



The Effect of Personality Characteristics on Citizenship Organizational Behavior: Survey on the Indonesian National Armed Forces Peacekeeper

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ABSTRACT

This study aims to analyze the influence of personality characteristics on the behavior of citizenship organizations (Survey on Indonesian National Armed Forces UN peacekeepers). Citizenship organizational behavior is the behavior possessed by individuals towards colleagues that is able to increase the effectiveness of organizational functions. Organizations generally believe that to achieve excellence is the highest individual performance because basically individual performance affects the performance of a team or work group and ultimately affects the overall performance of the organization. This behavior arises because of the feeling of being a member of a citizenship organization and feeling satisfied when it can do something more for the organization. Feelings as members are satisfied when doing something more only happens if the employee has a positive perception of the organization. Organizational behavior is the act of someone outside their obligations, not paying attention to their own interests. Organizational behavior can contribute to the welfare of the community, transformation of resources, innovation and adaptation and overall organizational performance including increasing the effectiveness and efficiency of mobilizing scarce resources, time and problem solving among work units in a collective and interdependent way. The involvement of TNI personnel in the UN Peacekeeping Mission continues to increase from year to year. But the increase in the number of TNI personnel involved in the UN Peacekeeping Mission was not accompanied by an increase in the number of middle/high level TNI officers who were able to hold strategic positions in the UN Peacekeeping Mission. This study aims to convey views about the factors that influence the success of the career development of TNI Officers in the UN Peacekeeping Mission. Qualitative methods through literature studies and in-depth interviews. The findings indicate other factors beyond career development that affect the success of middle/high TNI officers in competing in strategic positions in the UN Peacekeeping Mission.

Keyword: Personality Characteristics, Organizational Behavior of Citizenship, Organizational Behaviour

JEL Classifications: D23, L2

1. INTRODUCTION

The background of this research is based on behavior is a direct reward or sanction whether done or not, but the constructive attitude shown by citizenship through organizational behavior will provide a positive assessment (Hertati, 2019). Organizations need human resources who join in good citizenship behaviors, such as in constructive statements about work groups and their organizations, help others in their teams, volunteer for additional activities, avoid

unnecessary conflicts, show concern for organizational property, respect the spirit and also rules and rules centered, and willing to tolerate disturbances and losses associated with precarious work (Robbins and Steven, 2001). The lecturer occupies an important position which is very meaningful in the operational activities of a tertiary institution because the lecturer is directly involved with the organization of the tertiary institution where he works. Lecturers are one of the factors that have an important role in contributing to the achievement of the vision, mission and goals of a tertiary institution.

Personality characteristics are a source of knowledge, skills and expertise accumulated in the members of citizenship organizations. So that personality characteristics are citizenship resources that must be managed and always developed continuously (Hertati and Sumantri, 2019). Likewise, the existence of citizenship personality character has a function as an image builder that connects personality with citizenship. According to Samuel in *The Clash of Civilizations and Remaking of Lestari* and Hertati (2020) the world has the potential for conflicts that arise that arise within a group or between groups within a region. Huntington sees intercultural conflict as a source of conflict between groups who are then involved in conflict. This opinion is supported by the results of Uppsala University, a Swedish study that shows that the number of internationalized international conflicts has been at a high level in the last 4 years, 2010-2014 (Themne'r and Wallenstein, 2012. p. 512) published in the *Peace Journal*. The intensity of armed conflict in the world has increased in recent years.

Syafarudin research results (2016) state that the increasing intensity of armed conflict has new consequences, namely the increasing need for international peacekeepers to stop the conflict. This increased need for peacekeepers is due to the spread of the UN Peacekeeping Mission/Peacekeeping Operations (PKO). The implementation of the UN Peacekeeping Mission is generally carried out by multinational military forces organized under the mandate of the United Nations (UN). Indonesia has been involved in UN missions since 1957 through sending the Garuda Indonesian contingent. The number of Indonesia's participation in the UN Peacekeeping Mission has gone up and down. In 2007 the TNI established the TNI Peacekeeping Mission Center (PMPP TNI) and since then, the number of TNI participation in the Peacekeeping Mission has increased. As a result, the number of TNI officers participating in the UN Peacekeeping Mission has increased. However, the number of middle/high TNI officers who were able to hold strategic positions (Senior Military Leaders) in missions and in UNDPKO (UN Peacekeeping Operations Department) since 1957 is still limited. Since 2010 only 6 middle/high TNI officers have held strategic positions in the UN Peacekeeping Mission. The UN Peacekeeper is a role held by the Department of Peacekeeping Operations as "a unique and dynamic instrument developed by the organization as a way to help conflict-affected countries create conditions for lasting peace." The United Nations is holding a UN Peacekeeping Mission in a conflict country. In its implementation it is distinguished from peace building, maintaining peace, and establishing peace. A review of the UN Peacekeeping Mission needs to be carried out to determine the important values of the Mission for Indonesia and the TNI. Foreign policy. Plano and Olton (1999) state that foreign policy is a strategy or plan of action made by state decision makers in dealing with other countries or other unique international politics to achieve national goals. A country's participation in the UN Peacekeeping Mission will depend on the country's foreign policy. Indonesia's current foreign policy needs to be analyzed whether it supports the efforts of the TNI to place TNI officers in strategic positions in the UN Peacekeeping Mission.

Dessler (2005) states that human resource management is the process of obtaining, training, evaluating, and giving compensation to employees, paying attention to issues of work relations, health,

safety, and justice. Then, Mangkunegara (2013) states that human resource management is the management and utilization of existing resources in individuals. This management and utilization is maximally developed in the world of work to achieve organizational goals and individual employee development. The above opinion shows the importance of managing human resources effectively in an organization so that it can develop employees individually while supporting the achievement of organizational goals. An overview of HRM aspects needs to be done to find out whether HRM policies in the TNI have supported the TNI's efforts to place middle/high ranking TNI officers in strategic positions in the UN Peacekeeping Mission. Furthermore Graham and Rogers (2003) states that career development is an employee activity that helps employees to plan their future careers in the company so that companies and employees can develop themselves optimally. "A career development theory put forward by Lestari and Hertati (2020) known as" the differential psychology of social developmental phenomenology "explains that a person's career is influenced by several factors," namely the factors found in individuals related to talent, interests, willingness, attitudes, abilities and intellectual factors that are outside the individual such as the socioeconomic level, develop the culture and opportunities available. The phenomenon of a lack of middle/high TNI officers who are able to hold strategic positions in the UN Peacekeeping Mission will be reviewed from the current TNI career development system who have supported efforts to develop the career of middle/high TNI officers in the UN Peacekeeping Mission.

2. PERSONALITY CHARACTERISTICS

Syafarudin and Sudiarditha research results (2018) state that the TNI career standard system is a force that must be used in correcting the problem of the low number of middle/high TNI officers who are able to hold strategic positions in various UN Peacekeeping Missions. If the TNI has a suitable development and education system that accommodates the interests of the UN Peacekeeping Mission, it will be easier for the TNI to place TNI middle/high ranking officers in strategic positions in the UN Peacekeeping Mission. But in reality the TNI does not yet have a career and special education system for officers involved in the UN Peacekeeping Mission, and still uses a Career Development System that generally applies to personnel who have careers internally within the TNI. The number of TNI officers involved in the UN Peacekeeping Mission The number of TNI personnel involved in the UN Peacekeeping Mission in June 2019 was 2911 people, while the number of TNI officers was 329 people involved in the UN Peacekeeping Mission. Since 2013-2019 the number of TNI personnel has ranged from the same number, so if accumulated since 2013, there are more than 2,000 cadres of TNI officers. This number shows that the availability of TNI officers who can be projected to become strategic officials in the UN Peacekeeping Mission in the future is quite a lot. This fact is a force that must be used so that the TNI can place middle/high ranking TNI officers in strategic positions in the UN Peacekeeping Mission.

Spencer and Spencer (1993. p. 9-11) say that there are five characteristics of competency as follows: motives, characteristics, self-concept, knowledge, skills. Indeed, the TNI has applied the

concept as written by the former Head of the Department of Psychology of the TNI, Sumitra and Ngurah (2014) Competency-based HR Management to realize the optimal performance of the TNIAD soldiers, stating that individual performance is determined by four factors as follows: experience, technical competence, behavioral and personality competencies. The United Nations Core Competencies divide competencies more than Core Values, Core Competencies and Managerial Competencies. In fact, standardization is in principle the same. From the various competency theories above, this shows that there is a standard of competence desired by the United Nations regarding the placement of personnel involved in the UN Peacekeeping Mission. When examining the vacancy documents issued by the UN Human Resources every year, there are weaknesses in TNI officers regarding English competence, the amount of experience in the UN Peacekeeping Mission and competence regarding knowledge of the UN Peacekeeping Mission itself. Its weakness does not mean that it does not have adequate standard values, but cannot compete with candidates from other countries such as India, Pakistan, Bangladesh and Nepal. Syafarudin and Mulyana research results (2019) state that this fact has resulted in many prospective officers from Indonesia losing to other countries' military candidates who have more competence than TNI officers regarding English language skills, the amount of experience participating in missions and the understanding of knowledge about the UN Peacekeeping Mission. Peacekeeping missions in the future quite a lot. This fact is a force that must be used so that the TNI can place middle/high ranking TNI officers in strategic positions in the UN Peacekeeping Mission.

From the aspect of competence, when referring to the opinion of Spencer and Spencer (1993. p. 9-11) which says there are five characteristics of competency as follows: motives, characteristics, self-concept, knowledge, skills. Indeed, the TNI has applied the concept as written by the former Head of the Department of Psychology of the TNI, Sumitra and Ngurah (2014) Competency-based HR Management to realize the optimal performance of the TNIAD soldiers, stating that individual performance is determined by four factors as follows: experience, technical competence, behavioral and personality competencies.

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skills, the amount of experience participating in missions and the understanding of knowledge about the UN Peacekeeping Mission.

Referring to the opinion of Mangkunegara (2013) HRM regarding maximum management of individual resources for the benefit of the organization. McPhaul from US Army (2008) Developing Military Human Resource Managers for Senior Level Positions stated that the mission element of Human Resources in military organizations is to coordinate human resources effectively and in a timely manner to support tasks at each echelon and at the tactical, level operational and strategic. From this view, it can be seen that TNI personnel involved in the UN Peacekeeping Mission have not been able to fill positions at every level/echelon, especially echelon leaders and strategic positions.

This indication can be analyzed from the number of TNI officers who have held strategic positions in the UN Peacekeeping Mission. The TNI itself does not have a special career development system for TNI officers involved in the UN Peacekeeping Mission. The current career pattern of the TNI is only common for TNI officers who have careers within the TNI. The absence of this pattern has caused many TNI officers who have potential in the Peacekeeping Mission to reduce their interest in trying for a career in the UN Peacekeeping Mission because it would hamper their military careers in the country. In addition, the weakness of the career development factor is that many TNI career development policies hamper the careers of TNI officers who will compete in the UN Peacekeeping Mission. Some policies such as losing positions at the time of assignment in the UN Mission, not getting a position after full assignment, losing the opportunity to hold positions in prestigious positions such as battalion commander/district military commander/resort military commander, due to loss of time in the assignment and other policies. This reduces the enthusiasm of TNI officers who have great potential to compete in careers in strategic positions in the UN Peacekeeping Mission. With the following characteristics Gibson et al. (2012. p. 107; Stroh et al. (2002. p. 40)):

2.1. Attitude

The attitude of a person is part of the character. Even the attitude is considered as a reflection of the character of the person. The attitude of someone shows how the character of that person in an environment. So, if the person has good character, then the environment will say that person has good character. Vice versa.

2.2. Emotions

Emotions are dynamic symptoms in situations felt by humans accompanied by effects on consciousness, behavior, and this is also a physiological process. These emotions are synonymous with strong feelings.

2.3. Trust

Trust itself is a human cognitive component of socio psychological factors. Belief in something that is right or wrong on the basis of evidence, the suggestion of authority, experience and intuition is very important in building human character and character. So, trust strengthens the existence of self and relationships with others.

2.4. Habits and Willingness

Habits are aspects of human behavior that persist, take place automatically over long periods, are not planned and are repeated repeatedly. While the will is a condition that reflects a person's character because the will is closely related to actions that reflect the person's behavior.

2.5. Self Conception

Self-conception is a process of totality, both conscious and unconscious about how a person's character and self are formed. So, self conception is how we have to build ourselves, what we want and how we put ourselves in life.

3. ORGANIZATIONAL CITIZENSHIP BEHAVIOR

Hertati research results (2016) state that leadership is the ability and readiness possessed by a citizen to be able to influence, encourage, invite, guide, mobilize, and make an effort to characterize a person or group to accept that influence. Then Hertati (2015) states that in helping to achieve a certain goal that has been set based on the dimensions of task orientation, relationship orientation, and results orientation. Another weakness is the lack of leadership policies that support officers who want a career in the UN Peacekeeping Mission. Leaders must provide incentives/privileges for TNI officers who will pursue a career in the UN Peacekeeping Mission because these positions are relatively more difficult to obtain. They must compete with international candidates. Careers abroad will spend 1-3 years of service.

This position also has a strategic impact on the existence of the TNI internationally. Syafarudin and Mulyana research results (2019) state that The absence of a leadership policy that influences the success of the TNI in placing its military officers in the future. The TNI career standard system is a force that must be used in correcting the problem of the low number of middle/high TNI officers who are able to hold strategic positions in various UN Peacekeeping Missions. If the TNI has a suitable development and education system that accommodates the interests of the UN Peacekeeping Mission, it will be easier for the TNI to place TNI middle/high ranking officers in strategic positions in the UN Peacekeeping Mission. But in reality the TNI does not yet have a career and special education system for officers involved in the UN Peacekeeping Mission, and still uses a Career Development System that generally applies to personnel who have careers internally within the TNI.

The number of TNI officers involved in the UN Peacekeeping Mission The number of TNI personnel involved in the UN Peacekeeping Mission in June 2019 was 2911 people, while the number of TNI officers was 329 people involved in the UN Peacekeeping Mission. Since 2013-2019 the number of TNI personnel has ranged from the same number, so if accumulated since 2013, there are more than 2000 cadres of TNI officers. This number shows that the availability of TNI officers who can be projected to become strategic officials at the United Nations. Educational management/UN Peacekeeping Mission course. One

of its weaknesses is managing the UN Peacekeeping Mission course. Weaknesses are the selectivity of personnel and data management. Data synchronization between relevant staff at TNI Headquarters and Army Headquarters did not go well. The database management of TNI personnel taking courses on the UN Peacekeeping Mission has not been carried out thoroughly. The selection of personnel for TNI officers who are ready to compete for strategic positions in the UN Peacekeeping Mission has not been done selectively. This results in many potential officers not being included in important courses, conversely officers who do not have the potential to get educational opportunities.

Stoner et al. (1995) state that the UN usually conducts a recruitment process every 6 months with a 2-year assignment period and a maximum extension period of 2 years. The recruitment process is carried out in accordance with the existence of vacant positions both in the mission area and in UNHQ staff. The bidding process is carried out through letters sent by the United Nations to all Permanent Representatives of the TCC (Forces of Contributing Countries) in New York which are then forwarded to their respective countries. The United Nations implements a recruitment system through systematic selection stages from administrative selection to interview testing. If a candidate is truly prepared, it is possible to graduate. Most TNI candidates failed the selection stage. Therefore, the TNI needs to prepare TNI officers to pass the examination/selection process through a special preparation process. In the 1945 Constitution of the Republic of Indonesia, paragraph 4, it is stated that one of the objectives of the Indonesian State is to maintain world order based on the independence of eternal peace and social justice. These points form the basis of how the Government of Indonesia manages its foreign policy. In Act Number 37 of 1999 concerning Foreign Relations article 3 states that Indonesia's foreign policy is to comply with the principle of free and active (18). Free means that Indonesia is not bound by the ideology or politics of any country. While being active means that Indonesia is actively promoting friendly relations and cooperation both regionally and internationally. From the aspect of legal legality, Indonesia's involvement in the UN Peacekeeping Mission is very supportive of Indonesia's free and active foreign policy.

Judging from Indonesia's current regional and international role, Indonesia's success in carrying out its active and free role in the Southeast Asian region and Indonesia's contribution in international forums such as the success of being a Non-Permanent Member of the UN Security Council 2019-20 directly has a positive influence on Indonesia's ability to place TNI officers in the UN Peacekeeping Mission. An overview of foreign policy aspects shows that Indonesia's opportunities for TNI officers who compete in strategic positions in the UN Peacekeeping Mission are large. Competition from officials from other countries Threats are in the form of competition from officials from other countries. The increased participation of personnel in the UN Peacekeeping Mission is not only experienced by Indonesia, but also by other countries in Asia such as India, Pakistan, Bangladesh, Nepal, and other countries in Africa such as Ethiopia, Senegal and others. Therefore, the desire to place its officers in strategic positions in the UN Peacekeeping Mission is not only Indonesia's obsession, but also its obsession with these countries. Characteristics of

Organizational Citizenship Behavior Podsakoff et al. is:

1. Helping behavior, i.e.
Helping each other and preventing laziness at work.
2. Civic virtue,
Concerning the support of workers for administrative functions in the organization.
3. Sportsmanship,

Describes workers who emphasize more on the positive aspects than the negative aspects of the organization. Sportsmanship describes the sportsmanship of a worker towards the organization.

Spencer and Spencer (1993. p. 9-11) state that there are five personality characteristics as follows: (1) Motives. People who think or want what causes action. (2) Characteristics. Physical characteristics and consistent response to information situations. (3) Self-concept. A person's attitude, values or self-image. (4) Knowledge. Someone's information has a specific content area. (5) Expertise. The ability to do consists of physical or mental tasks. In book FM 22-100, US Army Leadership Be, Know, Do in 1999 explained that a leader must understand be, know and do, namely personality and leadership characteristics.

Sumitra (2014) states that personality characteristics based on competencies to improve the performance of TNI AD personnel, states that individual performance is determined by four factors as follows experience, technical competence, behavioral competence and personality. In the core personality characteristics of the United Hertati and Sumantri research results (2016) state that nations, it is explained that personality characteristics consist of Core Values which include integrity, professionalism, respect for differences. Managerial competence which includes leadership, vision, empowering others, building trust, managing performance, Judging/making decisions, and core personality characteristics that include communication, teamwork, planning and organizing, accountability, creativity, client orientation, commitment to continuous learning and technological awareness. Hertati Research Results (2019) and Yulianti and Rachmawati (2019) state that the description of the personality characteristics aspect is to find out the personality characteristic standards that must be fulfilled by a military officer in holding a strategic position in the UN Peacekeeping Mission relating to the personality characteristic standards that have been applied in the TNI.

Previous research on career development in the world has been carried out. Nina and Lindy (2017) state that the assignment in the UN Peacekeeping Mission must be seen as a process, which has consequences for the careers of individual soldiers after returning to their home country. Research shows that there is still a lack of awareness of the importance of assigning the UN Peacekeeping Mission as part of a military career in South Africa. Jordan et al. (2015), pointed out that the decision of military education cadets to take part in a long-term contract program is determined one of them in the perception of organizational support. This article shows the need for organizational support to support one's decision to have a career in the organization. Furthermore, Bocciardi et al.

Bocciardi et al. (2017), stated that career adaptation can make an important contribution in helping organizations deal with

the effects of demographic change. Cybal-Michalska (2014), proves that there is a change of responsibility from one's career from corporate to individual responsibility related to the current development of globalization and transformation. The results showed that a person's proactive attitude would determine the success of one's career development in the future. Some of the research above shows the need for organizational support, career adaptation and proactive attitude in developing one's career in the organization. Referring to the above research, researchers want to explore what factors determine the success of a country's military in placing their officers in strategic positions in the UN Peacekeeping Mission and how the TNI is able to create it. This will be analyzed through a SWOT (Strength, Weakness, Opportunity, Threat) analysis.

4. METHODOLOGY AND MEASUREMENT MODEL

The quantitative method used in this study. Data collection using a questionnaire. Sampling is based on simple random sampling techniques on TNI personnel involved in the United Nations Peacekeeping Mission not accompanied by an increase in the number of medium/high level TNI officers who are able to hold strategic positions in the UN Peacekeeping Mission. Data is measured using a five-point Likert scale. Structural Equation Modeling based on components or variance (PLS-SEM) is used for analysis tools. Evaluation of PLS-SEM models includes evaluation of measurement models (external models) and structural models (internal models). In this study, exogenous and endogenous variables are latent variables. The latent variable measurement model in this study includes: (1) the first order is the dimension measurement model

Hair et al. (2014) based on the framework developed in this study, for the purposes of testing hypotheses an analysis structure of the entire research variable is made which is a combination of measurement models and structural models that describe the causality relationship between exogenous variables and endogenous variables. Hair et al. (2014). states that to construct an indicator in an appropriate formative combination of indicators. If it's reflective and if it's a combination. Indicators represent the consequences that reflect or cause construction. if there are consequences and if formative causes. If the assessment changes in nature, all items will change in the same way (assuming both are encoded), if it is reflective and if not formative. Materials and Methods: Research Methodology: The method used in this study is descriptive and feripicative research. The population in this study is that TNI personnel involved in the UN Peacekeeping Mission are not accompanied by an increase in the number of medium/high level TNI officers capable of holding strategic positions in the UN Peacekeeping Mission as many as 500 people. 500 samples were obtained through a simple random sampling technique using the formula Hair et al. (2014).) as follows: Hypothesis: Effect of Personality Characteristics on Organizational Citizenship Behavior Statistical Hypothesis:

$H_0: \gamma_{1,3} \leq 0$: No effect of personality characteristics on organizational behavior of citizenship

Table 1: Frequency of respondents' answers

No	Variabel	The highest score	Statement items	Total maximum value	Total respondent score	Percentage of responders' answers (%)	Interpretation
1	Personality characteristics	5	15	7500	500	70.09	Very good
2	Organizational citizenship behavior	5	17	6950	500	75.80	Very good

Source: Primary data processed, 2019

$H_1: \gamma_{1,3} > 0$: There is a effect of personality characteristics on citizenship organizational behavior the test statistic used is

$$t = \frac{\hat{\gamma}_{1,3}}{SE(\hat{\gamma}_{1,3})}$$

The observation unit in this study was that TNI personnel involved in the UN Peacekeeping Mission were not accompanied by an increase in the number of mid/high level TNI officers who were able to hold strategic positions in the UN Peacekeeping Mission. This research uses primary and secondary data, while the data collection method used is a questionnaire. Validity test is used which is used to determine the eligibility of items in the questionnaire to determine the variables and the reliability test to measure the reliability of the object being measured. Data analysis was performed by descriptive analysis and verification. Descriptive analysis is performed with balanced categorization using quartile ranges (Hair et al. (2014)). Verification Analysis used to test the hypothesis in this study is to use structural equation modeling (SEM) or variant-based components known as PLS.

5. RESULTS AND DISCUSSION

To measure each variable, the questionnaire is used with statements that are tailored to the concept being built. Personality variable is measured by 15 statements of organizational citizenship behavior with a range of the lowest value of one and the highest value of 5 (five), the total value of the statement and the percentage of respondents' answers can be seen in the following Table 1.

Service Quality Variables: From the Table 1 it can be explained that the Personality Characteristics variable has a maximum total score or criterion value (if each item gets the highest score) is 4500 (highest score 5 × number of statements 15 × number of respondents 90). The total score collected from respondents was 3154. Service Quality towards Competitive Strategy: In the variable Competitive Strategy has a maximum total score or criterion value (if each item gets the highest score) is 4950 (highest score 5 × number of statements 11 × number of respondents 90). The total score of the results of data collection from respondents amounted to 3752, thus the quality of the management accounting system has a value, namely $(3752: 4950) \times 100\% = 75.80\%$ of the criteria set. If interpreted, the value of 86.67% is included in the excellent category. Research Instrument Quality Testing: In this study data collection was carried out using a questionnaire instrument, therefore the research instrument needs to be tested to determine its validity and reliability. Validity Test: The statistical technique used to test validity is Pearson's Moment product correlation. The calculation is done using SPSS software ver. 20

Table 2: Personality characteristics validity test results

No	Correlation	Value R limit	Remarks
1	0,377	0,4	Valid
2	0,785	0,4	Valid
3	0,804	0,4	Valid
4	0,725	0,4	Valid
5	0,395	0,4	Valid
6	0,579	0,4	Valid
7	0,788	0,4	Valid
8	0,974	0,4	Valid
9	0,703	0,4	Valid
10	0,650	0,4	Valid

Source: Primary data processed, 2019

for Windows. The following presents a resume of the calculation results for testing the validity of research instruments for each variable and its items.

Based on Table 2, It can be concluded that all instrument statement items regarding personality characteristic variables are declared valid for use in data processing and analysis, because all Correlation values are greater than criteria (0.3), so that validity is met.

Based on Table 3, it can be concluded that all items from the instrument statement regarding the variable Organizational Behavior of Citizenship g are declared valid for use in data processing and analysis, because all Correlation values are greater than criteria (0.3), so that validity is fulfilled. Reliability Test: Tests the reliability of research instruments carried out internally. The general criteria used are: internally reliable instruments if Cronbach's Alpha coefficient >0.60 (Sugiyono, 2015). The following resumes the calculation results to test the validity of the research instruments for each variable.

From Table 4, it appears that each measurement instrument is reliable because the Cronbach Alpha coefficient of each variable is >0.60 , this shows the instrument of the variable can be relied upon to be used as a data amplifier. Looking at the coefficient value of each sub-structural part, it can be seen in the standardized beta coefficient. In this study, path analysis used to influence the influence of Personality Characteristics on Organizational Citizenship Behavior Statistical Formulas is used to see the direct effect. influence of Personality Characteristics on Organizational Citizenship Behavior: For the calculation of the first sub-structure path coefficients are carried out with the help of SPSS to determine the influence of Personality Characteristics on Organizational Citizenship Behavior. The path coefficient results can be seen in the Standard Coefficient (Beta) column of the SPSS output. The results of the path balance calculation are presented in the following Table 5.

The results of the calculation of the coefficient of influence (path coefficient) in Table 5 above shows for the variable the influence of Personality Characteristics on Citizenship Organizational Behavior obtained path coefficient of 0.504. To find out the error value of the first sub-structure equation, it can be seen the R Square value on the coefficient of determination together from the influence of Personality Characteristics on Citizenship Organizational Behavior. Table 6 Contribution of variables the influence of Personality Characteristics on Citizenship Organizational Behavior.

Table 3: Test results organizational behavior of citizenship validity

No	Correlation	Value R limit	Remarks
26	0,667	0,4	Valid
27	0,588	0,4	Valid
28	0,473	0,4	Valid
29	0,786	0,4	Valid
30	0,338	0,4	Valid
31	0,710	0,4	Valid
32	0,675	0,4	Valid
33	0,647	0,4	Valid
34	0,575	0,4	Valid
35	0,570	0,4	Valid
36	0,544	0,4	Valid

Source: Primary data processed, 2019

Table 4: Value Cronbach’s Alpha

Variable	Cronbach’s Alpha coefficient	Criteria	Information
Personality characteristics	0,704	0,6	Reliabele
Organizational citizenship behavior	0,801	0,6	Reliabele

Source: Primary data processed, 2019

Table 5: The influence of personality characteristics on citizenship organizational behavior of coefficients

Model	Unstandardized coefficients		Standardized coefficients	t	Sig.
	B	Std. error	Beta		
1 (Constant)	9.065	4.873		1.860	0.073
Personality characteristics	0.453	0.123	0.504	3.694	0.001

Source: Primary data processed, 2019. a. Dependent variable: Competitiveness

Table 6: Model summary

Model	R	R square	Adjusted R square	Std. error of the estimate
1	0.716 ^a	0.612	0.679	4.24818

Source: Primary data processed, 2019. a. Predictors: (Constant), service strategi.

Table 7: Coefficients between variables coefficientsa

Model		Unstandardized coefficients		Standardized coefficients	t	Sig.
		B	Std. error	Beta		
1	(Constant)	9.065	4.873		2.860	0.073
	Of personality characteristics	0.453	0.123	0.504	500	0.001

Source: Primary data processed, 2019. a. Dependent variable: competitive advantage

Square value of 0.612. And the test results can be said that the contribution of the influence of Personality Characteristics on Citizenship Organizational Behavior is 41.2% while the remaining 39.8% is explained in other variables not included in this research observation. The path coefficient for other factors not included in the specification is =0.679. The structural model influences the influence of Personality Characteristics on Citizenship Organizational Behavior.

From the coefficient Table 7, it can be seen the results of statistical tests, where results can be seen in the standardized beta coefficient for service quality 0.404 with a significant value of 0.001, which means that positive personality characteristics are significant for Citizenship Organizational Behavior, because the alpha value that has been determined is 5% greater than significance value of statistical tests. Based on the calculation of the path coefficient, partially the influence of the Personality Characteristics on Citizenship Organizational Behavior can be partially calculated by multiplying the path coefficient value of the influence of Personality Characteristics on Citizenship Organizational Behavior. variables and personality characteristics. From the results of calculations for the influence of Personality Characteristics on Citizenship Organizational Behavior variable path of 0.404 and correlation of the influence of Personality Characteristics on Citizenship Organizational Behavior variable of 0.420. Based on the data, the partial effect (determination coefficient) of the influence of Personality Characteristics on Citizenship Organizational Behavior is =0.404 × 0.620 = 0.413 or 41.3%. The calculation results show the influence of Personality Characteristics on Citizenship Organizational Behavior obtained by 41.2% with a positive direction. So the contribution of the influence of Personality Characteristics will increase Citizenship Organizational Behavior by 31.3%.

The hypothesis proposed is that there is an influence of the influence of Personality Characteristics on Citizenship Organizational Behavior. Statistical test results show that the influence of Personality Characteristics on Citizenship Organizational Behavior positive and significant influence on the quality of information management accounting systems in the fields in districts and cities in southern Sumatra so that the hypothesis can be confirmed by the data.

6. CONCLUSIONS

Based on the phenomena, problem formulation, hypotheses and results of this study, the conclusions of this study are: The influence of Personality Characteristics on Citizenship Organizational Behavior that is good, independent and has not been fully implemented because it is caused by between work units in a

collective and interdependent way. The involvement of TNI personnel in the UN Peacekeeping Mission continues to increase from year to year which is not fully followed by changes, reliable characteristics which means producing ranks in accordance with a position that reflects the characteristics of characteristics driven by good enthusiasm from all activities carried out in the organization with correct. Research shows several factors that influence the ability of a country to place its military officers in strategic positions in the UN Peacekeeping Mission. These factors include: competence, career development systems, leadership policies, selection processes, state foreign policy, the role of countries in the region and internationally.

Researchers analyze Indonesia's current ability to place its military officers in strategic positions in the UN Peacekeeping Mission through SWOT analysis (Strengths, Weaknesses, Opportunities, Threats) Research shows that there are many factors that influence a country's military ability to place TNI officers of medium/high rank in the strategic position in the UN Peacekeeping Mission. In the case of Indonesia, through a SWOT analysis, the researchers analyzed the existence of strengths and weaknesses as well as opportunities and constraints. From the factors of foreign policy and opportunity opportunities Indonesia is actually very supportive. Indonesia still has some weaknesses that must be overcome. If this weakness has not been overcome, in the future Indonesia will still experience difficulties in placing middle/high ranking TNI officers in strategic positions in the UN Peacekeeping Mission.

The recommendation is that ideally the TNI implement a strategy to overcome competency weaknesses, career development systems, selection processes, personnel management in UN courses and leadership policies that support the future to compete for strategic positions in the UN Peacekeeping Mission. Therefore it is very necessary to make improvements in the TNI career development system so that it can accommodate opportunities for positions in the UN Peacekeeping Mission. The need for the TNI to adapt a special career development system for officers involved in the UN Peacekeeping Mission.

7. ACKNOWLEDGMENT

This research is supported by the Directorate General of Higher Education, Ministry of Research, Technology and Higher Education of the Republic of Indonesia, TNI personnel in the United Nations Peacekeeping Mission continue to increase from year to year. But the increase in the number of TNI personnel involved in the UN Peacekeeping Mission was not accompanied by an increase in the number of middle/high level TNI officers who were able to hold strategic positions in the UN Peacekeeping Mission and who provided insights and expertise that greatly assisted research, even though they might not agree with all interpretations/conclusions from this paper.

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