
**COMPETENCE IMPROVEMENT OF POLRI EDUCATORS
THROUGH SPREADING TRAINING
(Case study at the Cisarua State Police School, West Java Regional Police)**

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ABSTRACT

The development of science and technology today demands changes and a better and more mature working mechanism in anticipating every challenge in the community. This also applies to the Indonesian National Police. Therefore, competencies and abilities must always be developed and improved. Therefore, the Cisarua National Police School (SPN), West Java Regional Police is trying to develop various competencies needed to address the challenges and needs of the community. Not only for students but also for educators at the Cisarua National Police, West Java Regional Police, through a refresher training program. The theoretical basis used for this theory is the theory of education outside of school, theory of education and training. The method used in this research is descriptive qualitative with the instrument of interview guidance, documentation study and observation. The results of this study found that the refresher training planning was carried out by identifying the needs and availability of available resources, the implementation of refresher training using a humanist approach, demonstrative methods and practice where police educators at the Cisarua National Police in West Java Regional Police are expected to be able to follow the program to be able to provide direction and understanding the competence and capability of the Indonesian National Police in the community, while the evaluation in this activity was carried out to be able to provide feedback in the implementation of future activities. The obstacles encountered were not directly seen to have a significant impact, however, there were several obstacles, namely learning methods that needed to be strengthened, instruments and learning media that needed to be developed in order to answer the needs of the trainees. The general conclusion of this study is the refresher training in the Cisarua NES, West Java Regional Police, has provided an opportunity to develop, improve and maintain the competence of the teaching staff at the Cisarua National Police in West Java Regional Police.

Keywords: refresher training, community education

PRELIMINARY

The need for mastery of science and technology in the present is increasingly felt along with the increasingly widespread and increasingly rational human relations in the global order of society. This phenomenon can at least be approached from the tendency of three important elements, namely; (1) Individuals increasingly need insight and

mastery of new or additional skills for the creation of workplace demands. (2) business organizations and social organizations deem it necessary and urgent to have human resources capable of developing reliable operating strategies in an increasingly competitive business climate and (3) organizations are very interested in promoting social welfare through developing human potential in the micro sphere organization.

Education today has become an inseparable part of the life of every society, nation and State. Education contributes significantly to the welfare and progress of the nation. This after UNDP (United Nation for Development Program) began to develop human development index standards that were developed and reported annually. This is the main basis for the development of education as a means of building the life of the nation. Indonesia in 2015 was ranked 113th out of 188 countries. Far below Singapore, which gets 5th and Malaysia ranked 59th. This shows that Indonesia's development needs to be improved and added back in order to support the achievement of Indonesia's vision of Indonesia's future independence, especially in improving people's welfare.

In some concepts, education is not only related to basic education, but is related to various institutions that are directly related to the character of life and supporting the stability of Indonesian life. The Indonesian National Police, as one of the tools of the State in supporting the creation of security and political stability in the country, is at the forefront of building a better Indonesian nation in the future. Therefore, the National Police education institutions also strive to continue to create various educational innovations that aim to improve the quality of the Indonesian Police's services as a protector and protector of the professional community. Such conditions certainly have an impact not only on efforts to improve police services to the community, but also because of the emergence of challenges for the National Police to act as bodyguards because the police are government officials who are in contact with the community 24 hours a day. The success of the Indonesian people in their efforts to improve democratic principles, guarantee freedom, and protect human rights will be largely determined by the practice of carrying out the tasks of the National Police in the field (Siregar, 2017). So that with this challenge the task of the National Police needs members who are always ready to face the challenges of society in the future.

One of the programs implemented in the education program at the National Police is refresher training carried out for Polri instructors at the Cisarua National Police School (Polda) of West Java. Education and training are two parts that are an integral part even though in principle they have very close similarities. Sondang P. Siagian (1983: 180) gives an understanding of both terms, education is the whole process, technique and method of teaching in order to divert something knowledge from someone to another person with a predetermined standard. While training is also the process of teaching and learning by using certain techniques and methods. Thus, education and training have similar similarities, both of which have outcomes in the form of increased knowledge for participants.

Refresher training is one of the routine activities carried out by the Cisarua State Police School of West Java Regional Police in order to prepare instructors to deal with a new education process involving several new participants, so that instructors can always develop and move according to their main tasks and functions in order to support

development the potential of the National Police program training students held at the Cisarua State Police School, West Java Regional Police.

THEORETICAL STUDY

A. Education And Training

In general, the purpose of an education and training program that is carried out is directed to increase the effectiveness and efficiency of the company and to bridge the gap between the existing knowledge, skills and attitudes of employees and expected both now and in the future tailored to individual needs and corporate needs .

According to Handoko (1995: 103) there are 2 (two) main objectives of the training program, namely:

"First, training and development are carried out to close the" gap "between the skills or ability of employees with job requests. Second, these programs are expected to improve the efficiency and effectiveness of employee work in achieving the work targets that have been set. "

The purpose of education and training is a benchmark of the success or failure of the education process carried out by the company. The purpose of education and training can be used as a basis and guidance for the preparation of educational programs, in the implementation and in supervision and evaluation of success. This shows that the purpose of education and training is to be able to meet the interests of organizations and individuals.

B. The Concept Of Education Outside School

Phillips H. Coombs (1973: 98), revealed that education outside of school is any organized educational activity that is held outside the formal system, either alone or as part of a broad activity, which is intended to provide services to certain students in order achieve learning goals.

One of the theoretical basis for the existence of PLS is the theory presented by Philips H. Coombs (1973: 10), none of the educational institutions: formal, informal or non-formal who are able to independently fulfill all essential minimum learning needs. On the basis of the above theory it can be argued that the existence of education is not only important for a small number of people but absolutely necessary for the weak community (who are unable to enter their children into school education institutions) in an effort to equalize learning opportunities, improve the quality of learning outcomes and achieve goals learning that is to educate the life of the nation. The description above is enough to be used as an illustration that PLS is an educational institution that is oriented to how to place human position, dignity and dignity as beings who have the will, hope, ideals and mind.

Public awareness of education not only in urban areas, but also in rural areas. This awareness arises mainly due to economic development, advances in science and technology and political development. Awareness also grows in someone who feels depressed due to ignorance, backwardness or defeat of the world social competition that requires a certain skill and expertise. On the basis of this awareness and need so that there are forms of educational activities that are both schooling and out of school.

C. Pelatihan Penyegaran Di Lingkungan POLRI

Refresher training is intended as one of the training activities carried out to maintain the quality of the instructor's competence in the State Police School (SPN), including the Cisarua SPN in West Java Regional Police. Article 35 paragraph 3 letter (a) in the National Police Regulation No. 14 of 2015 concerning the National Police Education System, states that Gadik is a professional person in charge of planning, implementing the learning process and assessing learning outcomes at Stukpa, Pusdik, Sebas, Sepolwan and SPN. Thus, the role of educators in the Cisarua SPN, the West Java Regional Police has a clear and clear specificity in order to build the character and competence of existing non-commissioned candidates.

In Article 36 of the Chief of Police Regulation Number 14 of 2015, it is stated that the requirements of educators within the National Police are a) having academic qualifications, having educator competence, having educator certification and being physically and mentally healthy. Furthermore, in this article it is explained that educator competence includes pedagogic competence, professional competence, personality competence and social competence.

RESEARCH METHOD

This research is a descriptive study with a qualitative approach. Sampling or data sources in this study were conducted in a purposive manner and for the sample size determined by snowball, collection techniques with triangulation (combined), data analysis was qualitative.

The object of this study were 5 instructors, 3 students of education at the Cisarua State Police School, West Java Regional Police and 1 leader who was directly involved in education and training programs conducted at the Cisarua National Police School, West Java Regional Police.

DISCUSSION

1. Planning refresher training for educators at the Cisarua National Police School (SPN), West Java Regional Police.

Human resources are the main elements of the organization compared to other elements such as capital, technology, and money because humans themselves control others. Talking about human resources cannot be separated from other management activities or processes such as planning strategies, management development and organizational development. The connection between management aspects is so tight that it is difficult for us to avoid talking separately from each other. Therefore, Cisarua SPN West Java Regional Police seeks to develop the capacity of human resources, by preparing educators within the Cisarua SPN, West Java Regional Police.

Human resource management is not only focused on the activities of selection, placement, remuneration, training, transfer, promotion and various other actions, the focus of which is on the interests of the work organization. The main task of resource management often only strives for personnel to work effectively. In the broad sense, the development of human resources mainly includes education and training, improvement of human health, refreshing in organizations, and scientific meetings such as seminars, symposiums need to be improved. Even in its implementation, Cisarua National Police,

West Java Regional Police developed training related to improving the capacity of teaching staff, with demonstration programs carried out on an ongoing basis.

Concrete characteristics of training programs in improving the quality of personnel performance are always evolving, because the needs of work organizations and society are always changing. The potential strengths that can cause change are interrelated. HR training and development is a necessity for the organization, because the placement of employees directly in the work does not guarantee they will succeed. New employees often often feel uncertain about their roles and responsibilities. Job demand and employee capacity must be balanced through training and training programs. Both are very needed. Once employees have been trained and have mastered their work, they need further development to prepare their responsibilities in the future. There is a trend that continues to occur, namely the increasingly diverse challenges of the Indonesian National Police's work with organizations that are flatter, and increasing global competition, training and development efforts can cause employees to develop their duties and responsibilities. So that the ability of individuals as well as their ability to work in groups must develop in harmony and harmony, to provide optimal services for the development of the professionalism of the National Police in the future.

2. Implementation of Refresher training for educators at the Cisarua National Police School (SPN), West Java Regional Police.

The demands of future community needs are characterized by the dominance of communication technology, most of the work lies in the service and information sector. Information is power and power in the post-modern era. The world is struggling in a transition to a service economy. Communication technology eliminates time and space limits. Information exchange among the world's population is fast in large numbers. Humans must react quickly, even though the alternatives available are very diverse. Because of the extent of change that occurs in all aspects of our lives affected by family, work, education, recreation, and even diverse lives. This is also one of the main considerations in the process of conducting refresher training for Cisarua National Police National Police force teaching staff in the West Java Regional Police Force (SPN), West Java Regional Police.

Humans are said to be psychologically healthy if they can provide the right reaction to their environment, if they can adjust well, having the ability to adapt gives the impression that they are able to understand and control the environment. So people who are mature or pay attention to the quality of high performance not only have the ability and knowledge to do the task, but also have a sense of confidence in themselves and feel good from what they do. Able to make all changes because one of the characteristics of life is change. Those who do not follow the changing times will only be conservative human beings and hinder progress. Personnel who have high quality performance will be more sensitive (sensitive) to values that are spiritual or spiritual, personality growth does not deviate from the norm. Maturity and competency for every Polri educator or Polri instructor involved in the training process for refreshing Polri educators on the Cisarua National Police Station, West Java Regional Police, is one of the main focuses in building the quality of Police services in the future, by doing the maximum possible teaching rules and stages, will produce good student results.

Refresher training for police officers can help to be more competent to do their work as educators in the police environment, and will increase their own productivity and agency productivity, especially the Cisarua SPN West Java Regional Police. This has become the main foundation in preparing the competence of Polri educators, therefore Education Educators of Bintara Polri must have adequate integrity in preparing the education process at Cisarua National Police, West Java Regional Police.

3. Results of refresher training on educators at the Cisarua National Police School (SPN), West Java Regional Police.

Refresher training in order to improve the capacity of the National Police teaching staff at the Cisarua National Police, West Java Regional Police Force has succeeded in increasing the capacity of the National Police teaching staff in preparation to become educators in the education and formation of National Police commissioners who will be held for 7 months starting from 7 August 2018 to dated March 4, 2019. The results obtained by the Participants in the training of the Cisarua National Police National Police in West Java Regional Police from following the refresher training of National Police officers are as follows:

- a. Knowing the position of Polri teaching staff as Professional Personnel who aim to realize the educational goals of the National Police so that they must strive to become professional educators.
- b. Understanding the task as an educator must carry out planning before learning, carry out learning and evaluate learning outcomes, and must understand the administration of learning such as syllabi, learning design and others.
- c. Understanding the function of educators must strive to improve the dignity and role of educators as agents of learning, carrying out knowledge, technology and skills.
- d. Knowing the role of educators as learning resources, facilitators, managers, Demonstrators, mentors, motivators and evaluators, and understanding when teaching the National Police Education participants must play a source of learning or mastering the material, as a facilitator by providing services and facilitating the learning process, as manager namely creating a comfortable learning atmosphere, as demonstrator that is demonstrating learning so that students are more knowledgeable, as mentors that is guiding students to achieve the expected competencies, as a Motivator that is fostering learning intentions and as an Evaluator that is collecting learning success data.
- e. Knowing the capabilities that must be owned by educators is to have pedagogic competence, personal competence, social competence and professional competence. And understanding the abilities that must be possessed are the skills of managing classes and teaching techniques, having personalities as role models, being able to communicate epically, and mastering the material being taught.
- f. Knowing that a gadik in police education must master the vision, mission, educational goals, understand students, be able to develop curricula, develop teaching materials, do learning design, be able to manage classes, carry out a comfortable learning process, utilize existing technology, carry out evaluation results learn, develop students to actualize their potential, be able to communicate effectively and politely, improve reflective actions to improve quality and understand guidance and counseling.

- g. Understanding that educators must have a personality that is noble, mature, demonstrates high responsibility and work ethic, exemplary and exemplary, and understanding a gadik must have a noble, authoritative personality, good moral attitude, honest behavior, confidence and develop themselves independently and professionally, and act according to norms and present themselves as honest, noble, and exemplary individuals for students.

4. Obstacles experienced in conducting refresher training on teaching staff at the Cisarua National Police School (SPN), West Java Regional Police.

Refresher training is part of lifelong learning. The purpose and existence of refresher training differs from one institution to another. But in the end the objectives of the institution related to the Training are closely related to how effectiveness in achieving goals. If everyone has the same order to achieve the goal, ultimately the achievement of this goal is highly dependent on the existence of managers who specifically have a specific task in planning, organizing and evaluating each agency's activities in an effort to achieve goals. Therefore, in the process of refresher training for Polri instructors at the Cisarua National Police, the West Java Regional Police Headquarters is an important part in building the performance of police institutions in the future.

Obstacles found in the implementation of the training program for refresherment of National Police officers at the Cisarua National Police Force in Jabar Police are composed of internal barriers and external barriers, and the obstacles include the following:

- a. Internally, there is a limitation on the ability of trainee refresher educators in the use of digital technology that will interfere with the learning process. On the other hand, there is also a tendency for trainees to adapt to slow, which is related to the background of relatively new experiences (percentage of around 15%).
- b. Externally is the existence of policies concerning structural position status that concurrently serve as instructors or educators in the training of refresher educators who are seen as disrupting the smooth implementation of refresher training.

CONCLUSION

Based on the results of the study, the following conclusions were found:

a. Planning a refresher training program for educators at the Cisarua National Police School (SPN), West Java Regional Police

The results of a research plan for refresher training on educators at the Cisarua National Police in West Java Regional Police showed that the refresher training organizers had basically carried out the planning process systematically by carrying out the stages of planning activities that resulted in training programs. These steps are taken in accordance with the principles of planning management in line with the refresher training guide items set out in the National Police Regulation no. 19 of 2010 concerning Training of the National Police of the Republic of Indonesia, with the results of the planning in the form of an exercise program program which is a reference or direction in the implementation of refresher training on teaching staff at the Cisarua National Police in West Java Regional Police.

b. Refresher training was held for educators at the Cisarua National Police School (SPN), West Java Regional Police

The research data provides clues that the implementation of the training program for refresher educators at the Cisarua National Police in West Java Regional Police is seen as an out-of-school learning program / PENMAS which has provided additional input to the knowledge, understanding and skills of trainees. The refresher training is carried out in a scheduled manner which is carried out in a disciplined manner, followed by scheduled trainees and trainers / instructors.

The research process uses an Andragogy approach by using participation learning theory in accordance with the concept conceptualized adult education (know loose) which begins with the learning climate approach stage, learning organization, participatory learning interaction and training evaluation system based on the Andragogy concept, and in refresher training. there was found active participation from participants, especially in the use of discussion and case resolution methods.

c. The results of refresher training on teaching staff at the Cisarua National Police School (SPN), West Java Regional Police

The results of the training of refresher educators at the Cisarua National Police in West Java Regional Police showed that there was a general tendency of trainees to have significant changes from the initial conditions (pre test) to new conditions (post test). This was evident from the learning outcomes "by process and by product" which means that participants show an increase in ability as an educator / instructor even though the conditions are still varied but generally the results are good, this is the result of the analysis of the pre test and post test.

d. Obstacles experienced in the refresher training implementation for educators at the Cisarua State Police School, West Java Regional Police

While there was a tendency to success but in the refresher training of educators at the Cisarua SPN, the West Java Regional Police also found internal and external barriers, such as :

- 1) Internally, there is a limitation on the ability of trainee refresher educators in the use of digital technology that will interfere with the learning process. On the other hand, there is also a tendency for trainees to adapt to slow, which is related to the background of relatively new experiences (percentage of around 15%).
- 2) Externally is the existence of policies concerning structural position status that concurrently serve as instructors or educators in the training of refresher educators who are seen as disrupting the smooth implementation of refresher training.

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