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The Influence of Empowerment, Supply Chain Strategy, and Job Involvement toward Professional Commitment

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Abstract- **The impact of the supply chain management (SCM) greatly influences the form of professional commitment that has a good impact toward its institution. The objective of this research was to find out and to analyze the influence of empowerment, supply chain management, and job involvement toward professional commitment through the company system. The sample of this research was taken by using proportional random sampling. The samples were the Women Navy Corps consisted of 160 respondents from the total of 250 Women Navy Corps. In this research, the researchers used Structural Equation Model in testing, analyzing the data, and model development. The Data were analyzed by using statistical software tools (LISREL 8.8). The results were: 1) Empowerment has a positive direct influence toward personality, 2) Empowerment has a positive direct influence toward professional commitment, 3) Supply chain management has a positive direct influence toward personality, 4) Supply chain management has a positive direct influence toward professional commitment, 5) Job involvement has a positive direct influence toward personality, 6) Job involvement has a positive direct influence toward professional commitment, 7) Personality has a positive direct influence toward professional commitment, 8) Empowerment has a positive indirect influence toward professional commitment through personality, 9) Supply chain management has a positive indirect influence toward professional commitment through personality, and 10) Job involvement has a positive indirect influence toward professional commitment through personality.**

Keywords: Empowerment, Supply Chain Management, Job Involvement, Personality, Professional Commitment

1. Introduction

Emancipation is a movement that places women to have an equal position with men in both the life of the public and domestic sectors. It must be realized that women have their own methods of leading, and are also strong in ideology. Therefore, based on this condition, it can be said that the role of women is very big in the life of the nation and state. In fact, it is not as easy as imagined in practice. There are still many challenges to be faced when women demand their roles. Today, in particular, the world of women's work is still facing several challenges that must be resolved immediately. As a result of observations, one of the challenges is the lack of support from the institutions. The support should be given as a whole whether from the family, community, government, or the work environment. Especially in the military sector, there is an unwritten policy that women are only allowed to occupy certain positions or positions according to their nature.

It can be said that the military world is identical to the field of men. Yet, as members of SCM who are in the military environment, they have to follow the professional ethics of Indonesian Amy which has formed a cultural context that is identical to world battles. They are obliged to follow the existing organizational culture so that their performance is based on the ability of their profession as a military, and is not on their sexuality or feminism. Regarding the SCM profession, researchers made temporary observations and produced an opinion that it could be said that the level of professional commitment to SCM was still not optimal.

Based on the development of civilization and times, SCM really hope to work fairly in conditions that bear equal ownership in service (Ministerial Decree/ KSAL number 5401.24 dated June 26, 1962, that the leader of the Indonesian Navy gave the rights and obligations to Indonesian women to fill in the position of Indonesian women workers in order to improve and manage the organization, and was not only a slogan or written provision without any real action. The phenomenon seen in the observation results outlined in the table data above shows that there is a desire for justice in accordance with the work field where women work as desired by SCM based on the report of the Expert Group Meeting Addis-Ababa, Ethiopia (October 24 – 27, 2005) regarding Equal Participation of Women and Men in Decision-Making Processes, with Particular Emphasis on Political Participation and Leadership. United Nations Division for the Advancement of Women (DAW) Department of Economic and Social Affairs (DESA) Economic Commission for Africa (ECA) (2005) which resulted in several recommendations:

A.   Recommendations for increasing the number of women in decision-making

The EGM recommends that international actors should: Support and promote public awareness-raising campaigns to combat negative stereotypes, emphasize the legitimate role of women in decision-making processes at all levels, and encourage women's participation in decision-making. The EGM recommends that civil society actors should:

1.   Hold government, legislatures and political parties accountable for United Nations Division for the Advancement of Women (DAW) Department of Economic and Social Affairs (DESA) Economic Commission for Africa (ECA) progress in increasing women's participation and representation.

2.   Facilitate linkages between women in decision-making positions and those working for the empowerment of women at the grassroots, in the academic community and in civil society organizations.

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3.   Strengthen civic and citizenship training in schools and continuing adult education and ensure its gender responsiveness.

B.   Recommendations for enhancing the impact of increased presence of women in decision-making

The EGM recommends that government actors at all levels (national, provincial and municipal/district) should:

1.   Support the work of national mechanisms on gender equality and empowerment of women on gender mainstreaming, including through establishing and properly supporting inter-ministerial committees.

2.   Ensure that women are equally represented in all government policy making bodies covering all areas, especially those that have remained the domains of men, for example the areas of macroeconomic policy, budgets and defense.

3.   Generate and disseminate sex-disaggregated statistics and indicators on all aspects of government activity, including policy development and budget allocations and expenditure.

4.   Develop and implement training programmes on gender mainstreaming in governmental bodies in order to undertake gender analysis in all legislative and policy areas, including budget allocations.

5.   Ensure that national and subnational mechanisms on gender equality and empowerment of women are provided with all the necessary resources for implementing their mandates.

Based on the above conditions, the researchers were interested in conducting a research entitled "The Influence of Empowerment, Supply chain management, and Job Involvement toward Professional Commitment through the Personality of Indonesian Women's Navy Corps (SCM)" who served at Military Sealift Command (Kolinlamil), Main Naval Base III (Lantamal III) of 1st Fleet Command (Komando Armada I /Koarmada I), Naval Command and Staff College (Sekolah Staff dan Komando Angkatan Laut/Seskoal), and Women Navy Corps who served at Naval Information and Data Processing Department (Dinas Informasi dan Pengolahan Data TNI Angkatan Laut) of Indonesian Navy Headquarters.

LITERATURE REVIEW
1.   Empowerment
According to [1], Empowerment is an increase in the ability of a real potential, starting from a status of less power to becoming more empowered to becoming more responsible. Furthermore, [2] states that Empowerment is Empowerment is the authority to make decisions in a person's area of responsibility without seeking the consent of others. Although empowerment is similar to delegation of authority, there are two characteristics that make it unique. First, employees are encouraged to use their initiative. Second, it is not only giving authority, but also resources to be able to make decisions and have the power to be implemented. [3] adds that Empowerment is the process of sharing power with employees, thereby enhancing their confidence in their ability to perform their jobs and their belief that they are influential contributors to the organization. In particular, empowerment creates confidence among employees. First, they assess the meaning of their work in relation to their values and

attitudes. Second, they feel competent, or capable of performing their jobs skillfully. Third, they have a sense of Self-determination, several options for the task, and the method and pace of their work. Fourth, they have influence in the administration, strategy, or important decisions of the organization, and work outcomes [4]

[5] say that Empowerment is recoqnizing and releasing into the organization the power that people already have in their wealth of useful knowledge, experience, and internal motivation According to [6]: Empowerment is the process of enabling workers to set their own work goals, make decisions, and solve problems within their sphere of responsibility and authority.

In addition, [7] defines Empowerment as any process that provides greater autonomy to employees through the sharing of relevant information and provision of control over factors affecting job performance. Empowerment helps remove the conditions that cause powerlessness while enhancing employee feelings of self-efficacy. Empowerment authorizes employees to cope with situations and enables them to take control of problems as they arise [7].

There are five broad empowerment approaches that have been requested by Newstrom as follows:

1.   Helping employees to achieve the job mastery (Providing the right training, coaching, and guided experience that will result in initial success)

2.   Allowing more control (Giving flexibility over their work performance, then ask them to account for the results)

3.   Providing successful role models (enabling them to observe peers who have been successful at work)

4.   Using social reinforcement and persuasion (giving praise, encouragement, and verbal feedback designed to increase self-confidence)

5.   Giving emotional support (providing stress and anxiety reduction through better role definition, assignment assistance, and honest caring)

2.   Supply chain management
Employee Involvement is a participative proces that uses employees input to increase their commitment to the organization's success. The logic is that if we engage workers in decissions that affect them and increase ther autonomy and control over their work lives, they will become more motivated, more committed to the organization, more productive, and more satisfied with their jobs [8]

Job involvement is defined as the degree to which one is cogitively preoccupied with, emgaged in, and concerned with one's present job. This work attitude manifests itself through the extent to which people are immersed in their job tasks. This suggestion is important for managers to undersand the cause and consequences of job involvement because of its association with motivation and satisfaction [9]

Job involvement is the degree to wihch employees immerse themselves in their jobs, invest time and energy in them, and view work as a central part of their overall lives. Job involvement employees are likely to believe in the work ethic, to exhibit high growth needs, and to enjoy participation in decision making [10]

Job Involvement related to job satisfaction is job involvement, which measures the degree to which people

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identify psychologically with their job and consider their perceived performance level important to self-worth. Employees with a high level of job involvement strongly identify with and really care about the kind of work they do [11].

Job involvement is the degree to which an employee identifies with his or her job, actively participates in it, and considers his or her job performance to be important to his or her self-worth. Employees with a high level of job involvement strongly identify with and really care about the kind of work they do. Their positive attitude leads them to contribute in positive ways to their work. High levels of job involvement have been found to be related to fewer absences, lower resignation rates, and higher employee engagement with their work. [12].

Govender states that: Believe that there are four sub-dimensions that are important to job involvement: 1. Response to work: Employees have expectations about work, and the extent to which these expectations are met determines the level of job involvement they experience, which, in turn, determines their response to work. 2. Expressions of being job involved: The way in which employees express job involvement differs from person to person, and in accordance with the level of job involvement experienced. For example, some employees may express high job involvement by thinking of the job even when they are not at work, while others may become depressed if they fail at something related to the job. 3. Sense of duty towards work: Employees who are highly job involved have a great sense of duty towards work, for example, an employee who is willing to work overtime without pay in order to complete an assigned task. 4. Feelings about unfinished work and absenteeism: Employees who are jobinvolved avoid being absent from work and feel guilty about unfinished work) [13].

3.   Personality

According to Ms Kriti Mahajan, Personality refers to cognitive and behavioural patterns that show stability over time and across situations. The "big five" or five-factor model of personality consists of the following traits: openness, conscientiousness, extroversion, agreeableness and neuroticism.   Because of its validity and wide acceptance the big five has been extensively utilized in recent organizational and other applied research

Personality represents the overall profile or combination of characteristics that capture the unique nature of a person as that person reacts and interacts with others.

Mcshane defines Personality as the relatively enduring pattern of thoughts, emotions, and behaviors that characterize a person, along with the phsycological processes behind those characteristics.

In common use, people think of personality in terms of traits, the fairly consistent characteristics a person exhibits. Researchers investigated whether any traits stand up to scientific scrutiny. Although investigators examined thousands of traits over the years, their findings fit into five general dimensions that describe personality. These dimensions, often called the "Big Five" personality factors, are illustrated in Each factor may contain a wide range of specific traits. The Big Five personality factors describe an individual's extroversion, agreeableness, conscientiousness, emotional stability, and openness to experience as follows:

1.   Extroversion.

The degree to which a person is outgoing, sociable, assertive, feels comfortable with interpersonal relationships.

2.   Agreeableness.

The degree to which a person is able to get along with others, being good-natured, likable, cooperative, forgiving, understanding, and trusting.

3.   Conscientiousness.

The degree to which a person is focused on a few goals, thus behaving in ways that are responsible, dependable, persistent, and achievement oriented.

4.   Emotional stability.

The degree to which a person is calm, enthusiastic, and self confident, rather than tense, depressed, moody, or insecure.

5.   Openness to experience.

The degree to which a person has a broad range of   interests and is imaginative, creative, artistically sensitive, and willing to consider new ideas.

4.   Professional Commitment

According to Gibson, Commitment is a sense of identification, loyalty, and involvement expressed by an employee toward the organization or unit of the organization. [14]. It means that Commitment is the sense of identification, loyalty and involvement expressed by employees towards the organization or organizational unit.

Furthermore, Ozlem Yenidogan and Hiner Sencan state that Organizational commitment is a popular concept that researches study on. It expresses the level of organizational commitment that an employee has. Individuals who have high level of dedication to their organization are not willing to leave their companies. They keep their own goals and personal values in the same level with organization's goals and values. [15] add that Organizational commitment is defined as the desire on the part of an employee to remain a member of the organization.

According to Jennifer M. George & Gareth Jones:

Organizational commitment is the collection of feelings and beliefs people have about their organization as a whole. Affective commitment exists when employees are happy to be members of an organization and believe in what it stands for. Continuance commitment exists when employees are committed to the organization because it is too costly for them to leave. Affective commitment has more positive consequences for organizations and their members than continuance commitment. Affective commitment is more likely when organizations are socially responsible and demonstrate they are committed to employees. Employees with high levels of affective commitment are less likely to quit and may be more likely to perform organizational citizenship behavior [16].

Fred Luthans says that professional commitment can be described as follows: As with other topics in organizational behavior, a wide variety of definitions and measures of organizational commitment exist. As an attitude, organizational commitment is most often defined as (1) a strong desire to remain a member of a particular organization; (2) a willingness to exert high levels of effort on behalf of the organization; and (3) a definite belief in, and acceptance of, the values and goals of the organization.

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In other words, this is an attitude reflecting employees' loyalty to their organization and is an ongoing process through which organizational participants express their concern for the organization and its continued success and well-being. Using this definition, it is commonly measured by the organizational commitment attitude is determined by a number of personal (age, tenure in the organization, career adaptability, and dispositions such as positive or negative affectivity, or internal or external control attributions) and organizational (the job design, values, support, procedual fairness, and the leadership style of one's supervisor) variables Even non organizational factors, such as the availability of alternatives after making the initial choice to join an organization, will affect subsequent commitment.

METHODS

This research was conducted at the Main Corps of Indonesian Navy Development, especially for West/ Jakarta regions. The object of this research was the Women Navy Corps regardless of rank. This research was administered at the Military Sealift Command (Kolinlamil) North Jakarta, Main Naval Base III (Lantamal III, Jakarta), 1st Fleet Command (Koarmada I), Women's Naval Service Corps, Women's Naval Service Corps of Pondok Dayung, Naval Command and Staff College of Cipulir (Sekolah Staff dan Komando Angkatan Laut/Seskoal Cipulir), and Naval Information and Data Processing Department (Dinas Informasi dan Pengolahan Data TNI Angkatan Laut).

In this research, the researchers used quantitative methods through survey methods with causal techniques. The data were analyzed by using the structural equation modeling (SEM) method. In collecting the data, the researchers used questionnaires, and interviews with well-prepared questions. The objective of this research was to find out the relationship and the influence among the research variables. There are five variables discussed in this study, namely: Empowerment (X1), Supply chain management (X2), Involvement (X3), Personality (X4), and Professional Commitment (Y). The exogenous variables in this study were empowerment, organizational learning, involvement. The endogenous variable was Professional Commitment, and the intervening variable was personality. The relationship among the research variables can be described in the constellation figure as follows:
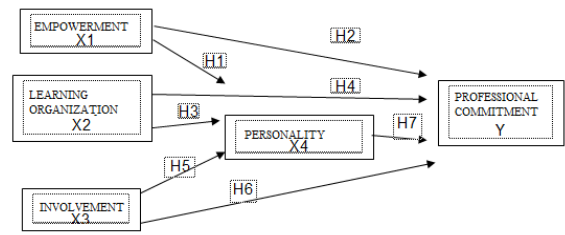

Figure 1 Research Constellation

RESULTS

In this research, the researchers distributed 160 questionnaires to the Women Navy Corps of Military Sealift Command (Kolinlamil), Main Naval Base III (Lantamal III) of 1st Fleet Command (Komando Armada I /Koarmada I), Naval Command and Staff College (Sekolah Staff dan Komando Angkatan Laut/Seskoal), and Naval Information and Data Processing Department (Dinas Informasi dan Pengolahan Data TNI Angkatan Laut) without distinguishing strata rank. The profiles of respondents in this research were differentiated based on sex, age, education level, and marital status. The following is a table of results from the analysis of the profile of Women Navy Corps respondents:

Table 1 The Profile of Women Navy Corps Respondents

Respondent Identity Variable	Category	Total	Percentage (%)
Sex	Male	0	0%
	Female	160	100%
Age	≤ 25 Years Old	0	0%
	25 - 29 Years Old	78	49%
	30 - 35 Years Old	55	34%
	≥ 36 Years Old	27	17%
Education level	High School	110	68%
	Diploma	10	7%
	Undergraduate	23	14%
	Graduate	10	7%
	Doctoral	7	4%
Marital Status	Marriage	94	59%
	Single	44	28%
	Divorced	22	13%

Goodness of Fit

The results of the questionnaires distributed to 160 Women Navy Corps respondents were analyzed by using LISREL software. Goodness of Fit is an indication of the comparison of the specified model with the covariance matrix among the observed variable indicators. The following is Goodnes of Fit Statistics:

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Table 2 Goodness of Fit Statistics

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                            Goodness of Fit Statistics

                          Degrees of Freedom = 4360
               Minimum Fit Function Chi-Square = 7766.37 (P = 0.0)
       Normal Theory Weighted Least Squares Chi-Square = 7065.84 (P = 1.00)
                 Estimated Non-centrality Parameter (NCP) = 2705.84
             90 Percent Confidence Interval for NCP = (2479.70 ; 2939.74)


                       Minimum Fit Function Value = 48.85
                 Population Discrepancy Function Value (F0) = 17.02
               90 Percent Confidence Interval for F0 = (15.60 ; 18.49)
              Root Mean Square Error of Approximation (RMSEA) = 0.062
             90 Percent Confidence Interval for RMSEA = (0.060 ; 0.065)
                  P-Value for Test of Close Fit (RMSEA < 0.05) = 0.00

                    Expected Cross-Validation Index (ECVI) = 46.95
              90 Percent Confidence Interval for ECVI = (45.53 ; 48.43)
                        ECVI for Saturated Model = 57.36
                      ECVI for Independence Model = 1030.91


     Chi-Square for Independence Model with 4465 Degrees of Freedom = 163724.60
                        Independence AIC = 163914.60
                            Model AIC = 7465.84
                          Saturated AIC = 9120.00
                       Independence CAIC = 164301.74
                           Model CAIC = 8280.87
                         Saturated CAIC = 27702.79


                       Normed Fit Index (NFI) = 0.95
                     Non-Normed Fit Index (NNFI) = 0.98
                  Parsimony Normed Fit Index (PNFI) = 0.93
                     Comparative Fit Index (CFI) = 0.98
                     Incremental Fit Index (IFI) = 0.98
                      Relative Fit Index (RFI) = 0.95


                           Critical N (CN) = 94.77


                    Root Mean Square Residual (RMR) = 0.047
                          Standardized RMR = 0.047
                      Goodness of Fit Index (GFI) = 0.52
                 Adjusted Goodness of Fit Index (AGFI) = 0.49
                Parsimony Goodness of Fit Index (PGFI) = 0.69
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From the Table of Goodness of Fit Statistics, it can be seen that the Chi-Square is bigger, and the p value = (1.00> 0.05). This means there is a fit of the fit model because the square p value is> 0.05. The RMSEA model is 0.065. it identifies that the Goodness of Fit Model is good. Meanwhile, other indicators are used to assess the fit of the model:

1. Expected Cross-Validation Index (ECVI)

A good value of ECVI model should be less than ECVI Saturated and ECVI Independent. ECVI in the table above is 46.95, which is smaller than ECVI Saturated (57.36) and ECVI Independent (1030.91). This shows that the model has a good fit.

2. Akaike Information Criterion (AIC)

A good value of AIC model should be less than AIC Saturated and AIC Independent. The AIC in the table above is 7465.84, which is smaller than AIC Saturated (9120.00) and AIC Independent (163914.60). This shows that the model has a good fit.

3. Consistance Akaike Information Index (CAIC)

A good value of CAIC model should be less than CAIC Saturated and CAIC Independent. The CAIC in the table above is 8280.87, which is smaller than CAIC Saturated

(27702.79) and CAIC Independent (164301.74). This shows that the model has a good fit.

4. Parsimony Goodness of Fit Index (PGFI)

The value of PGFI recommended for a good model indication is > 0.6. In the table, the PGFI value is 0.69> 0.6. This shows that the model has a good fit.

5. Parsimony Normed Fit Index (PNFI)

The value of PNFI recommended for a good model indication is > 0.6. In the table, the PNFI value is 0.93 > 0.6. This shows that the model has a good fit.

6. Comparative Fit Index (CFI)

The value of CFI recommended for a good model indication is> 0.9. The table shows that the value of CFI 0.98> 0.9. This shows that the model has a good fit.

7. Incremental Fit Index (IFI)

The value of IFI recommended for a good model indication is> 0.9. The table shows that the value of IFI is 0.98> 0.9. This shows that the model has a good fit.

The Causal Relations among Variables

The results of the questionnaires that were distributed to 160 respondents (Women Navy Corps) were processed using statistical tools, LISREL software. From the structural model analysis, it was found that there was an estimated value of the causal relationship among the

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influence variables; empowerment (X1), organizational learning (X2), engagement (X3), personality (X4), Professional Commitment (Y) which are standardized. Meanwhile, the hypothesis testing is carried out based on the t-value. The following is the Full Path diagram of Structural Equation Model with 5 latent variables:
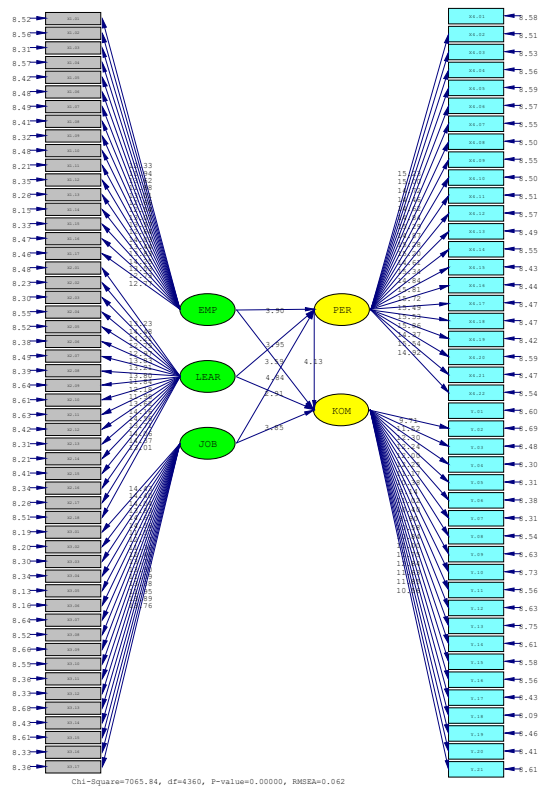

Figure 2 Structural Model (t-value)
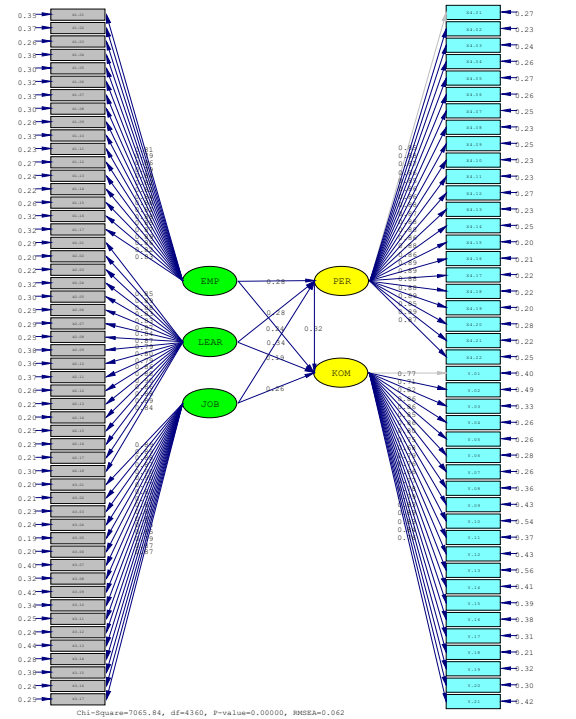
Figure 3 Structural Model (Standardized Solution)

From the results of the structural model analysis shown in Figures 2 and 3, It was found that there is an estimation of the causal relationship among the influence variables; empowerment (X1), supply chain management (X2), involvement (X3), Personality (X4), and professional commitment (Y) which are standardized on t-values and standardized solution values. From this figure, it can be concluded that each variable has a big influence. It can be described as follows:

Table 3 Causal Relationship among Variables

No	Path	Standardized Coefficient	t-valaue	t-table	Significance	Conclusion
1	The influence of Empowerment → Personality	0.28	3.90	1.96	Significant	There is sufficient evidence that empowerment has a direct positive influence toward personality
2	The influence of Empowerment → Professional Commitment	0.24	3.59	1.96	Significant	There is sufficient evidence that Empowerment has a direct positive influence toward Professional Commitment
3	Supply chain management → Personality	0.28	3.95	1.96	Significant	There is sufficient evidence that Supply chain management has a direct positive influence toward personality
4	Supply chain management → Professional Commitment	0.19	2.91	1.96	Significant	There is sufficient evidence that the supply chain management has a direct positive influence toward Professional Commitment
5	Involvement → Personality	0.34	4.84	1.96	Significant	There is sufficient evidence that Involvement has a positive direct influence toward personality

| 6 | Involvement → Professional Commitment | 0.26 | 3.85 | 1.96 | Significant | There is sufficient evidence that involvement has a direct positive influence toward Professional Commitment |
| 7 | Personality → Professional Commitment | 0.32 | 4.13 | 1.96 | Significant | There is sufficient evidence that Personality has a direct positive influence toward Professional Commitment |

From the table 4.18 above, it clearly shows causal relationships among influence variable as follows: 1) The path of empowerment toward personality has a coefficient value of 0.28 with t-value 3.90> t-table 1.96 which can be interpreted as significant, 2) The path of empowerment toward professional commitment has a coefficient value of 0.24 with a t-value of 3.59> t-table 1.96 which can be interpreted as significant, 3) The path of supply chain management toward personality has a coefficient value of 0.28 with a t-value of 3.95> t-table 1.96 which can be interpreted significant, 4) The path of supply chain management toward professional commitment has a coefficient value of 0.19 with a t-value of 2.91> t-table 1.96 which can be interpreted as significant, 5) The path of involvement toward personality has a coefficient value of 0.34 with a t-value of 4.84> t -table 1.96 which can be interpreted as significant, 6) The path of involvement toward professional commitment has a coefficient value of 0.26 with t-value 3.85> t-table 1.96 which can be interpreted significant, and 7) The path of personality toward professional commitment has a coefficient value of 0.32 with a t-value of 4.13> t-table 1.96 which can be interpreted as significant.

DISCUSSION

The influence of empowerment toward personality has a positive value of 0.28 with a significance of 3.90> 1.96. This finding is supported by empirical fact that if the influence of empowerment is good, then the personality is higher. It shows the importance of implementing the empowerment of Women Navy Corps to their own personality which is shown in the competence of self-determination and overall influence.

The influence of empowerment toward professional commitment has a positive value of 0.24 with a significance of 3.59> 1.96. This finding is supported by empirical fact that if the influence of empowerment is good, then professional commitment will be higher. It shows the importance of implementing the empowerment of Women Navy Corps to their own professional commitment which is shown in the competence of self-determination and overall influence.

The influence of the supply chain management toward personality is positive with a value of 0.28 and a significant value of 3.95> 1.96. This finding is supported by empirical fact that if the influence of the supply chain management is good, then the personality is higher. It shows the importance of the implementating the empowerment of Women Navy Corps to their own personality, which is shown in the vision, team learning, personality mastery, mental models, and thought systems.

The influence of supply chain management toward professional commitment has a positive value of 0.19 with a significance of 2.91> 1.96. This finding is supported by empirical fact that if the influence of the supply chain management is good, then professional commitment will be higher. It shows the importance of implementing the supply chain management of Women Navy Corps to their own professional commitment, which is shown in the vision, team learning, personality mastery, mental models, and thought systems.

The influence of involvement toward personality has a positive value of 0.34 with a significance of 4.84> 1.96. This finding is supported by empirical fact that if the influence of empowerment is good, then the personality is higher. It shows the importance of implementing the empowerment of Women Navy Corps to their own personalities which is shown in responsiveness to work, expressions of work involvement, feelings at work, and feelings about delayed work and absence.

The influence of involvement toward professional commitment has a positive value of 0.26 with a significance of 3.85> 1.96. This finding is supported by empirical fact that if the influence of involvement is good, then professional commitment will be higher. It shows the importance of implementing the supply chain management of Women Navy Corps to their professional own commitment, which is shown in responsiveness to work, expressions of job involvement, feelings at work, and feelings about delayed work and absence.

The influence of personality toward professional commitment has a positive value of 0.32 with a significance of 4.13> 1.96. This finding is supported by empirical fact that if the influence of personality is good, then professional commitment will be higher. It shows the importance of implementing the empowerment of Women Navy Corps to their own personalities which is shown in the relationship of interaction, fun, awareness, emotional stability, and openness.

CONCLUSION

From the results of the evaluation and discussion described in the previous chapter, it can be concluded that: 1) Empowerment has a positive direct influence toward personality, 2) Empowerment has a positive direct influence toward professional commitment, 3) Supply chain management has a positive direct influence toward personality, 4) Supply chain management has a positive direct influence toward professional commitment, 5) Involvement has a positive direct influence toward personality, 6) Involvement has a positive direct influence toward professional commitment, and 7) Personality has a positive direct influence toward professional commitment.

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