

Abtrak

Penelitian ini bertujuan untuk menganalisis pengaruh penambahan usia pensiun terhadap motivasi dan kinerja prajurit. Kebijakan penambahan usia pensiun merupakan upaya organisasi dalam mempertahankan sumber daya manusia, namun berpotensi menimbulkan dampak terhadap aspek psikologis dan kinerja prajurit. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Pengumpulan data dilakukan melalui kuesioner, sedangkan analisis data menggunakan regresi linier sederhana dan uji parsial (uji t). Hasil penelitian menunjukkan bahwa penambahan usia pensiun berpengaruh negatif dan signifikan terhadap motivasi prajurit. Selain itu, penambahan usia pensiun juga berpengaruh negatif dan signifikan terhadap kinerja prajurit. Nilai koefisien determinasi menunjukkan bahwa kontribusi penambahan usia pensiun terhadap motivasi dan kinerja prajurit relatif kecil, sehingga sebagian besar dipengaruhi oleh faktor lain di luar variabel penelitian. Berdasarkan hasil penelitian tersebut, dapat disimpulkan bahwa kebijakan penambahan usia pensiun perlu diimbangi dengan pembinaan motivasi, pengelolaan karier, dan peningkatan kesejahteraan prajurit agar tidak berdampak negatif terhadap motivasi dan kinerja. Penelitian ini diharapkan dapat menjadi bahan pertimbangan dalam perumusan kebijakan sumber daya manusia TNI.

Kata kunci: penambahan usia pensiun, motivasi prajurit, kinerja prajurit.

Abstract

This study aims to analyze the effect of the extension of retirement age on soldiers' motivation and performance. The policy of extending the retirement age is an organizational effort to retain human resources; however, it may also have implications for psychological aspects and work performance. This study employed a quantitative approach using a survey method. Data were collected through questionnaires and analyzed using simple linear regression and partial testing (t-test). The results indicate that the extension of retirement age has a negative and significant effect on soldiers' motivation. In addition, the extension of retirement age also has a negative and significant effect on soldiers' performance. The coefficient of determination shows that the contribution of retirement age extension to both motivation and performance is relatively low, indicating that most of the variation is influenced by other factors outside the scope of this study. Based on these findings, it can be concluded that the policy of extending the retirement age should be accompanied by appropriate motivational development, career management, and improvements in soldiers' welfare to prevent negative impacts on motivation and performance. The results of this study are expected to serve as a reference for policymakers in formulating human resource management policies within the Indonesian National Armed Forces.

Keywords: *retirement age extension, soldiers' motivation, soldiers' performance.*