

Parenting Management in Bhayangkara Character Building (Case Study of Students at the Maluku Regional Police State Police School)

Endy Desianto¹, R. Kempa², J. E. Lekatompessy³

^{1,2,3}Program Studi Manajemen Pendidikan, Program Pasca Sarjana Universitas
Pattimura

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Abstract

One of the goals of parenting is the formation of students' Bhayangkara character, a character which is a crystallization of the values contained in Tribrata and Catur Prasetya. These basic values undergo a crystallization process, namely a process of deposition and determination of the final stage of character values until they are finally crystallized into 12 characters, a value that is considered the most appropriate of a number of character values to be developed within the Indonesian National Police organization (Polri). This study aims were to explore the extent to which parenting management in the context of forming the Bhayangkara character in the SPN Polda Maluku is applied. This research were conducted at the SPN Polda Maluku from December 2021 to March 2022, the approach used in this study used a qualitative descriptive approach and the research object consisted of 10 informan. The results of this study indicate that the planning carried out by the SPN Polda Maluku is to prepare a written program, arrange a caregiver device and prepare students in the composition of platoon and company ties. In the implementation aspect, the caregivers describe, explain and apply the internalization program for the 12 character values of Bhayangkara which is integrated with parenting patterns for students during the education period. The evaluation is carried out in several stages, the initial stage is by compiling a mental assessment of students, the second stage is carrying out evaluation meeting activities and at the final stage, documenting, recording and distributing the evaluation results to all caregivers. Internal supporting factors are caregiver performance, care facilities, care evaluation meetings and program planning. Internal inhibiting factors are the ownership of certified caregivers, damaged cabinets, budget support and the lack of health workers. Internal supporting factors are indirect caregiver support, parenting activities in synergy with the National Armed Forces (TNI) and support from the TNI and the Village Government. External inhibiting factors are the different education period for Noncommissioned Officer Candidate School (Secaba) TNI and the policy of shortening the education period from Lemdiklat Polri.

Keywords: Parenting management, planning, implementation, evaluation and Bhayangkara character

(*) Corresponding Author: andy2009dk@gmail.com, nyala_abady@yahoo.com

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INTRODUCTION

The Indonesian National Police as a state instrument that plays a role in maintaining public security and order, upholding the law, and providing protection, shelter, and service to the community. To carry out the main tasks of the police, members who have strong and good abilities, skills, and skills are needed. From time to time the development of science and technology as well as public demands



on the performance of the Indonesian National Police continues to increase, this has an impact on the demands for increasing professional, modern and reliable human resources in carrying out tasks in accordance with the vision and mission of the Indonesian National Police.

Education has an important role in improving the quality of human resources. Educational institutions are required to be able to keep up with the rapidly growing development of science and technology. Quality education will produce quality human resources as well. Based on Law Number 20 of 2003 concerning the National Education System, it is said that education is a conscious and planned effort to create a learning atmosphere and learning process so that students actively develop their potential to have religious spiritual strength, self-control, personality, intelligence, morals, noble character, as well as the skills needed by himself, society, nation and state. The implementation of education is aimed at preparing the next generation to play a role in the development of the Indonesian nation and state in the future. This confirms that education has a function to foster personality, develop abilities, increase knowledge and skills aimed at students to be applied in life.

The Indonesian National Police Education and Training Institute (Lemdiklat Polri) is an official educational institution and an academic educational institution led by the Kalemidiklat Polri under the control of the National Police Chief. The main task of the National Police Education and Training Center is to plan, develop, and carry out the formation and development education functions based on the type of Polri education which includes professional, managerial (leadership) academic education, and vocational education as well as managing the education component within the Polri environment. In Law Number 20 of 2003 concerning the National Education System, Article 29 (twenty nine) regulates the type of education that can be held by a department or non-department, where it is said that official education is professional education organized by a department or non-departmental government agency. Based on this article, it is clear that the education organized by the National Police is an official education which organizes professional education programs.

The Maluku Police State Police School (SPN) as a work unit at the regional or provincial level under the National Police Education and Training Center, plays a role in providing education for the formation of NCOs as well as education and training according to the National Police Education and Training program or policy. SPN Polda Maluku has the main task of producing NCOs as Bhayangkara personnel who have behavioral attitudes, knowledge, general police duty skills, supported by the same physical condition to carry out their duties as maintainers of security and public order, law enforcers, protectors, protectors, and servants. professional, moral, modern and superior society. Currently there are 27 SPNs spread throughout Indonesia, the *output* of the SPN is to pass members of the National Police with the rank of Brigadier Two (Bripda) who are qualified as technical implementers of general Police duties. The NCO is the largest human resource asset and is the frontline of the National Police who will later serve as the main executor of Police duties and the spearhead who directly deals with the community in territorial units throughout Indonesia.

Through the Decree of the Head of the National Police Education and Training Institute Number: Pol.Skep/151/VI/2007 dated June 25, 2007 concerning Guidelines for the Implementation of Caregiver Duties in the National Police Education and Training Environment and SPN Polda, the Maluku Regional Police SPN carried out parenting activities that were applied to prospective NCO students. Polri, which is carried out by caregivers, namely Polri personnel at the Maluku Regional Police SPN which has been appointed through a warrant from the Maluku Regional Police SPN Head. Parenting has a goal to change, shape, grow, develop and mature the behavior of students who are proficient, commendable and law abiding and able to understand, appreciate and practice the basic values contained in Tribrata and Catur Prasetya.

There are several prominent differences from the 46th National Police NCO Formation (Diktukba) Education, the 2021 fiscal year which was carried out in the ranks of the SPN compared to previous years, the first, namely during this pandemic, education was only taken in a short time, namely for 5 (five) years.) months only, where the previous Diktukba was generally carried out for 7 (seven) months. The 2 (two) month time cut was carried out with the strategy of condensing the learning schedule and eliminating cruises or holidays (as a means of eliminating boredom in the student's education period) which were usually carried out on Saturdays to Sundays because of the condensation of study hours. This short time is certainly a challenge for caregivers, but success or failure is not measured by how long the education lasts, but how the quality of the implementation of educational programs and how the results of the students (*output*).

Another thing that is different and stands out is that there is an increase in the number of students or students at the Maluku Regional Police SPN (Force 46) in the 2021 fiscal year, which is 375 students where this number is quite a lot when compared to previous years, which on average received less students. more than 200 students per year. The increasing number was due to the Maluku Regional Police (207 students) receiving 168 students from the Papua Regional Police. It is a new challenge for caregivers to face the character of students from Papua, which is certainly different from the character of students from Maluku, therefore of course the management of care must be improved and developed in dealing with this situation.

The students at the Maluku Polda State Police School (SPN) are generally senior high school graduates (SLTA) or the equivalent, most of the Maluku Polda SPN students who are educated are aged 17 to 20 years. Dealing with students at this age is a difficult task for caregivers in shaping and educating their students. Judging from the expert opinion that the age limit of adolescence according to Hurlock, the beginning of adolescence lasts from the age of 13-16 years or 17 years, and the end of adolescence starts from the age of 16 or 17 years to 18 years, which is legally mature age. Some of the prominent characteristics of adolescence are emotional enhancement as a result of physical changes, especially hormones and most adolescents are ambivalent in dealing with the changes that occur, this reflects that it is not easy for caregivers to change and shape the behavior and mindset of students who were previously members of society. civilians become members of the Police.

Based on data in the Maluku Regional Police SPN, the number of caregivers is 27 personnel, consisting of 1 Battalion Commander (Danyon), 5 Company Commanders (Danki), 15 Platoon Commanders (Danton), 6 Administrative Officers (Bamin). However, of the 27 caregivers, only 4 have been certified as caregivers. The caregivers prepare a work plan for caregiving according to what has been outlined by the National Police Education and Training Center as well as carry out various policies of the Head of the Maluku Regional Police SPN in achieving its goals.

Based on the results of initial observations made by researchers, the application of parenting management in the context of forming the Bhayangkara character at the Maluku Regional Police SPN has not been fully implemented properly, this can be seen from how the implementation of parenting activities in the context of inculcating the 12 Bhayangkara characters (faith and piety, love of the homeland), democracy, discipline, hard work and smart, professional, simple, empathetic, honest and sincere, fair, exemplary and with integrity) which have not been implemented optimally by the caregivers to their students. Other obstacles such as medical personnel for students are still limited and some supporting facilities for student activities also need to be considered because some have been damaged.

From these facts, the implementation of care needs to be regulated or managed (*management*) to achieve the desired goal in the upbringing of the National Police Diktukba, namely giving birth to candidates for National Police Officers who have Bhayangkara characters. Management plays an important role, citing Susanto's opinion (2012: 1) who says that management is the art and science of planning, organizing, motivating and controlling people and work mechanisms to achieve goals. Through good parenting management will ultimately determine the success in realizing the candidates for NCO who have the character of Bhayangkara.

Agree management

" comes from the Latin "*manus*" which means "hand" and "*which* means "to do". Of the two words with their respective meanings contained in it is an *etymological*. Furthermore, the words "*manus*" and "*agere*" are combined into a single verb "*managere*" which means "to handle". This understanding in grammar is referred to as a *terminology*. "*Managere*" is translated into English in the form of a verb to be "*to manage*" with the noun "*management*". The nickname for people who carry out management activities is called *manager* or manager (in Indonesian), while in French it is called "*ménagement*" which means the art of implementing and managing. The word "*management*" in Indonesian is translated into management, which means "management".

Parenting Concept

Linguistically, care according to the KKBI, comes from the word "foster". The word has several meanings as follows

- a. Take care of (care for and educate) young children.
- b. Guiding (helping, training, and so on) so that they can stand on their own.

- c. Leading (heading, organizing) an institutional body. While nurturing means the process, method, act of nurturing. In terms, parenting means nurturing, protecting, accompanying, teaching, and guiding children during their development period.

Parenting itself has a definition of how parents treat children, educate, guide, and discipline and protect children in reaching the maturity process, to efforts to establish norms expected by society in general. According to Baumrind (Wibowo & Gunawan, 2015:62) there are three types of parenting, namely: 1) authoritarian parenting; 2) democratic parenting; and 3) permissive parenting. Authoritarian parenting is a harsh parenting, parents tend to impose their will on children without many reasons. Characteristics of this parenting pattern include, parents are very dominant in the power and control of parents over children's behavior is very strict. Democratic parenting is parenting that is contrary to authoritarian parenting. Parents give freedom to children and encourage children to be independent. Parents always provide positive encouragement to guide children in a better direction. Permissive parenting is a parenting pattern that frees children but is not under the supervision of parents, even parents' control and attention to children is very lacking. The advantage of permissive parenting is that children can determine what they want. However, if children cannot control and control themselves, they will actually fall into negative things. The application of parenting patterns can affect students' study habits both at home and at school. Because parents are the first and foremost teachers for children.

Understanding Character

Character is a footbridge of knowledge and skills. Knowledge without the right personality foundation is misleading, and skill without self-awareness is destructive. That character will form motivation, which is formed by dignified methods and processes. Character is not just an outward appearance, but implicitly reveals hidden things. Therefore, people define character as "who are you in the dark?" Good character includes understanding, caring, and actions based on ethical values, and includes cognitive, emotional and behavioral aspects of moral life (Ma'mur Asmani, 2013:27). The Big Indonesian Dictionary does not include the word character, which is the word "character" which is defined as the inner nature of humans that affects all thoughts and behavior, character, and character.

The word character has several synonyms, including: psychological, moral or character traits that distinguish one person from another; character; character. The synonym of morality is manners; behavior Synonymous character is the inner nature of humans that affects all thoughts and behavior; character; character. The synonym of character is attitude; morals; moral; a mental state that keeps people brave, passionate, passionate, disciplined. Mental synonyms are mind and character. Mentality means the state and activity of the soul (inner), ways of thinking, and feeling (Setyabudi Indartono 2016:11).

METHOD

The approach used in this study is a qualitative descriptive approach, while the type of research in this thesis is case study research. Case study or case research is research on a research subject with respect to a specific or distinctive phase of the

whole personality. The purpose of the case study is to provide a detailed description of the background, characteristics and characteristics that are typical of the case, or the status of the individual, which then from the characteristics above will be made into a general matter.

The research approach is aimed at making an in-depth description of parenting management in the formation of the Bhayangkara character of students at the Maluku Police State Police School. This research tries to explain, analyze, classify, compare and so on so that finally conclusions can be drawn. This research design is used to solve or answer the problems being faced in the current situation. Descriptive research also means research that is intended to accurately describe the phenomenon or characteristics of a particular individual, situation or group. In other words, descriptive research is conducted to describe a set of events or conditions of the current population (Zacharias, Wenno & Laurens, 2019:82).

RESULTS AND DISCUSSION

Parenting Planning in Bhayangkara Character Building

Preparation of Platoon and Company for Students

Planning is a predetermined activity to be carried out at a certain period in order to achieve the stated goals. This is important in care management. Through good planning, it can make the implementation of tasks more precise and the activities of the caregivers will be well organized in order to achieve the desired goals and be able to avoid or minimize errors that may occur. Planning can be used as a guideline for carrying out activities so that the caregivers have the same rhythm or movement and views to achieve the educational goals of forming a NCO at SPN Polda Maluku.

In the implementation of education for the formation of a non-commissioned officer at SPN Polda Maluku the students are grouped into sections. The smallest part is the platoon as a unit consisting of 20 to 30 people, then above it or larger, namely the company. A company consists of several platoons that can consist of 50-100 people and the top or largest part is a battalion consisting of several companies or includes all students or batches. The arrangement of these sections needs to be well planned, even before the implementation of educational activities begins, the caregivers must have formed the composition of these sections in order to support the implementation of effective activities. Regarding parenting planning in terms of the preparation of platoons and companies, the authors have obtained interview data which the authors describe in the interview excerpts as follows;

"For the preparation of platoons and companies for students, we always make it before students arrive at SPN by coordinating with Regional Police HR to ask for nominative data for graduation, after we get it then we arrange platoons". (IIC Platoon Commander, AN, 04-02-2022)

From the results of interviews conducted by the author with the IIC Platoon Commander as caretaker, it shows that the platoon and company arrangements were made before the students arrived at the Maluku Police SPN. This also shows that the planning for the preparation of platoons and companies according to what is stated in the annual activity program for the Korsis section has been carried out and

is running well. The same thing was conveyed by the C Company Commander as follows;

"The preparation of platoons and companies for students has been prepared before students arrive at SPN, because if they are not arranged immediately, when they arrive it will certainly have an impact on other activities". (Company Commander C, S., 20-01-2022).

In addition to interviews with caregivers, the authors also conducted interviews with parents of students considering the presence of students before the division of the platoon was outside the SPN or still living with their parents.

"As far as I know the information related to the platoon composition, my son learned about it from the WA group which he joined together with members of HR and some from SPN". (Parents of Students, F., 02-20-2022).

Based on the results of the interviews above, it can be concluded that the preparation of platoons and companies has been carried out by caregivers and socialized to students through the *WhatsApp* on students' cell phones. Planning for the preparation of platoons and companies is very important to do because unpreparedness in this arrangement will have an impact on disrupting other planned activities considering that education runs shorter than before, namely 7 months to 5 months, which means that there is a condensation of the schedule of activities, both parenting and learning. (in class). So that the preparation of platoons for these students must be well planned, prepared before education begins and carried out as soon as possible when students have arrived at SPN.

DISCUSSION

Planning is the main function of management, planning plays an important role in supporting the success of schools in order to achieve goals. Planning in the broadest sense is a process of systematically preparing activities to be carried out to achieve a certain goal. Planning is also a way of how to achieve goals as well as possible with existing resources to be more effective and efficient. Experts argue that the success of an institution in planning means that 50% of the institution has achieved organizational goals.

In implementing parenting management in the context of forming the character of bhayangkara at the planning stage, the Maluku Regional Police SPN has set its goals as outlined in the vision and mission, as stated in the Maluku Regional Police SPN vision, namely "The Maluku Regional Police SPN is determined to realize education and training in supporting the implementation of excellent service. professional, moral and modern and loyal as bhayangkara human beings". Based on this vision, in the context of forming a bhayangkara character for students, the Maluku National Police SPN describes it into a mission in point 3 which reads "to create a police posture with a bhayangkara character to support the creation of security and public order".

In the next stage, the planning is carried out by composing and socializing the internalization program of the character values of kebhayangkaraan (12 characters of kebhayangkaraan) which is integrated with parenting patterns as outlined in written form containing the description of the activities of 12 characters of kebhayangkaraan based on daily, weekly and monthly targets. The 12 characters compiled by the National Police's Education and Training Institute (Lemdiklat) at

the central level are considered capable of displaying a good National Police figure as a true protector and protector of the community and the 12 characters have involved various aspects of intelligence in a character. This is as explained by Mulyasa, (2011: 79) that character building involves intelligence quotient (IQ) (10), emotional quotient (EQ), creativity quotient (CQ), which as a whole must focus on forming spiritual quotient (SQ).).

Other activities carried out by caregivers in order to support planning management, such as preparing a set of caregivers based on the issuance of a Letter of Order (Sprint) which was approved and signed by the Head of SPN Polda Maluku on the proposal of the caregiver/personnel assigned to the Student Corps (Korsis). The final stage after the publication of the Sprint for the head of the Maluku Regional Police SPN was carrying out internal parenting training.

The preparation of platoons and companies is also carried out by caregivers before students enter the Maluku Regional Police SPN, so that all activities that have been planned when students are already at SPN are not delayed and can proceed according to the plans that have been prepared. Specifically, the planning that must be carried out in the context of character building bhayangkara guides the nature of character education planning which includes 3 activities, namely character identification, character integration, character integration into basic competencies and preparation of lesson plans (learning implementation plans) (Mulyasa, 2011:79).

Related to this, specifically the planning carried out by the Maluku Regional Police SPN in the context of character building has been written in the book on parenting patterns for the National Police (Border) Police Diktuk Students (Border) 2018 which describes the character of bhayangkara, namely what is called the 12 characters of bhayangkaraan. The integration of character into basic competencies has also been realized through the preparation of an internalization program for the character values of kebhayangkaraan (12 characters of kebhayangkaraan) which are integrated with parenting patterns, the basic stage of bhayangkara students of Diktuk Bintara Polri Force 46 FY 2021 where character formation has been integrated with parenting patterns and in terms of preparation Character lesson plans have also been prepared by caregivers at the Maluku Regional Police SPN as stated in the program internalization of the character values of kebhayangkaraan (12 characters of kebhayangkaraan) which are integrated with parenting patterns, the basic stage of bhayangkara students Diktuk Bintara Polri Force 46 FY 2021 which includes a column of character values, strengthening media (activities), supporting values, achievement indicators and implementation time columns (months, weeks and days).

CONCLUSIONS AND RECOMMENDATIONS

Conclusion

The implementation of parenting in the context of forming the Bhayangkara character is realized by the caregivers by describing, explaining and applying the internalization program for the character values of Kebhayangkaraan (12 characters of Kebhayangkaraan) which is integrated with parenting patterns for students in everyday life during the education period.

Suggestions

Based on the results of the research and the conclusions above, the suggestions that can be given relating to parenting management in the formation of bhayangkara characters are as follows:

Planning for the proposal or appointment of caregivers carried out by the Student Corps section (Bag. Korsis) with the approval of the Head of SPN Polda Maluku In addition to paying attention to the discipline aspect of personnel, it is better if the personnel who will be proposed as caregivers need to pay attention to personnel who already have a caregiver certification, considering that by having a certificate, the personnel has competence as a caregiver.

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