affects adaptive performance moderated by resilience).

Testing hypothesis 1, namely, there is a relationship between stress levels and adaptive performance, using simple regression analysis. The data is shown in the table below:

Table 4. Model Summary of Relationship between Stress Levels and Adaptive Performance

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.507a	.257	.246	7.43601

a. Predictors: (Constant), Stress Level

Table 5. ANOVA Relationship of Stress Level with Adaptive Performance

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1318,669	1	1318,669	23,848	.000a
	Residual	3815.302	69	55,294		
	Total	5133,972	70			

a. Predictors: (Constant), Stress Level
 b. Dependent Variable: Adaptive Performance

Table 6. Coefficients of Relationship between Stress Level and Adaptive Performance

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	146,319	4.621		31,665	.000
	Stress Level	-1.104	.226	-.507	-4.883	.000

a. Dependent Variable: Adaptive Performance

Based on the results of simple regression analysis, it shows that the significance value obtained is smaller than 0.05 ($p < 0.05$). It can be said that the level of stress affects adaptive performance, as indicated by a significance level of 0.000. The regression coefficient number shows several -1.104, which means that for every addition of 1 stress level value, the adaptive performance value decreases by 1.104. Based on the results of the analysis that has been done, it can be concluded that the level of stress affects adaptive performance. Therefore, hypothesis 1 in this study, namely a relationship between stress levels and adaptive performance, is accepted. The relationship is negative, meaning that the higher the stress level, the lower the adaptive performance, and vice versa, the lower the stress level, the higher the adaptive performance.

The second hypothesis examines resilience as a moderating variable in the relationship between stress levels and adaptive performance. The resilience variable is an independent variable that will affect (strengthen or weaken) the relationship between other independent variables (stress level) on the dependent variable (adaptive performance). In this study, resilience was tested using the Moderated Regression Analysis (MRA) test, a

particular application of multiple linear regression where the regression equation contains elements of interaction or multiplication of two or more independent variables (Sugiyono,2016). The following are the results of data processing with the SPSS 16 program.

Table 7. Summary Model of Resilience as Moderator Variable

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.741a	.549	.529	5.87618

a. Predictors: (Constant), Moderate_1, Resilience, Stress Level

Table 8. Resilience ANOVA as Moderator Variable

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2820,496	3	940.165	27,228	.000a
	Residual	2313,476	67	34,529		
	Total	5133,972	70			

a. Predictors: (Constant), Moderate_1, Resilience, Stress Level

b. Dependent Variable: Adaptive Performance

Table 9. Resilience Coefficients as Moderator Variables

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	97,667	41,959		2,328	.023
	Stress Level	-1.095	2.138	-.503	-.512	.610
	Resilience	.983	.829	.504	1.186	.240
	moderate_1	.005	.043	.119	-.121	.904

a. Dependent Variable: Adaptive Performance

Based on the test results above, the Adjusted R Square (R2) value is 0.529, meaning that 52.9% of the variation in adaptive performance can be explained by the independent variable stress level, resilience, and moderate_1 variable (multiplication between stress level and resilience). Other reasons outside the model explain the rest (100%-52.9%=47.1%). The ANOVA test produces a calculated F value of 27,228 with a significance level of 0.000. Since the significance value is less than 0.05, the regression model can predict adaptive performance (dependent variable). It can be said that the level of stress, resilience, and the variable moderate_1 together affect adaptive performance.

After knowing that the level of stress, resilience, and the variable moderate_1 affect adaptive performance simultaneously, the individual parameter significance test was conducted (Statistical t-test). The stress level variable gives the parameter coefficient value of -1.095 with a significance level of 0.610 (p>0.05). The resilience variable gives the parameter coefficient value of 0.983 with a significance level of 0.240 (p>0.05). The variable moderate_1 gives a parameter coefficient value of 0.005 with a significance level of 0.904 (p>0.05). The variable moderate_1, the interaction between stress levels and resilience, actually shows insignificant results. Based on these results, it can be concluded that resilience is not a moderating variable because the given interaction has an insignificant effect.

The results obtained from testing the first hypothesis (H1) are that there is a negative and significant relationship between the stress level variable and adaptive performance, which is indicated by a regression coefficient of -1.104 and a regression significance of 0.000 ($p < 0.05$). It indicates that the lower the stress level, the higher the adaptive performance, and vice versa, the higher the stress level, the lower the adaptive performance for a Navy Soldier assigned to the Outer Islands of Indonesia.

The results of this study are in line with research conducted by Ahmed and Ramzan (2013) that there is a negative relationship between work stress and work performance. It means that when stress appears / high, it will affect employee performance (performance decreases / low). Likewise, low stress will improve employee performance. It is also supported by research conducted by Huang, Ryan, Zabel, and Palmer (2014) that emotional stability and ambition are two basic personalities that can be predictors to see an adaptive performance at work. Someone who has high emotional stability will know how to respond to the environment to deal with existing changes. Vice versa, someone with low emotional stability or stress regulation has low adaptive performance.

This research and the research conducted by the two researchers above are also strengthened by research conducted by Naami, Behzadi, Parisa, and Charkhabi (2014). This study examines the relationship between adaptive performance and three personality variables: self-efficacy, openness, and neuroticism. The results showed that self-efficacy and openness positively affected adaptive performance. It means that the higher the two variables, the higher the adaptive performance of a person. Meanwhile, the influence or relationship between neuroticism and adaptive performance is negative. It indicates that the lower the neuroticism personality, the higher the adaptive performance. And vice versa, the higher the neuroticism personality, the lower the adaptive performance. According to Furnham and Fudge (Naami et al., 2014), Neuroticism reflects a negative individual's life, is weak in controlling excessive emotions, has no tolerance for feelings of frustration, and has feelings of envy and paranoia. In addition, the symptoms that appear are worried, fear, depression, and a lack of positive feelings.

Furthermore, the results obtained from testing the second hypothesis with the interaction test of the moderator variable in the form of resilience indicate that the significant level is 0.904 in the relationship between stress levels and adaptive performance. The significant level shown is greater than 0.05 ($p > 0.05$) with a low regression coefficient, where each addition of one resilience value only affects the addition of the adaptive performance value of 0.005. In this study, the second hypothesis, which states a relationship between stress levels and adaptive performance where resilience acts as a moderating variable, was rejected. Because of the interaction test results, no significant figures were found. Therefore, it can be said that resilience is not a moderating variable in the relationship between stress levels and adaptive performance.

The results of testing the second hypothesis are in line with research conducted by Susanty and Helmiatin (2017) that stated that the level of stress and work stress did not significantly affect employee work performance. Even though employees have high stress, it does not make their performance decrease. However, a person's stress level and work stress correlate or influence. Research conducted by Parks and Parks (2019) states four things that affect adaptive performance: individual, work, group, and organizational factors. Individual factors include personality, attitudes, skills, knowledge, experience, biodata, self-efficacy, learning goal orientation, and leadership abilities. They are also supported by

research from Diamantidis and Chatzoglou (2019), which states that three factors influence a person's performance: environmental factors, work, and the individual or the employee himself. Environmental factors include management support, training culture, organizational climate, and work environment dynamics. Job factors consist of the work environment (position description, procedures, and others), communication between divisions, the autonomy of members or groups in work. At the same time, the individual factors consist of a proactive attitude, adaptability, internal motivation, commitment, flexible skills, and skill level.

CONCLUSION

Based on the research results described, it can be concluded that hypothesis 1 is accepted, namely that there is a relationship between stress levels and adaptive performance in TNI soldiers serving on the Outer Islands. The relationship is negative, meaning that when the stress level is high, the adaptive performance is low (decreased), and vice versa if the stress level is low, the adaptive performance will increase/high. While hypothesis 2 of this study was rejected, resilience as a moderating variable can affect the relationship between stress levels and adaptive performance. Resilience is not a moderating variable that can weaken or strengthen the relationship.

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The findings from the results of this study can be used as reports or references for further research and organizations. For further research, it is better to add research subjects so that the distribution of subjects is evenly distributed. For the Organization to obtain good performance results and maintain their optimal level of performance during their assignment, it is advisable to select soldiers who will carry out assignments on the outer islands, especially to see their stress level and resilience. In addition, it is necessary to provide psychological training, especially training to increase resilience and or manage stress levels, so that psychologically they can display optimal performance even though they are in a very limited or unpleasant environment.

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