

Bridging the Peace: Assessing Cultural-Linguistic Competence in the Mission Effectiveness of the Garuda Contingent

Budi Achmadi

Center for Strategic Studies, Research and Development of the Indonesian National Armed Forces, Indonesia

Email: budi.achmadi@gmail.com

Togap Marlon Siburian

Center for Strategic Studies, Research and Development of the Indonesian National Armed Forces, Indonesia

Email: siburiantogap@gmail.com

Indra Kristian

Universitas Jenderal Achmad Yani, Indonesia

Email: technician2007@gmail.com

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Abstract

UN peacekeeping operations in multinational and multicultural environments demand adaptative intercultural capacities from military personnel. This study aims to analyze the influence of foreign language proficiency specifically comprehension skills (listening/reading) and delivery skills (speaking/writing) on the mission effectiveness of the Garuda Contingent in World Peacekeeping Operations. Utilizing a mixed-methods approach, quantitative data were gathered through surveys distributed to Garuda Contingent personnel, while qualitative data were obtained via in-depth interviews detailing operational barriers and adaptation strategies. Regression analysis results indicate that both comprehension and delivery skills have a positive and significant impact on mission success. The quantitative model demonstrates a highly robust contribution, revealing that 90.3% of the variance in operational task success can be explained by these two language proficiency variables. Qualitatively, language mastery is significantly driven by individual motivation, prior deployment experience, training intensity, and workplace environmental support. On the ground, tactical communication barriers are mitigated through intercultural adaptation strategies, such as linguistic simplification, interpreter assistance, message reiteration, and cultural engagement. This study concludes that foreign language competence is a strategic imperative rather than a mere secondary skill. Practically, it implies an urgent need to restructure language training programs into more sustainable, contextualized frameworks tailored to the geopolitical dynamics of the specific mission area.

Keywords: Foreign Language Proficiency; Garuda Contingent; Mission Effectiveness; Peacekeeping Operations; Intercultural Adaptation

A. Introduction

United Nations (UN) peacekeeping operations serve as a primary multilateral mechanism for maintaining international security and stability in post-conflict zones. Amidst the rising complexity of modern warfare, the UN heavily relies on troop-contributing countries to execute effective and sustainable peacekeeping missions. Within this multinational, multilingual, and multicultural environment, language has transcended its traditional role as a mere supporting skill; it is now a strategic instrument that directly dictates the effectiveness of cross-contingent coordination, tactical negotiations, and operational safety. As a prominent global security actor, Indonesia maintains a robust normative and constitutional commitment to global peace, as mandated by Law No. 37/1999 on Foreign Relations. This commitment is empirically manifested through the deployment of the Garuda Contingent (Kontingen Garuda / Konga) across conflict theaters in Africa, Asia, and the Middle East. Historically engaged since the UNEF I mission in the Suez Canal in 1957, Indonesia's involvement has expanded significantly. To institutionalize this strategic expansion, the Indonesian government enacted the Roadmap Vision 4,000 Peacekeepers, establishing Indonesia as a top-tier contributor. However, this massive troop mobilization simultaneously demands a rigorous escalation of individual capacities, specifically regarding cross-cultural communicative readiness.

Extensive scholarly literature on peacekeeping operations has traditionally prioritized macro-level variables, such as geopolitical alignment, logistics infrastructure, and overarching military strategies. In contrast, the micro-determinants of mission success, particularly individual linguistic competence, remain underexplored. Extant studies in military linguistics establish that language training within specialized defense institutions requires a communicative framework that goes beyond general proficiency (Smith, 2021). Peacekeepers must master standardized military terminology, tactical radio protocols, and high-pressure stress-communication (Jones & Taylor, 2020). In specific mission theaters, such as MINUSMA (Mali), MONUSCO (DR Congo), and MINUSCA (Central African Republic), French serves as the dominant administrative and civilian lingua franca, requiring localized real-world scenario training (Dupont, 2022). Similarly, in UNIFIL (Lebanon), Arabic proficiency acts as a critical operational asset for civil-military engagement (Al-Mansoor, 2018). Furthermore, historical assessments of African missions indicate that deficiencies in local vehicular languages, such as Swahili, directly correlate with mission friction, local hostility, and heightened security risks for deployed personnel (Mwangi, 2023).

While the significance of English as a global lingua franca is widely recognized in military literature, a critical gap persists regarding concurrent multilingual proficiency within peacekeeper populations. No comprehensive study has systematically measured the simultaneous mastery of English, French, Arabic, and local tongues like Swahili among peacekeepers. More importantly, prior research lacks a robust quantitative or mixed-methods framework to measure the exact mathematical relationship between multilingual proficiency levels and empirical dimensions of operational success such as cross-contingent coordination metrics, civil-military cooperation (CIMIC) trust indices, and tactical threat mitigation. This study fills this vacuum by introducing a mixed-methods approach that integrates quantitative regression models with qualitative intercultural adaptation strategies.

This study aims to analyze and quantify the precise influence of foreign language proficiency categorized into comprehension skills (listening/reading) and delivery skills (speaking/writing) on the operational task success of the Garuda Contingent. Practically, this research offers a substantial contribution to defense policy by providing an empirical foundation for the Indonesian National Armed Forces (TNI) to restructure its pre-deployment training. It shifts language preparation from an ad-hoc, generalized curriculum into a standardized, evidence-based, and multi-linguistic training framework tailored to the specific geopolitical and cultural realities of UN mission areas.

B. Literature Review

1. Intercultural Communication Theory

Intercultural communication theory addresses the complex processes that occur when individuals or groups from divergent cultural, linguistic, and normative backgrounds interact. Within this framework, communication is conceptualized not merely as a mechanical transmission of data, but as a dynamic negotiation of meaning heavily mediated by cultural perceptions, symbolic encodings, and interactional habits (Deardorff, 2006). In multinational UN peacekeeping environments, intercultural communication operates as a core operational asset rather than a secondary support function. Effective communication scales from high-level tactical integration to low-level community engagement, rendering message accuracy critical to mission survival (Smith, 2021).

When improperly managed, cultural differences generate severe communicative friction, leading to misinterpretation of gestures, speech styles, or socio-religious values. Conversely, optimal cross-cultural management builds organizational trust and fosters local goodwill (Razak et al., 2018). In military diplomacy, intercultural competence encompasses open-mindedness, localized cultural knowledge, interpretive agility, and behavioral adaptability. Consequently, foreign language proficiency is an indispensable component of this competence, serving as the primary vehicle to decode operational environments, project soft power, and mitigate tactical misunderstandings in high-stress zones (Jones & Taylor, 2020).

2. Foreign Language Proficiency Theory

Language proficiency theory states that linguistic mastery extends far beyond the memorization of vocabulary and grammatical syntax; it requires the capacity to apply language productively and strategically within authentic, real-world contexts. This study anchors its linguistic parameters on the Common European Framework of Reference for Languages (CEFR), which codifies language competence across structured operational domains: listening, reading, speaking, and writing. To capture the full scope of military operations, the CEFR framework is supplemented by Canale and Swain's model of communicative competence, which outlines four essential dimensions:

- a. Grammatical Competence: Mastery of technical lexicon and language structure.
- b. Sociolinguistic Competence: The contextual appropriateness of language relative to localized socio-cultural norms.
- c. Discourse Competence: The structural coherence of operational outputs, such as written situation reports (SITREPs).
- d. Strategic Competence: The utilization of compensatory communication strategies—such as linguistic simplification or message reiteration to overcome vocabulary deficits or dialectal barriers under pressure.

In joint international deployments, a clear distinction must be made between general linguistic knowledge and operational language proficiency. The latter demands rapid, precise deployment of specialized technical terminology under extreme psychological duress (STANAG 6001). While English functions as the primary military lingua franca for cross-contingent briefings and logistics coordination, operational survival in specific peacekeeping theaters requires localized multilingualism. For instance, French is mandatory for navigating civil-military administration in Francophone Africa (e.g., MONUSCO, MINUSCA), Arabic is vital for building local trust in Middle Eastern sectors (e.g., UNIFIL), and Swahili serves as a critical asset for real-time local threat detection and direct civil-military cooperation (CIMIC) engagement (Dupont, 2022; Mwangi, 2023).

3. Operational Effectiveness Theory (Mission Success)

Operational effectiveness within United Nations peacekeeping frameworks is defined as the extent to which deployed military personnel successfully execute mandated tasks in compliance with UN standardized operating procedures, thereby ensuring regional stability and civil protection. In contemporary asymmetric conflict zones, mission success cannot be evaluated solely through traditional kinetic or hard-power capabilities; it is fundamentally determined by the contingent's ability to minimize local risks, establish institutional transparency, and secure public trust (Al-Mansoor, 2018).

- a. Conceptually, the operational effectiveness of the Garuda Contingent is anchored upon three key pillars:
- b. Mandate Achievement: The precise execution of tasks derived from UN Security Council Resolutions, including tactical patrols, convoy escorts, and targeted CIMIC programs.
- c. Civilian Protection and Security: The active mitigation of structural threats against vulnerable local populations to foster post-conflict reconciliation.
- d. Local Acceptance and Institutional Trust: The generation of local cooperation, which directly correlates with the volume of actionable security intelligence volunteered by host communities.

At the individual peacekeeper level, these macro-objectives translate into measurable performance indicators: the fluidity of coordination with international coalition forces, the speed and accuracy of incident responses, the minimization of linguistically driven operational failures, and the cultivation of local rapport through culturally sensitive, respectful field conduct.

C. Research Method

1. Research Design and Approach

This study employs an explanatory sequential mixed-methods design. This approach prioritizes quantitative data collection and analysis in the first phase, followed by the collection and analysis of qualitative data in the second phase to elaborate on and explain the statistical results (Creswell & Creswell, 2018).

2. Population, Sample, and Data Collection Techniques

Quantitative Data Collection

The target population for the quantitative phase consists of Indonesian National Armed Forces (TNI) personnel who have been deployed under the United Nations (UN) flag as part of the Garuda Contingent (Konga). Sampling Technique: Simple random sampling was utilized to ensure generalizability. Instrument: A closed-ended questionnaire structured on a 5-point Likert scale (1 = Strongly Disagree, 5 = Strongly Agree). The questionnaire was distributed digitally and physically post-deployment.

Qualitative Data Collection

To capture the real-world operational challenges and nuanced intercultural survival strategies on the ground, qualitative data were gathered through: In-Depth Interviews: Conducted with selected key informants (e.g., Contingent Commanders, CIMIC Officers, and Military Observers) who encountered high-frequency multilingual interactions during their deployment. Documentation Review: Analysis of official post-mission reports (Naskah Evaluasi Tugas) regarding communication constraints in the mission theaters.

Operational Definition of Variables

To ensure empirical measurability, the independent variables (Foreign Language Proficiency) and the dependent variable (Operational Effectiveness) are operationally defined with specific, contextualized military peacekeeper indicators as shown in Table 1.

Tabel 1 Indicator ang Statement

No		Indicator	Code	STATEMENT	SS	S	N	TS	STS
1	2	3	4	5	6	7	8	9	10
1	1	Comprehension Ability	X1.1	I can understand the gist of a briefing delivered at a normal speed.					
2	2		X1.2	I can understand instructions over the radio/telephone, even if they are not always clear.					
3	3		X1.3	I can understand the person I'm speaking to, even if they have a different accent.					
4	4		X1.4	I can understand the content of standard operating procedures (SOPs) in the foreign language used.					
5	5		X1.5	I can understand reports, emails, or written documents in a foreign language.					
6	1	Delivery Ability	X2.1	I can convey the field situation clearly and coherently in a foreign language.					
7	2		X2.2	I can convey reports or opinions effectively in briefings.					
8	3		X2.3	I can write reports or provide information about activities clearly in a foreign language.					
9	4		X2.4	My writing/reports are rarely returned for revision.					
10	5		X2.5	I can use military terminology in a foreign language correctly.					
11	1	Success of Task Implementations	Y1	My main tasks can be completed according to the targets and deadlines because I can communicate well.					
12	2		Y2	My main tasks can be completed according to the targets and deadlines because I can communicate well.					
13	3		Y3	I am able to coordinate with others without significant obstacles and am able to reach agreements on actions (who, what, when, where) with others without miscommunication.					
14	4		Y4	I rarely make mistakes due to misunderstanding instructions/SOPs.					
15	5		Y5	I can maintain good communication, which helps build cooperation with others from different cultures.					

Table 3.2 Interview Guidelines

No	Problem Formulation	Interview Questions
1	What factors influence foreign language skills in carrying out Garuda Contingent personnel's duties in global peacekeeping operations?	How would you describe your English language skills when you were first assigned to a UN peacekeeping mission? Were these skills formally developed before departure?
2		What language training did you receive before your deployment? Did you feel this training was sufficient?
3		How would you assess the required English language proficiency standards compared to actual field conditions?
4		Besides English, did you use any other foreign languages during the mission? In what contexts were they used?
5		Were there any situations where the local language was more effective than English?
6		What UN missions have you participated in, and how did the language conditions differ in each?
7		Based on actual field experience, what changes or improvements need to be made to the selection and language training system for prospective Konga personnel?
8		What language proficiency standards do you believe are most relevant and realistic to implement?
9		Is simulated mission situation training in PDT involving foreign language aspects necessary and effective?
10		Beyond foreign language competency, what aspects of intercultural communication do you think are important to include in the PDT program?
No	Problem Formulation	Interview Questions
11	Problem Formulation	To what extent do your English language skills influence the effectiveness of coordination with contingents from other countries, command headquarters, or international institutions in the field?
12		Can you describe a concrete situation where good language skills directly contributed to the successful execution of a task?
13		Conversely, have there been any incidents or operational obstacles triggered by limited language skills? How were these incidents resolved?
14		In specific tasks such as joint patrols, ceasefire monitoring, civilian protection, or negotiations with local authorities, how crucial is foreign language skills?
15		How do you assess your written communication skills in English, such as writing operational reports, flash reports, or official correspondence?

16		In stressful situations, how do you manage cross-language communication effectively?
17		What strategies do you use when language barriers cannot be immediately overcome?
18		How does the role of interpreters or translators support your tasks? Are there any perceived limitations to using interpreters?
19		What language barriers do you most frequently encounter during missions? How do these barriers impact the team's overall performance?
20		Do the differences in accents, dialects, or variations of English from different countries pose any challenges? How do you overcome them?
No	Problem Formulation	Interview Questions
21	What factors influence foreign language skills in carrying out Garuda Contingent personnel's duties in global peacekeeping operations?	In your experience, to what extent does foreign language proficiency contribute to understanding and respecting local cultural values and the cultures of contingents from other countries?
22		How do you build trust with colleagues from other countries or with the local community? Does language play a central role in this process?
23		Are there any miscommunications rooted in cultural differences, rather than solely language differences?
24		How do colleagues from other countries perceive Konga personnel in terms of their international communication skills?
25		Have language barriers ever impacted Indonesia's bargaining position or leadership role in the mission?

D. Result and Discussion

1. Quantitative Data Description

This section presents the empirical data analysis regarding the impact of foreign language proficiency on the operational effectiveness of the United Nations Garuda Contingent. To ensure methodological rigor before testing the main hypotheses, the research instrument underwent strict psychometric validation using SPSS. The validation phase involved testing all questionnaire items distributed to the sample. The Validity Test utilized the Pearson Product-Moment correlation, revealing that all items across the independent variables (Comprehension and Delivery Skills) and the dependent variable (Operational Effectiveness) achieved a corrected item-total correlation value greater than the critical r-table threshold ($r > 0.088$ for d.f. = 498, $\alpha = 0.05$), rendering all items valid. Concurrently, the Reliability Test using Cronbach's Alpha yielded coefficients ranging from 0.845 to 0.912, well above the acceptable academic threshold of 0.70. These diagnostics confirm that the survey instruments possess high internal consistency and are structurally stable for multivariate regression modeling.

2. Demographic Profile of the Respondents

A total of 500 questionnaires were distributed to the target peacekeepers, and all 500 responses (100\% response rate) were successfully retrieved, validated, and processed. The demographic profile provides a comprehensive contextual baseline regarding the age, rank structure, educational background, and mission deployment experience of the deployed Garuda Contingent personnel, as summarized in Table 2.

Table 2. Demographic Characteristics of Deployed Peacekeepers (N = 500)

Demographic Attribute	Classification Category	Frequency (f)	Percentage (%)
Age Group	22–30 Years Old	165	33.0
	31–40 Years Old	240	48.0
	> 40 Years Old	95	19.0
Gender	Male	462	92.4
	Female (Ko tni)	38	7.6
Military Rank Category	Commissioned Officers (<i>Perwira</i>)	85	17.0
	Non-Commissioned Officers (<i>Bintara</i>)	275	55.0
	Enlisted Personnel (<i>Tamtama</i>)	140	28.0
Educational Background	High School / Equivalent	290	58.0
	Bachelor's Degree (S_1)	175	35.0
	Master's/Doctoral Degree (S_2/S_3)	35	7.0
UN Deployment Experience	First-time Deployment	310	62.0
	Multi-mission Deployment (second or many times)	190	38.0

3. Validity and Reliability Diagnostics

Prior to multivariate inferential modeling, the structural integrity and internal consistency of the research instrument were evaluated. The validation phase ensures that each questionnaire item precisely measures the designated theoretical construct, while the reliability assessment guarantees that the instrument yields stable, reproducible outputs across iterative longitudinal applications.

4. Validity Test

The construct validity was evaluated by computing the Pearson Product-Moment correlation ($r_{\text{calculated}}$) for each internal indicator and cross-referencing it with the critical r_{table} threshold. For a sample size of $N = 500$, the degree of freedom (d.f.) is calculated via the formula:

$$\text{d.f.} = N - 2 = 500 - 2 = 498$$

At a strict significance level of $\alpha = 0.05$, the two-tailed critical value for r_{table} is exactly 0.088. An indicator is statistically declared valid if $r_{\text{calculated}} > r_{\text{table}}$ and the associated $p\text{-value} < 0.05$. The empirical outputs of the validity diagnostics are systematized in Table 4.

Research Variable	Indicator Item	Pearson Correlation (r_{scal})	Critical Value (r_{table})	Significance (p)	Statistical Status
Comprehension Skills (X_1)	X_{1.1}	0.924	0.088	< 0.001	Valid

	X_{1.2}	0.920	0.088	< 0.001	Valid
	X_{1.3}	0.945	0.088	< 0.001	Valid
	X_{1.4}	0.941	0.088	< 0.001	Valid
	X_{1.5}	0.929	0.088	< 0.001	Valid
Delivery Skills (X_2)	X_{2.1}	0.927	0.088	< 0.001	Valid
	X_{2.2}	0.935	0.088	< 0.001	Valid
	X_{2.3}	0.931	0.088	< 0.001	Valid
	X_{2.4}	0.940	0.088	< 0.001	Valid
	X_{2.5}	0.921	0.088	< 0.001	Valid
Operational Effectiveness (Y)	Y_{1}	0.965	0.088	< 0.001	Valid
	Y_{2}	0.953	0.088	< 0.001	Valid
	Y_{3}	0.968	0.088	< 0.001	Valid
	Y_{4}	0.931	0.088	< 0.001	Valid
	Y_{5}	0.959	0.088	< 0.001	Valid

The psychometric evaluation demonstrates that all 15 operational indicators across the three latent constructs achieved exceptionally high factor loadings, with $r_{\text{calculated}}$ values ranging between 0.920 and 0.968. Because every single item vastly exceeded the critical r_{table} threshold of 0.088 alongside highly significant p-values ($p < 0.001$), all questionnaires are empirically verified as valid measurement tools. No item reduction or exclusion was required, establishing that the instrument accurately captures the conceptual variance of peacekeepers' linguistic abilities and operational mission success.

5. Reliability Test

Following the validity verification, the internal consistency of the multi-item scales was analyzed using Cronbach's Alpha (α). Methodological conventions state that an instrument exhibits acceptable reliability at $\alpha \geq 0.60$, and robust stability when exceeding the stringent academic benchmark of $\alpha \geq 0.70$. The statistical reliability coefficients computed via SPSS are displayed in Table 5.

Table 5. Reliability Coefficients of the Latent Constructs

Research Variable	Number of Items	Cronbach's Alpha (α)	Acceptability Threshold	Reliability Classification
Comprehension Skills (X_1)	5	0.962	≥ 0.60	Excellent / Highly Reliable
Delivery Skills (X_2)	5	0.962	≥ 0.60	Excellent / Highly Reliable
Operational Effectiveness (Y)	5	0.976	≥ 0.60	Excellent / Highly Reliable

The reliability analysis yields Cronbach's Alpha coefficients of 0.962 for both independent variables (Comprehension and Delivery Skills) and an exceptional 0.976 for the dependent variable (Operational Effectiveness). These metrics land well within the Excellent psychometric spectrum, far surpassing both the baseline threshold of 0.60 and the rigid standard of 0.70. The structural uniformity of these alpha values implies that the measurement scales are free from random error variance. Consequently, the instrument guarantees supreme

consistency, confirming that the gathered data are highly stable, dependable, and fully qualified for advanced inferential multiple linear regression analysis.

6. Multiple Linear Regression Analysis

Multiple linear regression analysis was executed to empirically evaluate the functional and directional relationship between the multi-dimensional independent variables Comprehension Skills (X₁) and Delivery Skills (X₂) and the dependent variable, Operational Effectiveness (Y), among the deployed peacekeepers of the Garuda Contingent. This statistical modeling allows the study to determine the vector of influence (positive or negative sign), measure the marginal variance shifted in the dependent variable per unit change of the predictors, and isolate the partial versus simultaneous contributions of each linguistic dimension under strict statistical controls. The mathematical configuration of the estimated structural equation is formulated as follows: $Y = a + b X_1 + c X_2 + \epsilon$ Where Y represents Operational Effectiveness, a is the baseline intercept, $b_{\{1-2\}}$ represent the partial regression coefficients, and ϵ denotes the stochastic error term. The consolidated empirical outputs processed via SPSS are systematized in Table 6.

Table 6. Multiple Linear Regression Coefficients and Model Diagnostics (N = 500)

Coefficients ^a						
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	.093	.286		.324	.746
	Total_X1	.552	.039	.521	14.078	<.001
	Total_X2	.467	.039	.447	12.065	<.001

a. Dependent Variable: Total_Y

Multiple linear regression analysis was executed to empirically evaluate the functional and directional relationship between the multi-dimensional independent variables Comprehension Skills (Total_X1) and Delivery Skills (Total_X2) and the dependent variable, Operational Effectiveness (Total_Y), among the deployed peacekeepers of the Garuda Contingent.

The mathematical configuration of the estimated structural equation is formulated as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \epsilon$$

Based on the statistical derivatives presented in Table 6, the empirical regression equation can be precisely mapped as: $Y = 0.093 + 0.552 X_1 + 0.467 X_2$. The structural coefficients provide critical, evidence-based insights into the operational dynamics of the peacekeepers on the ground: The Intercept ($\alpha = 0.093$): Yields a t-statistic of 0.324 with a non-significant p-value ($p = 0.746 > 0.05$). Statistically, this indicates that if both linguistic dimensions (Comprehension and Delivery) are absent or valued at zero, the baseline operational effectiveness of the personnel drops significantly to an almost negligible level. This underscores that standard military capabilities alone, without linguistic assets, are insufficient to ensure mission success in modern, complex multilingual UN deployments.

Comprehension Skills Coefficient $\beta_1 = 0.552$): Exhibits a positive and highly significant direct effect ($t = 14.078$, $p < 0.001$). A one-unit increase in receptive language skills (listening and reading) generates a 0.552 increase in operational effectiveness. Holding a higher Standardized Beta (0.521), Comprehension Skills emerge as the most dominant predictor in this research model. This mathematically proves that the cognitive capacity to accurately process, decode, and interpret complex operational orders, tactical radio protocols, and multi-dialectal intelligence data under high-pressure scenarios is the primary determinant that thwarts operational failure.

Delivery Skills Coefficient ($\beta_2 = 0.467$): Demonstrates a positive and highly significant direct effect ($t = 12.065$, $p < 0.001$). A one-unit escalation in active linguistic delivery (speaking and writing) yields a 0.467 increase in operational task success. With a Standardized Beta of 0.447, active communication components such as articulating clear reports during coalition briefings and conducting tactical civil-military (CIMIC) negotiations with local factions remain critical pillars that safeguard troop security and foster institutional trust.

Both independent variables demonstrate absolute structural robustness, as indicated by their highly significant t-statistics ($t > 1.96$) and p-values well below the standard alpha threshold ($p < 0.001$). These findings empirically confirm that language proficiency cannot be treated as an isolated, non-essential administrative skill; rather, it functions as a core tactical enabler that directly determines the survival and mission effectiveness of the Garuda Contingent in volatile peace operations.

Hypothesis Testing

Hypothesis testing was conducted to evaluate the statistical significance and magnitude of the relationship between the independent variables and the dependent variable, both partially and simultaneously. This evaluation comprises three statistical diagnostics: the Coefficient of Determination (R^2), the Simultaneous Significance Test (F-test), and the Partial Significance Test (t-test). Together, these tests measure the structural strength of the regression model in explaining how foreign language proficiency dictates the operational effectiveness of the Garuda Contingent.

Coefficient of Determination

(R^2) The coefficient of determination (R^2) measures the explanatory power of the regression model by determining the proportion of variance in the dependent variable that can be predicted from the independent variables. The value of R^2 bounds between 0 and 1; a value approaching 1 indicates that the regression model possesses an exceptional capacity to explain the empirical data variance. The summary of the model fit diagnostics is presented in Table 7.

Table 7. Model Summary and Coefficient of Determination (N = 500)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.950 ^a	.903	.903	1.759

a. Predictors: (Constant), Total_X2, Total_X1

The empirical results in Table 7 show a Multiple Correlation Coefficient (R) of 0.950, indicating an extremely strong linear relationship between the peacekeepers' language proficiency and their operational success. Crucially, the Coefficient of Determination (R^2) is recorded at 0.903 (with an identical Adjusted R^2 of 0.903). Statistically, this proves that 90.3% of the variance in the operational effectiveness (Total_Y) of the Garuda Contingent

personnel can be directly explained by two core variables: Comprehension Skills (Total_X1) and Delivery Skills (Total_X2). The remaining 9.7\% of the variance is determined by exogenous factors outside the scope of this study, such as logistical support, terrain complexity, and shifting kinetic threat dynamics in the mission area. An R^2 value exceeding 90\% is exceptionally robust for socio-military research, highlighting language proficiency as a dominant strategic determinant in UN peace operations.

Simultaneous Significance Test (F-Test)

The F-test was executed to evaluate hypothesis H_3, determining whether Comprehension Skills (X_1) and Delivery Skills (X_2) simultaneously exert a significant effect on Operational Effectiveness (Y). Under a degree of freedom d.f._1 = 2 and d.f._2 = 497, the model generated an F-statistic of 2311.41 with a significance value of $p < 0.001$. Because the p-value is well below the standard alpha threshold ($\alpha = 0.05$), H_3 is empirically accepted. This confirms that joint mastery of both receptive (comprehension) and active (delivery) linguistic dimensions is statistically vital to ensuring overarching mission success.

Partial Significance Test (t-Test)

The t-test was conducted to verify hypotheses H_1 and H_2 by assessing the individual significance of each predictor within the structural model:

- Acceptance of H_1 (Comprehension Skills): The individual test for Total_X1 yielded a t-statistic of 14.078 with a significance value of $p < 0.001$. Because $t_{hitung} > 1.96$ and $p < 0.05$, H_1 is accepted. This demonstrates that language comprehension skills partially exert a positive and highly significant direct effect on operational effectiveness.
- Acceptance of H_2 (Delivery Skills): The individual test for Total_X2 produced a t-statistic of 12.065 with a significance value of $p < 0.001$. Because $t_{hitung} > 1.96$ and $p < 0.05$, H_2 is accepted. This proves that language delivery skills partially exert a positive and highly significant direct effect on operational effectiveness. Summary of Hypotheses Nomenclatures

Table 8. Empirical Matrix of Hypothesis Testing Results

Hypothesis	Statistical Structural Path	t-/ F-statistic	Sig. (p)	Empirical Status
H_1 (Accepted)	Comprehension Skills (X_1) $\rightarrow$ Operational Effectiveness (Y)	14.078	< 0.001	Statistically Significant
H_2 (Accepted)	Delivery Skills (X_2) $\rightarrow$ Operational Effectiveness (Y)	12.065	< 0.001	Statistically Significant
H_3 (Accepted)	[Comprehension (X_1) + Delivery (X_2)] $\rightarrow$ Operational Effectiveness (Y)	2311.41	< 0.001	Statistically Significant

Qualitative Data Description and Structural Analysis

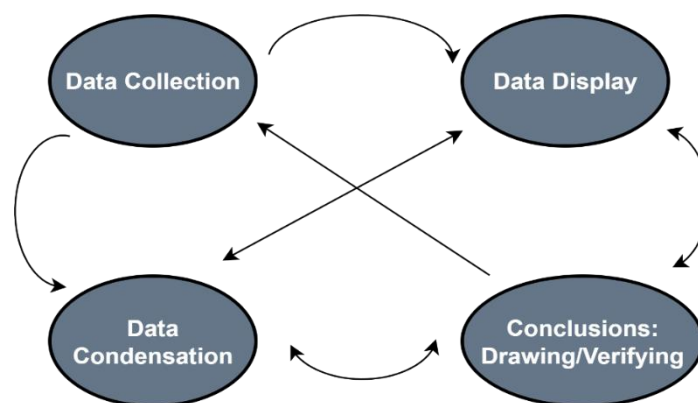
In alignment with the explanatory sequential mixed-methods design, the qualitative phase was executed to contextualize the robust econometric findings ($R^2 = 0.903$). While the quantitative phase mapped the statistical significance of language proficiency, the qualitative analysis uncovers the operational mechanisms, field barriers, and real-world adaptation strategies from the lived experiences of the peacekeepers. Qualitative data tracking was conducted within the natural tactical setting of post-deployment environments, capturing holistic and un-isolated operational phenomena through the lens of key participants.

Informants were selected via purposive sampling, prioritizing tactical commanders, Civil-Military Cooperation (CIMIC) officers, and Military Observers (MILOBs) who engaged in high-frequency, multi-linguistic environments during their UN deployments. The textual datasets gathered from semi-structured interviews, field logs, and post-mission evaluation reports (Naskah Evaluasi Tugas) were processed using an inductive thematic approach. Following the interactive analysis framework established by Miles, Huberman, and Saldaña (2014), the raw qualitative narrative was streamlined through four iterative phases, as illustrated in Figure 2.

Emergent Themes: Drivers and Field Adaptations

The inductive qualitative processing revealed that language proficiency on the ground is not static; it is heavily governed by an interactive matrix of driving factors and tactical mitigation strategies:

- A. Determinants of Language Proficiency in Mission Theaters Individual Motivation and Deployment Experience: Deployed personnel with prior multi-mission records showed an advanced baseline of operational jargon and significantly lower psychological barriers when initiating communication with foreign contingents or host authorities.
- Pre-Deployment Training Intensity: Structured, scenario-based pre-deployment training at the Indonesian Armed Forces Peacekeeping Center (PMPP TNI) was consistently identified as the core institutional variable that prepared troops for standardized radio protocols (e.g., STANAG/UN formats).
- Workplace Environmental Support: Deployed environments that forced active linguistic interactions such as joint checkpoint operations, multi-national headquarters desks, and direct CIMIC public engagements rapidly accelerated the field-readiness of the peacekeepers.



Tactical Intercultural Adaptation Strategies.

When confrontational language barriers or dialectal friction occurred in high-risk zones, Garuda Contingent personnel successfully utilized four inter-cultural survival strategies to maintain operational momentum:

- a. Linguistic Simplification: Stripping complex grammatical structures down to basic, clear, and un-ambiguous military commands to bypass fluency gaps among host-nation forces.
- b. Strategic Interpreter Utilization: Deploying local interpreters to navigate highly sensitive socio-religious negotiations, ensuring cultural taboos were not violated during civilian screening.
- c. Message Reiteration and Echo-Procedures: Implementing mandatory read-back/hear-back mechanisms during tactical radio transmissions to completely eliminate miscommunication risks regarding convoy coordinates or threat reports.

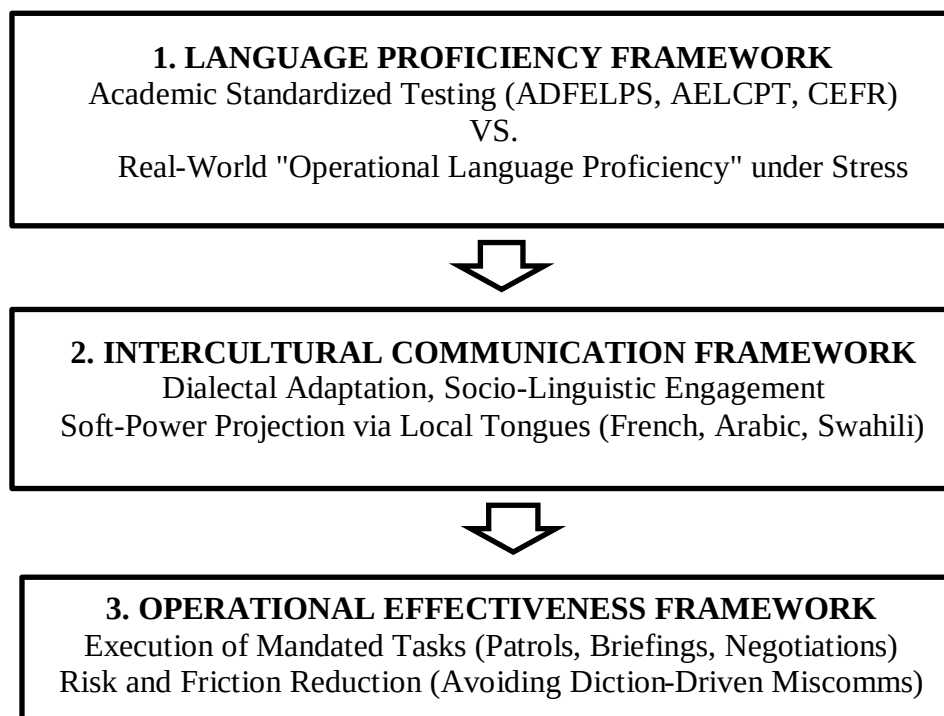
- d. Cultural Engagement (Approach Adjustments): Interspersing local phrases (e.g., Arabic greetings in UNIFIL or Swahili expressions in MONUSCO) to de-escalate tension at checkpoints and build immediate rapport, demonstrating respect for the host population's identity.

Triangulation and Theoretical Synthesis of Qualitative Findings

Based on the thematic synthesis of the interviews across all key informants, the qualitative determinants governing the foreign language proficiency of the Garuda Contingent exhibit a profound, multi-dimensional alignment with the three foundational theoretical pillars: Language Proficiency Theory, Intercultural Communication Theory, and Operational Effectiveness Theory.

This theoretical convergence demonstrates that linguistic capability within global deployments is not merely an isolated cognitive skill. Instead, it operates as a dynamic, multi-dimensional capacity forged at the intersection of institutional structures, experiential field learning, and the high-pressure realities of multicultural conflict zones.

THEORETICAL INTEGRATION MATRIX



Contextualizing Language Proficiency in Military Operations

In the framework of Language Proficiency Theory, the interview transcripts reveal that a peacekeeper's linguistic capability is deeply anchored in rigorous selection thresholds and institutionalized training pathways. Informants universally highlighted that standardized pre-deployment evaluation matrices—including the Australian Defence Force English Language Proficiency System (ADFELPS), American Language Course Placement Test (ALCPT), and Test of English as a Foreign Language (TOEFL)—effectively measure the four core communicative dimensions (listening, speaking, reading, and writing). This structural assessment mirrors the Common European Framework of Reference for Languages (CEFR) and Canale and Swain's communicative competence model. Furthermore, institutional programs such as Intensive English Courses (KIBI), Intensive Foreign Language Courses

(KIBA), Pre-Deployment Training (PDT), and specialized international courses provide a solid, structured foundation for competence development.

However, the qualitative findings expose an institutional disconnect: these formal, academic benchmarks do not fully encapsulate the requirements of operational language proficiency. Informants emphasized that test scores fail to predict a peacekeeper's readiness for spontaneous, unstructured communication, tactical military terminology, and verbal performance under extreme psychological duress. This discrepancy proves that language proficiency in UN deployments cannot be judged solely by academic parameters; rather, it must be evaluated by the functional capacity to deploy language fluidly within dynamic, real-world conflict environments.

Intercultural Dynamics and Soft-Power Projection

Under the lens of Intercultural Communication Theory, language proficiency is heavily mediated by cross-cultural interactions within complex multinational environments. The qualitative data underscore the absolute necessity for peacekeepers to rapidly adapt to a dense array of foreign accents, idioms, and non-verbal communication norms unique to UN missions. In this theater, deploying vehicular languages such as French, Arabic, or local dialects like Swahili goes beyond administrative utility—it serves as a critical vehicle for projecting soft power.

By actively engaging host populations through their local tongues, the Garuda Contingent successfully fosters socio-linguistic trust, accelerates local acceptance, and strengthens the cultural legitimacy of the mission. This humanistic, culture-centric approach directly aligns with Deardorff's intercultural framework, which prioritizes psychological openness, behavioral adaptability, and the collaborative negotiation of meaning. Navigating diverse international dialects forces an experiential evolution in a peacekeeper's linguistic repertoire, positioning intercultural agility as a core element of global peace operations.

Direct Implication on Operational Effectiveness

In relation to Operational Effectiveness Theory, individual language proficiency has a direct, empirical impact on frontline tactical success. Informants provided extensive evidence that language mastery dictates the quality of cross-contingent operational coordination, the contextual accuracy of situation reports (SITREPs), and the speed of tactical decision-making during crises. Expressive verbal communication functions as the dominant enabler during high-stakes tasks, including multinational briefings, joint sector patrols, tactical crisis negotiations, and direct civilian engagements.

Conversely, linguistic deficiencies introduce immediate operational risks. Informants cited specific field instances where miscommunications, triggered by minor errors in dictionary definitions or incorrect tactical diction, directly degraded unit performance evaluations and stalled joint maneuvers. This evidence demonstrates that linguistic friction can jeopardize the safety of personnel and host communities alike, proving that language is a core operational capability that dictates the success or failure of a UN mandate.

Institutional Drivers and Systemic Support Structures

The qualitative synthesis further reveals that the interaction among these three theoretical frameworks is optimized by three systemic drivers:

- a. Practice-Based Learning (Intensity of Usage): High-frequency, daily verbal immersion in multinational environments significantly accelerates communicative fluidity. This practical application bridges the gap between academic proficiency and field operational effectiveness.

- b. Organizational Support Structures: Institutional mechanisms, such as the deployment of professional Language Assistants and dedicated mission-specific language modules, serve as vital operational facilitators that reduce immediate communication bottlenecks.
- c. Individual Motivation: Strong intrinsic motivation drives personnel to independently master localized dialects, significantly improving their individual readiness.

However, the thematic analysis yields a vital policy conclusion: external organizational aids cannot replace individual linguistic competence. While language assistants and digital tools mitigate routine administrative friction, they are completely inadequate during high-intensity, split-second tactical operations that demand immediate, direct verbal engagement. Consequently, institutional defense policies must prioritize building robust, self-reliant linguistic capacities at the individual peacekeeper level to ensure long-term operational resilience on the global stage.

Intercultural Communication Adaptation Strategies and Language Barrier Mitigation Mechanisms

The field data compiled from four key informants—senior decision-makers and highly experienced veterans of the Garuda Contingent—reveal that intercultural communication adaptation and language barrier mitigation mechanisms are inherently dynamic, highly contextual, and structurally adaptive. Deployed personnel do not merely rely on baseline structural syntax; instead, they operate an intricate socio-linguistic matrix designed to decode international accents, parse shifting cultural norms, and preserve operational momentum across volatile United Nations (UN) multinational sectors.

Core Intercultural Adaptation Strategies

The empirical synthesis of the expert testimonies maps out four primary adaptation strategies systematically executed by personnel on the ground:

Contextual Language Switching and Social Actor Alignment Personnel apply a strict dual-track linguistic protocol determined by the specific actor they encounter in the mission theater:

- 1) Formal Multinational Track: English serves as the absolute statutory language for all institutional coordination, United Nations Headquarters (UNHQ) staff briefings, joint sector patrols, and inter-contingent operations.
- 2) Socio-Civilian Track: Local vehicular languages—specifically Swahili and Linggala in the Democratic Republic of the Congo (MONUSCO) or Arabic in Lebanon (UNIFIL) are heavily deployed during community engagement. Informants emphasized that mastering localized tongues functions as a major soft-power multiplier. As one veteran noted, “Local languages are very effective... we can be more accepted and closer to local people, even in Congo people will be very accepted if they can speak Swahili.” This specialized engagement rapidly builds deep emotional rapport, transforming local populations from detached observers into protective social networks who view the peacekeepers not as foreign combatants, but as extended family (rafiki).

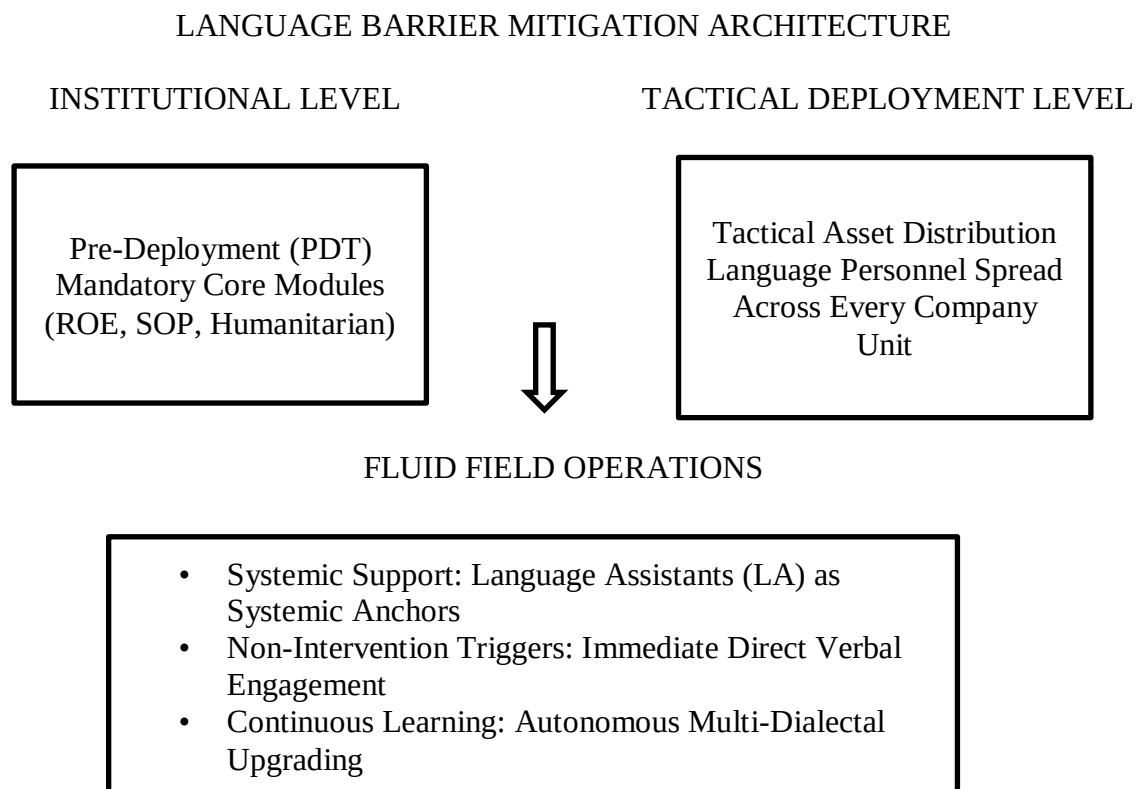
Dialectal Adjustment and Macromania Processing: Peacekeepers face an immediate, dense array of non-native English accents from diverse troop-contributing countries (TCCs). Informants highlighted the mandatory requirement to decode regional pronunciations: “Kita harus paham aksennya orang Nigeria, orang Arab, orang Uganda.” To maintain processing speed under operational stress, personnel adapt by shifting from literal, word-for-word decoding to holistic semantic capture (macromania processing), focusing entirely on the

strategic core of the transmission: “You don't have to know every word, what's important is the main point or the essence of the conversation.”

Active Iterative Clarification and Diction Auditing: To prevent catastrophic operational friction during high-stakes maneuvers, the contingent utilizes a rigorous "Read-Back/Hear-Back" verification loop. When linguistic ambiguity arises due to accent density or static radio conditions, personnel execute immediate structural confirmation: “Clarifying again, confirming again... I don't quite understand what you mean, please explain.” This continuous auditing minimizes miscommunication risks within volatile technical and tactical networks.

Systemic Language Barrier Mitigation Mechanisms

When structural language barriers threaten operational fluidness, the Garuda Contingent deploys a combination of institutional safeguards and tactical field adaptations:



Optimal Language Assistant (LA) Integration and Operational Boundaries

The UN structurally embedding professional Language Assistants and Civil Affairs officers within every tactical movement provides an immediate operational safety net: “Every activity is always accompanied by a Language Assistant provided by UN... wherever you go, there is always an LA.” Beyond translation, LAs function as critical cultural sensors, frequently receiving sensitive, low-profile safety alerts from local citizens: “People often convey information via LA secretly.” However, informants emphasized that institutional reliance on LAs must never become absolute. Officers and front-line operators must possess independent communicative capacities: “Officers must be able to communicate directly, because in certain conditions there is no interpreter intervention.”

Strategic Structural Distribution of Linguistic Capabilities

To protect unit independence, tactical commanders implement an internal capability-distribution model. Rather than concentrating language-proficient personnel within the

command headquarters, linguistically fluent operators are deliberately decentralized: “I divide the personnel who have foreign language skills in each company.” This distribution ensures that independent combat teams, isolated checkpoints, and long-range reconnaissance patrols maintain standalone communication capacities, significantly reducing localized operational risks.

Diction Precision and Risk Management Under Kinetic Stress

The qualitative findings underscore that precise diction selection is a critical variable governing international performance evaluations and diplomatic credibility. In speculative or investigative environments, minor semantic deviations can trigger severe institutional fallout. Informants provided a stark, real-world example where a peacekeeper mistakenly stated “We are afraid.” during a high-pressure UN investigation. This poor choice of words was misinterpreted by multinational inspectors as a lack of tactical resolve or physical cowardice, directly damaging the unit's professional performance rating. Consequently, training regimens place immense weight on precise vocabulary selection under extreme stress.

Standardization via Scenario-Based Pre-Deployment Simulation

To bridge the gap within the condensed 35-day Pre-Deployment Training (PDT) framework managed by the PMPP TNI which informants noted is structurally insufficient on its own (“PDT 35 hari itu belum maksimal. karena bahasa itu harus terus dilatih”) the institution integrates mandatory, high-fidelity field simulations. These exercises utilize veteran peacekeepers as instructors to deliver real-time operational training: “We bring in veteran personnel who have Swahili language skills to provide practical conversation.” Simulations replicate tense checkpoint standoffs, Rules of Engagement (ROE) applications, and international humanitarian law protocols using live Swahili and UN standard terminology, giving troops practical experience before wheelsup.

Commitment to Continuous Autonomous Learning

Because language capabilities naturally degrade without constant application, successful peacekeepers treat language acquisition as a lifelong professional obligation: “Language is a continuous process... it must be continuously upgraded, either through courses, online, or independent study.” This proactive mindset transforms language proficiency from a rigid, entry-level selection filter into an evolving, field-tested asset.

Triangulated Theoretical Reflection

The strategic maneuvers executed by the Garuda Contingent validate the theoretical intersection of the study's three foundational pillars:

- a. Intercultural Communication Theory (Deardorff's Framework): Realized through the cohort's high behavioral flexibility, empathetic localized dialect shifting, and the successful navigation of socio-linguistic meaning to cultivate host-nation trust and institutional legitimacy.
 - b. Language Proficiency Theory (Canale & Swain's Communicative Competence): Demonstrated by shifting the evaluation focus away from static, academic test scores (TOEFL/ADFELPS) toward a comprehensive operational language model that prioritizes strategic and sociolinguistic competence under real-world tactical pressure.
- Operational Effectiveness Theory: Confirmed by the empirical reality that precise linguistic choices, decentralized language capabilities, and active verbal coordination directly accelerate decision-making speeds, prevent structural misunderstandings, and serve as vital instruments of soft power and field intelligence gathering.

E. Conclusion and Suggestions

1. Conclusion

Based on the empirical findings, quantitative structural modeling, and sequential qualitative thematic analysis compiled through questionnaires, in-depth interviews, field observations, and documentation, several critical conclusions are drawn: Mathematical Validation of the Linguistic Matrix The empirical structural equation yielded from the multiple linear regression model is precisely mapped as:

$$Y = 0.093 + 0.552 X_1 + 0.467 X_2$$

Strategic Architecture of Intercultural Communication Adaptation

- a. The mechanisms deployed by the Garuda Contingent to navigate and mitigate language barriers are highly dynamic, multi-layered, and contextual. Rather than relying solely on formal linguistic syntax, personnel execute a robust, dual-track adaptation architecture: Contextual Actor-Alignment: Deploying standard English for formal, inter-contingent military operations while utilizing localized vehicular languages (e.g., Swahili, Linggala, Arabic) to project soft power, secure social proximity, and build authentic grass-roots trust (trust building) among host-nation communities.
- b. Tactical Communication Buffers: Utilizing proactive message reiteration (clarification and confirmation loops), developing tolerance to multi-national accent variations, distributing language-proficient operators across separate combat units, and maintaining strict precision in diction selection under intense kinetic stress to prevent negative evaluation outcomes.

2. Suggestion

Based on the empirical findings, quantitative structural modeling (RSquare = 0.903), and qualitative thematic synthesis concerning the foreign language proficiency of the Garuda Contingent, the following actionable and institutional recommendations are formulated:

- a. For the Indonesian Armed Forces Headquarters (Mabes TNI). Policy Restructuring: Mabes TNI must structurally reinforce institutional policies governing foreign language proficiency from the initial phases of the peacekeeping selection process. Operational Metric Shift: Standardized language testing regimes should no longer be treated as isolated, non-essential administrative check-boxes; instead, they must be codified as core indicators of a soldier's immediate operational readiness and tactical deployability before wheels-up.
- b. For the Ministry of Defense Language Center (Pusbahasa Kemhan). Curriculum Expansion: Pusbahasa Kemhan should expand and sustain targeted language training tracks, placing immense weight on receptive comprehension (Total_X1) and expressive delivery (Total_X2) skills, which serve as the primary operational enablers in the field. Scenario-Based Interventions: Traditional, formal classroom instructional models must be supplemented with high-fidelity situational simulations, structured exposure to dense international accents, and specialized linguistic modules aligned with active UN mission theaters (specifically Swahili, Arabic, and French).
- c. For the Indonesian Armed Forces Peacekeeping Center (PMPP TNI). Institutionalized Scaling: PMPP TNI needs to systematically scale up the availability and frequency of the Intensive English Course (KIBI) and Intensive Foreign Language Course (KIBA) tailored specifically for prospective peacekeepers. Longitudinal Training: These courses must be integrated sustainably throughout the pre-

deployment phase to optimize individual linguistic fluidness and reduce conversational anxiety under pressure.

- d. For Executing Tactical Units in Mission. Theaters Strategic Decentralization: Frontline commanders must actively enforce the operational distribution of linguistically proficient operators across every single independent company, detachment, and checkpoint team to mitigate immediate localized communication risks. Optimized Support Systems: The integration of UN-provided Language Assistants (LAs) must be managed strategically, ensuring that direct, un-intervened communication assets remain continuously available to navigate sensitive civil-military engagement and high-pressure tactical environments.

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