DEVELOPING A SYSTEMATIC FRAMEWORK ASSESSMENT TOOL AND MODEL FOR MILITARY COMBAT READINESS

**ABSTRACT**

The current combat preparedness of security agencies is in piece meal assessment working is silos which often create discrepancies and compatibility issues especially when they are required to work in cohesiveness during a combat operation. A systematic approach of assessment for all security forces must be developed to address such issues and challenges especially when required to join forces in working together in concert with other forces for operations. Using a mixed-method approach the research will investigate the factors on the current assessment of combat readiness for most security forces prior for combat duties. This research will address the current gap of assessment in security forces and propose a systematic model and developing an assessment instrument to determine the combat readiness for all security forces in Malaysia namely Malaysian Army, Royal Malaysian Air Force, Royal Malaysian Navy, Royal Malaysian Police, Malaysian Maritime Enforcement Agency and other relevant security forces in Malaysia to work in cohesions and provide some distinctive operations procedures as an agency or in teams working together in any operations both local and international duties.

**USEFULNESS**

This instrument will also take preventive measures and also corrective measures after establishing the score of an individual, unit and an organization. This instrument that will be able to measure the combat readiness both tangible and intangible factors of units to be deployed in combat areas, humanitarian assistance such as natural disaster assistance, peacekeeping operations such as the current military deployment in Lebanon and national security operations such as the recent intrusion in Lahad Datu.

**PUBLICATIONS**

3 X Scopus ISI
3 X ERA
3 Indexed Journals

**STATUS OF INVENTION**

Patent tested
SFS & Human
Dimension Factors
conducted separately. Final Approval by MINDEF

**PRODUCT/TECHNOLOGY READINESS**

Final testing of the instrument in a wider scope of Operational Brigade in the Malaysian Army

**RESEARCH AWARDS/RECOGNITION**

3 X Gold Medal – Defence, Security & Sustainability DSS in UPNM -2015, 2019
First Place – Applied Social Research DSS 2019
Silver Medal – International Invention, Innovation & Design IIIID UiTM, 2018
Bronze - Melaka International Conference on Social Sciences, Science and Technology 2019 (MIC3ST 2019).
Best Presenter – International Conference Human Resources Management 2014- Jakarta
A SYSTEMATIC FRAMEWORK ASSESSMENT MEASUREMENT TOOL AND MODEL FOR MILITARY COMBAT READINESS

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ABSTRACT

Militaries worldwide foresee the military force as coercive arms to be the eventual measure of power because military capabilities enable countries to act against internal and external threats. Malaysia’s military forces including other security agencies lack a model of framework and an assessment instrument as a means of combat readiness to measure individual and collective team preparedness before deploying for any operations including international peacekeeping operations and human disaster relief operations within the country. The current combat preparedness of security agencies is in piece meal assessment working is silos which often create discrepancies and compatibility issues especially when they are required to work in cohesiveness during a combat operation for both local and international duties. A systematic approach of assessment for all security forces must be developed to address such issues and challenges especially when required to as very often they are required to join forces in working together in concert with other forces for operations. Using a mixed-method approach the research will investigate the factors on the current assessment of combat readiness for most security forces prior for combat duties and eventually proposing a systematic model and framework assessment for combat readiness which can be used by all security forces in Malaysia especially when working together in combined and joint operations. The aim of this research is to address the current gap of assessment in security forces and propose a systematic model and developing an assessment instrument to determine the combat readiness for all security forces in Malaysia namely Malaysian Army, Royal Malaysian Air Force, Royal Malaysian Navy, Royal Malaysian Police, Malaysian Maritime Enforcement Agency and other relevant security forces in Malaysia to work in cohesion and provide some distinctive operations procedures as an agency or in teams working together in any operations both local and international duties.

Keywords: Combat readiness, combat preparedness, command climate

1. INTRODUCTION

The Malaysian National Defence Policy reflects the continued commitment towards strengthening national defence and Armed Forces modernization (Malaysian National Defence Policy, 2014). The conceptions of national power policy include military preparedness as a component of national power (Creswell, 2014). All security forces in the world have operational readiness for their troops to be prepared for any duties both local and overseas. The general trend seen in mathematical models and formulae for measuring operational readiness are mostly concerned with measuring either the tangible elements or the intangible elements. Consequently, there is a lack in research for a model that measure combat readiness encompassing both the tangible and intangible elements. The absence of the measure of intangible elements in the model that measure the tangible elements of combat power, and vice versa, could not provide a comprehensive status of combat readiness. Therefore, there is a need to conceptualize an approach to measure combat readiness that incorporate the tangible elements with the intangible elements by focusing on how best to utilize the knowledge and information of the current practice in measuring the combat
readiness of military forces. Malaysia is one of the top countries in Asia in terms of contributing the most number of troops to United Nations (UN) peacekeeping missions worldwide. According to UN Peacekeeping, Malaysia is ranked the eight highest troop contributor to the UN in Asia, contributing 887 troops to UN missions as of October 2017. Besides such international duties the Malaysian Armed Forces are required to defend the country sovereignty in security and defence from all external and internal threats. Often they have to work together with other security agencies to fulfil such national duties.

2. **OBJECTIVE**

The objectives of this research is to address the current gap of assessment in security forces and propose a systematic model and developing an assessment instrument to determine the combat readiness of all security forces. Currently there is no assessment on security forces personnel on their readiness to go for combat or operation duties. This is by developing a validated and reliable instrument to measure command readiness with a designated scoring worksheet to determine status of command climate for units namely Malaysian Army, Royal Malaysian Air Force, Royal Malaysian Navy, Royal Malaysian Police, Malaysian Maritime Enforcement Agency and other relevant security forces in Malaysia to work in cohesion and provide some distinctive operations procedures as an agency or in teams working together in any operations both local and international duties. Malaysian Army. Key objectives of this research are as follows:

1. To determine the current model and assessment instrument for operational readiness in the Malaysian Army.
2. To determine the factors that need to be considered for military units to conduct combat preparedness for operational duties?
3. To determine the intangible factors that can influence combat readiness of military units before deploying for operational duties.
4. To propose a new model framework assessment for combat readiness for military unit’s prior for deployment for operational duties

3. **NOVELTY**

Malaysian Army currently measures combat readiness for combat deployment through the System Force Scoring (SFS) which quantifies the combat logistics and manpower requirements only. Unfortunately, other factors for combat readiness are not identified such as morale, cohesion factors, team work, skills, competency, welfare etc. There is a need to look at cognitive and intangible factors to determine whether the individual, unit and organization are ready to be deployed for combat duties and operations. An early model of military readiness from the major military forces in the world suggested that the human components of operational readiness rested on several psychological components, including confidence, proficiency (achieved through training and experience), and understanding of and motivation toward combat missions. There is a need to address the issues of compatibility for other security forces to work together in concert in operations rather than they working in isolation.

4. **USEFULLNESS**

The main objective of developing the nation’s defence capability is to build an MAF that is integrated and balanced with the combination of assets and other resources for the purpose of
national defence. This principle emphasizes combat readiness and operational preparedness in the Armed Forces structure as it involves not only combat forces but also the logistical support network of military-industrial cooperation in line with national development priorities. In this context, self-reliance should not be limited to military efforts alone but should involve all relevant government agencies and the people. All security agencies besides the military are relevant for the prosperity and stability of the country and to the people of Malaysia. This instrument will also take preventive measures and also corrective measures after establishing the score of an individual, unit and an organization. The outcome of this research is to develop a systematic model and framework assessment for combat readiness for all Malaysian Security agencies. This instrument that will be able to measure the combat readiness both tangible and intangible factors of units to be deployed in combat areas, humanitarian assistance such as natural disaster assistance, peacekeeping operations such as the current military deployment in Lebanon and national security operations such as the recent intrusion in Lahad Datu in 2013.

5. CONCLUSION

National security is important not only to the government, but to the nation as a whole. National security serves many purposes. First of all, the armed forces are a very important aspect of national security. We live in a dangerous world and the military’s goal is to keep our nation secure. That is why a strong national defence is so important to the security and protection of the nation. The aim of this research is to address the current gap of assessment in security forces and propose a systematic model and developing an assessment instrument to determine the combat readiness for all security forces in Malaysia namely Malaysian Army, Royal Malaysian Air Force, Royal Malaysian Navy, Royal Malaysian Police, Malaysian Maritime Enforcement Agency and other relevant security forces in Malaysia to work in cohesion and provide some distinctive operations procedures as an agency or in teams working together in any operations both local and international duties. With an assessment model for combat readiness our combination of all security forces and agencies can work holistically in cohesion to be prepared for any eventualities and ready for combat duties both local and overseas.