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## The importance of training and education for police brigadier candidates

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### ABSTRACT

Police brigadier education and training is a forum for creating human resources to acquire skills, knowledge and shape attitudes and behaviors related to the work to be carried out. Police brigadier education and training is very important for prospective police officers to carry out their duties professionally as members of the police, namely maintaining public security and order; enforce the law; and provide optimal protection, protection and service to the community.



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## Introduction

One of the instruments in developing apparatus resources or improving the performance of the state apparatus is through education, training and increasing employee motivation (Wardono, 2012). To realize Polri members who are able to carry out their duties and are experts in their fields, it is necessary to provide mature education (Ingarianti, T. M; 2017). Education is related to efforts to prepare prospective workers needed by an agency or organization so that the emphasis is on cognitive, affective and psychomotor abilities (Raharja, A. A; 2014). The need for education is expected that students can make adjustments to the attitudes, knowledge and skills of police personnel as a consequence of the police on the demands of police duties and duties based on the principles of supporting democracy, transparency, accountability, rule of law and human rights (Wijayanti, N. S; 2018 ). The Police Brigadier formation program is one of the stages to realize the vision of a professional police unit in protecting the community (Aziz, M. A; 2018).

Education is a preparation for prospective members of the National Police to acquire knowledge that was previously unknown, studied or explored theoretically. Police education is accompanied by direct training to form skills and physical training that can support the implementation of tasks in the field later. Police education and training is carried out at the State Police School (SPN). According to Purwanti, A., Rochaeti, N., & Sekartadji, K. (2003) education and training at the SPN prepares police officers who are ready to enter the community with all their problems, this requires the police to be professional, meaning that they can carry out police duties with a police code of ethics. . Education is the main factor to improve police professionalism, starting from the basic education of the State Police School including the West Sumatra State Police School to the highest level of the Police Science College (PTIK).

The West Sumatra State Police School has a vision of preparing and realizing Indonesian National Police Members at the West Sumatra Regional Police who have identity and morality, fear God Almighty,

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master knowledge and are professionals who understand technology and are proportional to the social dynamics of support from the people of West Sumatra. (Mispar, H; 2018). In addition, the National Police School of the West Sumatra Police also carries out missions, namely: 1. Organizing education for the formation of Police Brigadiers in support of the operational strength of the National Police; 2. Carry out training of Polri Brigadiers in the ranks of the South Sulawesi Regional Police in order to support the readiness to operationalize the technical functions of the Police. 3. Organizing basic vocational education Brigadier technical functions of the Police in the ranks of the West Sumatra Regional Police to support operational readiness in the field. 4. Implement education and training programs for the National Police and other non-Polri in accordance with the policy of the West Sumatra Regional Police. 5. Carry out studies and developments regarding institutional arrangements and 10 (ten) components of education in order to create a performance-based organization capable of becoming a center for education and training for the National Police. (Regulation of the National Police Chief No. 22 of 2010 dated September 28, 2010 concerning the Organization and Work Procedures of Organizational Units at the Regional Police Level). This is intended to increase the professionalism of the work of the National Police brigadier after being in the field.

When carrying out education at the national police school, students will be educated, trained, and fostered to become individuals who have disciplined, commendable, and law-abiding nature, so that they will produce police officers who are ready to face all problems that exist in society or have a professional attitude which means they will carry out all duties and obligations in accordance with the police code of ethics (Purwati, Rochaeli, Sekartadji, 2013). Therefore, prospective members of the National Police brigadier need to attend education and training at the national police school.

### **Education and Training**

Education and training are one of the important aspects that must be considered in obtaining an agency/organization (Melati, B. A; 2022), if you want to survive in today's business competition. Many agencies fail to achieve the expected goals, because employees are no longer able to work effectively (effectively) and efficiently (effectively). In essence, education and training programs are provided in addition to efforts to maintain and develop the capabilities and readiness of employees in carrying out all forms of tasks and work challenges they face (Turere, V. N; 2013). For this reason, an organization or agency should carry out continuous evaluation of the need for holding certain educational or training programs for employees in their work environment.

Through education and training, individuals can prepare themselves for a mature career. Individuals who have self-knowledge and high career maturity values have good decision-making abilities (Šverko, I., & Babarović, T; 2016). Apart from that, education and training is one way to obtain information in order to develop a career that will be undertaken. Therefore, information becomes one of the main factors that affect one's career maturity (Sidiropoulou-Dimakakou, D., Mylonas, K., Argyropoulou, K., & Tampouri, S; 2012). In undergoing education, individuals will gain knowledge which is a very important resource in an organization that will lead to positive competition that is beneficial for an organization (Davenport & Prusak, 1998; Foss & Pedersen, 2002; Grant, 1996; Spender & Grant, 1996). ; Wang & Noe, 2010). Education becomes a place for career exploration that includes three aspects, namely: knowledge of self, knowledge of the work environment, and career development progress (Cheung & Arnold, 2015).

The research results of Turere, V. N. (2013) show that education and training variables have an influence on employee performance. Variation (up and down) of employee performance explained by the training variable was 67.9% while the remaining 32.1% was explained by other factors. The conclusion is education and training can affect employee performance improvement. So it is recommended for prospective police brigadiers to take part in education and training programs to improve work professionalism in an effort to achieve agency goals.

### **Police Brigadier**

According to the Big Indonesian Dictionary, the meaning of the word brigadier is a group of non-commissioned officers in the police under a high-ranking non-commissioned officer, one level above the enlisted which includes the chief police brigadier, police brigadier, first police brigadier. country territory. The police force is one of the important institutions that play a major role as a guardian of security and order and so that police agencies exist in all sovereign states. Sometimes this system is militaristic, as in Indonesia before the Indonesian National Police (Polri) was released from ABRI. The police serve as investigators. In his duties he looks for evidence, information from various sources, both statements of witnesses and statements of expert witnesses (Wikipedia, 2022).

A Police Brigadier is a third-level NCO in the Indonesian National Police. Prior to 2001, this rank was called Sergeant Chief or Sergeant, the same as the equivalent rank in the military. The epaulets used are three

silver triangles. The term BRIGPOL is often used for this rank (Wikipedia, 2020). Prospective police brigadiers have initial abilities before they take part in the lessons that will be given. This initial ability (entry behavior) describes the readiness of students to accept lessons that will be delivered by teachers or educators, as well as prospective police brigadiers. The Police Brigadier was given the main task as technical implementer of general Police duties and crowd control. Therefore, formal educational institutions/SPNs are expected to increase their role in shaping the personality of students through increasing the intensity and quality of character education.

### **Efforts to Improve Police Professionalism**

In order to achieve the goal of National Police Professionalism, human resources are needed as the main mover in an organization. Therefore, human resource management should be the focus of attention. In the context of career development, the Indonesian National Police organization has a structured pattern through education and training and motivational steps for members. As for education and training, the education and training institutions of the National Police are educational institutions under the Head of the National Police whose task is to organize Education and Training activities that function to form skilled Police Personnel (Karnama, M. M; 2016).

Various efforts have been made to improve the positive image of the police, one of which is to increase work professionalism through education and training that must be taken by a prospective police brigadier at the State Police School before going into the field and working in the community. The State Police School in Indonesian can be interpreted as "Institution for members of government agencies tasked with maintaining security and public order in this case the State Police of the Republic of Indonesia". The National Police School not only educates prospective NCO students with learning materials, but they are also trained physically, mentally and in skills in fulfilling their duties and responsibilities as members (Polri Salindeho, H. A; 2013). The results of research by the Indonesian National Police have made various efforts and improvements, namely curriculum changes, changes in learning methods, improvements to facilities and infrastructure, addition of instructional tools, training of educators (Purwanti, A., Rochaeti, N., & Sekartadji, K; 2003) . In addition, through education at SPN West Sumatra commitment and motivation will be formed which will have a positive relationship to employee performance (Mispar, H; 2018). On the other hand, research results (Karnama, M. M; 2016) state that the influence of education and training (training) has a significant influence on career development. Based on the results of research education and training (training) is more dominant in contributing to career development.

The NCO is the front line of the Indonesian National Police who directly deal with the community and serve as the general police and technical implementers of community policing (Anwar, A. R. H; 2017). Therefore, education for the formation of the NCO of the Republic of Indonesia is an important part in realizing a professional NCO. This study aims to describe, analyze, and examine the educational management practice of the establishment of the National Police NCO in preparing professional graduates which is carried out at the State Police School.

The purpose of the training organized by the National Police is to improve the capabilities and professionalism within the Police. Therefore, the National Police has made special regulations regarding the implementation of training for the Indonesian National Police as stipulated in the Regulation of the Head of the Indonesian National Police Number 19 of 2010 concerning the Implementation of Training for the Indonesian National Police. Regarding the principles in the implementation of training, it is stated in Article 3, namely legality, accountability, transparency, humanity, multilevel, gradual and continuous.

### **Conclusion**

Based on the previous literature review, it can be concluded that education and training for police brigadier candidates at the State Police School is very important, especially to increase professionalism which is the commitment of professionals to their profession, which is the spirit, perspective, method, and/or practice that at the same time described from a series of characteristics of the police profession.

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