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Analysis of the Recruitment of Members of the Indonesian National Police (Case Study of the West Java Regional Mobile Brigade)

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ABSTRACT

This study aims to determine, describe and analyze the Recruitment of Members of the Indonesian National Police in Brimob related to the recruitment process, the source of recruitment, the factors that must be considered in the selection, the problems found in the selection and the role of recruitment and selection. The research method used in this study is a descriptive research method with a qualitative approach. The data collection techniques used in this study were interviews, observation and documents. Based on the results of research and discussion, it was concluded that the Recruitment Analysis of the Members of the Indonesian National Police (Case Study of the West Java Regional Mobile Brigade) in the Recruitment Process Brimob members from AKPOL, BINTARA, and TAMTAMA, still have not carried out the selection of members of the National Police especially in Brimob successively or every year there is no Brimob quota opening so there is a shortage of Polri personnel in Brimob, there are still participants who did not prepare themselves for selection, especially in health from starting to check eyes, teeth, tonsils, varicoceles and varicose veins, there are still participants who after graduating from selection and continued with police education but in the education process must be excluded due to mental factors, stress , and other health, there are still members who after graduating from general education, were then transferred to Brimob quite a bit on the grounds that Brimob was always assigned out of Java and demanded daily for training.
Keywords: Personnel Recruitment, Police, Mobile Brigade

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INTRODUCTION

According to the Republic of Indonesia Police Law No. 2 of 2002 the functions of the police in Indonesia include maintaining security and order in the law enforcement community, protection, protection and service to the community in order to create a dynamic, harmonious and prosperous society. Some of these functions want to be able to be in the midst of society and always be ready if needed, therefore in order to maximize Polri's performance, the Indonesian National Police will continue to increase the quota of new Polri members due to a lack of personnel in carrying out special tasks in the West Java Regional Police Satbrimob. If according to the DSPP (List of Police Personnel Composition) or called Normative according to Perpol No.14 of 2018 with the strength of one battalion consisting of 700 personnel but currently there is a real one battalion of around 500 personnel meaning less than 200 personnel, therefore Polri has opened Polri recruitment in order to meet the quota in one Battalion. However, within the National Police itself, to fulfill this quota, it is not normal to be fully fulfilled because every year there are also members who retire so that those who retire and those who will register as prospective members of the Police are not balanced because they adjust the existing APBN funds for the recruitment of new Polri members.

The location for receiving members of the Indonesian National Police which is located at the Satbrimob Command Headquarters of the West Java Regional Police, because it is a strategic place to serve as a gathering place for prospective new members. Registration of prospective new members is almost 12,000 thousand people. The West Java Police Mobile Brigade Command Headquarters is

one of the recruitment sites with a large courtyard and tight security at Mako. The series of tests started from checking body posture from height, weight and carrying out health tests at the West Java Regional Police Biddokes with a time system for distributing tests. After the entire series of tests was completed, the participants returned to the Satbrimob Command Headquarters of the West Java Regional Police, because Mako was the facilitator's location in the reception of members of the National Police.

The committee for prospective members of the National Police is formed by the central committee, central sub-committee, regional committee, recruitment assistance sub-committee with the decision of the National Police Chief and the Regional Police Chief. Followed by a lower committee by members of the West Java Regional Police Satbrimob from the start of the test until the results were announced. However, the committee is still lacking because in one health test a maximum of 35 personnel are the committee but only 25 personnel are implemented in the field per one test activity, so there are still 10 personnel lacking to fill the committee.

Choosing the right people who have competence, have high work standards according to the expectations of agencies, especially in the Indonesian National Police. It needs a special strategy in recruitment and selection system to get the best. The scarcity of participants who have superior competence, makes the struggle for recruitment procurement increasingly crowded. The struggle for recruitment is not only at the top level but also at the lower level. The recruitment and selection process has an important role in the success of every agency because the recruitment and selection process can demonstrate the ability of agencies to continue to survive, adapt and develop, especially amidst intense competition. Therefore, they are required to be more professional in managing their agencies, especially in human resources.

Doing the right recruitment and selection process is the most important management function in the organization. No other function exceeds the importance of this process. The main reason is that humans, as one of the human resources in an organization, are subjects who have power over other resources. Other resources (money, machines, materials, methods, and information, etc.) become objects, whether or not the use of other resources is highly dependent on the humans who manage them. So, the main and very first task of management is to ensure that the people who enter the organization are the right people. So that the member recruitment process can be carried out in accordance with the target.

Likewise the procedure for recruiting members of the Indonesian National Police is in accordance with the regulations of the Indonesian National Police Chief based on Perkap No. 10 of 2016 concerning the acceptance of candidates for members of the Indonesian National Police. That in the framework of creating a professional, moral and modern Indonesian National Police as guardians of security and public order, it is necessary to have superior and qualified human resources for the Police of the Republic of Indonesia.

Prospective members of the National Police are Indonesian citizens who have registered to take part in the selection process to become members of the National Police. The acceptance of prospective members of the National Police is a series of recruitment selection activities that are participated in by prospective members of the National Police. So that Polri's acceptance must be carried out as well as possible which is carried out based on planning to determine the number of Polri candidates needed, the required quality of personnel requirements, and the required budget. The required member quota is in accordance with the existing APBN funds, so it can determine the members to be selected.

The recruitment process with the required human resources has been agreed upon and then the next stage of selection is of course there are problems that arise with the delay in announcing the results of the selection so that it is possible that people who do not pass can be passed during the selection stage. Therefore, it is necessary to have a relationship between HR and prospective students who will register so that when the announcement of the selection results can quickly appear so that the National Police can have BETAH principles, namely clean, transparent, accountable and humane. Of course, the selection process can be transparent so that everyone knows that the recruitment process is clean and free of charge.

Most parents who want their children to enter the National Police are sure to strive for everything, both material and other things. When the recruitment process was opened, because most people in the community joined the National Police, they had to use money, so there were those who offered that a person could qualify to become a member of the National Police, that was not justified because most parents, when their children wanted to become members of the National Police, paid and promised that in the end, the children did not get away with the money, they did not know where

to go. so that it returns to the parents if their child wants to qualify as a member of the National Police so that he maintains good health, prepares him physically and mentally so that he is capable and can become a member of the National Police.

The phenomenon of problems within the scope of the Recruitment Process for Members of the Indonesian National Police at the Satbrimob Headquarters of the West Java Regional Police, namely after a survey was carried out on the recruitment process for Polri members including: 1) lack of DSPP (List of Polri Personnel Composition) or so-called nominative in the Polri body which is not yet in accordance with the implementation of security activities in the region . 2) additional committees in the recruitment of Polri members. 3) the location must be in one place so that good security is formed in the recruitment process.

LITERATURE REVIEW

Recruitment

Meldona (2009: 132) states that Recruitment can be defined as a process of finding and attracting (persuading to apply) qualified applicants to fill certain vacant positions/positions, which have been identified in human resource planning. Recruitment is essentially a process of determining and attracting capable applicants to work in a company. This process begins when applicants are sought and ends when their applications are submitted or submitted. The result is a set of prospective new employee applicants to be selected and selected.

Recruitment is a series of activities that begin when an agency or organization needs workers and opens vacancies until they get the desired job candidates according to the existing positions or vacancies. Thus the purpose of recruitment is to accept as many applicants as possible in accordance with the qualifications of the company's needs from various sources, so that it is possible to attract the highest quality candidates. Success in developing and implementing recruitment is inseparable from the ability to choose a recruitment strategy. The recruitment strategy is based on (Veithzal 2018: 120-144), namely Human Resource Planning, Organizational Responsibilities, Strategic Recruiting Decisions, Recruiting Methods.

Selection

Selection is carried out not only for the acceptance of new employees, but this selection can also be carried out for development, or acceptance due to position opportunities. To obtain or get the opportunity for the position, it is necessary to do a selection. So that qualified human resources can be obtained according to needs. Opportunities for this position can be filled by anyone within the agency's environment who meets certain requirements and qualifications.

The selection process is the steps that must be passed by applicants until they finally get a decision whether to be accepted or rejected as a new employee. The following are the stages of selecting members of the National Police, including:

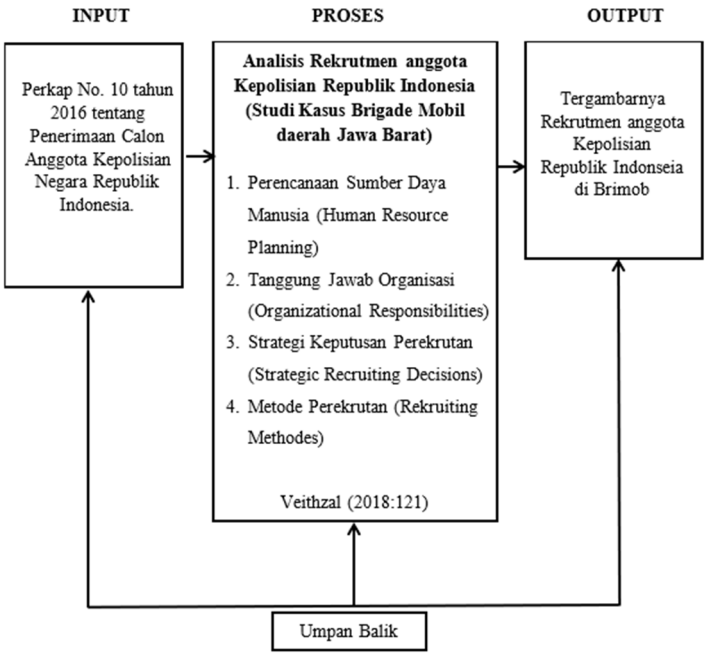
a. Initial Administrative Examination
b. Health Examination Stage I
c. Psychological Examination
d. Academic Potential Test
e. Stage 2 Health Examination
f. Physical fitness test, swimming and anthropometry
g. Mental Health Examination
h. Final Administrative Examination
i. Graduation Open Session

The Role of Recruitment and Selection

Recruitment and selection include HRM functions that have a strategic role in preparing and providing human resources that are in accordance with job requirements as determined in job analysis, especially descriptions and specifications. These two activities were preceded by job analysis and human resource planning activities. This means that recruitment and selection activities must be based on a need experienced by the organization, both physically and in terms of abilities and skills. The implementation of these two activities is reasonable and carried out in accordance with the principles of good management, which can prevent an organization from experiencing a surplus of employees, unless there are external factors that cannot be controlled by the organization itself. The full implementation of the recruitment and selection functions is the responsibility of the HR

department within a company on a managerial basis. That is, not all recruitment and selection activities are carried out by every employee either individually or as part of a company such as a recruiter, carrying out various tests that are not necessarily owned by a company.

Frimework



METHOD

The type of research used in this study is a descriptive method with a qualitative approach. According to Umi Narimawati (2010: 26) that this descriptive method is not for making broader conclusions, but this method describes or analyzes research results. While the qualitative approach according to Sugiyono (2017: 6) is where the data is obtained fairly somewhere by the researcher, after the researcher conducts in-depth interviews. The informants in this study consisted of 5 people, namely: 1 Pasimin, 1 Bamin, 1 POLRI member, and 2 people from the community. Primary data and secondary data constitute the data in this study. Observation and interview methods form the basis of primary data, while documentation and literature studies form the basis of secondary data, Danang Suntoyo (2013:21). Data Collection Techniques According to (Azuar, 2013: 70) that data collection is a way of collecting relevant data for research. This data collection method is in the form of primary and secondary data. Primary data is carried out using instruments, where information is obtained directly from the object of research. The next step is to make observations, observations are carried out systematically and observe themselves, record behavior and events that actually occur by making direct observations. In this study the researchers conducted direct interviews with in-depth information to Pasmin, Bamin, POLRI members, the community. The secondary data used in this research is documentation and literature study. Documentation is a data collection technique using records, documents, and relevant sources at the research location. While the purpose of the Literature Study is to find theories, concepts and variables that support research such as journals that are relevant to research and collect information from books related to research.

RESULT AND DISCUSSION

Recruitment is a process of finding and attracting (persuading to apply) qualified applicants to fill certain vacant positions/positions, which have been identified in human resource planning. Recruitment is essentially a process of determining and attracting capable applicants to work in a company. This process begins when applicants are sought and ends when their applications are submitted or submitted. The result is a set of prospective new employee applicants to be selected and selected. Recruitment can also be said as a process to get a number of qualified human resources to occupy a position and work in a company. To meet the needs of workers can by way of expanding its expansion program to attract more applicants. Here the recruiters become agency liaison

representatives with the community of job seekers who can be requested at schools or community training agents in an effort to get as many applicants as possible.

Recruitment for members of the Indonesian National Police must be planned so that when the recruitment process is in accordance with the existing state budget funds and can adjust each Polda to their requested needs so that it can run well and every Polda every year there must be members who retire. Recruitment can be from undergraduate/diploma and can be from high school, vocational, MA so that the National Police is open to prospective students who wish and have the opportunity to become members of the National Police open to the public in accordance with regulations that have been made by the HR function. The role of the recruitment of members of the Indonesian National Police for the community is to open job vacancies for students and students who graduate from Bachelor/diploma as well as high school, vocational and MA graduates who wish to become members of the National Police and join as servants of the state or government officials and also carry out recruitment and selection carried out cleanly and transparently so that they become good members of the Indonesian National Police who can serve and protect the community. As a servant of the state, he must set an example and be a role model for the community so that it is seen as good for the image of the National Police. The selection process for prospective students must go through several stages and must be passed in order to be elected or qualify to become a member of the National Police. It is necessary to prepare physically, mentally and physically strong to face the selection of members of the Indonesian National Police.

Barriers to the recruitment process at Brimob are still lacking because they have not been able to meet the quota to fill each battalion. However, to fulfill the quota it returns to APBN funds and leadership policies. Barriers to recruitment sources at Brimob from AKPOL, BINTARA and TAMTAMA are still low because the recruitment process adjusts to leadership policies and adapts to existing needs. The obstacle in the role of recruitment and selection is that many members who have graduated to become general police are transferred to Brimob feeling afraid because the task is very heavy, even though the task is heavy according to the reward given by the top leadership starting from accelerating promotion. Obstacles at the selection stage at Brimob are still lacking every year, even with the current number, the Police still need quite a lot of members so that they can fulfill operations in the field.

Selectors who have been sworn in must protect themselves and stay away from potential violations during the recruitment process. Pure selection of the criteria and abilities of the prospective participants. The public is also reminded not to try to influence the committee to accept someone as a member of the police. So no one is harmed, no one takes advantage of recruitment for personal gain. So that members who will register can be according to their abilities, not from the results of other people.

CONCLUSION

The researcher concludes that the recruitment and selection process has not run as it should, this is indicated by:

1. Human Resource Planning: There is still a lack of DSPP (Polri Personnel Composition List) in West Java Mobile Brigade, which has an impact on troop operations.
2. Organizational Responsibilities: There is still a lack of recruitment of Brimob members from AKPOL, BINTARA, and TAMTAMA.
3. Strategic Recruiting Decisions:
   - There were still participants who did not prepare themselves for the selection, especially in health, starting from checking their eyes, teeth, tonsils, varicocele and varicose veins.
   - There are still participants who, after graduating from selection and continuing with Police education, must be expelled from the education process due to mental, stress and other health factors.
   - There are still quite a few members who, after graduating from general education, are transferred to Brimob on the grounds that Brimob are always assigned outside Java and are required to do training every day.
4. Recruiting Methods: The selection of Polri members, especially at Brimob, has not been carried out consecutively or every year there is no opening of the Brimob quota so there is a shortage of Polri personnel at Brimob.

Researchers can provide suggestions as follows:

1. Recruitment of Polri members at Brimob must increase the quota to match the existing list of Polri personnel composition (DSPP), so there must be a plan or program for recruiting Polri members, especially at Brimob every year so that Polri's strength increases.
2. Recruitment and selection must be in balance with each work unit (Satker), especially in Brimob because of the increasing operations.
3. For people who want to become members of the Police to prepare in such a way so that the results achieved can be maximized, both in terms of health, knowledge and physique.
4. So that members who are appointed to be transferred to Brimob must comply with orders from the leadership, no longer offering members to join Brimob. As in 2012 there was a special quota for Brimob.

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