

# Management of Human Resources Development in Members Indonesian National Police on Biopsicosocial and Spiritual Based (*Study of Members Resort Police Tojo Una-Una Region Police Central Sulawesi*)

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**Abstract:** This research was to increase process and results management of Human Resources development on Biopsychosocial and Spiritual based in members Indonesian National Police at Resort Police Tojo Una-Una. By using descriptive qualitative research methods, authors try to explore data techniques with interview, observation and documentation study. The interview process was conducted by writer with nine informants, while data processing and analysis techniques were carried out in three stages, namely data reduction, power display, and data verification. After analyzing collected data, was found that: 1) Mechanism of procedure and management process for admission of members Indonesian National Police at Region Police Central Sulawesi in 2017 generally applies the “Betah” principle, namely is Bersih, Transparan, Akuntabel dan Humanis (*Clean, Transparent, Accountable and Humanist*). So that various problems of fraud can be resolved, first fraud from personnel who try ask permission to “payment” amount of money as a guarantee of graduation; 2) Condition of human resources in members Indonesian National Police at Resort Police Tojo Una-Una are still unable control themselves and do not understand their main duties and functions as protectors, protectors and community servants; and 3) The process and management of development human resources for members Indonesian National Police on Biopsychosocial and Spirituality based applied to problematic personnel at Resort Police Tojo Una-Una have a significant impact self-balance, mental resilience, social sensitivity and strength of personnel’s confidence to readjust again with they are environment.

**Keywords:** Management, human resources, biopsychosocial and spiritual.

## I. INTRODUCTION

The existence of police institution country responsible for carrying out government tasks in field security and order society. The main challenge faced by in Polri (*Indonesian National Police*) reforming institutions the reform Polri (*Indonesian National Police*) culture. Because there are many historical facts that show in Polri (*Indonesian National Police*) institution has

attached various militaristic cultural heritages which are still imprinted as doctrine, so that until now process of change will continue. In other words, reform process cultural aspects on Polri (*Indonesian National Police*) cannot say have run completely smoothly, considering that still leaves elements of previous cultural heritage that should have abandoned, such as: behavior aspects, performance aspects, knowledge aspects, as well of mentality and spirituality aspects.

First, namely Behavioral Aspect, where this behavior aspect there is two emphases which are topics discussion, including behavior of Polri (*Indonesian National Police*) organization and behavior of police personnel. Second, namely Performance Aspect, where performance of many Polri (*Indonesian National Police*) personnel has not fully laid foundation for “Law Commander” and still oriented to orders from superiors who are not the needs community, which could potentially alienate role of Polri (*Indonesian National Police*) from community. Third, namely Knowledge Aspect, where there is limited knowledge in field police and other fields related to various police duties and coupled with lack of intensive attention from various elements in leadership. Fourth, is namely Mentality and Spirituality Aspect, where mental revolution in Polri (*Indonesian National Police*) institution is a necessity. In fact, until Kapolri (*Chief of Indonesian National Police*) himself, General Tito Karnavian, in 2016 through Polri (*Indonesian National Police*) Leadership Meeting, has emphasized a professional Polri (*Indonesian National Police*) will be driving force for mental revolution. The manifestation of mental revolution in Polri (*Indonesian National Police*) institution is reflected in determination and strong commitment to carry out their duties as guardian and guardian of keamanan dan ketertiban (*security and order public*) or Kamtibmas.

Regarding stages of police duties, when and wherever community will recognize function the police as agency in charge

implementing law enforcement, also in order maintain order and serve various public services or known public service providers. The concept of policing every country always influenced by and directly related to philosophy nation or state ideology; like form state; destination country; government system; state structure; aspirations of nation in Kamtibnas; the history of nation's struggle; policing and law enforcement (Skolnick & Fyfe, 2000) [1].

Andri (2011) revealed that humans are one of many creatures created by God given many advantages over other creatures. Humans are complete and unique creatures. As a whole human being consists of bio-psycho-socio-spiritual, which is characteristic and intelligent, has unique characteristics caused by various cultures. Humans are said to biological beings because based on their nature, humans are living things that begin to born, grow and develop, and always adapting to various demands and needs. Humans as psychological beings, then growth and development experienced by humans can influenced factors, such as personality structure, feelings and conscience have personal psychological needs in order to continue develop [2].

Dadang Hawari (2015) in Schizophrenia: A Holistic Biopsychosocial Spiritual Approach revealed that Biopsychosocial concept provides a comprehensive picture of emergence a sick condition both mental and spiritual which is associated with environmental factors and stress in associated. In this case, social support conditions can also provide an improvement in conditions. A person's mental health condition can be seen as a condition that involves person's biological, psychological and social factors. Biologically, disturbances in a person's mental health conditions result from an imbalance of the hormone and neurotransmitter systems in brain [3].

Dadang Hawari (2015) also adds psychologically, mental health conditions are caused by an individual's psychological adaptation mechanism that does not work properly. Humans as biopsychosocial and spiritual beings or also called whole or whole creatures, contain biological, psychological, social and spiritual elements. Human biology consists of composition body's organ systems are used to sustain life, starting from process of birth, development and process of death. As a psychological human being has a personality structure, behavior as a manifestation psychology, has power of thought and intelligence. As social beings, humans need to live with other people, cooperate with each other meet the needs and demands life, be easily influenced by life, and required to behave in accordance with existing expectations and norms. Humans have spiritual beliefs, acknowledge God Almighty, and have a view life in line with their religious nature [3].

Through the process of unifying four aspects which are source of human strength holistically, is fully believed that Bhayangkara people will become biologically tough, mentally resilient and psychologically strong, dynamic and humanist in serving society, and strong in faith when facing trials service. So explanation above, researcher has interest conducting a research entitled "Management of Human Resources Development in Members

Indonesian National Police on Biopsychosocial and Spiritual Based (Study of Members Resort Police Tojo Una-Una Region Police Central Sulawesi)".

Based on explanation above, a problem statement can be formulated that is necessary to create an ideal polisi in all lines life because of how heavy duty the police, which not proportional to number people will be protected, which is nearly 1: 800 people. On basis this identification, the purpose this study, namely to determine process and results of management development human resources for members Polri (*Indonesian National Police*) on Biopsychosocial and Spiritual based at Resort Police Tojo Una-Una.

## II. METHOD

This study used a descriptive qualitative approach conducted at Resort Police Tojo Una-Una Region Police Central Sulawesi. The focus this research is management of human resource development for members Polri (*Indonesian National Police*) on Biopsychosocial and Spiritual based. As who became informants in study, consisted of officials from Biro SDM (*Bureau of Human Resources*) Region Police Central Sulawesi and Bagian Sumda (*Resource Section*) Resort Police Tojo Una-Una, members of Resort Police Tojo Una-Una were serving a sentence, and expert understood police and human resource management.

Data collection techniques used study, namely interviews, observation, and documentation study. The data analysis techniques used in this study include [4]: 1) Data reduction, namely selecting and sorting data from interviews and observations, which then cut necessary for analysis needs; 2) Presentation of data, arranged systematically based on type and pattern of data desired; 3) Draw conclusions and verification, which aims to conclude and at same time verify research results in more depth.

## III. RESULTS AND DISCUSSION

*Overview of Procedure Admission Members of Indonesian National Police at Region Police Central Sulawesi*

Karo SDM (*Chief of Human Recourses*) Region Police Central Sulawesi admitted that he did not find significant obstacles, either procedurally or administrative provisions. Even if there obstacles, he thinks everything can be resolved immediately because of readiness the personnel assigned to each division, so that slightest obstacle is handled in a coordinative manner, well and quickly. Likewise with information given by Bagian Sumda (*Resource Section*) at Resort Police Tojo Una-Una added registration system for admission members of Polri (*Indonesian National Police*) this year is more integrated than in previous years, so people no longer bother looking for information until they have go to Resort Police.

A total of 192 non-commissioned officers were finally declared to have passed in Session Determination of Final Graduation the Bintara Polri (*Indonesian National Police*) in 2017 which took place at Torabelo Hall in Region Police

Central Sulawesi on Saturday, August 5, 2017. Trial determining final graduation for admission of Bintara Polri (*Indonesian National Police*) was chaired by Wakapolda (*Deputy Chief of Regional Police*) Central Sulawesi Kombes Pol MAP, representing Kapolda (*Chief of Region Police*) Central Sulawesi Brigjen Pol RS accompanied by Irwasda (*Inspector of Regional Supervision*) Kombes Pol DS and Karo SDM (*Chief of Human Recourses*) Region Police Central Sulawesi Kombes Pol KA.

From results field observations, was found that process of implementing admission members of Polri (*Indonesian National Police*) for Fiscal Year 2017 at Region Police Central Sulawesi always adheres to provisions set by Mabes Polri (*Headquarter Indonesian National Police*). The affirmation, according to him, lies of "Betah" principle, namely is Bersih, Transparan, Akuntabel and Humanis (*Clean, Transparent, Accountable and Humanist*). So various obstacles related to fraud can resolved as early as possible, especially if fraud originates from unscrupulous police personnel are trying to find additional money asking for "payment" amount money as a guarantee of graduation applicant's members of Polri (*Indonesian National Police*) in 2017 Fiscal Year.

#### *Condition Human Resources on Members of Indonesian National Police at Resort Police Tojo Una-Una*

Biopsychosocial and spiritual based human resource development management for Polri members at Resort Police Tojo Una-Una is very much needed, given the sharp increase in cases of violations that have been committed by unscrupulous Resort Police Tojo Una-Una personnel during 2017. There were 6 (six) cases highlighted this study, including: 1) Cases of individuals did not carry out their duties without information; 2) Cases of abuse authority in form illegal fees; 3) Arrest cases without procedural and unprofessional and proportionate; 4) Cases of KDRT or Kekerasan Dalam Rumah Tangga (*Violence in Household*); 5) Cases of using narcotics and being suspected being narcotics dealers; and 6) Cases of having sexual relations like husband and wife a valid marriage (Doc. Resort Police Tojo Una-Una, 2014-2017).

Results of development and identification the six cases in field, was found these kinds cases were most frequent and often even committed by same personnel. With psychological condition of Resort Police Tojo Una-Una personnel had just moved assignments and experienced stress his new office environment, a reliable and well-known motivator also a hypnotherapist in police environment with initials KAH, explained it is appropriate to make a special regulation for personnel's transfer, so that do not experience mental and psychological shock when starting their duties the field.

This in line with views of Sarwoto (2001) in book *Organizational Effectiveness*, which states there are 3 (three) factors that most influence work environment, namely complementary and facilities, workplace environment, and work atmosphere. Among three factors, work atmosphere has important role in shaping personality of workers. Because according to him, a good working atmosphere is generated, especially in well-structured

organization. Organizations that poorly structured can lead to unclear job sharing, confusing channels of assignments and responsibilities, and others [5].

The connection between place of work and community environment due to lack spiritual values among personnel of Resort Police Tojo Una-Una has recognized by Bripda AA and Bripka MAB openly stated their disciplinary actions were also caused by relationship between humans and nature, or rather influence work environment and influence local community environment. Even Brigpol SN and Brigpol AH expressly disclose same issue, namely they are both affected by environment and do not have slightest power to fight against environmental influence. So what happened both of was more impressed to blame environmental conditions than to introspect on actions that have harmed others.

Alo Liliwari (2011) in book *Interpersonal Communication* says that humans social creatures who live and carry out their lives as individuals in social groups, communities, organizations and societies [6]. This reinforced by viewpoint of Bimo Walgito (2003) who explains in everyday life, every human being interacts, builds relationships, and makes social transactions with other people. Individuals and environment provide reciprocal relationships that influence each other. So that social environment affects individual growth and development in society [7]. Likewise, admission of Brigpol SB and Bripka AG said that place work was very dominant, made them character as law enforcers actually violated law.

Gardner Murphy (1929) as cited by Sarwono (2013) psychological problems occur adulthood and middle work activities, usually involve emotional turmoil, cognitive problems and have relationship problems with people around him, where environment in which he works also played a role influencing [8]. This view leads to condition of Human Resources on Polri (*Indonesian National Police*) members at Resort Police Tojo Una-Una, still feel they are not able to control themselves and do not understand their main duties and functions as protectors, protectors and community servers. So that existence of "rogue personnel" who dare to abuse their authority, even point of being involved in cases ethical violations and criminal acts is increasing from year to year.

#### *Human Resource Development Management Process of Members Indonesian National Police on Biopsychosocial and Spiritual Based at Resort Police Tojo Una-Una*

Various management strategies for empowerment and human resource development members of Polri (*Indonesian National Police*) have been implemented are still being developed in line with needs of Polri (*Indonesian National Police*) institution to create skilled, scientifically insightful, humanistic personnel in serving community, and have independent discipline carrying out duties. Therefore, through active management development human resources on Biopsychosocial and Spiritual based, after observing changes in biological and psychological factors, further observations lead to assessment social factors.

According to KAH, these factors relatively easier observe than two previous factors, namely biological factors and psychological factors. This is because social spirit gives birth to social behavior in a person cannot cover up in any way. Even if someone tries cover up, effort will not last long and in end will reveal its true nature. This is according to Dahlan (2009) because existence of humans as social beings makes humans naturally unable to live alone. He needs presence other people as friends, friends, and a place to share feelings. Humans will only become humans when they live with other humans in social environment [9].

In assessing social factors problematic persons have participated actively in management human resource development of members Polri (*Indonesian National Police*) on Biopsychosocial and Spiritual based at Resort Police Tojo Una-Una, is enough to observe interaction process carried out by personnel among other personnel. On this occasion, KAH said if previously he closed and quiet, then turned friendly, happy to hang out and often became center attention because of friendly nature, this means SDM development the Biopsychosocial and Spiritual based model for members Polri (*Indonesian National Police*) is used can said have succeeded in changing behavior problematic personnel to better direction than before. According to Halim (2004), this is a basic human need to able carry out activities using individual capacities, including the ability to carry out motion, functional activities and physical activities.

Meanwhile, related human behavior, in Skinner's view as followed by Notoatmodjo (2014) a psychologist, he formulates behavior person's response or reaction to stimulus, or commonly referred to as external stimulation. Because behavior occurs through the process of a stimulus to organism, and then organism responds, this theory is called Stimulus-Organism-Response theory or abbreviated as SOR. Where human behavior is an activity arises because of stimuli and responses and can observe directly or indirectly [10].

Through the SOR theory, the development of Human Resource Management for members Polri (*Indonesian National Police*) at Resort Police Tojo Uno-Uno can be observed starting from stimulus of members Polri (*Indonesian National Police*) to organisms, from formed organisms then search for various psychological problems respond to every incident in middle activity profession. For example, various activities related to emotional turmoil, cognitive problems and having relationship problems with the people around him, where the environment in which he works also plays a role in influencing him.

Observation indicators in human resource development management model for members Polri (*Indonesian National Police*) on Biopsychosocial and Spiritual based include biological, psychological, social and spiritual factors. Where according to KAH can carry out identification process of each individual personnel which leads to change better than before. If the results obtained from identification of these four factors show good changes, it means that SDM (*Human Resource*) development of Biopsychosocial and Spiritual based model

for member Polri (*Indonesian National Police*) at Resort Police Tojo Una-Una can be said to successful. However, KAH also reminded that all assessments carried out should take place simultaneously in one unit cannot separate. Because according to Malayu S.P Hasibuan (2009) implementation development (*training and education*) must based on methods set out in company's development program. The development program is determined by person in charge of development, namely personnel manager or a team. In development program targets, processes, time and methods of implementation have been determined [11].

#### *Significance Human Resource Development Management of Members Indonesian National Police on Biopsychosocial and Spiritual Based at Resort Police Tojo Una-Una*

Nitisemito (1982) revealed that purpose training an effort to improve and develop attitudes, behavior and knowledge, according to wishes of individuals, communities, and institutions concerned [12]. For this reason, involvement other personnel besides problematic personnel in active management human resource development for members Polri (*Indonesian National Police*) on Biopsychosocial and Spiritual based has recognized by Bripda AA, for example, received information all personnel in each unit active when broadcast by an active guide in concept presentation session.

The same admission was conveyed by Bripka MAB, got information from active guide during concept presentation session. That's when he heard information he felt very happy, because according to him all personnel should be active in so later they don't go wrong like himself. This in line with viewpoint of Ruky (2006) which explains that activities organizations must carry out so their knowledge, abilities and skills are in accordance with the demands of work being carried out [13]. Therefore, according to him, improvement of long-term Human Resources which is different from training a special position is increasingly important for Resources Division at Resort Police Tojo Una-Una.

Listening to positive response from all informants were very enthusiastic in participating active management human resource development on Biopsychosocial and Spiritual based of members Polri (*Indonesian National Police*) at Resort Police Tojo Una-Una, KAH was view personally he also strongly agrees with this kind activity, especially if used as an agenda at Resort Police Tojo Una-Una. According to KAH, the agenda does not have to be made monthly, maybe once every quarter or semester is good. But when we talk about assessment, of course we have to objective. Objective meant by KAH that is must be able to see whole, starting from goals, objectives and maximum benefits. So all aspects of course must also be considered carefully and should not just give an assessment. Armstrong in Sutrisno (2011) states increasing Human Resources is related to availability of opportunities and learning development, creating training programs that include planning, organizing, and evaluating these programs [14].

Hawari (2015) said that balance is maintained by each individual to adapt their environment, this condition is called healthy. Humans have needs are constantly being fulfilled. Humans are equipped with cognitive, affective and psychomotor abilities, and can control world for benefit of their lives, so a culture of all kinds and forms emerges, which differentiates from other creatures on earth. The development process of human behavior is partly determined by his will and partly depends on nature [3]. So through active management of human resources development for members Polri (*Indonesian National Police*) on Biopsychosocial and Spiritual based which applied all personnel at Resort Police Tojo Una-Una Police and personnel who have just passed selection admission of Polri members will have a significant impact on balance of each personnel to adapt the environment in which they work.

The expectations of problematic personnel Resort Police Tojo Una-Una after participating actively management human resources development for members Polri (*Indonesian National Police*) on Bio psychosocial and Spiritual based received a direct response from police motivator and hypnotherapist and understand science of Human Resource management with initials KAH hopes to active this continues implemented by improving application technique. Likewise, goals and objectives activities must integrate so benefits generated are greater, especially strengthening physical, character, mental and spirituality. Meanwhile, recommendations submitted by looking results are already good and interesting and proven to significant enough for formulation problem personnel, so this should be carried out actively by Polri (*Indonesian National Police*) institutions throughout Indonesia.

#### IV. CONCLUSIONS

Based on research results that have been analyzed in previous chapter, several conclusions can drawn, that: 1) The mechanism of procedure and management process for admission of members Polri (*Indonesian National Police*) at Region Police Central Sulawesi in 2017 generally applies of “Betah” principle, namely is Bersih, Transparan, Akuntabel dan Humanis (*Clean, Transparent, Accountable and Humanist*). So that

various problems of fraud can be resolved, first fraud from personnel who try to ask permission to “payment” an amount of money as a guarantee of graduation; 2) The condition of human resources in members Polri (*Indonesian National Police*) at Resort Police Tojo Una-Una are still unable control themselves and do not understand their main duties and functions as protectors, protectors and community servants; and 3) The process and management of development human resources for members Polri (*Indonesian National Police*) on Biopsychosocial and Spiritual based applied to problematic personnel at Resort Police Tojo Una-Una have a significant impact on self-balance, mental resilience, social sensitivity and strength of personnel’s confidence to readjust again with they are environment.

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