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THE STRATEGY OF IMPROVING POLRI HUMAN RESOURCE ACCOUNTABILITY THROUGH RECRUITMENT SYSTEM

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ABSTRACT

In order to achieve these goals Police must try to change the image and its prestige in the midst of society, for that Police must evaluate the situation honestly and objectively. This study aims to know and analyze the strategies used by East Java Police to increase the accountability of police human resources through recruitment system. The results showed that the level of acceptance of prospective members of police in East Java Regional Police decreased from the previous year. However, only one field of registration path is actually much in demand by applicants who increased from the previous year is the registration path Brigadier. Meanwhile, the readiness of the committee in preparing the acceptance of Police members in East Java Police is by the formation of committees in the acceptance of Police members in East Java Police, the implementation of acceptance tests of Police officers in East Java Police, and implementation of target programs in the reception of Police members. Strategy used by East Java Police to improve accountability of Police Human Resource through recruitment system Recruitment of clean and transparent accountable and humane, clean pattern of recruiting and improving education system / academy of police.

KEYWORDS

Strategy, recruitment, police, public service, human resources.

There are many challenges for Polri (Police of Indonesia Republic) to retrieve their image as peace and order keeper of society, it also become as a front line of civil judgement system in national, regional, and global scale. According to Bimantoro, in national scale, Polri faces many aspects of nation such as politics, social culture, and social economics. Globalisation, especially in transportation and communication, already provide an impact towards the information development system, it pushed the world to have no boundaries to get information and arise some global issues of Human Right. Thus, it demands every social communities and political strength to adapt and bring some changes on political policies that against vision of society.

The conflict between communities that lead to SARA (Tribes, Race, Religion) insult, politics security, mass destruction potency violence. Meanwhile, from social culture point of view, the growing issues both before and after reformation era is the decreasing image of law enforcers as a result of injustice actions and the certainty of law as well. The demands of united freedom by society, the upcoming SARA friction, the increasing of drop out value, workers mass discharge, and violence among students, communities and societies, and the rising separatism ideology. The social economic aspect is started with long monetary crisis that lead economic stray to the lowest point which will soon affect another aspects.

To overcome and revive the image of Polri about its role in the middle of society and reformation era, it must re-evaluate their inventory of their duties and responsibilities such as base duties, organisation structure, personnel, system of procedure both intern and extern, infrastructure condition, financial status, evaluation and etc. The implementation must be accurately finished s it is a starting point to be independent, perfection, maintenance, and revive that could not be done with short cut, it must be systematic, well planned, and clear prior target.

Ideal basis and constitutional Polri is connected to Pancasila and UUD 45. Meanwhile, the ethic code principles that must be followed is Tribrata within Catur Prasetya as a working procedure. Polri must be able to improve their professionalism as quick as possible to achieve their vision and mission. The vision of Polri is: Polri must be able to be a protector, guardian and public servant who is always close and together with the community, as well as

professional law enforcement officers who always uphold the supremacy of law and Human Rights, maintaining security and public order and realize security in a national life a democracy and a prosperous society

Nowadays, even though there are many reformation attempts by the police, those attempts are futile to illuminate people to change Polri image. Polri, as well as other government apparatus had been seen as bad people they got during New Order era. The politics power, during that days, is so dark that the leaders tend to keep their powers that will result in people resistance. The resistance communities were increasing, the peak hit within reformation movement and colliding collaboration between Polri and ABRI whose function against each other. It overthrows Polri who lost their identity and being replaced its function which is similar to military.

Police became resistible to society and do not provide protection anymore for them who expect democratic ways of life. For society, there are many structural movement event from Polri to Mabes ABRI towards independent Polri. It does not, unfortunately, concern the society as they only expect the behaviour and culture change from military action into professionalism Polri. Thus, in its development process, to make better personnel of Polri, the revitalisation of system must be top priority.

According to recruitment committee of east java, the desire of youth to be Polri personnel is strictly decreasing. In 2014, there are 29.534 applicants. But, in 2015, the number decreased into 10.500 applicants.

From the data above, it shows that the number of applicant is firmly decreasing, even though there is some small insignificant increasing numbers in 2015. In accordance with ideal human resource of Polri, the fundamental system that need to be re evaluated is the education and recruitment system of Polri. There is no doubt that the current police education is very similar to military system which Polri become one of the military part, but their characteristics, function, and the duties of police do not always similar to military system. Polri must upgrade their education system through education institutions. Polri must re evaluate their subject of leaning in their education system, they can omit unnecessary subject by replacing it with subject that focus on democratic social order. Social order, who does not possess clear characteristics structure, will not be provided in education such as criminal procedure law.

In order to achieve the idea, Polri must change their image and authority in the middle of society. Thus, polri must evaluate their condition honestly and objectively. One of it by changing their recruitment system. From this new strategy, the freshmen are expected to omit their militaristic behaviour as prior principle but a police become a guidance, protector of people and what belong to them, responsive in providing service to society.

METHODS OF RESEARCH

The study uses descriptive qualitative style in this paper. The setting of study takes place in Regional Police of East Java (Polda Jatim).

RESULTS AND DISCUSSION

The Level of Polri Candidates Recruitment of Polda Jatim. Regional recruitment in East Java experienced a decline among applicants. The number of each department also decreased significantly. In 2013, the number of Police Academic applicants (Akpola) reached 1874 applicants, while the applicant Brigadier in the same year reached 12,237 registrants. By 2014, that number is increasing. Where the applicants of Akpola reached 2,092 people and Brigadier reached 27,530 applicants. However, in 2015 the Akpola applicants experienced a significant decrease of 967 people, and the brigadier was only 7,502 registrants. However, by 2015, the Police open a new enrolment line, namely the Special Police Investigation Police Officer which has reached 727 applicants. This number decreases in 2016, where the applicants of Akpola ranged from number 894, then in 2017 only 808 applicants of Akpola. Meanwhile, there is the opening of a new line of Bintara Informatics Technology which directly filled as many as 1452 applicants. Even though the number is decreased, but there

are some parts of registration that have increased which is the number of applicants of brigadier.

The Committee Preparation of Freshmen Recruit in East Java Regional Police. The formation of committee participated in brigadier recruit consist of the regional committee. This each regional committee has different duties and functions in implementing the brigadier recruitment. The members of committee consist of the highest rank of the Polda Jatim to the supporting members according to their own specialist. We could assume that the formation of committee must be in complete formation for each department from administration to documentation aspects. The committee must possess secretariat, verification/registration, administration surveyor, physical health check up level 1, physical health check up level 2, Mental Health Investigation Team, Intern Supervisor, Accommodation and documentation team. Thus, all recruitment elements will be comprehensive.

The test process is used to choose the best candidates from thousands of applicants to enter the police department. In this process, the police institution provides openly socialisation through mass media, banners, pamphlets, and direct socialisation to senior/vocational high schools. The process of announcement distribution shows transparency to wide societies, sometimes, there is a delay of the announcement. But, the candidates must face several tests such as early check, psychology check up, level 1 medical check up, physical and academic test, level 2 medical check up, mental health investigation, and late Administration check.

The targets of the Polri recruitment process are as follow:

- The number of Polri Human Resource consolidation must be based on Polri Ration of current ideal population;
- The decreasing number of personnel who breaks and violates the regulation in public service.

The Strategy of Improving Polri Human Resource Accountability through Recruitment System. As the commitment of Polri reformation, always try to do their duties as stated on procedures within good quality and professionalism. The principalities of BETAH in recruitment process are an attempt of Polri to implement the tough, leading, and humanistic Polri. In implementing the regulation of chief police of Indonesia republic number 10 of 2016 about the recruitment of Indonesia police republic candidates stated that, in order to earn the excellence candidates, there are several aspects that need to be considered by police of Indonesia republic which are clean, transparent, accountable, and humanistic. In implementing the regulation of chief police of Indonesia republic number 10 of 2016 about the recruitment of Indonesia police republic candidates stated that, in order to earn the excellence candidates, there are several aspects that need to be considered by police of Indonesia republic which are clean, transparent, accountable, and humanistic.

Indicated by the regional authorities earned by Polri, decentralisation is the sytem that used by the police officers in recruitment process. Stated in law article 4 no 2 of 2002 about Polri, it takes tough, clever, and professional personalities of the candidates who, in future, are expected to be able to implement Polri solidity in arranging the job description of its personnel. The recruitment process must be transparent and objective, thus it will create healthy competition environment to avoid any authority misuse through BETAH principalities (Clean, Transparent, Accountable, and Humanistic).

There are several aspects that need to be fixed in reviving good education system of Police Academic, which are; improving 8 standards ideal education system, Improving the capability and capacity of Diklat Polri (SPN Polda Jatim); improving the technical function in certain jurisdiction, improving the curricula, training and educating system of Polri personnel.

CONCLUSION AND SUGGESTIONS

As the discussions above stated, there are some conclusions that could be taken which are, as follow:

- The number of Polri applicants in eastern java Police Office is decreasing compared with the previous year. In other hand, there is one department that become favourite among applicants which is Brigader registration. Moreover, the preparation of recruitment committee in east java police office is by arranging the formation of

recruitment event in east java police office, implementation of recruitment test in east java police office, and the implementation of target program in Polri recruitment process.

- The strategy invented by Polri to improve the accountability of Polri human resource is by implementing the Clean, Transparent, Accountable, and Humanistic known as BETAH. Other attempts are implementing the Transparent Recruitment Pattern and fixing the education system of police academic.

Based on the conclusions above, it is suggested that the Police of Indonesian Republic could:

- Cooperating with radio station or television to commence socialisation. In order to get good quality of candidates, the recruitment process of the personnel must be done continuously and consistently.
- In order to achieve the objective and transparent recruitment, the committee participated in the process must be clean, honest, high integrity, well moral, and firmly hold the ethic profession within responsible manner (accountability).

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