

BUILDING HUMAN CAPITAL MANAGEMENT FOR DEFENCE FORCES LECTURERS AT SESKOAL THROUGH CODE AND COMMISSION OF ETHICS

Sulistiyanto,

Indonesian Defence University, Indonesia, sulistiyanto@idu.ac.id, sulis1061@yahoo.com

Syarifudin Tippe,

State University of Jakarta, Indonesia, syarifudin.tippe2018@gmail.com

Dedi Purwana,

State University of Jakarta, Indonesia, dpurwana@unj.ac.id

Rachma Fitriati,

Universitas of Indonesia, Indonesia, rachma.fitriati@ui.ac.id, rachmafi@yahoo.com

Abstract. Human capital management (HCM) is a new development of human resource management. The definition of human capital emphasizes the notion that humans are one of the main capitals in an organization or company with infinite value and amount, manageable in a process, and in turn producing more values for the organization. This study aims to offer an idea in building human capital management for Defense Forces Lecturers at Naval Command and Staf College (NCSC/SESKOAL) through formulating rules about the Code of Ethics of Defense Forces Lecturers and the establishment of the Commission of Ethics at SESKOAL. This study uses soft systems methodology-based action research. The findings of this study indicate that these rules can improve the quality and motivation of lecturers at SESKOAL in Indonesian National Defence Forces (INDF/TNI) towards a world-class military college.

Keywords: *human capital, human resource management, code of ethics, commission of ethics, world-class military college, soft systems methodology*