

HUMAN RESOURCE MANAGEMENT IN THE SAMAPTA FUNCTION OF THE SOUTH LAMPUNG POLICE TO CREATE A SAFE AND CONTROLLED SITUATION IN THE SOUTH LAMPUNG POLICE AREA

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ABSTRACT

This study aims to analyze human resource management in the Samapta function of the South Lampung Police in realizing a safe and controlled public security and order situation. The focus of the study is directed at the efforts of Samapta human resource management in suppressing minor crimes that have the potential to develop into larger crimes, such as the distribution of alcoholic beverages, motorcycle gang activities, disturbances due to single organ entertainment, and the presence of dimly lit cafes in the South Lampung Regency area. The research method used was a qualitative approach with a descriptive type of research. Data collection techniques were carried out through in-depth interviews, observation, and documentation of informants directly related to the Samapta function of the South Lampung Police. Data analysis was carried out interactively through the stages of data reduction, data presentation, and drawing conclusions, with the aim of obtaining a comprehensive picture of the implementation of human resource management in the Samapta function. The results of the study indicate that human resource management in the Samapta function of the South Lampung Police has not been running optimally. This is evident from the limited number and quality of personnel, the uneven distribution of training and development of member capabilities, and limited supporting facilities and infrastructure. Nevertheless, strategic efforts have been made, such as increasing dialogic patrols, rapid responses to public order disturbances, and community involvement in maintaining environmental security. The implementation of human resource development through training, task arrangement, and strengthening coordination has been proven to contribute to increasing the effectiveness of Samapta's function in maintaining a conducive security situation. The conclusion of this study confirms that planned, sustainable, and field-based human resource management is a key factor in optimizing the function of Samapta. Therefore, it is recommended that the South Lampung Police improve the quality and quantity of Samapta personnel, strengthen training and competency development programs, and optimize the use of technology and supporting facilities to prevent and mitigate security disturbances more effectively.

Keywords: Human Resource Management, Samapta, Security and Public Order, South Lampung Police.

Introduction

Public security and order are the primary prerequisites for social stability, the smooth flow of public activities, and the sustainability of development in a region. In this context, the police institution plays a strategic role as the

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implementer of state functions in maintaining security and order, enforcing the law, and protecting and providing services to the community. The effectiveness of police functions is determined not only by regulations and formal authority but also depends heavily on the quality of human resource management, which is the primary driver of all police organizational activities.(Prambudi et al., 2024).

One of the police functions that plays a crucial role in the preventive aspect is the Samapta Unit. This unit is responsible for patrols, guarding, escorting, securing community activities, crowd control, and initial response to disturbances to public order and security.(Ramadhan et al., 2021)Samapta serves as the vanguard in preventing security disturbances, particularly minor crimes that have the potential to escalate into more serious crimes if not handled quickly and appropriately. Therefore, optimizing Samapta's function is a crucial part of the strategy for maintaining public security and order.(Guliansyah, 2020).

In South Lampung Regency, social dynamics and strategic geographic conditions contribute to various forms of public order disturbances. Illegal alcohol distribution, motorcycle gang activity, uncontrolled single-organ entertainment, and the presence of dimly lit cafes along major routes are examples of frequent small-scale security disturbances. Although classified as minor violations, these issues have significant potential to escalate into more complex social conflicts and crimes if not managed seriously. This situation demands the active role of Samapta, a unit with the authority and capacity to take preventive action directly in the field.

However, in practice, the implementation of the Samapta function at the South Lampung Police Department still faces various obstacles, particularly those related to human resource management. Limited personnel, suboptimal task distribution, low personnel interest in serving in the Samapta function, and issues with discipline and competency development are factors that impact the effectiveness of this unit's performance. These conditions have resulted in a suboptimal response to small-scale security disturbances, thus leaving the potential for escalation of problems in the community quite high.

Effective human resource management is a fundamental element in improving the performance of police organizations, including the Samapta function which has a strategic role in maintaining public security and order.(Samsuni, 2023)Human resource management is not merely understood as an administrative effort, but as a systematic and ongoing process that includes planning personnel needs according to task load, competency-based recruitment, and developing individual abilities through relevant education and training. Appropriate human resource planning and development will ensure the availability of personnel with technical skills, a professional attitude, and an understanding of the social dynamics in their assigned areas, so that they are able to carry out Samapta's functions optimally.(Fahli, 2023)Good human resource management also emphasizes the importance of placing personnel according to their competencies, clear career development, and an objective and continuous performance monitoring and evaluation system. Through targeted development and supervision, the discipline, ethics, and responsibility of members can be continuously improved, while minimizing the potential for deviations in the execution of duties. Thus, the function of Samapta is not only to implement routine security activities, but also to become a strategic instrument that is adaptive and responsive in facing increasingly complex security challenges, in order to realize a safe, orderly, and sustainable public order situation.(Aprianty et al., 2023).

Based on these conditions, this study deems it important to conduct an in-depth study of human resource management within the Samapta function of the South Lampung Police. This study aims to understand how human resource management can be optimized to increase the effectiveness of Samapta's duties in preventing and controlling security disturbances.(Aprianty et al., 2023). Thus, this research is expected to provide theoretical contributions to the development of human resource management studies in the public sector, as well as provide practical recommendations for police institutions in realizing a safe and controlled situation in the jurisdiction of the South Lampung Police.

Literature Review

a. Human Resource

Human Resource Management (HRM) is a strategic process that includes planning, organizing, implementing, and supervising all aspects of workforce management in an organization in order to achieve goals effectively and efficiently.(Husaini, 2017). HR is not only understood as an administrative activity, but as a managerial function that plays an important role in ensuring that human resources are able to provide optimal contributions to the sustainability and performance of the organization.(Pauji & Nurhasanah, 2022). In a modern perspective, human resources are seen as strategic assets because the quality, competence, and behavior of individuals directly determine the success of the organization in carrying out its functions and achieving its predetermined

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goals.(Abdullah, 2017).

In the context of public organizations, particularly police institutions, the implementation of HRD is more complex than in private organizations. This is due to the high demands of public service, the responsibility to maintain public order and security, and the obligation to uphold the values of integrity, professionalism, and accountability.(Fahli, 2023)Therefore, human resources management within the police force is not only oriented toward fulfilling the quantity of personnel, but also directed toward improving the quality of human resources through competency development, fostering discipline, instilling professional ethics, and strengthening officer integrity. Police officers are required to possess adequate technical, mental, and moral capabilities to optimally carry out their duties of serving, protecting, and serving the community.(Hutagalung, 2022).

Human resource development is an integral part of HR management, aiming to continuously improve employee knowledge, skills, attitudes, and behavior. HR development is carried out systematically and in a planned manner through various education, training, coaching, and performance evaluation programs.(Rohida, 2018)These development efforts are crucial given the increasing complexity of police duties, the dynamics of disturbances to public order and security, and the increasingly diverse nature of technology and crime patterns. Without continuous human resource development, police officers will experience competency gaps that could hinder the effectiveness of their duties in the field.(Yahya & Yani, 2023).

Within the Samapta function, human resource development plays a highly strategic role, as Samapta is the police's vanguard in maintaining public order and security. Human resource development within the Samapta function encompasses not only physical abilities and endurance, but also mental preparedness, emotional control, and social communication skills in interacting with the community.(Etikawati et al., 2019). In addition, mastery of technology supporting police duties, such as communication systems, security equipment, and information technology, is an unavoidable necessity to increase the effectiveness of patrols, rapid response, and prevention of security disturbances.

Proper and professional human resource management will directly contribute to improving the effectiveness of police performance. Suboptimal human resource management has the potential to cause various problems, such as delays in responding to security disturbances, low quality services to the public, and weak prevention efforts against crime and violations of public order. Therefore, appropriate human resource planning, a clear career development and coaching system, and the implementation of a consistent internal oversight system are key factors in ensuring the success of the police organization, particularly in supporting the implementation of the Samapta function to create a safe and controlled situation in the community.(Siswanto, 2019).

b. Samapta

Samapta comes from the word "ready and alert", which conceptually means complete readiness both physically, mentally and operationally in facing various dynamics of security and public order situations.(Gunawan & Fahmiron, 2025)Physical readiness relates to personnel's ability to carry out field tasks that require endurance, dexterity, and high discipline. Meanwhile, mental readiness encompasses emotional control, decisiveness in decision-making, and social sensitivity in interacting with the community. Operational readiness refers to the ability of the Samapta organization and personnel to utilize infrastructure, work procedures, and coordination systems to respond quickly and appropriately to potential security threats.(Andrizal et al., 2021)t.

Within the structure of the Indonesian National Police, Samapta is a preventive police function, focusing on preventing criminal acts before they occur. This function plays a strategic role because it is directly related to maintaining public security and order through patrols, guarding, securing, escorting, and crowd control. As the police's vanguard, Samapta is the unit that interacts most frequently with the public, so its presence significantly determines public perception of the state's presence and performance in ensuring a sense of security.(Helmy, 2016).

Samapta's primary duties include conducting routine patrols as a form of police presence in the community, guarding vital objects and public facilities, securing community activities, handling minor crimes, and providing an initial response to various potential disturbances to public order. Through these duties, Samapta functions not only as an enforcer of order but also as a protector and advocate for the community, prioritizing a humanistic and persuasive approach.(Side, 2023).

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The existence of Samapta can be seen as a real indicator of the presence of the state in the social life of society.(Rachman, 2023)The intensity of patrols, personnel readiness, and the ability to respond quickly to disturbances are benchmarks for the effectiveness of the state's role in maintaining security stability. In this context, Samapta serves as an initial bulwark against the escalation of social and criminal issues that could potentially disrupt public order.(Guliansyah & 1(, 2020).

As a preventive function, Samapta places greater emphasis on early warning of potential security disturbances than on repressive legal action. Through dialogue patrols and a persuasive approach, Samapta personnel strive to build effective communication with the community to detect, identify, and mitigate potential disturbances early on. This approach allows minor problems, such as alcohol distribution, motorcycle gang activity, disturbances caused by public entertainment, and other disturbances of public order, to be controlled before they escalate into more serious crimes.(Side, 2023).

Thus, Samapta's function is not only to maintain physical order, but also to contribute to social stability through prevention, development, and strengthening relations between the police and the community. Optimizing Samapta's role through sound human resource management is key to achieving a safe and controlled security situation on a sustainable basis.

c. Public Security and Order

Public safety is not solely measured by low crime rates, but is also greatly influenced by the perception and sense of security felt by the public in their daily lives. This sense of security is reflected in the freedom to carry out activities without fear, the existence of legal certainty, and public trust in law enforcement.(Prambudi et al., 2024)If the public feels protected and believes that any potential disturbances will be handled quickly and appropriately, then the security situation can be said to be conducive, even though the potential for disturbances still exists.

In this context, the police have a primary role and responsibility in maintaining stability, security, and public order through law enforcement, protection, and service to the community. These functions are implemented in an integrated manner to prevent security disturbances, prosecute violations of the law, and provide a sense of justice and legal certainty. The police's success in carrying out these roles depends heavily on the organization's ability to manage its resources effectively and sustainably.(Guliansyah & 1(, 2020).

One of the police's strategic functions in maintaining security and order is the Samapta (Community Security Unit) function. The Samapta function is the spearhead of the police in carrying out preventive duties, such as patrols, guarding, escorting, and securing community activities. Through the physical presence of Samapta officers in the community, potential security disturbances can be detected early and prevented before they escalate into larger disturbances. Furthermore, the Samapta officers' rapid response ability in handling emergency situations also contributes to maintaining security and order stability.(Ramadhan et al., 2021).

The effectiveness of the implementation of Samapta's functions is greatly influenced by the quality of human resource management implemented within the police organization. Good human resource management encompasses personnel planning, competency development, discipline development, and strengthening officer professionalism. With effective human resource management, Samapta personnel will be physically, mentally, and technically prepared to carry out their duties in the field. This ultimately has a direct impact on improving Samapta's performance and creating a safe and controlled security situation.(Aprianty et al., 2023).

Thus, it can be concluded that public security and order are the result of synergy between the role of the police, the effectiveness of the Samapta function, and the quality of human resource management. The quality of personnel, operational readiness, and professionalism of Samapta officers are key factors in suppressing potential security disturbances and maintaining sustainable public order.

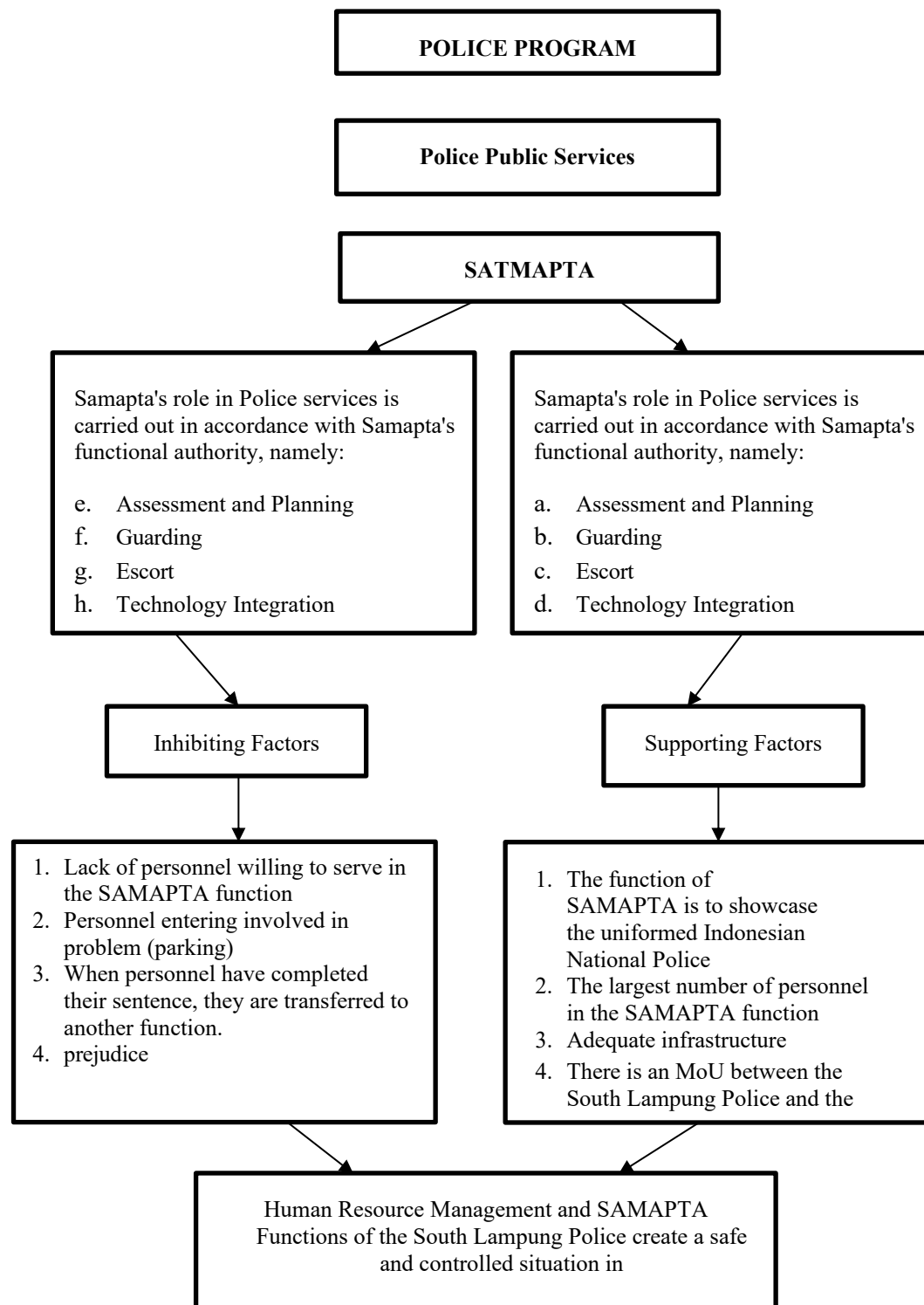
Theoretical Framework

Figure 1. Theoretical Framework

Methodology

This study uses a qualitative approach with a descriptive design, which aims to gain an in-depth understanding of human resource management in the Samapta function of the South Lampung Police in creating a safe and controlled security situation. (Walidin et al., 2015). A qualitative approach was chosen because it allows researchers to comprehensively explore social phenomena, policies, and managerial practices that occur within the police environment, particularly in the implementation of Samapta's functions in maintaining public security and order. The research was conducted in the South Lampung Police Resort area, with a primary focus on optimizing Samapta's human resource management. The researcher acted as the primary research instrument, directly conducting observations, interviews, and data interpretation. This role enabled researchers to capture the complete empirical reality, understand organizational dynamics, and interpret the meaning behind the behavior and policies implemented by police officers. Data collection was conducted through in-depth interviews, field observations, and documentation studies. Semi-structured interviews were conducted with key informants, including Samapta leaders and personnel, relevant officials within the Police Resort, and parties familiar with the implementation of Samapta's functions. Observations were conducted to directly observe patrol, guard, and security activities carried out by Samapta, thus obtaining a concrete picture of policy implementation and HR management in the field. Meanwhile, documentation studies were used to examine official documents such as regulations, activity reports, and internal archives relevant to Samapta's functions. The data obtained were analyzed qualitatively, through the stages of data reduction, data presentation, and conclusion drawing. The analysis process was carried out simultaneously from the beginning of data collection, allowing researchers to conduct in-depth and continuous verification. Data validity was maintained through source and method triangulation techniques, namely by comparing the results of interviews, observations, and documentation, to ensure the consistency and validity of the research findings. With this methodological approach, this study is expected to provide a comprehensive picture of human resource management practices in the Samapta function of the South Lampung Police, while also identifying supporting and inhibiting factors in efforts to create a conducive and controlled security situation.

Result And Discussion

a. Overview of the Research Object

The South Lampung Police Department (Polres) is a law enforcement agency that plays a vital role in maintaining security, order, and public safety in the South Lampung region. Strategically located in the southern part of Lampung Province, the South Lampung Police Department carries out crime prevention, law enforcement, and community involvement in maintaining public order and security.

In carrying out its duties, the South Lampung Police are supported by 13 police stations across the jurisdiction and 586 professional and dedicated personnel. All these resources are managed to support patrols, handle security disturbances, regulate traffic, and even respond to disasters, in accordance with the provisions of the Republic of Indonesia National Police Regulation Number 2 of 2021.

b. Inhibiting and supporting factors for human resources in the South Lampung Police function

a. Inhibiting Factors

The function of the Samapta of the South Lampung Police Resort is one of the main implementing elements that has a strategic role in maintaining public security and order (harkamtibmas). The implementation of Samapta's duties is realized through various preventive and limited repressive activities, such as regulation, guarding, escorting, and patrolling (turjawali), securing vital objects, crowd control, handling minor crimes, and operational support through the capabilities of K-9 unit personnel. The success of the implementation of these tasks is largely determined by the quality and performance of human resources, so that effective human resource management is the main prerequisite for the Samapta function to be able to carry out its role optimally in maintaining security stability in South Lampung Regency.

However, in practice, optimizing human resource performance in the Samapta function still faces a number of obstacles originating internally from the organization. One major obstacle is the low interest of personnel in serving

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in the Samapta function for a relatively long period of time. Although at the beginning of each police officer's service, they generally begin their duties in general functions, including Samapta, the tendency for personnel to move to other functions such as traffic, criminal investigation, or intelligence after a certain period of time results in a high level of personnel turnover. This condition has an impact on the hampered competency development process and reduced continuity of operational experience in the Samapta function.

Furthermore, there is a practice of placing personnel facing disciplinary issues or undergoing investigations within the Samapta function. This placement pattern creates the perception that Samapta serves as a "holding place" for problematic personnel, potentially reducing work motivation, the function's image, and the quality of the organization's performance. Ideally, personnel undergoing disciplinary training should be placed in units with structural authority for coaching and supervision, allowing Samapta's function to be focused on being a professional and prepared operational unit.

Another obstacle is the recall of personnel who have completed training and begun to demonstrate good performance to other functions. This type of transfer, although part of organizational dynamics, can disrupt the stability and effectiveness of Samapta operations by reducing the number of experienced personnel who have been trained according to the characteristics of their duties. This situation is exacerbated by the stigma or prejudice that serving in the Samapta function is not a prestigious form of service, but rather merely a supplementary function in routine police operations. This perception indirectly affects the motivation, commitment, and pride of personnel in carrying out their duties in the Samapta function, so it requires serious attention in efforts to strengthen human resource and institutional management.

b. Supporting Factors

The South Lampung Police Samapta Unit is supported by a number of strategic factors that play a significant role in improving the effectiveness of human resource management and operational task implementation. These factors include Samapta's position as the direct representative of the Indonesian National Police (Polri) in the community, the availability of a relatively large number of personnel, adequate facilities and infrastructure support, and institutional cooperation through a memorandum of understanding (MoU) with the South Lampung Regency Government in handling minor crimes. As the function that most frequently interacts directly with the community, Samapta plays a role as the uniformed face of the Indonesian National Police, which greatly influences the formation of the institution's image and the level of public trust. This high visibility encourages a growing sense of responsibility and professionalism of personnel in carrying out their duties. In addition, the larger number of Samapta personnel compared to other functions allows for more optimal human resource management through a proportional division of tasks and workloads across various units, such as turjawali, dalmas, obvit, tipiring, and K9. Adequate operational facilities and infrastructure support strengthens the preparedness and effectiveness of fieldwork. The MoU between the South Lampung Police and the local government regarding the enforcement of minor crimes also provides a legal and institutional basis for developing the investigative competency of Samapta members. This enables Samapta to not only carry out its preventive function of maintaining public order and security but also conduct limited law enforcement, thereby increasing public compliance and creating a more conducive environment for security and order.

c. *Human Resource Management Strategy and the Effectiveness of the Samapta Function of the South Lampung Police*

Human Resource Management (HR) strategies play a crucial role in improving the effectiveness of police organizations, including the Samapta function of the South Lampung Police. These strategies encompass recruitment, training, development, performance evaluation, and personnel retention to align with the demands of maintaining public security and order. The implementation of targeted HR strategies ensures that Samapta personnel possess adequate competence, professionalism, and work ethics to address the dynamics of public security.

The effectiveness of Samapta's functions is greatly influenced by the quality of training and ongoing development, which enables personnel to improve their skills in crowd control, community policing, and conflict and crisis management. A sound human resources strategy also increases motivation, job satisfaction, and personnel stability, thus supporting a rapid and adaptive response to disturbances of public order and strengthening public trust in the police.

As a special unit of the Indonesian National Police (Polri), Samapta plays a strategic role in maintaining

public order through guarding, escorting, patrolling, and crowd control activities within its authority. With the support of an effective human resource strategy, Samapta's function is able to carry out preventive and repressive roles in a balanced manner, thus contributing significantly to creating a conducive security and order situation within the jurisdiction of the South Lampung Police. Samapta's role in Polres services is carried out in accordance with the authority of Samapta's functions as follows:

1. Assessment and Planning

The Samapta Unit plays a role in assessing potential risks and developing security plans for activities that could potentially disrupt public order. Through situational and environmental analysis, this unit helps design security strategies, personnel deployment patterns, and anticipatory measures to minimize security disruptions.

2. Guarding

The Samapta Unit guards vital objects and strategic facilities as a crime prevention measure. The presence of personnel is both preventative and responsive through continuous monitoring and rapid response to potential threats.

3. Escort

In its escort function, the Samapta Unit is tasked with ensuring the security of individuals, convoys, and critical assets. Escort implementation is supported by route planning, coordination, and personnel preparedness to anticipate disruptions during activities.

4. Technology Integration

Sat Samapta utilizes supporting technologies, such as communication and surveillance systems, to improve situational awareness and decision-making effectiveness. Technology integration accelerates field coordination and emergency response.

Interview results indicate that the effectiveness of the South Lampung Police's Sat Samapta (Community Security Unit) in carrying out its duties and functions is significantly influenced by the quality of human resource development. A structured, sustainable, and field-focused training program is a key factor in enhancing personnel readiness to face various security challenges. Training encompassing crowd control, tactical maneuvers, crisis management, and communication skills is considered capable of developing alert, disciplined, and professional personnel. This finding aligns with the view that improving physical and intellectual abilities is a crucial prerequisite for the successful implementation of limited preventive and repressive duties by Sat Samapta.

Police Commissioner Tangguh Satya Buana, Head of Operations at the South Lampung Police, emphasized that the primary task of the Samapta Unit is to maintain security and order through a preventative approach, particularly through guarding and patrol activities. The implementation of the Precision Program is understood as a strategic effort to improve the quality of service and public trust in the police force. This demonstrates that the performance of the Samapta Unit is measured not only by operational aspects but also by its ability to build positive relationships with the community as part of crime prevention efforts.

Furthermore, an interview with AKP Sukoco, Head of the Intelligence Unit of the South Lampung Police, revealed that although patrols still face several obstacles, the Samapta program has gradually had a positive impact on improving public services and public trust. This statement emphasizes the importance of supporting facilities and infrastructure, as well as community participation, in bolstering the effectiveness of the Samapta Unit's duties. With this support, patrols and security activities can be carried out more optimally and sustainably.

Meanwhile, AKP Agus Priono, Head of the Samapta Unit, emphasized that human resources are the key to organizational success. This statement reinforces the finding that personnel training and development are strategic investments that must be continuously improved. Through appropriate training, the Samapta Unit is able to develop personnel who are not only technically competent, but also possess leadership, decision-making, and adaptation skills to changes in the security environment. Thus, the overall interview results indicate that strengthening human resource management, supported by training, infrastructure, and synergy with the community, is a determining factor in the effectiveness of the Samapta Unit of the South Lampung Police in maintaining public security and order.

d. Human Resource Development Plan for the Samapta Function of the South Lampung Police

Human resource development is a crucial aspect of enhancing Samapta's function and ensuring a safe and controlled security situation. This requires clear planning to ensure that human resource development activities are

carried out in a focused manner, have measurable goals, objectives, and targets, and are effective in meeting organizational needs.

This view aligns with the statement by AKP Agus Priono, Head of the Samapta Unit, who emphasized that planning is the primary guideline to ensure that every activity is not carried out spontaneously but rather oriented toward a clear goal. A similar sentiment was expressed by AKP Sukoco, Head of the Intelligence Unit, who stated that planning is necessary for activities to run effectively and achieve predetermined targets.

Based on the interview results, it can be concluded that human resource development planning is a key factor in supporting the success of Samapta's function. Good planning will ensure that all activities are systematically organized, minimize the risk of failure, and support the realization of a conducive security and order situation in the South Lampung region. To support the implementation of Samapta's function in suppressing minor crimes that have the potential to develop into more serious crimes, human resource development is necessary. This effort aims to improve Samapta's performance to create a safe and controlled security and order situation in the South Lampung region:

1. Mass Control

The personnel training program is designed to improve crowd control skills for all members of the South Lampung Police Department, not limited to specific units. The training is conducted in an integrated manner through the formation of a joint platoon involving representatives from each police function, in collaboration with relevant agencies such as the Public Order Agency (Satpol PP). This effort aims to strengthen coordination, preparedness, and effectiveness of officers in maintaining public order and safety in large-scale situations.

2. Arrangement of Guarding, Escort and Patrol (Turjuwali)

Enhanced security activities through regulation, guarding, escorting, and patrolling (turjawali) are a primary focus. To support effective implementation, patrol personnel are equipped with technology such as drones to expand monitoring coverage. This technology enables surveillance of areas difficult to reach conventionally, allowing for faster and more efficient detection and response to potential security threats, while strengthening the overall security system.

3. K9 Personnel Capability Development

Strengthening the competency of K9 personnel is a priority in enhancing Samapta's operational effectiveness. This human resource development is aimed at ensuring the K9 unit is optimally prepared to support crime scene investigations. Through improved skills and training, K9 personnel are expected to play a more effective role in evidence detection and tracking, thereby strengthening the investigative function and contributing to law enforcement efforts and maintaining public safety.

4. Handling of Minor Crimes

To improve the effectiveness of handling minor crimes, Sat Samapta personnel will receive special training focusing on understanding investigative and prosecution procedures. This effort is supported by strengthened cross-agency coordination through the signing of a memorandum of understanding with the South Lampung Regional Government, which regulates cooperation in handling minor crimes and enforcing regional regulations. This step is expected to make the law enforcement process more efficient and integrated.

The human resource development plan for the South Lampung Police's Samapta function is a strategic step to improve police capacity and performance. This program emphasizes the institution's commitment to improving the professionalism and quality of its personnel, with the understanding that competent and highly motivated officers are key to the successful implementation of police duties. Through strengthened training, skills enhancement, and leadership development, the South Lampung Police strive to address the dynamics and demands of policing in the modern era. The plan's implementation is realized through the development of special training modules tailored to operational needs and the latest developments in law enforcement, such as mastery of advanced investigative techniques, strengthening partnership approaches with the community, and improving crisis management capabilities. This approach aims to ensure personnel are not only able to face current challenges but also ready to anticipate future changes.

In addition to developing technical competencies, the plan also emphasizes the importance of creating a conducive work environment and encouraging optimal performance. Mentoring programs, personnel welfare support, and career path planning are part of the strategy. Investments in welfare and career development are expected to develop resilient, dedicated human resources and contribute to improving public security and public

trust. To ensure sustainable quality improvements, the development plan is complemented by regular evaluations and feedback mechanisms. By assessing the effectiveness of training and absorbing input from personnel, the South Lampung Police can continuously adjust their strategy. This approach reflects the institution's proactive efforts to achieve superior and effective police services.

e. Implementation of Human Resource Development in the Samapta Function of the South Lampung Police to Create a Safe and Controlled Situation

The concept of "police that serves" embodies a fundamental approach to the implementation of police duties that places service to the community at the heart of law enforcement. This approach emphasizes the role of the police as those who assist and protect the community through the use of skills, knowledge, and core police values. Within this framework, the police function is not solely limited to law enforcement but also encompasses a proactive attitude, empathy, and social concern in responding to various community needs. Police officers are equipped with the skills and professional attitudes to be able to handle a variety of situations, whether providing assistance in emergencies, providing support, or creating a sense of security in the social environment. The essence of this approach lies in strengthening officers' competencies and understanding of the characteristics of the communities they serve. Police training focuses not only on the technical aspects of law enforcement but also encompasses an understanding of the social, cultural, and economic dynamics that influence community behavior. With this understanding, officers can adapt their response patterns more appropriately, humanely, and sensitively to local values, thereby building relationships of trust and constructive cooperation with the community. In addition to skills and knowledge, professional values and attitudes are the main foundations of the "police that serves" philosophy. Police officers are guided to prioritize the interests and welfare of the community by positioning themselves as public servants. This mindset fosters habits of action that align with the police force's mission: to protect and serve. This attitude is dynamic and continually evolves with experience and changing circumstances, ensuring that police officers remain responsive to community needs. In practice, the "police that serves" model positions police officers as strategic partners with the community. Through collaboration with residents, businesses, and various social organizations, the police strive to identify and resolve potential problems early to prevent them from escalating into more serious security disturbances. Activities such as routine patrols, community dialogue, and collaborative programs serve as a means of creating a safe and conducive environment. All of these actions are grounded in a commitment to the values of justice, fairness, and social awareness, which are also part of the implementation of the Samapta function at the South Lampung Police.

The "police that serves" approach reflects the view that the police are an integral part of community life. By fostering a culture of service, the relationship between the police and the community can be more harmonious and positive, ultimately increasing the effectiveness of police duties, particularly the Samapta function. This model not only benefits the community but also enhances the professionalism and job satisfaction of police personnel in carrying out their roles as protectors and guardians. The Samapta function of the South Lampung Police plays a strategic role in maintaining public order and public security by addressing various potential disturbances that could disrupt social peace. One of the main focuses of Samapta's duties is controlling the consumption of alcoholic beverages in public spaces, which often triggers disorderly behavior, security disturbances, and even acts of violence. Through routine patrols and strict enforcement of regulations, Samapta contributes to reducing the negative impacts of alcohol consumption, ensuring that public spaces remain safe and orderly.

In addition, Samapta plays an active role in combating motorcycle gang activity that causes unrest in South Lampung Regency. Behavior such as illegal racing, reckless driving, and other criminal activities are targeted through preventive approaches and targeted enforcement. Through monitoring, special operations, and outreach to the community, Samapta officers strive to prevent escalation of security disturbances and restore a sense of security in affected areas. Samapta's function also includes controlling potential disturbances originating from entertainment activities, such as solo organ performances. Although part of cultural expression, these activities have the potential to cause disturbances if not organized according to regulations. In this regard, Samapta supervises and coordinates with organizers and related parties to ensure that activities are orderly, safe, and do not disturb the surrounding community. Furthermore, Samapta plays a role in regulating the activities of dimly lit cafes that are often associated with illegal practices, such as drug abuse, prostitution, and other crimes. Through routine inspections and law enforcement, Samapta officers strive to suppress these activities to create a safer, healthier, and more conducive environment for the community. Overall, the South Lampung Police's Samapta (Community Security Unit) contributes significantly to maintaining security and public order by preventing and

addressing small-scale disturbances that have the potential to escalate into serious problems. Through cross-sectoral collaboration and active community involvement, Samapta is able to suppress various activities that threaten regional security and peace. The consistency, vigilance, and dedication of officers are crucial factors in ensuring that South Lampung Regency remains safe, orderly, and comfortable for both residents and visitors.

The South Lampung Police have established a number of policies as an effort to implement the Samapta function in order to create conducive security and order conditions in its jurisdiction.

1. Professional Work

Improving the competence of the Indonesian National Police's human resources is a strategic step towards realizing a police force that is professional and responsive to the demands of modern law enforcement. This effort is carried out through strengthening ongoing education and training, so that personnel not only understand theoretical aspects but also have practical skills to deal with various situations in the field. This approach allows police officers to adapt to developments in the law, policing methods, and technological advances. In addition to improving individual capacity, the Indonesian National Police also implements simple, clear, and easy-to-implement standard operating procedures to ensure consistent task execution. This standardization aims to minimize errors, increase the accuracy of decision-making, and strengthen overall police coordination and performance. The success of these procedures and competency development is measured through structured performance indicators, which serve as a basis for evaluation, continuous improvement, and enhancement of service quality and public security.

2. Modern

Modernizing public services in the field of law enforcement is a strategic effort to increase efficiency, effectiveness, and ease of access for the public. The use of technology in service delivery allows for simpler, faster service processes with minimal bureaucratic obstacles, allowing the public to access legal services and public information more practically. The application of technology is also supported by the use of modern equipment and sophisticated digital systems, such as communication devices, surveillance, and forensic technology. The existence of these facilities increases the capacity of law enforcement officers to respond to events, conduct investigations, and maintain security in a more coordinated and accurate manner. Furthermore, strengthening high-standard operational equipment also supports the protection of officers and the public in various risky situations. Furthermore, the digitalization of services through online platforms and applications expands interactions between law enforcement and the public, such as online reporting and the dissemination of security information. This technological integration encourages increased transparency, accelerated data-based decision-making, and a more responsive and preventative approach to law enforcement. Thus, technology-based modernization of public services is a crucial foundation for realizing professional law enforcement services that are adaptive to the dynamics of community needs.

3. Trusted

Internal reform of the Indonesian National Police (Polri) oriented towards eradicating corruption, collusion, and nepotism is a crucial foundation for realizing a law enforcement institution with integrity and public trust. This effort aims to build a police force that is professional, fair, and free from unethical practices, so that the implementation of its duties can be carried out objectively, transparently, and accountably. Commitment to internal reform is a key prerequisite for restoring public trust and affirming the role of the Indonesian National Police (Polri) as protectors and guardians of the community. Improving the quality of Samapta services is a strategic part of supporting this reform. Public service accountability is realized through clear accountability for every officer's actions, transparent oversight mechanisms, and prompt and fair complaint handling. Service responsiveness is also a crucial factor, reflected in the ability of officers to respond to community needs and emergencies quickly, accurately, and professionally. Furthermore, the service orientation emphasizes a community-focused policing approach, viewing law enforcement as a form of public service. This approach encourages Samapta officers to prioritize the interests, safety, and welfare of the community in every performance of their duties. Service efficiency is also a major concern through optimizing resource use, utilizing technology, and increasing the capacity and competence of personnel to accelerate the resolution of public problems. Patrols are an important element in improving the quality of Samapta services, because the regular and visible presence of officers can prevent crime, create a sense of security, and strengthen interactions between the police and the community. Strategically planned patrols and supported by adequate facilities,

infrastructure, and technology will increase the effectiveness of regional surveillance and responses to potential security disturbances

f. The Impact of Human Resource Management on the Samapta Function on the Emergence of Potential Criminal Acts

Effective human resource (HR) management within the South Lampung Regional Police's Samapta function plays a crucial role in shaping regional security. Planned HR management, encompassing recruitment, training, placement, and ongoing competency development, directly impacts personnel's ability to prevent and address potential criminal acts. Professionally managed HR encourages improved crime prevention capabilities. Samapta officers with integrity, a strong work ethic, and adequate technical competency tend to be more vigilant and proactive in carrying out their police duties. Furthermore, a culture of professionalism and accountability instilled through sound HR management can minimize the risk of internal violations that could potentially worsen the security situation. HR management also impacts the level of preparedness and speed of response of Samapta personnel. Appropriate personnel needs planning ensures the availability of officers in sufficient numbers and placements, allowing for optimal patrols and incident handling. Continuous training also equips officers with relevant technical and tactical skills to deal with various security disturbances. Conversely, suboptimal HR management, such as low morale, personnel fatigue, limited training, and high employee turnover, can reduce the effectiveness of Samapta's function. This situation has the potential to create security gaps and undermine public trust in the police. Therefore, strategic and sustainable human resource management is key to improving Samapta's performance and maintaining security and public order stability in the South Lampung region.

Conclusions and Suggestions

a. Conclusions

1. The influence of human resource management on public order and security. The results of this study indicate that optimizing human resource management within the Samapta function significantly impacts the creation of conducive public order and security conditions in South Lampung Regency. This is reflected in increased public satisfaction with police performance in handling various crimes.
2. The role of the Samapta Unit in addressing security disturbances. The Samapta Unit plays a strategic role in suppressing the circulation of alcoholic beverages, addressing disturbing motorcycle gang activity, and monitoring dimly lit cafes misused for immoral practices.
3. Factors inhibiting the implementation of Samapta's functions. Obstacles encountered include limited personnel, low interest among some members in Samapta's demanding duties, the placement of personnel with disciplinary issues, and the vastness of the work area, which leads to excessive workloads, fatigue, and high personnel turnover.
4. Supporting factors for the implementation of Samapta's functions. Key supporting factors include Samapta's role as a visible, uniformed police representative, the availability of relatively adequate facilities and infrastructure, and the intensity of patrols and security for public activities, which can increase public trust.
5. Collaborative efforts to address minor crimes. To reduce minor crimes and potential disturbances to public order and security, the South Lampung Police have established a memorandum of understanding (MoU) with the regional government to serve as the basis for implementing integrated enforcement efforts.

b. Suggestions

1. The strategic role of Samapta's human resources. Human resource management within the Samapta function of the South Lampung Police plays a key role in supporting efforts to maintain public security and order. As a unit focused on preventive policing, Samapta's effectiveness is largely determined by the readiness, motivation, and competence of its personnel, developed through professional human resource management.

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2. Personnel recruitment and selection. The recruitment process for Samapta members is carried out selectively to ensure that individuals possess adequate physical, mental, and integrity. The selection process includes fitness tests, psychological assessments, and background checks, ensuring that accepted personnel are equipped to withstand the pressures and dynamics of police work.
3. Performance evaluation and feedback. Performance assessments are conducted periodically as a means of monitoring and developing personnel capabilities. This evaluation mechanism serves to identify member strengths and weaknesses, increase accountability, and encourage continuous improvement in the performance of Samapta units.
4. Support for organizational effectiveness. Human resource management, which emphasizes competency development, welfare, and personnel performance assessment, directly contributes to the optimization of Samapta's functions. This supports the creation of a conducive security situation and strengthens public trust in the South Lampung Police's performance in protecting and serving the public.

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