OPTIMISM IN FACING RETIREMENT FOR TNI AND POLRI SOLDIERS

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Article Info	ABSTRACT
	Working individuals consider retirement as a break from routine activities that have been carried out for years. Therefore, many individuals identify retirement as a scary thing, where the work routine they have been carrying out must be stopped, besides that the income they earn starts to decline, and the authority they had while actively working is lost. This research aims to find out a picture of optimism in facing retirement among TNI and POLRI soldiers. The subjects in this research were TNI and POLRI soldiers. The scale used in this research is optimism. The data analysis method used in this research is descriptive statistical analysis. The results obtained in this study show that the empirical mean (ME) of the optimism scale is 134.8, which indicates that the respondents have high optimism. Based on these results, it can be concluded in general that optimism in facing retirement among TNI and POLRI soldiers tends to be high *This is an open access article under the CC BY-SA license.*

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1. INTRODUCTION

The retirement age in each country in the world is different, the retirement age in the United States is set at 70 years for companies, industry and the federal government (Santrock, 2002). Meanwhile, in Indonesia there is its own policy regarding the retirement age. Based on the pension regulations for TNI and POLRI soldiers regarding retirement age limits (UU No. 34 of 2004 Article 71) that the implementation of the retirement age provisions is regulated in stages, the appropriate officer is or is not yet 55 years old. (fifty-five) years, for him a period of military service is applied up to a maximum age of 56 (fifty-six) years, officers who are not yet 54 (fifty-four) years old, for him a period of military service is applied up to a maximum age of 57 (fifty-seven) years, officers who are not yet 53 (fifty-three) years of age, a period of soldiering service is applied to them up to a maximum age of 58 (fifty-eight) years, while NCOs and enlisted officers who are not yet 48 (forty-eight) years old are required. eight) years, for him a period of soldiering service is applied up to a maximum age of 53 (fifty three) years.

Meanwhile, for the retirement regulations for police members regarding the dismissal of members of the Indonesian National Police (UU No. 2 of 2002 Article 30 paragraph 3), the maximum retirement age limit is 58 (fifty eight) years and applies to all rank groups, for the purposes of organizational development. The National Police of the Republic of Indonesia, in the initial stages of implementing the provisions regarding the Retirement Age limit, will be implemented in stages, the retirement age limit can be maintained up to 60 (sixty) years for members of the National Police of the Republic of Indonesia who have special skills and are really needed in Police duties.

The Indonesian National Army or commonly abbreviated as TNI is the name a military force from the country of Indonesia. Indonesian National Army (TNI) consists of three armed forces, namely the Indonesian Army, the Indonesian Army Navy, and Indonesian Air Force. During the Guided Democracy era until During the New Order, the TNI was merged with the POLRI, this merger known as ABRI (Armed Forces of the Republic of Indonesia). In accordance MPR Decree number VI/MPR/2000 concerning the separation of the TNI and POLRI as well as MPR

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Decree number VII/MPR/2000 concerning the role of the TNI and the role of the POLRI on September 30, 2004 the TNI Bill was approved by the House of Representatives.

Becoming a TNI or POLRI soldier is the dream of many people. Every year, hundreds of people try to pass the educational selection opened by the TNI and POLRI, both through the Academy and through Career Officers, but only a few people can pass the selection and recruitment.

Based on the results of a short interview quoted from research by Yunianti, Ramli, and Ilhamuddin (2014) with the Deputy Commander of the Naval Base (Lanal), namely Marine Lieutenant Colonel Imam Muslim, S.Pd who stated that being a National Navy Officer is something to be proud of. for him because not everyone who wants to become an army officer can pass the entrance test and with his current rank and position he feels respected and appreciated by the surrounding environment and his subordinates. From the results of the interview it can also be concluded that apart from getting many facilities and allowances, being an army officer is also balanced with quite high work stress due to the large number of jobs and responsibilities he holds. This Marine Lieutenant Colonel also said that currently he cannot imagine his activities after retirement because he is used to working and feels comfortable with his current situation.

Based on the phenomenon stated above, it can be assumed that this can happen among TNI and POLRI soldiers because in the military environment there is an organizational structure, where rank and position are things that are highly respected and appreciated, both of which have obedience to their respective agencies. The TNI and POLRI are people who are prepared to carry out the defense of State security, so they are trained and educated to obey orders or decisions without arguing, and carry out these orders or decisions in an efficient and effective manner.

Even though TNI and POLRI soldiers are trained, educated and required to be disciplined and obey all orders from their superiors, it turns out that this cannot always be done completely by TNI and POLRI soldiers. Within the agency, there are still TNI and POLRI soldiers who ignore discipline (*indiscipline*) and lead to criminal sanctions. One of the actions*indiscipline*The TNI and POLRI soldiers are*insubordinate*. This action is a case that often occurs within the military scope. Insubordination cases can be found in Article 106 of the Military Criminal Code, which essentially means that TNI and POLRI soldiers fight against their superiors and can be subject to criminal sanctions (Syarif, 1983).

The problems in facing retirement for TNI and POLRI soldiers have the same problems, TNI and POLRI soldiers are identical to the authority regulations they face when they are still active in the work environment both internally and in the field. If TNI and POLRI soldiers enter retirement, it is feared that they will lose their authority (*post power* syndrome). To overcome these concerns, TNI and POLRI soldiers should be able to plan earlier considering that the retirement age for TNI and POLRI soldiers is known for certain, so they should be able to prepare themselves better in facing retirement. Through the capabilities they have, TNI and POLRI soldiers should be able to use them to meet their living needs when retirement arrives.

Based on the results of a short interview that the researcher conducted with a retired TNI medical professional, namely Colonel (Ckm) dr. Luckily Sunaryadi, Sp. Rad said that when he was approaching retirement, he had resigned himself to giving up his soldier title, and started planning many things such as looking for a place to practice as a doctor in several state and private hospitals so that he could get a practice license and still be able to serve as a doctor when retirement arrived, and he intended to continue to develop potential and have activities to fill free time in old age. There is also another phenomenon that occurs among retired POLRI retirees, namely IPTU Djoko Suyoto, SH, that he had planned long ago to build a boarding house business for state and private employees with the aim that in old age he could continue to enjoy the fruits of his labor and still be able to have activities. and income while not serving as a member of the POLRI (Interview with retired TNI and POLRI officers).

Based on the results of these interviews, the researcher is interested in looking at the root of the retirement problems faced by TNI and POLRI Soldiers, including the impact of military regulations, discipline, rank and position, superior-subordinate relationships, work environment, and compliance in working in the environment. military and POLRI agencies. If regulations, rank and position, discipline and obedience to work are closely embedded in the personality of military soldiers, it is feared that this will carry over until retirement arrives, and result in employees having difficulty adapting to the environment they will face after retirement.

Santrock (2002) states that during retirement, employees will experience several changes, these changes include:

the activities of employees who previously worked become unemployed, whose work involvement or role at work no longer exists, there is a decrease in income, there is a change in social relations, there is a decline in health due to increasing age, and so on. This is in accordance with the phenomenon that exists among TNI and POLRI soldiers who are about to retire, namely that TNI and POLRI soldiers make retirement a problem, where TNI and POLRI soldiers who are about to retire feel unable to change the habits that have been carried out in the workplace, and feel worried about decreasing income, and loss of authority in managing the organizational structure.

Individuals who are about to retire should prepare for the changes that will occur before retirement arrives. The

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arrival of retirement is not a sudden situation but a time that can be known in advance, so that when facing retirement, individuals can adapt to the changes that occur. Every employee is required to be prepared to face retirement because retirement does not come suddenly, but not all employees are ready to face retirement and are not yet aware of what changes will occur after retirement arrives, resulting in many employees considering retirement is a scary thing. In order to anticipate these fears, TNI and POLRI soldiers should have a strong belief that all problems will definitely have a solution, continue to explore their existing potential, dare to see opportunities, and dare to plan for the future. For this reason, TNI and POLRI soldiers must be optimistic in facing retirement.

According to Noordjanah (2013), optimism is generally understood as the belief that what is happening now is good, and the future will provide the hope we dream of. Even though they are facing difficulties, optimistic individuals still believe that difficulties are good for development

yourself, and behind that there is definitely an opportunity to achieve your hopes. According to Mc Ginnis (1995), having the courage to accept reality and having great appreciation for tomorrow, feeling confident that he has great power over the circumstances that surround him, rarely feeling surprised by difficulties, being able to stop negative thoughts, being able to increase the power of appreciation and feel confident that they have almost unlimited capabilities to be measured, then with regard to the possibility of change the individual will be ready to change, on the other hand, Seligman (2006) explains the characteristics of individual thinking that are not optimistic (pessimistic), believing that failure or unpleasant events will they face are permanent or permanent and these bad events will continue to be present, always present and affect their lives and they will give up in all areas when failure strikes in one area, so it is interesting to research what the picture of optimism in facing retirement among TNI and POLRI soldiers is? The aim of this research is tounderstand the picture of optimism in facing retirement among TNI and POLRI soldiers Benefits of research

Theoretical Benefits

It is hoped that this research can contribute to knowledge in the fields of Industrial Organizational Psychology, Positive Psychology and Personality Psychology, especially an overview of the relationship between optimism in facing retirement.

Practical Benefits

a. For TNI and POLRI soldiers

It is hoped that this will provide an idea for TNI and POLRI soldiers to be able to prepare for retirement through developing a better optimistic attitude.

b. For TNI and POLRI agencies

It is hoped that this can be input for the TNI and POLRI to prepare soldiers for retirement so that soldiers have a sense of optimism as they approach retirement.

c. For researchers

It is hoped that this will provide additional knowledge and insight regarding the picture of optimism in facing retirement.

d. For further research

It is hoped that this can be taken into consideration when looking for reference material related to optimism in facing retirement e. For society

It is hoped that it can become a reading source to be better prepared to face retirement while working through the formation of more mature optimism.

2. LITERATURE REVIEW
Optimism

According to Seligman (2006) optimism is an overall view, seeing good things, thinking positively, and easily providing meaning for individuals. An optimist is able to produce something better than the past, is not afraid of failure, and tries to keep rising from the failures experienced. Optimism encourages a person to always think that something that happens is the best thing for him. Scheier, Weintraub & Carver (1986) also stated that optimism will determine a person's future because optimism maintains positive hopes for a person's future. This optimism will help a person to be able to overcome obstacles that arise in achieving an individual's goals or targets.

Meanwhile, Goleman (2005) views optimism from the perspective of emotional intelligence, namely a person's self-defense so that they do not fall into ignorance, despair and depression if they encounter difficulties. Optimism is one of the components of positive psychology which is associated with positive emotions and positive behavior that lead to health, a stress-free life, social relationships and good social functioning (Daraei and Ghaderi, 2012). Meanwhile Lopez & Snyder (2003) stated Optimism is the hope that exists in individuals that everything will go in a good direction.

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From the various definitions above, it can be concluded that optimism is a positive and realistic way of thinking in looking at a problem to achieve the best by giving hope that everything will go in a good direction.

Aspects of optimism

According to Seligman (in Yunian, 2013) there are three aspects of how to explain whether a good or bad event occurs to determine whether an individual is pessimistic or optimistic, namely:

a. *Permanence*

b. *Pervasiveness*

c. *Personalization*

Characteristics of Optimism

Talking about the characteristics of optimism, an optimist tends to believe that failure is just a temporary setback whose causes are limited to one thing, optimism also believes that failure is not the individual's fault (Seligman, 1991).

The characteristics of optimistic people written by Seligman (in Stein & Howard, 2002), include:

a. Optimists view setbacks in life as temporary flat lines on a graph. Have an open mind that difficult times do not last forever, but are only temporary and have faith that the situation will definitely improve. Basically view difficulties as delayed success, not as crushing defeat.

b. Optimistic people tend to view misfortune as a situational and specific problem, not as a form of disaster that is inevitable and will last forever.

c. Optimistic people will not immediately place all the blame on themselves.

Factors Influencing Optimism

According to Seligman (2008) there are several factors that can influence optimism, namely:

a. Social Support

Having sufficient support can make individuals more optimistic because they feel confident that help will always be available when needed. b. Confidence

Individuals who have high confidence in what they have and are confident in their abilities will have high optimism.

c. Pride

Individuals with high self-esteem are always motivated to maintain a positive view of themselves and look for personal assets that can compensate for failure, so they always try harder and better in their next endeavors.

d. Accumulated Experience

Individual experiences in facing problems or challenges, especially successful experiences, can foster an optimistic attitude when facing the next challenge.

Optimism in facing retirement

Belsky (in Ghufron & Risnawati, 2005) believes that optimism is finding new inspiration. Strength that can be applied in all aspects of life to achieve success. Optimism makes individuals have high energy, work hard to do important things. Optimistic thinking provides support to individuals towards living a more successful life in every activity. Optimistic individuals will use all their potential. Meanwhile, according to Myers (in Ghufron & Risnawati, 2005) optimism shows a positive direction and purpose in life, welcoming the arrival of morning with joy, reviving self-confidence in a more realistic direction and eliminating the fear that always accompanies individuals in living life, solving problems and acceptance of change both in the face of success and life's difficulties.

Retirement Period

Retirement is the age limit for someone to work productively. Broadly speaking, retirement age limits can be divided based on views regarding the role of work itself and a review of definitions from the perspective of developmental psychology. Parnes and Nessel (in Corsini, 2010) say that retirement is a condition where the individual has stopped working at a job they usually do. A clearer and more complete definition by Corsini (2010) states that retirement is the process of separating an individual from their work, where in carrying out their role a person is paid a salary. In other words, retirement affects a person's activities, from work situations to situations outside of work.

Meanwhile, based on a developmental psychology view, retirement can be explained as a transition period to a new lifestyle, or the end of a lifestyle (Schawrz, in Hurlock 2009). This transition includes changes in roles in the social environment, changes in interests, values and changes in all aspects of a person's life. So someone entering retirement can change the direction of their life by doing other activities, but they can also not do certain activities anymore.

According to Hurlock (2009), retirement is divided into three types, namely: 1. Voluntary retirement

Individuals do this for health reasons or the desire to spend the rest of their lives doing things that are more meaningful to the individual than their work.

2. Mandatory retirement that occurs regularly or earlier.

Retirement is carried out involuntarily or also called compulsory retirement, because the organization where

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the individual works sets a certain age as the limit for someone to retire without considering whether they are happy or not.

3. Retire Early

Early retirement had to be taken because of management's policy of wanting to make various changes and reforms, thereby forcing elderly workers to stop working, to provide opportunities for new workers.

3. RESEARCH METHODS
Research Approach

In this research, the author conducted research using descriptive methods (*descriptive research*). The main aim of using this method is to accurately describe the characteristics of an individual, situation, symptom or certain group, determining the frequency of certain relationships between a symptom and other symptoms in society (Sugiyono, 2008). Meanwhile, according to Narbuko and Achmadi (2013) the main aim of descriptive research is to solve problems systematically and factually regarding facts and characteristics of the population.**Research subject**

The subjects in this research were TNI and POLRI soldiers who were facing retirement and were at least 50 (fifty) years old. A group of subjects that will be subject to generalization consists of a number of individuals who have at least one characteristic or trait in common (Azwar, 2012). The population in this study were military agency employees.

According to Azwar (2012) the sample is part of the population. The sample in this research was determined based on certain considerations, so that the data obtained was more representative by carrying out a competent research process in its field. This research uses sampling techniques*purposive sampling*, namely a technique for determining samples with certain considerations (Sugiyono, 2001). More clearly, Margono (2004) explains that the selection of a group of subjects in*purposive sampling,* based on certain characteristics that are considered to be closely related to previously known characteristics of the population. In other words, the sample units in this research are adjusted to certain criteria that are applied based on the research objectives. The sample in this study amounted to 120 people who were determined based on the availability of subjects to fill out the questionnaire used.

Data Collection Tool Techniques

In this research, the data collection technique used was the questionnaire method which was obtained directly from the subject or respondent. The questionnaire consists of subject identity and an optimism scale. According to Narbuko and Achmadi (2013), the questionnaire method is a list containing a series of questions regarding a problem or area to be researched, the identity of the respondent and an optimism scale..

1. Respondent's identity

The questionnaire begins by filling in the identity of the subject which includes name/initials, gender, age, highest level of education, rank, position, length of service, relationship status, wife/husband's occupation, number of dependents, side jobs, retirement schedule, and plans after retirement.

2. Scale Optimism

The optimism scale in this study uses a Likert scale. Pasolong (2012) states that the Likert scale is a measurement used to measure the attitudes, opinions and perceptions of a person or group of people about social phenomena. With a Likert scale, the variables to be measured are broken down into sub-variables, then the sub-variables are broken down again into measurable components and then used as a starting point for compiling instrument items which can be in the form of questions or statements which are then answered by the respondent.

For the optimism scale assessment, each statement is assessed based on the response from the respondent using a 4-level Likert scale.

Table 1. Optimism Scale Rating

Pilihan	*Favourable*	*Unfavourable*
Very Appropriate	4	1
Appropriate	3	2
Inappropriate	2	3
Very Inappropriate	1	4

Data Collection Instrument
1. Scale Optimism

The optimism scale in this study consists of 69 items with the distribution of items as in table 2 below:

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Tabel 2. Selfran Optimism Scale Item

Variable Characteristics	Optimism	Indikator	Item Number		
			F	U-F	T
Optimism	Not surprised by difficulties	Capable and Ready Solving	5, 12	21, 67	4
		Capable Overcome	13, 25	3, 19	4
	Looking for solution problem	Take Small Steps Toward success	1, 2, 20	6, 9	5
	Feeling Capable Handling Future	Have Directions to Reach	10, 14, 31	4, 26, 32	6
	Allows regular renewal to occur	Mental renewal	8	33	2
		Social renewal	11	16	2
		Physical renewal	22	28	2
	Stop negative thinking	Covering negative thoughts	17, 23, 27	15, 29, 35	6
	Increases the power of appreciation	Seeing the good side in someone	30, 34, 64	18, 24, 44	6
	Using imagination to train for success	Have an idea of the future	43, 45	36, 38, 52	5
	Be happy even when you don't feel happy	Have a bigger picture in mind	37, 46, 53	39, 54	5
	Has almost unlimited ability to scale	You will always learn in life	40, 41, 65	47, 48, 56	6
	Building love in life	Acknowledging the power of love and friendship	49, 57, 66	42, 60, 61	6
	Likes to exchange good news	Looking at what we talk about with other people has an important influence on our mood	50, 58	7, 55, 59	5
Optimism	Accept what cannot be changed	Can adapt to new systems	51, 63, 68	62, 69	5
	Total		35	34	69

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Data analysis technique

Data analysis in this study uses descriptive statistics which reveal the value ofmean, category, standard deviation, as support discussion of the optimism variable. Analysis of this data uses program assistanceIBM SPSS Statistics Version 22.

3. RESULT AND DISCUSSION
Research Preparation

In this research, the preparations carried out by the researcher were by looking for subjects that matched the research criteria and preparing measuring instruments. The measuring instrument used was created by the researcher himself based on the characteristics of optimism according to McGinnis (in Givray, 2011), namely not being surprised by difficulties, looking for solutions to problems, feeling able to control the future, allowing for regular renewal, stopping negative thinking, increasing strength. appreciation, uses imagination to train for success, is happy even when not feeling happy, has almost unlimited ability to measure, fosters love in life, likes to exchange good news, and accepts what cannot be changed.

On the optimism scale there are 69 items consisting of 35 itemsfavorable and 34 itemsunfavorable. After collecting data from 120 TNI and POLRI subjects, it was discovered that the good quality optimism scale consisted of 42 items consisting of 23 items.favorable and 19 itemsunfavorable

Research Implementation

This research uses the method*try out* used. According to Setiadi, Matindas and Chairy (1998)*try out* Used is a term used for a research process that uses the same sample as the sample used to test the reliability and validity of measuring instruments, where the data obtained in one time is used for trial analysis and is also used as data in research. This is done based on limited time, energy and funds.

The data collection process was carried out from January 19 2016 to February 5 2016 at the DITKESAD located at Jl. Lt. Gen. Sutoyo Cililitan, East Jakarta with a total of 62 subjects, PUSDIKKES whose address is Jl. Raya Bogor Kramat Jati, East Jakarta with a total of 12 subjects, RST Cijantung whose address is Jl. Mahogany No.2 Cijantung, East Jakarta with a total of 12 subjects, and Lahat POLRES whose address is Jl. Bayangkara No.1 Lahat, South Sumatra with a total of 34 subjects. Researchers collected data by distributing questionnaires to subjects and were assisted by one representative from each agency that met the research criteria. The subjects in this research consisted of TNI and POLRI soldiers and the distribution was aimed only at soldiers who were about to retire or were at least 50 (fifty) years of age.

In this study, researchers had 120 subjects who filled in data completely and correctly based on the conditions required in this study for later analysis.

Research result
1. item Discrimination Power Test Results and Reliability Scale
a. Item Discrimination Power Test Results

Based on the results of the item discrimination power test on the optimism scale, there were 42 items that were declared to have good quality item discrimination power (≥ 0.300) and 27 items were declared not to show poor quality (failed) out of the 69 items tested. According to Azwar (2014) items that do not show good quality must be removed or revised first before they can be made part of the test. From the results of the item discrimination power test, it is known that the correlation range between total scores on good quality items moves between 0.302 to 0.616. Complete results can be seen in table 3 below

a. Reliability Test Scale

The reliability test in this study used analysis*Alpha Cronbach* on items that pass item analysis. Reliability test results based on*Alpha Cronbach* ≥ 0.700 which is close to 1. The reliability coefficient for the optimism scale is 0.920, which means that the reliability of the optimism scale is considered satisfactory. The reliability test results in this research were obtained using*SPSS 22 for Windows*

Tabel 4. **Reliability Statistics**

Cronbach's Alpha	N of Items
.920	42

1. Empirical Mean Calculation and Hypothetiical Mean
a. Empirical Mean and Hypothetical Mean Optimism

Researchers obtained the empirical mean and hypothetical mean on the optimism scale which can be seen in table 5 below:

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Tabel 5. Hypothetiical Mean and Empirical Mean Optimism Scale

Scale	Item	Empirical Mean	Hypothetiical Mean	Standard Deviation
Optimism	42	134,8	105	21

Optimism 42 134.8 105 21 Researchers obtained a score*mean* empirically, namely 134.8. The number of good quality items on the optimism scale was 42 and the number of items that failed was 27 items. The optimism scale uses value criteria from 1 to 4. This means that the smallest scale value is 1 and the largest scale value is 4. To find the minimum range, the smallest scale value is multiplied by the total valid items so that 1 x 42 = 42. To find the maximum range, the scale value The largest is multiplied by the total valid items so that 4 x 42 = 168. From the results of this calculation, we get a range with a distribution distance of 168 – 42 = 126. Next, look for the standard deviation by dividing the distribution distance into 6 areas, namely 3 positive areas and 3 negative areas. Thus the standard deviation value is 126: 6 = 21.

Categorization of Optimism in Facing Retirement

From the calculation results*mean* empirical and*mean* hypothetical above, the results obtained are that value*mean* empirical (ME) of 134.8 is greater than the value*mean* The hypothetical (MH) is 105. Based on these results, it can be categorized that the TNI and POLRI who are the subjects in this research have an optimistic nature which is in the high category in facing retirement.

b. Analysis of each characteristic of optimism in facing retirement among TNI and POLRI soldiers

Based on the characteristics of optimism used in each variable, to gain a deeper understanding, researchers compared them*mean* hypothetical and*mean* empirical on each variable. The following is a description of the calculation*mean* hypothetical and*mean* empirically for each characteristic

Tabel 6. *Mean* Hipotetik and *Mean* Empirik Each Characteristic

Characteristic features	Item	Empirical Mean	Hypothetical Mean	Standard Deviation	Category
Not surprised by difficulties	5	15.64	12,5	2,5	High
Looking for solution of a problems	3	9.77	7,5	1,5	High
Feeling Capable Handling Future	1	3.23	2,5	0,5	High
Allows regular renewal to occur	6	19.47	15	3	High
Stop negative thinking	5	16.32	12,5	2,5	High
Allows regular renewal to occur	2	6.66	5	1	High
Increases the power of appreciation	3	9.24	7,5	1,5	High
Using imagination to train for success	5	16.02	12,5	2,5	High
Stop negative thinking	4	12.52	10	2	High
Increases the power of appreciation	4	13.24	10	2	High
Using imagination to train for success	2	6.18	5	1	High
Be happy even when you don't feel happy	2	6.5	5	1	High

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2. Research Subject Description Based Self Identity
By Gender

The subjects of this research were 120 TNI and POLRI people who were facing retirement. Based on the results of distributing questionnaires to 120 subjects with gender criteria, there were 94 men with a percentage of 78.3%, and 26 women with a percentage of 21.7%. When researchers conducted further analysis using the t-test, it was discovered that there was no difference in optimism in facing retirement between men and women. The following is a description of optimism based on gender.

Tabel 7. Analysis of Subject Descriptions Based on Gender

Gender	Total	(%)	*Mean* Optimism	**Category**
Male	94	78,3%	135,35	High
Female	26	21,7%	132,81	High
Total	100	100%	134,80	High

b.   By Age

Table 8. Analysis of Subject Descriptions Based on Age

Age	Total	(%)	*Mean* Optimism	**Category**
51 – 52	21	17.5%	134.24	High
53 – 54	62	51.7%	134.48	High
55 – 56	23	19.1%	134.26	High
57 – 58	14	11.7%	137.93	High
Total	120	100.0%	134.80	High

C. Based on Last Education
Table 9. Analysis of Subject Descriptions Based on Last Education

Pendidikan Terakhir	Amount	Percentage (%)	*Mean* Optimism	Kategori
SMP	5	4.2%	128.40	High
SMA	92	76.7%	134.90	High
D3	9	7.5%	133.33	High
S1	10	8.3%	135.50	High
S2	4	3.3%	142.00	High
Total	120	100.0%	134.80	High

d. Based on Military Rank Level
Tabel 10. Subject Description Analysis Based by Pangkat Militer

Pangkat	Total	Percentage (%)	*Mean* Optimism	Kategori
TAMTAMA	7	5.8%	131.71	High
BINTARA	31	25.8%	135.77	High
BINTARA HIGH	39	32.5%	134.33	High
PERWIRA PERTAMA	32	26.7%	135.22	High
`PERWIRA MENENGAH	11	9.2%	134.45	High
Total	120	100.0%	134.80	High

e. Based by Working Period
Tabel 11. Subject Description Analysis Based by Working Period

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Working Period	Amount	Percentage (%)	*Mean* Optimism	Kategori
28 – 29	23	19.2%	137.22	High
30 – 31	35	29.2%	133.69	High
32 – 33	34	28.3%	132.88	High
34 – 35	16	13.3%	136.13	High
36 – 37	10	8.3%	136.90	High
38 – 39	2	1.7%	138.00	High
Total	120	100.0%	134.80	High

d.   Based by Relationship Status
Tabel 12. Subject Description Analysis Based by Relationship Status

Relationship Status	Amount	Percentage (%)	*Mean* Optimism	Kategori
Not Married	5	4.2%	133.00	High
Married	111	92.5%	135.02	High
Widow	4	3.3%	131.00	High
Total	120	100.0%	134.80	High

e. Based by Pekerjaan Istri/ Suami
Tabel 13. Subject Description Analysis Based by Pekerjaan Istri/ Suami

Spouse Job	Amount	Percentage (%)	*Mean* Optimism	Kategori
Working	69	57.5%	135.48	High
Housewife	40	33.3%	134.02	High
Retired/Unemployed	11	9.2%	133.36	High
Total	120	100.0%	134.80	High

f. Based by Dependency Amount
Tabel 13. Subject Description Analysis Based by Dependency Amount

Number	Amount	Percentage (%)	*Mean* Optimism	Kategori
0	27	22.5%	135.30	High
1	38	31.7%	134.13	High
2	26	21.7%	135.08	High
3	22	18.3%	137.32	High
4	6	5.0%	124.33	Medium
5	1	0.8%	147.00	High
Total	120	100.0%	134.80	High

g. Based by Side Job
Tabel 14. Subject Description Analysis Based by Side Job

Side Job	Amount	Percentage (%)	*Mean* Optimism	Kategori
Without Side Job	103	85.8%	134.46	High
Self-Employed	15	12.5%	134.67	High
Teacher	2	1.7%	153.50	High
Total	120	100.0%	134.80	High

h.   Based by Retirement Date
Tabel 15. Subject Description Analysis Based by Retirement Date

Retirement Date	Amount	Percentage (%)	*Mean* Optimism	Kategori

2016-2018	42	35.0%	136.02	High
2019-2021	78	65.0%	134.14	High
Total	120	100.0%	134.80	High

i. Based by Retirement Plan
Tabel 16. Subject Description Analysis Based by Retirement Plan

Retirement Plan	Amount	Percentage (%)	*Mean* Optimism	Kategori
Without Plan	77	64.2%	134.10	High
Self-Employed	40	33.3%	135.40	High
Teacher	1	0.8%	127.00	High
Lecturer	2	1.7%	153.50	Very High
Total	120	100.0%	134.80	High

Discussion

This research aims to find out a picture of optimism in facing retirement in the TNI and POLRI. Based on the results of descriptive analysis, it is known that *mean* empirically on the optimism scale of 134.8, higher than *mean* hypothetically, that is 105. Thus it can be concluded that the TNI and POLRI, who are the subjects in this research, have high optimism in facing retirement.

Seligman (2006) states that optimism is an overall view, seeing good things, thinking positively, and easily providing meaning for individuals. An optimist is able to produce something better than the past, is not afraid of failure, and tries to keep rising from the failures experienced.

Individuals who have high optimism tend to be more resistant to pressure, are less prone to depression, do not give up easily, and think that bad events are not permanent, so that individuals will be ready to face retirement. This is in accordance with Vaughan's opinion (in Safaria, 2007) which states that individuals who have high optimism tend to encourage themselves not to give up easily before working hard, optimistic individuals live happier lives than pessimistic individuals. Optimistic individuals are resistant to depression, optimistic individuals are better able to balance their emotions than pessimistic individuals, optimistic individuals can deal with life's stresses better, optimistic individuals see bad events as random, bad luck is not related to their character and consider events something bad might happen.

This statement is also reinforced by research by Saili (2008) which states that with good planning and high optimism, it is hoped that the retirement/retirement period is not something that candidates need to worry about. retired. Apart from that, research from Pradono and Purnamasari (2010) states that individuals who think positively will certainly view retirement as a positive thing because individuals who think positively are more able to adapt to stressful events and these individuals have the ability to deal with problems appropriately. and effective.

In this research, optimism will be seen based on a description of gender, age, highest level of education, rank, position, length of service, relationship status, wife/husband's employment, number of dependents, side jobs, retirement schedule, and plans for what will happen after retirement.

Based on research results looking at gender consisting of 94 men and 26 women, it is known that *mean* optimism in men is higher than in *mean* optimism in women, so it can be said that men are more optimistic in facing retirement than women. Apart from that, the high level of optimism in men can mean that men are more realistic in looking at retirement and also because men prepare more plans or strategies before retirement arrives, while it is more difficult for women to do this because the career path for women who have retired will be longer. limited. This is in accordance with findings from Vinacle (in Kurniawati, 2000) regarding factors that influence optimistic thinking which states that women are naturally more bound by certain social, cultural and religious norms, thereby hindering the progress and development of women in achieving their goals. dreams and success in the future, while men have more freedom because they are not related to social or cultural norms so it is easier to achieve goals in the future.

Meanwhile, from the results of the subject description based on age, it is known that the subjects in this study ranged from 51 years to 58 years old, and obtained 4 categories, where subjects aged 57-58 years had *mean* optimism is higher than other ages and is said to be very high. So it can be assumed that as the age increases, the subject will be more optimistic in facing retirement, the subject will become more accustomed to the reduction in working life and will be more willing to accept the reality that will be faced. This is in accordance with the opinion of Carver and Scheier (2007) who state that the older a person is, the more positive they will have expectations about every possibility that will occur in the future. This is also reinforced by (*Social issue research center*, 2009) which states that as people get older, they begin to realize that they should not be pessimistic, instead they can become more optimistic because

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they know themselves and know what they want.

The subject description is based on the latest education, five levels of education are obtained, namely junior high school, high school, D3, bachelor's degree, and master's degree. Based on the results of the description of subjects with the latest educational criteria, it is known that subjects with a master's level of education have*mean* higher optimism after S1. It can be assumed that the higher the level of education a person, the more realistic that person will be in facing the problems they will face and they will prepare more thoroughly. This is supported by the statement of Wardiyah, Afiyanti, and Budiati (2014) which states that the higher a person's level of education, the higher their ability to seek information and knowledge about something, including retirement.

Based on the results of the research, looking at the military rank levels of the TNI and POLRI, the subjects in this research consisted of NCOs, NCOs, HIGH NCOs, FIRST OFFICERS, and MIDDLE OFFICER. Based on the results of the subject description, it is known that the TNI and POLRI have the rank of BINTARA*mean* utmost optimism. It is known that KOPTU/ABRIPTU is the lowest rank in the TNI and POLRI which is the subject of this research. So it can be assumed that with a low rank and position, the TNI and POLRI do not really think about the position they have obtained, in contrast to the TNI and POLRI who have a high rank, it is feared that this will make the TNI and POLRI not willing to leave the position they have obtained and give rise to an attitude of pessimistic about facing the future with all the possibilities that will happen later. This is in accordance with the opinion of Turner & Helms (1983) which states that loss of position is a loss of self-esteem due to loss of position, individuals feel they have lost their feeling of belonging or belonging, meaning that with a position the individual also feels like they are an important part of the institution.

Subject descriptions based on length of service, obtained six categories, namely 28 – 29 years, 30 – 31 years, 32 – 33 years, 34 – 35 years, 36 – 37 years, and 38 – 39 years. Based on the results of the description of the subjects using the work period criteria, it is known that subjects whose work period was 38 - 39 years had the highest level of optimism. If we look at the existing categories, it is known that the work period of 38 - 39 years is the longest work period that the subject has worked for, so it can be assumed that the longer the work period, the more mental and thinking the subject can train to accept all possibilities that will occur in the world of work. . This is contrary to the opinion of Nasrun (2013) who states that a working period of between 30 and 40 years is a very long working period, with a long working period various relationships, both interpersonal and intrapersonal, are established, such as an individual's love of work, work activities, relationships. with colleagues, the work environment and society. This will make individuals sad, melancholy and other negative feelings if various relationships established during work have to be abandoned because of the arrival of retirement.

Meanwhile, based on the subject's description in terms of relationship status, it is known that the subject is married*mean* utmost optimism. It can be assumed that married subjects receive support and encouragement from their partner (husband/wife). This is supported by the statement from Angelo & Srivastava (2009) that in romantic relationships, optimism influences the quality of support given and received by an individual. Optimistic people will believe that their partner can provide positive support, and they will be able to resolve their conflicts well. So if an individual is an optimistic individual, then this will be seen in romantic relationships, and partners tend to show it*perceived support* when paired with an optimistic individual, and*perceived support* This will later develop individual optimism in the romantic relationship.

Another descriptive analysis looks at the husband/wife's job, where there are three categories, including Working, Housewife, and Not Working/Retired. It is known that subjects who have a working partner have*mean* the highest level of optimism compared to other jobs. This is because a partner who works as a teacher can certainly help the family in terms of sources of income, a teacher also has more free time to gather with family than other employees, and is able to provide social support to his partner. This is supported by Endang's statement (in Anoraga, 2006) which states that a working partner has two meanings, namely: first, a partner who carries out activities related to making money; secondly, these activities tend to be more about utilizing mental abilities or progressing in work, position and so on.

Based on the research results looking at the number of dependents, the number of subject dependents ranged from 0 dependents to 5 dependents. It is known that the subject has 5 dependents*mean* highest optimism than other subjects. This is because the subject received a lot of social support from family members. Even though the subject's number of dependents is still large, this can increase the subject's enthusiasm for facing retirement, so that the subject will be more optimistic because there is still a lot of social support received from the family, so it can be concluded that when a person is supported by the environment, everything will feel better. easier. This is in accordance with Clark's statement (in McGinnis, 1995) that the growth of optimism is influenced by the experience of hanging out with people around you. Smet (1994) also states that social support is a function of social ties which describes the general level of quality of interpersonal relationships. However, this is contrary to the opinion of Turner and Helms (in Eliana, 2003) who state that with the large number of dependents approaching retirement, this will affect household activities.

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This period will be more difficult if there are still children to support, and can cause stress for someone because they feel their role as a retiree is being challenged.

Meanwhile, subject analysis seen from the side jobs carried out by the subjects while they were members of the TNI and POLRI, it was found that subjects who had side jobs as teachers and entrepreneurs had *mean* higher optimism than subjects who do not have a side job. This is because a side job will certainly be useful as additional income apart from the main job, as well as as a backup income when retirement arrives. This matter supported by Thio's (1986) statement which states that a person's income will decrease with the arrival of retirement, in general it will decrease by half or even more than the income before retirement arrived.

The results of other analysts were obtained based on the subject's retirement schedule, which the subject had *mean* The highest optimism is for subjects whose retirement will arrive in 2016-2018. This is because individuals have self-reflected regarding preparations for facing retirement, so that individuals hope to be ready and optimistic in facing retirement. This is in accordance with the statement by Hughes & Noppe (1985) which states that plans for retirement must include adequate replacements for anything enjoyable and/or job transfers must be determined based on free time interests, financial compensation, opportunities for affiliation and meaningful goals.

The analysis of the last description is based on what the subject plans to do after retirement. It is known that more than half of the subjects stated that they had no plans for what they would do after retirement. However, subjects who have plans to become a lecturer have *mean* the highest optimism among subjects who plan to become entrepreneurs and teachers. This is because individuals who have a plan are certainly in their old age, because these individuals still want to be productive in earning income and activities to meet life's needs in retirement, while individuals who don't/haven't had a plan will certainly rely on pension guarantees to meet their life's needs in retirement. . This is in accordance with Benjamin's (1987) statement that to meet daily needs, retirees will rely on one or several sources of income, namely work, savings, owned resources, personal pensions, and social security benefits. Thio (1986) added that the vast majority of older people receive most of their income from social security benefits and private or government pensions. With the social security program much more important as a source of income with more than 80% of retirees.

4. CONCLUSION

This research aims to see a picture of optimism in facing retirement. The respondents in this research were TNI and POLRI soldiers who were at least 50 years old. The data collection technique in this research was by distributing questionnaires to 120 respondents who met the research criteria.

From the research results, the empirical mean (ME) of the optimism scale was 134.8, which indicates that the respondents had high optimism. Based on these results, it can be concluded in general that optimism in facing retirement among TNI and POLRI soldiers tends to be high.

Judging from the categorization of subjects based on gender, a high mean optimism was obtained. Judging from the categorization of subjects based on age, the mean optimism in the high category was obtained at ages 51 to 57 years while the mean

Very high category optimism at the age of 58 years. Judging from the categorization of subjects based on their last education, the mean optimism was high. Judging from the categorization of subjects based on military rank, it was found that the mean optimism was high in the military ranks KOPKA/ABRIPPOL to COLONEL/KOMBESPOL, while the mean optimism in the category was very high in the military ranks KOPTU/ABRIPTU. Judging from the categorization of subjects based on plans after retirement, it was found that the mean optimism was high in the none, self-employed and teacher categories, while the mean optimism was very high in the lecturer category.. Judging from the categorization of subjects based on husband/wife's occupation, length of service, relationship status, number of dependents, side jobs, retirement schedule, a high mean optimism was obtained.

5. SUGGESTION

Based on the results of the research conducted, the following suggestions can be put forward:

1. For TNI and POLRI Soldiers

For TNI and POLRI soldiers, researchers hope that they can continue to maintain and increase optimism in daily life, especially in facing retirement, so that soldiers have an idea of how to prepare for retirement.

2. For TNI and POLRI agencies

It is hoped that this can provide input for TNI and POLRI agencies so that they can be involved in maintaining and increasing optimism for employees, especially TNI and POLRI soldiers who will face retirement in a good way through providing education and other actions.

3. Further Research

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Researchers are very aware that this research still has weaknesses and is far from perfect. This research is not enough to describe the optimism in facing retirement for TNI and POLRI soldiers. Then, it would be good if in the next research the researcher could look at it from a different point of view and enrich the respondents' descriptions with new, broader theories.

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