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THE ROLE OF PSYCHOLOGIST IN PSYCHOLOGY EXAMINATION TOWARDS DISCIPLINE LAW VIOLATION OF EAST JAVA POLICE OFFICERS

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ABSTRACT

This study aims to reveal and describe the role of psychologists in the police in terms of psychological examination related members of the troubled police (disciplinary offenses). The constraints of the implementation of police psychologists in terms of psychological examination related members of the police who have problems (disciplinary violations), namely the lack of psychological personnel in East Java Police and personnel in the ranks still not all understand the existence of a counsellor as a consultant and counsellor attitudes of personnel behaviour. Obstacles can also be obtained from the psychologist's interview process, such as close friend officers, higher officials, and problem family officers.

KEY WORDS

Psychologist, counselling, discrimination, violation.

Polri (Police of Republic of Indonesia) is the state instrument to control and manage society's order, enforcing the law, and provide protection service. In order to maintain the inner safe of the state, the article 13 number 2 of 2012 about Polri stated that the mandatory duty of police is to maintain the safety and society's order, enforcing the law, and provide protection service in order to maintain the inner safe of the state.

Accordance with the duty and function of police, the officer must able to learn knowledge such as psychology. This knowledge is very important for the corresponding occupation as the fundamental jobs of police officers needs high special ability or skills in psychology study. Moreover, the jurisdiction of police which covers national area, they are committed to perform in such quick action within fundamental psychological principles.

In fact, the field observation shows much disobedience by the officers. These are the list of ethic code violation performed by east java police officer (Polda Jawa Timur) which is categorized by its type (Table 1).

According to the table above, we can conclude that there are 10 types of discipline violence cases within 38 cases in total occurred during 2015. The unprofessional investigation dominates the cases above.

Ever since police and military were separated, the position and role of psychology is no longer on its state recognition. But, it turns into sub-police human resource division. Moreover, all terms and definitions of psychology study will be committed towards its organisation structure and occupation. The recognition has become a challenge to prove that such skills in psychology occupation will contribute huge aid in the development of police organisation. In other word, it will help the officers to reveal the case that need psychological stats approach.

There are some competencies to support the police officers role in society. First, it is the psycho-diagnostic skill; it is a skill to make precise conclusion and suggestion based on assessment and experiment toward the criminal, witness, and victim through psychological instruments. Second, depth interview, it is psychology data collection skill and gather some factual information directly to the testee (Criminal, Victims, Witnesses). Third is observation, a skill to focus and maintain the observation towards reaction or indication that may happen. It is a skill of psychological economical which has good impact in both direct and indirect way. The fourth, profiling skill, a skill of identification and analysis based on unique data about a certain individual or case that has some connection with civil law action. Fifth,

administration report skill, a police officer must be able to conduct a firm and communicative report. Sixth, it is educating skill (Leksono, 2010; 23).

Table 1 – The violation data of 2016 sort by type

No	Violation type	Total
1	Unprofessional investigation	6
2	Drugs Misuse	6
3	Fraudulence and Corruption	1
4	Authority misuse	8
5	Fresh Police Broker	4
6	Driving license broker	7
7	Family abuse	3
8	Thievery	1
9	Adultery	1
10	Illegal Firearm	1
Total		38

The skills above are meant to be applied by psychologist police officer while finishing their mandatory duty in human resource division. It is important to know that the division holds several functions. One of them is psychological operational function, personnel psychology, and all roles related to psychology study.

The purposes of this study are, as follow:

1. To identify and analyse the discipline violation by east java police officers through psychological examination;
2. To reveal the ethic code action of psychologist whether they already act in terms of law or not;
3. To study the obstacles of psychologist while examining the police officers who breaks the discipline law.

METHODS OF RESEARCH

The study uses qualitative method, an experiment approach which is applied to natural object condition. In this method, the researcher plays its role as the key instrument. The data collection technique was done by collective triangulation procedure. Meanwhile, the data is in the form of inductive. The result of study focuses on the meaning instead of the generalisation of the result. The study is descriptive qualitative type which follows phenomenology concept. It isolates both consciousness and phenomenon together, but it always connected each other in dialectic way.

Setting of study takes place in psychology division of human resource department of east java police. Because, the number of indiscipline officers in this area is still relatively high. The analysis unit of study is the psychologist's role who examines objects of the study. The source of data of the study covers many aspects of society, they are listed as follow; Head of the Department and Division, the psychologist of the department and division, the indiscipline officers. The table below provides more detail information:

Table 2 – The Source of Data

No.	Name	Position
1.	AKBP cucuk Trihono, S.Psi	Head of Division of Psi ROSDM Polda Jatim
2.	IPTU Yuliana Ratih, M.Psi, Psikolog	Psychologist of Polda Jatim
3.	Kompul Suyoto, Mpsi, Psikolog	Psychologist/Examiner
4.	R. Suryo Narmodo, MPsi, Psikolog	Psychologist/Examiner Polda Jatim
5.	IPDA Ismunandar	Indiscipline Officers of Bondowoso Police Resort
6.	Zakaria Tarmizi Maulana	Indiscipline Officers

The instrument of study uses interview guidance which provides possibility to ensure the similar data collection from each source of data descriptive qualitative by following the steps below:

- Analyze all the data that taken from different source in depth interview and documentation;
- Data condensation; by concluding all notes in the field observation, categorize the fundamental stuff which has concerned with the problem of study. Then, it is sorted in systematic way for better description;
- Categorization; by sorting out the data that has been analyzed and condensate by variable definition;
- Checking the data originality; triangulating the data by asking another informant about the originality of the data or crosschecking the data;
- Defining data; answering the research question could help the researcher to define them. It is being analyzed by analytic technique, it is a prototype from categories that has been found and to provide the suggestion from corresponding finding;
- Conclusion and verification, conclusion must be taken from research question formula.

DISCUSSION OF RESULTS

The psychologist's role in psychological examination. In police department, the psychological procedure procurement is stated in police counselling standard procedure from east java police division psychology department. The basic examination is stated in Polri Telegram no Pol 292/III/2009 about the instruction to the head of psi, they must be actively to do counselling periodically. In order to follow up the discipline violation by the officers, psychology contributes huge aid in minimize and preventing the disobedience from the officers as stated below:

- It helps police to identify the problem that result in indiscipline action:

As individual, the most occurred problems are family and self depression. It is mostly known to be the outcome of everyday behaviour of the police officers, as stated from the interviewee *"Problems in personal or family life, can determine the performance of members. Therefore, we ensure by helping to identify problems with each member who are otherwise having problems while on duty, resulting in disciplinary behaviour"*. The problems followed officers would determine the working performance. Thus, it is urgent to identify the problem. Accordance with the types of discipline violation, the interviewee states *"The abuses that are usually committed to indiscriminate behaviour based on the identification result are the inappropriate use of firearm, then the issue of infidelity that should not be done by a member of an honourable institution, and the dissertation"*.

- Forming the counseling team to reduce indiscipline action:

The counselling aid is provided before the officers take any judgment or punishment from police department. As the interviewee says, *"Before receiving disciplinary punishment, members who engage in an indisipiner must receive counselling. So that, the environmental atmosphere and emotional members are considered. Because, no matter how, the members still have the right"*. The given counselling must be performed by chosen counsellor to avoid the injustice action that given to the officers who violates the ethic code. The counselling guidance is priority for the officers who carry bigger burdens and responsibility, they also do not have high skill in emotion management. Thus, they will be very fragile to emotional control. As the interviewee says *"Need good stress management in the duty as law enforcers who have code of ethics, so counselling own guidance in member resource management is needed"*. There are some details that need to be concerned by the counsellors to maintain the emotional condition of the officers as follow: Mental and physical condition; First impression building; Become nice listener; Provide support and suggestion; Perception synch; Identify the strength and weakness of client; Collective deal of the current situation with client; Follow up and finishing plan.

The examination process toward indiscipline officers. Not infrequently, in carrying out its duties, members of the Police faced with problems that concern the emotional side so that affect the performance in the field. This was conveyed by the resource person, "The

duties of the police officers are facing directly with the public, facing various social, legal and psychological problems of criminals, so it is not infrequently also members emotionally provoked. This is what needs attention. "Police officers are faced with situations that can be directly related to the psychological side so they need to be concerned in counselling by psychologists. In carrying out the task there are several aspects that can contribute to form its capacity, especially related to the process of carrying out its work. One of them is a psychological factor that becomes part in performing their duties.

One case that could affect the officer is the inappropriate use of firearm. In one of case, there is indiscipline officer who use the firearm in not proper way which is stated as follow "I stole this firearm from the storage room of police office, to be sold. But, because of that, i must receive the indiscipline punishment. I do not have any firearm of myself, because my duty does not require that equipment". One of the officers has make confession that he stole the firearm from warehouse of the police of east java. In fact, the using of firearm by the inappropriate officers would result in traumatic behaviour.

The demanding pressure of live both in duty and family is the root of all firearm misuse. Such Zakaria's case, even though he does not have any firearm, because of the self esteem, he is willing to steal the firearm from warehouse. This case represents the aggression of which is the result of emotional pressure. The subject possesses high intelligence level within his current education and age. It means that the subject is able to complete easy mission, but his emotional condition block him to think in different way. This turns the subject to prioritise emotional rather than rational cognitive, thus he does not count his future possibility well. Concerning with the emotion instability, the subject felt lost of self-concept. This is shown by his aggressive action and impulsive without concerning the result of his action. This causes the subject to forget the concept itself and forget the responsibility as a member of the Police so that his logic of thinking is defeated by his emotional state and the desire of his moment without thinking about the risks / impact of his actions in the theft of firearms.

The psychologist of police department work by following the SOP which is already stated in Kapolri Telegram No: Pol 292/III/2009 about the instruction to the head of psi, they must be actively to do counselling periodically. The most frequent used method of counselling is observation technique. Observation is the activity of observing the behaviour of members who can identify the problem and the type of violation committed. In accordance with the statement of resource persons as follows *"first, if the procedure has in line with SOP, the first thing to do is observation, we will able to identify the early problem that will be our hypothesis as etymology of indiscipline actions of the officers"*.

Counselling program in accordance with SOP will be done, firstly, with observation. Furthermore, as the informant said, *"Begin by looking deeper to determine a more appropriate approach to the subject. If the problem is a disciplinary offense then you should not use a purely humanistic approach, be directly with behaviouristic, behaviouristic and humanistic combinations, be directly with gestalt if possible."* So, the observation will play a role in determining the right approach. If problems are related to disciplinary violations, then a gestalt humanistic and behaviouristic approach may be an option. Humanistic psychology emphasizes the need for mutual respect and without prejudice (between clients and psychologists) in helping individuals cope with their problems of life. While behaviouristic focuses its attention on something that may be an object of study, ie environment and behaviour, rather than focus on what is available in individuals, such as perception, thoughts, images, and feelings. If the case of a household or an interpersonal relationship related to a personal conflict that is not a violation of the discipline, then a humanistic approach in which the principle of exalting the value of humanity is promoted. While behaviouristic principled on the enforcement of reward punishment, while gestalt more compressive but must be based on a broad insight into all matters related to the subject and the problem. This will make the approach more appropriate for the counsellor.

The interview process must be based on the subject's problem and characteristic through previous individual understanding. This has been in concerned with the interviewee statement as he says 'The interview should be in accordance with the subject matter and the

personal characteristics we have successfully observed before approaching or establishing an initial relationship with the client'. Then, another interviewee add by saying 'If necessary, the psychologist should prepare an interview guide according to SOP guidelines'. Interviewee procedure helps the process to limit and maintain the main topic of discussion. Thus, it will focus to receive and provide patient with comfort, as a result, client will be easier to deliver their feeling and problems. It is important to ask permission to the client whether the researcher is allowed to take a note on what they had shared or not.

The guideline is very helpful for the researcher to remind the details while doing observation, such as the dress code, appearance, manners and expression. The expression during data collection process, specific body gestures. The expression at the late session of interview, the most outcome expression from instruments to support the counsellor to understand the condition of the subject.

The Obstacle Faced by Psychologist during Examination Process. The small amount of psychologist provided by police is stated by one of the informant as he says "if the number on that specialist is very limited, it is not an option for us to commence inner reconsideration. The local doctor will be part of the team, we conscious of our limit, that is why, we will involve from another sector". Even though, east java police department lacks of psychologist resources, they overcome the problem by inviting local doctor to be involved in their psychological team to prepare their mental personnel condition. Unfortunately, the lack of psychologist also affects another division as stated by the informant as follow "the lack of psychologist also affect in the implementation of psychological test for fresh recruit once in six month".

Because of only small people with such profession are willing to work in police institution, it makes the psychologist resource in police become limited. As the interviewee says "the psychologists are not willing to contribute in police department because of its salary which is relatively small". But, the existence of psychologist does not affect the depression of the personnel. The interviewee adds "from all discipline cases that happened, there is no one cases that is caused by the duty burden, most of them are caused by internal or family problem".

To minimise the phenomenon, Polri has commanded its sub division including province, resort, sector police to commence annual meeting to discuss their obstacles during the personnel duty as the informant says "so, there is a certain discussion, we use it like coffee morning with some personnel, at that time, we talk about our job". Through this comfy talk, the purpose is to make personnel telling their inner problem, thus, they bring no depression while doing their duty and service to society. Moreover, as humans, police could also be depressed.

Nowadays, the role of psychology in law is only in procedural form. Moreover, it always occurs in law enforcer selection while being witness on court. There are several factors that cause psychologists are not willing to contribute in law environment, one of it is the unwilling psychologist to get involved in law. The scientist of psychology does not take the major role in law yet.

The head and personnel of police still do not understand the existence of counsellor as consultant as their guidance to control their behaviour. This is very common and could be accepted as the socialisation of psychology guidance is still on low average especially in east java police jurisdiction. As one of the interviewee states '*How to figure this, indeed for police psychologists' still need consolidation and socialization support. Sometimes, our position in the police force is still considered insignificant*'. It is very fundamental to commence consolidation and socialisation of psychologist role in east java police jurisdiction. Moreover, it needs trust of every personnel and the head division to ensure them that psychologist role is very important for their job and to help the head's duty.

To gain the effectiveness of the socialisation, it takes more than just a division to support it, all divisions of east java police must take part on it concerning with the consolidation of counsellor position. The first step is by socialising the counsellor position in the environment of police. It is important for position in Polri. As stated by the interviewee, he says "Yes, to maximize the role and position of the counsellor, it needs support from various

ranks in Polda, so they understand the actual function of the counsellor in providing guidance and counselling to the members (Personnel)".

There are several roles of psychology in consolidating law enforcement in east java police. First, psychology consolidates the personnel in law enforcement. Second, psychology could define and examine the psychological health of suspects, victims, and the witness, the police can determine the correct judgement from it. Third, psychology can enhance the society's awareness in obeying the law.

The obstacle could happen during the interview; there are several problems as follow;

1. The interviewee is the close friend. In some cases, the obstacles appear as a result of closeness between interviewer and interviewee. As the informant says 'it is hard when the subject is our close friend, the topic turns into subjective. But, if the counselling really need to reveal the problem, we need to build commitment among us before'. The interview that goes with counselling is very hard that some points the discussion turn so objective. The process will be easier if both of them commit on a certain rule to keep the interview in line before.

2. The interviewee possesses higher rank. The rank also affects the effectiveness of interview that try to got commenced by the psychologist. As the informant states "it can also, sometimes, turn into bias, if we do an interview with kanit (head of division) or visible or higher rank. Sometimes what will be resolved can be precisely targeted. Yes, because of the difference in rank, but once again it takes commitment between the psychologist and the member". Sometimes, the target and result of the interview become bias; it takes a certain commitment to solve the problem even though the interviewee has higher rank then the psychologist.

3. The interview is on serious family problem. The emotion of interviewee is commonly not stabile if they are on serious inner problems with their family. As the informant says "If there are members who have problems with this family it sometimes tend to be unstable or sensitive. Because, not everyone including members of the police wanted to open up and tell their family problems. We usually approach for those who have problems with families longer and try to be more relaxed or more humanistic". The interviewee becomes very sensitive in this situation, the approach should be more comfy and relax within longer counselling time, the psychologist could use family approach and humanistic as well. The personnel who has family problem is, freely, able to chose, motivate and actualise their inner self, thus, the overcoming problem tends to with their own way of choosing.

CONCLUSION

The psychological procedure procurement is stated in police counselling standard procedure from east java police division psychology department. The basic examination is stated in Polri Telegram no Pol 292/III/2009 about the instruction to the head of psi, they must be actively to do counselling periodically. The role is to help identifying problems that cause indiscipline action of the officers and to help the police to reduce it.

The implementation of psychological examination is in accordance with the SOP that is set in Telegram Chief of Police No: Pol 292 /III/ 2009 where by using observation and interview instruments within humanistic and behaviouristic approach.

The problems faced by psychologist are the limited and small number of psychologist available in police department, the position of psychologist counsellor and guidance is still under rated among police officers during the interview process, there are some problems as well, the problems occurs when the interviewee is close friend, higher officers, having bad day of family problem.

SUGGESTIONS

According to the conclusions above, there are some suggestions that could be offered as follow:

1. Police can hold the fresh recruit of psychologist officer with the help from polri and east java human resource police division. Thus, the recruitment does not only in inner officer but also from all aspects of society.

2. The state must help the police department about the law to involve psychological examination for the police officers. The support will turn the law stronger and more valid, thus Polri will feel the support from state itself.

3. Commence the counsellor consolidation among east java police office. The personnel must reveal that such knowledge and counselling is very important as it will help them to do their duty to serve and maintain society.

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