

IMPROVEMENT OF HUMAN RESOURCES OF THE PAMONG PRAJA POLICE UNIT MALACA REGENCY IN ENFORCEMENT OF REGIONAL REGULATIONS IN MALACA REGENCY

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ABSTRACT

KEYWORDS

Pol PP, Human Resources, Perda

The background of this research is how the human resources of the civil service police unit of Malacca district in enforcing regional regulations and regulations of the regional head of Malacca district, and how the level of human resources of civil service police officers can affect the enforcement of regional regulations and regional head regulations that have been determined, so that it continues to run in the corridors and discourses of peace and only have a just society, and can improve the welfare of the people in Malacca Regency. The research method used in this study uses descriptive research methods with a qualitative approach and the research techniques are observation, interviews and literature studies or literature studies with the research location at the Malacca District Civil Service Police Unit. regional head regulations that have been carried out in several sub-districts in Malacca Regency. The results of this study can be found that the resources of the Civil Service Police Unit of Malacca Regency are very necessary in implementing regional regulations and regional head regulations, so that in their implementation the apparatus in question can run in accordance with existing operational standards, so as to prevent the occurrence that may occur in the field. Therefore, every member of the civil service police unit must be given education and training as an effort to enforce existing regional regulations and regional head regulations, and in the future increase peace and can improve the people of Malacca in accordance with the ideals and expectations of the nation and society.

INTRODUCTION

The elaboration of Law Number 32 of 2004, Concerning Regional Government, regulates all aspects of the Central Government, Provincial Government and Regency / City Governments. In these government activities, each Region, both Province and Regency/City, regulates the running of government independently in the context of regional autonomy (Indonesia & Nomor, 32 C.E.). It is further described in Law Number 23 of 2014 concerning Regional Government which stipulates that the Satpol PP is formed to enforce Regional Regulations and Regional Regulations, maintain public order and peace and provide community protection. The provisions of Article 256 paragraph (71) of Law Number 23 of 2014 concerning The Regional Government in question mandates further regulations regarding Satpol PP to be regulated in a Government Regulation (Damriasa & Surata, 2016). Satpol PP as a regional apparatus has a very strategic role in strengthening regional autonomy and public services in the regions. To ensure the implementation of Satpol PP's duties in enforcing Regional Regulations and Regional Regulations, the implementation of public order and peace and community protection needs to be improved, both in terms of institutions and human resources. In addition, the existence of Satpol PP in the administration of regional government is expected to help provide legal certainty and facilitate the development process in the region. (quoted from the explanation of the Government Regulation of the Republic of Indonesia Number 16 of 2018 concerning the Civil Service Police Unit).

Human resources have an important role in an organization, especially in terms of achieving the goals of an organization (Rahman, 2020). The facts and reality of the success of an organization cannot be separated from the quality and capability of the resources possessed in the organization. In this era of globalization, the role of human resources is one of the main factors that are very important in determining the existence and success of an organization. Because human resources implies an acknowledgment of the importance of the role of humans in the organization as a vital resource in achieving organizational goals, the use of various functions and activities to ensure that they are used effectively and efficiently so that they can benefit individuals, organizations and society. This is supported by the opinion of (Hasibuan, 2005), who stated that: "Human resource management is the science and art of regulating the relationship and role of the workforce to be effective and efficient in helping to realize the goals of the organization, employees, and society". Furthermore, (Nawawi, 2009), asserts that: "Human resources are potentials which are assets and function as non-material or non-financial capital in business organizations, which can be realized into real potential physically and non-financially. physically in realizing the existence of the organization".

To carry out the wheels of regional autonomy, a regulation is drawn up and formed that binds all forms of government, so that it is safe, orderly and smoothly in accordance with the mandate of the law. Regional Regulations (Perda) are one type of legislation and are part of the national legal system based on Pancasila. Its function is very strategic, namely as a policy instrument to implement regional autonomy and assistance tasks as mandated in the 1945 Constitution of the Republic of Indonesia and the Law on Regional Government (Syuaib, 2020). Seeing this very important function, it is important to ensure that all levels of society obey and comply. But in fact, there are still some parties who do not want to submit and obey the existing regional regulations, even many who act against all existing Regional Regulations/Regional Head Regulations. This is often done by elements of the community and even from the elite, intentionally or unintentionally. Therefore, the existence of Satpol PP in the administration of regional government is expected to help provide legal certainty and facilitate the development process in the region. For violations of local regulations, laws and regulations mandate the Civil Service Police (Satpol PP) to take enforcement steps (Majid & Helvis, 2021). As an institution that is given authority in accordance with Government Regulation of the Republic of Indonesia Number 16 of 2018 concerning Civil Service Police Units, it is clear that the duties and authorities of the Civil Service Police Unit are as Law Enforcers.

In carrying out its duties, Satpol PP needs to be in accordance with the mandate of Government Regulation of the Republic of Indonesia Number 16 of 2018 concerning Civil Service Police Units article 21 point (c) which mandates local governments to be obliged to carry out operational technical guidance to Satpol PP in enforcing Regional Regulations and Regional Regulations, administering public order and peace and community protection for members of Sartpol PP (Rachma, 2018). Thus, the quality and capability of the human resources of the Civil Service Police Unit can be accounted for and can carry out their duties as enforcers of regional regulations in a good and responsible manner. Furthermore, Article 25 paragraph (2) indicates that operational technical guidance is carried out through the following activities: a. professional ethics development; b. Satpol PP coordination; c. development of knowledge and skills; d. management of law enforcement and local regulations;

In the reality of social life, often the application of the law does not run effectively and efficiently because most of the Satpol PP do not understand and understand the main tasks and functions, the scope of the Satpol PP and often act out of control which results in a skewed view of the institution towards the Satpol PP institution itself (Medani, 2020). so that this discourse becomes an interesting discussion to be discussed in the perspective of legal effectiveness. This means, is it true that the law is ineffective or that it is the actual law enforcement that plays a role in making the law effective, or also the quality of the human resources of the law enforcement institutions that need to be addressed?

According to Soekanto, in (Muriani, 2021) that there are five factors that affect the effectiveness of an application of the law, namely:

1. The law itself

Is a law enforcement factor related to the rule of law. This rule of law is the starting point in the law enforcement process, it can be said that this rule is a guideline for law enforcement officers and also the community.

2. Law Enforcement

It is the role of law enforcement officers in enforcing the applicable law. This factor also includes how the apparatus can enforce the rule of law in accordance with their duties and proper use of authority.

3. Facilities and infrastructure

Is the availability of supporting resources in the law enforcement process. These facilities and infrastructure must be studied further, especially regarding the quality and quantity or quantity.

4. Society

Are factors related to society, especially regarding understanding and knowledge of legal rules or norms. This factor also includes the trust and thoughts of the community towards law enforcement officers.

5. Culture

It is a stipulation about what can or should be done, and what is prohibited. In relation to law enforcement, cultural factors influence how people behave before and after knowing the existing legal norms.

In carrying out its main duties and functions as well as its authority, the mentality or personality of the Civil Service Police Unit plays an important role in that, if the regulations are good, but the quality of the enforcement officers is not good, of course there is a problem. Therefore, one of the keys to success in law enforcement is the mentality or personality of law enforcement (Marfu'ah, 2022).

In the context of enforcing local regulations and/or local regulations, the Civil Service Police Unit has a fairly important position and function as one of the local government apparatus and apparatus. According to the provisions of Article 5 letters a, b and c, Government Regulation Number 16 of 2018 concerning Civil Service Police Units, Chapter III Duties, Functions and Authorities states that "The Civil Service Police Unit was formed to enforce regional regulations and local regulations, maintain public order and peace, and carry out community protection".

Based on the provisions of Article 7 of Government Regulation Number 16 of 2018 concerning the Civil Service Police Unit, it is clear that the authority of the Civil Service Police Unit includes:

1. Carry out non-judicial control actions against community members, apparatus, legal entities that violate local regulations and/or local regulations;

2. Take action against community members, apparatus, or legal entities that disturb public order and public peace;
3. Carry out investigations against community members, apparatus, or legal entities suspected of violating local regulations and/or local regulations; and
4. Take administrative action against community members, apparatus, or legal entities that violate local regulations and/or local regulations.

Based on some of the powers mentioned above, it is clear that the Civil Service Police Unit can be likened to one of the "guards" in enforcing a regional regulation and local regulation. Seeing the enormous authority possessed by the Civil Service Police Unit, it certainly makes the institution to play an active role in its involvement in the process of forming and overseeing the process of local regulations and local regulations.

In accordance with the provisions of Article 255 paragraph (2) of Law Number 23 of 2014 which states that one of the tasks of the Civil Service Police Unit is to carry out non-judicial control measures, take action against those who disturb public order and public peace, investigate violations of local regulations and/or local regulations. , and administrative actions. This considerable authority should be maximized by the Civil Service Police Unit. However, in reality, there are still duties and authorities as enforcers of local regulations and/or local regulations that seem to have not been optimized by the Civil Service Police Unit. One example is the prosecution of palm oil mills that pollute the air and water, the prosecution of illegal mining issues and the enforcement of security and public order issues as well as other tasks involving the Civil Service Police Unit are listed in a regional regulation and/or local regulation. In addition, in dealing with a group of people, it is necessary to put forward a persuasive approach or ways so as not to cause conflict and noise in the community. Instead of wanting to enforce local regulations/perkada and maintain public order and public peace, the Civil Service Police Unit actually creates a less conducive atmosphere in the community.

Based on the existing authority, of course, no one doubts the function and role of the Civil Service Police Unit in enforcing local regulations and/or local regulations. On the other hand, the community also needs to be given socialization and space to participate in the preparation of the draft regional regulation and/or the regional regulation. This aims to minimize the occurrence of misunderstandings and intersections between the community and the Civil Service Police Unit.

In carrying out its duties, the Civil Service Police Unit is faced with a difficult position "like the fruit of simalakama". On the one hand, the Civil Service Police Unit enforces local regulations and/or local regulations that have not fully involved them in the process of their formation. Meanwhile, on the other hand, they have to face the community who may not have received socialization of the formed local regulations/perkada. Whereas in accordance with Law Number 12 of 2011 concerning the Establishment of Legislation, it has opened a "faucet" for the community to play an active role in providing input orally and/or in writing in the process of forming laws and regulations (perda).

This condition needs to be avoided by doing the following:

1. Massive socialization of regional regulations and/or local regulations through local television, print and online media.
2. Increase the involvement of the Civil Service Police Unit in the process of drafting local regulations and/or local regulations.
3. Increase the number of human resources in the Civil Service Police Unit.
4. Improving the quality of human resources in the Civil Service Police Unit continuously.

5. Encouraging cooperation and coordination between the Civil Service Police Unit and the TNI, the Indonesian National Police, the Prosecutor's Office of the Republic of Indonesia and the courts in terms of enforcing regional regulations and/or regional regulations.

Thus, it is hoped that the objectives of the establishment of local regulations and/or local regulations can be achieved and the life of the community as a whole becomes more secure, orderly and peaceful. How important it is that regional regulations and regional head regulations are made, then the main thing in implementing the enforcement of existing regional regulations/perkadas is the readiness of human resources for members of the civil service police unit in enforcing the said regional regulations/perkada because of the need and importance of increasing human resources. Regional Satpol PP personnel in enforcing Regional Regulations/Perkada also need to prepare reliable and qualified human resources of Satpol PP apparatus so that the capacity and capability of Satpol PP apparatus must be increased.

The existence of human resources in an organization is a valuable asset. This is emphasized again by (Salim Abu-Surrah, 2007) who states the notion of the quality of human resources as follows: The quality of human resources is the value of a person's behavior in taking responsibility for all his actions both in personal life as well as social and national life. So that the success of an organization is determined by the quality of the people in it. Human resources (HR) will work optimally if the organization can support career advancement by looking at HR competencies. HR training and development will increase the productivity of members so that the quality of work becomes higher and leads to satisfaction of service users and the organization will benefit.

The Civil Service Police Unit is an institution established in accordance with the demands and mandates of the Regional Government Law Number 22 of 1999, Article 120 which regulates the existence of the Civil Service Police Unit officers (Local Government Law Number 22 Year).

Mainstreaming of the Praja Police Unit (Satpol PP) is emphasized on efforts to foster peace, public order (Trantibmas), provide early warnings and overcoming the maintenance of public transportation. Enforcement of Regional Regulations (Perda) that must be obeyed by all parties with procedural authority. This effort is realized in the form of a community protection system, where the interests of the community are the main thing. The community protection system is carried out through an approach to protection, prevention, guidance and prosecution for violations of regulations that apply in the community. The Civil Service Police is one of the human resources of the apparatus who has an important and strategic role in the successful implementation of government and development through efforts to enforce regional regulations and the implementation of public order and public peace. To be able to play that role, it is necessary to have a Pol PP figure who has competence as indicated by attitudes and behaviors that are full of loyalty and obedience to the nation and state, have good morals and mentality, are professional, are aware of their responsibilities as public servants.

Malacca Regency as one of the regencies within the East Nusa Tenggara Province, and is a New Autonomous Region which in the implementation of its government has formed and stipulated several legal products that must be implemented in accordance with applicable regulations, one of the legal products stipulated by the Malacca Regency Regional Government is the Malacca Regent Regulation Number 18 of 2018, concerning the Prohibition of advertising cigarettes and other addictive substances in the form of tobacco products, which is due to the absence of socialization so that there are still many people who

violate and the action taken by the Malacca District Civil Service Police Unit is to control the all cigarette advertisements circulating in the Malacca Regency area.

The Malacca District Satpol PP as an organizational unit needs to have the authority to mobilize, direct and mobilize all resources and potential resources optimally. This ability can be obtained through education and training (Training). Training is a learning process to be able to increase competence so that knowledge, skills and attitudes are in accordance with the demands of the task at hand. According to Government Regulation Number 101 of 2000, it is stated that Education and Training of Civil Servants, hereinafter referred to as Diklat, is the process of organizing teaching and learning in order to improve the ability of Civil Servants (<http://sida.lan.go.id/attachment>, January 2012).

In carrying out control, there are problems or obstacles that exist and can lead to disputes in the enforcement of regional regulations or regional head regulations (Perbup). Apart from the lack of socialization, it can also be caused by the human resources of the civil service police unit itself, this is due to communication between the civil service police unit and the community that is not directed. Therefore, it is necessary to improve the quality of resources, work methods and personal integrity of the Satpol PP itself, this can contribute to good quality work for the organization of the Civil Service Police Unit by staying focused on the system, how the organization works, service quality and integrity. personal with solid work quality. Satpol officers should receive training that focuses on increasing competence so that they can carry out their responsibilities and functions as community protectors. The Satpol PP training approach which so far has not focused on increasing the competence of Satpol PP officers in the field. The task in the field requires every officer to serve the community directly, which is oriented to service, protection, and development of community participation. However, in reality on the ground, there are still clashes between Satpol PP personnel and the community when coaching is carried out. This shows that human resource development through the education and training that has been carried out needs to be reviewed.

As a grand theory, I take the opinion of (Matutina, 2001), which says that: "The quality of human resources refers to: 1) Knowledge, namely the ability of employees who are more oriented towards intelligence and thinking power as well as broad knowledge mastery. owned by the employee. 2) Skills, abilities and operational technical mastery in certain fields owned by employees. 3) Abilities are abilities that are formed from a number of competencies possessed by an employee which include loyalty, discipline, cooperation and responsibility. From the above opinion that in carrying out its duties, Satpol PP needs to have sufficient knowledge, master issues, and good thinking power of regulations or a regulation that is the authority in the administration of public order, peace and the implementation of protection for the community, then in terms of skills. (Skill), the Satpol PP is technically required to master the main tasks and functions and be able to provide a good example for the community, while the Abilities that must be possessed by the Satpol PP are to have competence and capability as well as reliable self-quality in terms of loyalty, discipline, cooperation, and responsibility in carrying out and completing a task assigned by the state.

From the definition of the grand theory above, it can be concluded that the theoretical connection with PP Number 16 of 2018 is Article 19 paragraph (1) which says: PP PP is required to attend basic education and training. (2) In addition to attending basic education and training as referred to in paragraph (1), functional officers of Pol PP and officers of PPNS are required to attend and pass technical and functional education and training. (3) The

implementation of basic, technical and functional education and training is carried out by the ministry that carries out domestic government affairs.

Because through improving the quality of human resources it will affect the performance of the Satpol PP which is expected to be able to realize the missions of the Civil Service Police organization, among others: 1. The realization of a reliable, tough and professional Civil Service Police; 2. Availability of adequate facilities and infrastructure to support the smooth running of tasks; 3. Encouraging an increase in regional income through the implementation of the enforcement of regional regulations and regional head decisions, encouraging the creation of order, peace and community protection in order to achieve people's welfare.

The education and training system implemented in fostering members of the Satpol PP includes several forms of training, including education and training (basic education and training), technical training, training and education and training for investigators, etc. All this training is to support the work of Satpol PP members in activities in the field. Education and training to improve the quality of human resources is training given to members of Satpol PP as an enrichment in equipping Satpol PP members who work in the field. Basic Education and Training, hereinafter often abbreviated as Basic Education and Training for Satpol PP Members, is an education and training that must be followed by all members of Satpol PP, both as implementers/staff, supervisory officers, administrator officials and even high-ranking officials which in this case have been divided according to with existing regulations or Permendagri. Pol PP basic training with a pattern of 300 lessons is given to civil servants who will be appointed as Civil Service Police, 150 lesson hours pattern training is given to civil servants who have been appointed as Civil Service Police at Satpol PP, Basic Pol PP training with a pattern of 100 lessons is given to PNS has been appointed as Civil Service Police and occupied Structural echelon IV positions in Sat Pol PP, 50 lesson hours for Pol PP basic training must be followed by civil servants who have been appointed as Civil Service Police and occupied structural echelon III positions in Sat Pol PP, and basic education and training The 30-hour lesson pattern must be followed by civil servants who have been appointed to the Civil Service Police and occupy echelon II structural positions in the Sat Pol PP. Basic education and training for all members of Satpol PP is obligatory and this is stated in Permendagri Number 38 of 2010, concerning Guidelines for the Implementation of Basic Education and Training for Civil Service Police. The objectives of the basic education and training of the Civil Service Police are:

- a. Improve the knowledge, skills, attitudes and behavior of the Civil Service Police.
- b. Improving the professionalism of the civil service police in carrying out the duties of enforcing regional regulations, administering public order and public peace as well as protecting the community and
- c. provide civil servants who have competence in accordance with the field of duty and requirements to be appointed as civil service police.

Starting from the basic education and training objectives of the civil service police above, it is clear that the quality of a civil service policeman is highly emphasized in the implementation of the main tasks and functions of the civil service police. The lack of communication skills and efforts to approach a more participatory approach in carrying out regional regulations enforcement operations indicate the still weak quality of Satpol PP human resources. So that it is not uncommon to find local regulations that lead to physical clashes or violations by the Satpol PP elements themselves.

The Malacca District Civil Service Police Unit in carrying out the task of enforcing the Perda/Perkada always prioritizes a persuasive approach to people who violate the existing Perda/Perkada. Human Resources The Malacca District Civil Service Police Unit has 123 personnel, which consists of the table below.

Table 1
Data on Number of Personnel, Echelonering of Civil Service Police Units
Regency. Malacca

No.	Position Name	Echelon	Amount
1.	Unit Head	II b	1 person)
2.	Secretary	III a	1 person)
3.	Head of Division	III b	4 (person)
4.	Head of Section/ Head of Sub	IV a	18 (person)
5.	Division Staff	-	99 (person)
Amount			123 (person)

Sumber: data kepegawaian Satpol- PP Kab. Malaka, 2021

The ability to communicate and negotiate through a more humane approach is currently a priority for the demands of the task that must be met. The failure to communicate and negotiate efforts to carry out its operations resulted in riots which often led to physical clashes between the community and the Satpol PP apparatus.

Reports about controlling street vendors in the media tend to corner and place the Satpol PP as a tough figure and violate human rights. But on the other hand, support from the community is often obtained so that Satpol PP can maintain peace and order in their respective areas.

Today's society is starting to smartly realize their right to get better services from the government, especially local governments. This condition is a demand for Satpol PP to be able to provide services according to community expectations.

These community demands can be met through training and human resource development efforts. The gap between the still low quality of Satpol PP human resources and the community's demands for better services and serious handling steps must be taken.

The education and training approach based on the andragogy approach has basically been carried out in every training carried out by the Satpol PP. Portions and content based on the andragogy approach are still minimal in the implementation of education and training. Education and training is still oriented to technical and functional matters. This technical and functional training has a less significant impact on the humanist attitude of Satpol PP members in carrying out their operations in the field.

The education and training approach based on the adragogy approach is very important. Education and training for Satpol PP members should be based on an awareness that all training participants are adults who can use common sense to choose and think optimally. This awareness is important to be applied in every training given that in the practice of carrying out tasks in the field, a member of the Satpol PP is required to be able to take into account every reason and risk of the actions taken.

Starting from the description above, the researcher is interested in conducting a scientific research in the form of a Thesis with the title; "Improving Human Resources for the

Civil Service Police Unit of Malacca Regency, in Enforcement of Regional Regulations in Malacca Regency"

METHOD RESEARCH

This study uses a descriptive research method with a qualitative approach which was carried out at the Malacca District Civil Service Police Unit Office from October to December 2021. In this study, the informants were determined by using a purposive technique, which was chosen with certain considerations and goals, who really mastered an issue. the object that the researcher examined with a total of 50 informants then the researcher will carry out the stages of data collection according to (Creswell et al., 2003), namely; (a) Qualitative observation, (b) Qualitative interview, (c) Qualitative documents tracing and (d) Qualitative audio and visual materials, then data -The data will be analyzed using data analysis techniques proposed by (Creswell et al., 2003) related to the terminology used by researchers, namely as follows:

1. Researchers begin to process and prepare data for analysis.
2. The second step is to read the data as a whole.
3. The next step is to start coding all the data.
4. Next, apply the coding process to describe the setting (field), people (participants), categories and themes to be analyzed.
5. The fifth step is for the researcher to describe the themes mentioned above and restate them in a qualitative narrative/report.

The last step is making an interpretation (interpretation in qualitative research) or interpreting the data.

RESULT AND DISCUSSION

1. Increasing Human Resources of the Malacca District Civil Service Police Unit in Enforcement of Regional Regulations in Malacca District

To analyze the issue of increasing human resources of the Civil Service Police Unit of Malacca Regency, in enforcing local regulations in Malacca Regency, the author uses the opinion of (Matutina, 2001) which refers to; (1) Knowledge, (2) Skills and (3) Abilities with the results of research and discussion as follows:

A. Knowledge

Knowledge containing formal education is owned by officers from elementary school to university levels. The higher the level of formal education, the more likely it is for each civil service police officer to understand the tasks he carries out. Non-formal education is education obtained outside formal channels such as training, technical guidance (Bimtek), comparative studies and internships. The more frequency of training, technical guidance (Bimtek), comparative studies and internships that each Civil Service Police Unit officer participates in, the more professional and expert they are in their field. Based on the author's observations as one of the Heads of Division in the Malacca Civil Service Police Unit that the Satpol PP in carrying out its duties still faces many obstacles, where these obstacles are due to the lack of knowledge, skills and expertise/competence possessed by the officers in the Malacca Satpol PPK Office on average the Satpol PP officers have education level is only high school with details of 3 people with S2 education: 3 people, S1: 3 people and SMA 117 people from the total number of officers as many as 123 people.

As for non-formal education, based on observations and statements from the leadership (Kasad) and friends of the leadership and members of the Malacca Satpol PP stated that since the formation of the Civil Service Police Unit since 2015 until now, no training, technical guidance, internships or comparative studies have been carried out on the implementation of tasks. SatPol PP to its leaders and members has never even sent leaders or members to participate in training, technical guidance and internship activities organized by the province or the center due to budget constraints.

Since the formation of the Civil Service Police Unit in Malacca Regency in 2015 until now, there has never been any training to increase knowledge, skills and competence capabilities as well as sending members or Pol PP to attend training or Technical Guidance (Bimtek) organized by the Province or due to the unavailability of a special budget. for the implementation of these activities”

From the above conditions, it can be seen that the implementation of the Satpol PP's duties in Malacca Regency has not been maximized due to the lack of formal education owned by the officers who on average only have high school education as much as 95.12% while 4.88% have bachelor's and master's degrees.

B. (Skill)

Skills are operational technical capabilities and mastery in certain fields owned by employees and in carrying out the main tasks and functions of Satpol PP as Regional Regulation Enforcers and organizers of Public Order and Public Peace and Community Protection, always carried out by referring to Standard Operating Procedures (SOP). The Civil Service Police Unit is the guideline and scope for acting and carrying out its functions and professions in a professional and responsible manner.

Here the author will describe some of the mandatory activities that are the main tasks of the Satpol PP as well as the extent of the roles and responsibilities of the Satpol PP in carrying out their duties, where these tasks require the skills and abilities of the Satpol PP human resources who are reliable and able to express, realize and apply tasks and Its responsibilities are in accordance with the Standard Operating Procedure (SOP) based on the attachment to the regulation of the Minister of Home Affairs of the Republic of Indonesia Number 54 of 2011 concerning Standard Operating Procedures for the Civil Service Police Unit.

From the description of the scope above, it can be seen that in carrying out the enforcement of Regional Regulations, it is very important that the quality of the Satpol PP is reliable and able to understand and translate the Regional Regulations so that by their ability they can provide direction to the public and legal entities that have violated the regional regulations, Satpol PP is also required to be able to provide guidance and socialization to law violators so that with the issuance of these regional regulations there are things that can be done and there are things that are prohibited, so it is necessary to take preventive measures, and be able to give sanctions to those who violate both customary and customary law. habitually or legally positive, this is in dire need of reliable and capable Satpol PP personnel. Meanwhile, the current condition in Malacca Regency is that all existing Satpol PP members have never been given basic education and training as well as special education and training, so that the implementation of the existing tupoksi is still very slow and not in accordance with the existing SOPs.

The results of the study found that there was a gap between expectations and reality where the response and desire as well as plans to conduct HR development

training activities in terms of knowledge, skills and competence capabilities for Satpol PP officers in Malacca Regency were quite enthusiastic, but the regional financial conditions were limited so that all things are carried out based on personal assumptions and based on the limited understanding and knowledge and ability of the leadership towards the implementation of a task being carried out so that the results will not be as optimal as desired, therefore it is necessary to have other solutions in solving the problems above.

Looking at the condition of the Malacca District Satpol PP apparatus so far, it is quite adequate in terms of numbers, but in terms of skills it is still very lacking because based on the results of the interviews above and based on the author's observations, it can be seen that until now there has been no training to improve the quality of the apparatus in terms of knowledge, skills and abilities. competence capabilities held in the district of Malacca, but also the absence of sending personnel to participate in trainings organized by the province or the center due to limited funds.

Seeing what is stated above illustrates that the intention and desire to increase the HR of the Satpol PP apparatus in Malacca Regency by the agency in this case the field that handles the increase of the HR of the apparatus is quite enthusiastic and plays an active role in planning, but the limited budget becomes an obstacle and a barrier in the process of increasing the HR. Therefore, in the author's opinion, there is a need for a plan or concept to improve the quality of the apparatus and special discussions with both the executive and the legislature are needed so that the Satpol PP officers are not only tasked with guarding offices, houses of office and other important government places but also need to be equipped so that the Satpol PP officers understand and understand the duties and responsibilities they carry out.

C. Abilities

Abilities are abilities that are formed from a number of competencies possessed by an employee which include loyalty, discipline, cooperation and responsibility and from the description it can be seen that this is still a gap in the handling process by members of the Satpol PP Malacca, due to the lack of human resources for the Police. PP to handle conditions that occur in society, this is in line with the findings of the author in the interview which stated that the ability of Satpol PP members in Malacca Regency is still very minimal, however in carrying out our duties and responsibilities as leaders we always provide direction in the form of challenges, obstacles. , prohibitions and what is necessary and allowed to be done, and always urges that if problems, obstacles and challenges are found in the field that are difficult to solve, they are required to always coordinate and ask for instructions from superiors.

The statement shows that the orders given to members of the Satpol PP are based on the main tupoksi as leaders in providing direction and policies in carrying out their duties, but not based on the special abilities and knowledge possessed by the leadership itself and the assigned Pol PP officers because so far, until Currently, there is no training and technical guidance for leaders and members of the civil service police unit in Malacca Regency.

The tasks carried out can be carried out properly and responsibly by the leadership in this case the head of the field and members who are ordered to carry out their main tasks and functions properly and responsibly even though their knowledge, skills and competence are very limited so that even though the activity is successful and completed, it is not carried out. in accordance with the operational standards of existing

activities, therefore it is necessary to improve the quality of the existing apparatus in carrying out their duties.

In the context of securing an activity related to the community, Satpol PP is not optimal in carrying out their duties because they, in this case the Pol PP apparatus, often have conflicts with the community and are unable to provide solutions as a way out. Satpol PP only wears uniforms like the police but the quality is very minimal, this can be seen when they carry out escorts and security they just sit quietly waiting until the activities are finished, even in carrying out their duties the attitude of Pol PP does not have self-respect, seems not serious in carrying out the tasks given.

From the public statement, it can be seen that the quality and willingness of Human Resources (HR) from the Satpol PP apparatus is still very lacking, this can be seen that there are several community assessments such as ethics, the quality of personnel and groups, the ability to carry out tasks and seriousness in dealing with problems are still very lacking and it is very necessary to improve and provide input through technical guidance and vocational training to existing Satpol PP leaders and members in order to increase Human Resources for the Leaders and Members of the Malacca Satpol PP.

2. Factors Inhibiting the Improvement of Human Resources for the Civil Service Police Unit of Malacca District

In carrying out the duties and responsibilities of the Satpol PP apparatus in Malacca Regency based on the author's observations as one of the Heads of the Division of the Malacca Civil Service Police Unit, it can be seen that there are several things that hinder the increase in Human Resources of the Satpol PP apparatus due to budget constraints and the lack of supporting facilities and infrastructure. Based on the results of the study, it shows that the inhibiting factors for increasing human resources can be seen from the knowledge, skills and competence factors that have not supported or hindered the implementation of tasks. This happens because on average the Satpol PP officers have only a high school education level and have never attended supporting technical trainings related to the main tasks they carry out. So that this condition can hinder the implementation of the duties and functions of the apparatus in the enforcement of regional regulations.

In an effort to increase the knowledge, skills and competence of the Satpol PP apparatus, it can be done by increasing the knowledge, skills and competence by increasing the level of formal education, training, technical guidance by the government and involving the apparatus in apparatus development training and technical guidance carried out by the Provincial and Central Governments.

Therefore, the author can provide an overview that there are three things that become obstacles in increasing the resources of the Satpol PP apparatus in Malacca Regency, namely:

1. Budget Factor

Availability of the budget plays an important role in the implementation of all affairs, both in improving the quality of education which has an important role in improving the quality of human resources (HR), as well as in supporting the improvement of human resources through other development fields such as training, technical guidance, internships and comparative studies. Therefore, it is very important if the government can prepare an adequate budget to support the implementation of increasing the human

resources of the Pol PP apparatus for the enforcement of regional regulations in the district of Malacca.

2. Factors of Facilities and Infrastructure:

Facilities and infrastructure that support the implementation of Satpol PP activities are very important in increasing the resources of the apparatus because the availability of adequate facilities and infrastructure spurs the apparatus to be able to understand the limits and scope of the duties and responsibilities carried out because explicitly the availability of these facilities and infrastructure can improve quality. human resources of the apparatus itself. The current conditions in the Malacca District Satpol PP, facilities and infrastructure supporting the implementation of tasks and increasing the apparatus resources are still very lacking and the government's attention needs to be in preparing everything for the sake of improving the quality of the Pol PP apparatus resources in the Malacca district.

3. Willingness factor to develop:

The will and desire to understand and know the scope and spirit of the task at hand depends on the willingness and desire of each apparatus to improve the quality of its resources self-taught or independently, because only a high will and desire can change a person or apparatus to spur and develop themselves towards on improving skills and self-competence. Based on the author's observations, it can be seen that there are some officials who, even without training and technical guidance, they are trying and able to learn and absorb and understand the scope of the tasks they carry out, but there are also those who simply surrender, do not care, are lazy to know and are indifferent in carrying out their duties so that Due to limited resources, it has an impact on the quality of the work produced.

CONCLUSION

Human Resources of the Civil Service Police Unit in improving the knowledge, skills and competence of the field based on the operational standards of the main tasks and functions of the Pol PP in Malacca Regency In carrying out its function as Enforcement of Regional Regulations in terms of public order and public order, Handling demonstrations and mass riots, Escort officials and important people, security of important places and patrols, is still very lacking and based on the results of interviews and observations of the author as one of the heads of fields at the Malacca District Civil Service Police Unit is still very lacking and even no training or technical guidance has been carried out on improving The quality in the above-mentioned fields is the competency capability for the leadership and members of the Pol PP, this is due to the limited budget allocated to the Pol PP Unit in Malacca Regency every year.

Factors that influence the improvement of human resources for the Civil Service Police Unit in Malacca Regency. In terms of Enforcement of Regional Regulations in Malacca Regency, it is very dependent on the willingness and partisanship of the government, in this case measuring the level of success of activities based on the driving factors and inhibiting factors are two important things that greatly affects the quality of the resources of the Civil Service Police Unit.

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