The Importance of Knowledge about Police Recruitment
(Case Study of SMAN 3 Sukabumi City)

Hesri Mintawati
Universitas Nusa Putra
hesrimintawati.@nusaputra.ac.id

Jhoni Albert
Universitas Nusa Putra
Oselafm3@gmail.com

Abstract
The involvement of human resources (HR) is key to company operations. Human resources play an important role from family to community scale. HR management aims to maximize HR capabilities to achieve the organization's vision. HR management components include planning, recruiting, development, and others. Recruitment techniques can be grouped into formal and informal categories. The National Police is responsible for maintaining national security and ensuring the optimization of its human resources. The National Police's mission includes optimizing resources with the principles of transparency and modernization. This study uses a qualitative approach with descriptive techniques. Primary data was obtained through interviews and observation, while secondary data was obtained through documentation studies. The research location is SMA 3, Sukabumi City, with a focus on recruitment procedures for Polri members. Recruitment and selection play a vital role in ensuring the right individuals are placed in the right positions. Police recruitment criteria must be met by each candidate. The selection process includes health examinations, psychology, academic tests, and physical tests. The quota determined by the National Police Headquarters makes the selection of candidates competitive. The existence of difficulties in assessing candidates demands a better assessment system. The BETAH principle emphasizes quality and transparent recruitment. This research highlights the need for information about national police recruitment for students at SMAN 3, Sukabumi City. The workshops held presented information through various delivery techniques.

Keywords: national police recruitment, students, human resources, selection

INTRODUCTION

Human resources (HR) are an integral part of business operations; without them, the company would be unable to run. 2019 (Alwi & Sugiono). HR has a crucial influence at all scales, including tiny scales like the family and community. HR management, on the other hand, refers to formal guidelines in a company that attempt to effectively maximize HR skills in order to fulfill the organization's vision and goal. 2022) (Kusumadewi). Planning, analysis, recruitment, development, equal employment opportunities, remuneration, welfare, and aspects of occupational health and safety are all part of HR management. According to Ullman (1966), there are official and informal recruitment tactics. According to the research, formal recruitment strategies include things like print media advertising, job search agencies, and recruitment firms, and informal strategies include "word of mouth" strategies or employee referrals (Taylor, 1994). Simamora (2006) describes a number of essential steps in the hiring process, such as developing recruitment strategies, searching for candidates, conducting interviews, and creating applicant databases. The decision of potential employees to commit to the company's recruitment procedures is also influenced by a number of other factors in the recruitment process. (Aziz et al., 2017)

The National Police of the Republic of Indonesia, or Polri, serves as an agent of the state and is in charge of preserving law and order, ensuring that the law is followed, and provide services and protection to the populace in order to preserve national security stability. The professional optimization of the National Police's resources in accordance with the values of openness, responsibility, and modernisation is one of its goals (Police Public Relations Division, 2015). With the proper HR recruitment system, this aim can be partially accomplished.
The Chief of National Police oversees the gradual selection of non-commissioned police officers in order to guarantee staffing levels, particularly for those with the rank of non-commissioned officers. Through the procedure of accepting Non-commissioned Police Officers in each Regional Police area, the Chief of Police and their ranks are assigned the duty of carrying out this selection. The objective is to have as many National Police employees as are listed on the DSP (List of Personnel Formation) of the National Police, as per the Chief of Police's regulation. Based on the available budget, the complete selection procedure for the admission of Police Brigadiers is conducted. (Wahyu et al., 2021)

The police apply the guidelines for efficient human resource management in an effort to uphold employee integrity. To ensure that only the most qualified applicants are admitted, the screening procedure is rigorous and includes psychological, intellectual, and physical assessments. The National Police Headquarters' quota constraint makes candidate selection more difficult and competitive. The grading system has to be improved because it is difficult to distinguish between candidates' final grades. (Melani et al., 2018)

The National Police continues to modernize its operations in an effort to reform the institution. The BETAH concept is used to guarantee an ethical and open hiring procedure. According to Majda El Muhtaj, the BETAH strategy demonstrates the National Police’s strong commitment to high-quality hiring. Article 4 of Law No. 2 of 2002 highlights the significance of National Police personnel qualifications. The National Police's serious dedication is demonstrated by the focus placed on the BETAH concept throughout the whole recruitment process. This is a practical effort to boost public confidence, not merely a ceremonial. (Setiyono, 2017)

In light of the background provided, the police and other relevant parties held a workshop at SMAN 3 Kota Sukabumi. A better grasp of the National Police application process is the goal. "THE IMPORTANCE OF KNOWLEDGE ABOUT POLICE RECRUITMENT (CASE STUDY OF SMAN 3 SUKABUMI CITY)" is the title of this study. The purpose of this study is to enlighten students about the recruiting procedure for the police by focusing on how SMAN 3 Kota Sukabumi students perceive it.

The goal of recruitment is to find applicants whose qualifications match those required by the firm, so that they can later contribute to it. An important role of recruitment is to help managers hire the right people for the right jobs within their business by ensuring that the right people are placed in the correct places. In the meantime, selection is the process where one or a group of people are chosen from a pool of candidates based on standards that meet the needs of the business. Because the effectiveness of the strategy will influence the caliber of the human resources hired by the organization, its significance in the recruiting and selection process cannot be understated. HR management encompasses a wide range of activities, including planning, recruitment, HR analysis, equal employment opportunities, compensation, health and safety, and employee relations. (Nour Halisa, 2022)

Suwatno and Priansa (2011: 68) describe the recruitment process as:
1. Determine hiring needs. There is a view that recruitment should run continuously to get quality human resources, without focusing on the vacancy of special positions.
2. Evaluate and update job descriptions and their specifications for required positions.
3. Knowing where qualified applicants come from.
4. Determine the best communication method to reach applicants who meet the criteria.

Meanwhile, Suwanto and Priansa (2014: 61) stated several indicators that can be used to assess recruitment variables, including:
1. The process of withdrawing candidates.
2. Candidate selection stage.
3. Employee placement.
4. Orientation program for new employees.
5. Analysis of job tasks

METHOD

This study uses descriptive methods and a qualitative approach. Descriptive research, according to Sukmadinata (2010: 54), aims to describe present-day or historical occurrences. Data sources that are pertinent to the study's subject, particularly the efforts of traffic officials to improve teenage drivers' driving behavior, will be utilised. Two categories of data are used in this study: (1) Wahyu (2010: 79) defines primary data as information gleaned directly from the subject under study. These data are gathered using tools that researchers have put together. Because original data is presented in depth, it is thought to be more accurate. Interviews and observation are the main methods used to gather data. (2) Secondary data Wahyu (2010: 79) describes as information gathered indirectly and publicly such as organizational structures, archives, records, reports, books, and other research-related items. Through the examination of paperwork, secondary data sources are acquired.

Data are gathered in the context of documentation studies by studying records and papers pertinent to the topic under investigation, reinforced by interviews. Consequently, the stages of this research include: (a) Introduction and gaining perspective (b) Concentration on concerns or problems and data analysis (c) Verification of research findings. The study was conducted in SMA 3 Kota Sukabumi, and the police were its focus. His research focuses on the steps involved in joining the police, including online registration through the National Police's official website, sequence number checks, document checks at the police station, initial medical exams, psychological tests, academic assessments, advanced medical examinations, and mental evaluations, which are then followed by regional graduation announcements.

The training held to explain the selection procedure for police officers served as the focal point of our investigation. The following techniques were utilized to gather data for this study:

(1) Documentation,

According to Arikunto (1993: 202), this strategy entails looking for information from a variety of sources, including notes, transcripts, books, newspapers, magazines, inscriptions, and others. The documentation strategy is to finish the data needed for these studies.

(2) Observation,

The observation was made during a workshop on the selection of Polri members in collaboration with the Secapa Lemdiklat Polri Agency. The information gathered from these observations includes how the workshop's outcomes are combined with fieldwork, particularly in the context of instruction regarding the National Police's hiring practices.

The data was then analyzed using a qualitative approach, which involved three concurrent tasks: data reduction, which involved the selection and focus of information attention; data presentation, which makes it easier to draw conclusions; and third, drawing conclusions based on the presented data.

Four main methods of knowledge delivery were used by speakers during the workshop: presentations, lectures, discussions, and question-and-answer sessions. The workshop environment became more dynamic as a result of the participants' ability to ask questions and gain a deeper understanding of the subject through conversation. Additionally, field exercises are conducted, including demonstrations of safe driving
and the proper usage of helmets. The aim of this exercise is for participants to develop a useful and tangible grasp of the offered material.

RESULTS AND DISCUSSION

Result

Description of Research Location

SMA Negeri 3 Sukabumi, often known as SMANTI, is a senior high school situated in Subangjaya Village, Cikole District, Sukabumi City, at Jl. Ciaul Baru No. 21. The Sekolah Menengah Persiapan Pembangunan (SMPP) was the name given to this high school when it was founded in 1974. However, SMPP was renamed SMAN 3 Sukabumi in 1985 by the Minister of Education and Culture's Decree No. 03353/U/1985. Originally located in the Sukabumi Regency region, SMAN 3 Sukabumi has been a component of the Sukabumi region since July 1996. A certification has been granted to SMA Negeri 3 Sukabumi based on certificate 458/BAN-SM/SK/2020. Numerous accomplishments have been made by SMAN 3, including futsal, bicycle racing, and basketball. Regarding the arts, SMA Negeri 3’s choir recently won the regional vocal group competition.

![Figure 1. SMAN 3 Sukabumi School](image)

Research Results and Discussion

An official government agency, the National Police of the Republic of Indonesia (Polri) is in charge of overseeing law enforcement, upholding public safety, and safeguarding and helping the populace. Article 2 of Law Number 2 of 2002 regulating the National Police of the Republic of Indonesia, which serves as the legal framework for all issues relating to the police, states thus. The National Police serves as a tool of the state, ensuring public safety and order, upholding the law, and offering assistance, safety, and security to the populace. In addition, the police must be knowledgeable with the community, particularly its sociocultural system and philosophical underpinnings, given that Indonesian society is made up of a variety of tribes, races, and religions.

In order to understand police recruitment and technical operations in the Indonesian police, Setu Lemdiklat Polri, the liding sector, and the officer formation school provide an understanding of the recruitment system that is applicable in the Indonesian Police as well as technical operations where the active role of all parties is one contribution. SMAN 3 Sukabumi is the intended audience in this instance for socialization emphasizing the need of being familiar with the application process and technical duties within the Indonesian police.

The high level of interest in joining the police among SMAN 3 Sukabumi students, but their lack of knowledge regarding how to register, the registration process, and police member selection. Therefore, it is essential to socialize about police
recruiting in order to join the force and learn about its responsibilities. This is consistent with the assertion that, given the quota of 9,284 members, there is a high demand for police officers. Nevertheless, not all quotas are filled because many people still are unaware of the recruitment process. In order to give students at SMAN 3 Sukabumi City comprehensive knowledge and information about the flow of police recruiting, researchers and the National Police Training Agency arranged a workshop there. Since the majority of SMAN 3 Sukabumi students still do not understand the process and registration requirements to join the Indonesian Police, this research can assist students in overcoming the lack of openness or transparency related to technical aspects and police recruitment.

The institution discussed the National Police's admission processes and some of the key prerequisites for registration as a candidate for Police Membership during the workshop on the topic of flow in police recruitment. The Police Academy, SIPS (School of Undergraduate Resource Inspectors), Non-commissioned Police Officers, and through the National Police Enlisted Officers are the available police admissions options. The Secapa Lemdiklat Polri Representative also went over the criteria or selection process that SMAN 3 Sukabumi students must adhere to in order to register with the National Police, including:

1. Register online at the police link.
2. Verify the sequence number.
3. The first file check at the police station.
4. The first medical examination of the body.
5. Psychological test.
6. Academic test.
7. Internal health test.
8. Psychiatric tests.
9. After that, the regional graduation session.

As a gesture of appreciation from Setukpa, particularly the SIP Serdik batch 51 FY.2022, a testimonial dialogue was held during implementation. It also featured testimonies from representatives of SMAN 3 Sukabumi students, and pretest and posttests were also conducted in relation to the material that had been delivered to ensure that students had a better understanding of it. After that, the speaker and students from SMAN 3 Sukabumi engaged in a Q&A session.

CONCLUSION

The Setukpa Lemdiklat Polri, the liding sector and officer formation schools, decided to educate students at SMAN 3 Sukabumi City about police recruiting and technical roles in the Indonesian police as a result of this lack of understanding. To help students comprehend the content better, the material is provided with a pre- and post-test pertaining to what has been taught. In addition, the speaker and students from SMAN 3 Sukabumi engaged in a question-and-answer session. Students at SMAN 3 Kota Sukabumi now have knowledge of the police recruiting process and technical roles in the Indonesian police as a result of this effectively presented socialization exercise.

For high school kids who want to join the POLRI, this socialization activity is helpful. It is anticipated that all high school students in Indonesia will be educated about POLRI recruitment.

BIBLIOGRAPHY


