#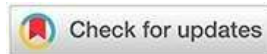 THE EFFECTIVENESS OF EARLY DETECTION OF KAMTIB DISTURBANCES THROUGH CORRECTIONAL GREETING ACTIVITIES AT RUTAN IIB MENGGALA

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## *ABSTRACT*

*This research explores the effectiveness of early detection of security disturbances through the Salam Pemasyarakatan program at Rutan IIB Menggala. The study aims to evaluate how this humanistic approach contributes to enhancing communication between staff and inmates, facilitating early intervention to maintain order within the correctional facility. Employing a qualitative research methodology, data was collected through observations and interactions during the implementation of the program. The findings reveal that the program significantly improves staff-inmate relationships, leading to more effective communication and timely identification of potential disturbances, particularly regarding drug circulation and conflicts among inmates. Despite facing challenges such as inconsistent implementation and limited personnel, the Salam Pemasyarakatan program proves essential in fostering a secure environment. This research underscores the importance of integrating humanistic practices in correctional management to enhance security and rehabilitation efforts.*

*Keywords: Early Detection; Correctional Facility; Greeting (Salam Pemasyarakatan)*

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## INTRODUCTION

Detention in detention centers (Rutan) follows exactly the same procedure as in detention centers and correctional institutions (Lapas). Although the practice of fostering prisoners is not specifically regulated in prison regulations, due to overcapacity in prisons and detention centers, the practice of fostering is often carried out in the prison itself, as a result, officers have a dual role, not only caring for prisoners, but also fostering those who are all in the same environment, namely the State Detention Center. Conditions like this are very common in the UPT correctional environment. So that with such conditions the Detention Center inevitably has to carry out the function of the Correctional Institution in addition to carrying out the main function of the Detention Center (Prasetiyo, 2020). Sometimes prisons often experience overcrowding, which is caused by the increasing number of lawbreakers.

The existence of cases of security and order disturbances such as riots, arson, and even prisoner escape cases have become major problems in the correctional system to date. These conditions highlight the need for reform in the correctional system to address the problem of overcrowding, improve supervision and security enforcement within prisons, as well as strengthen efforts to foster prisoners in order to reduce crime rates and improve their rehabilitation in society (Fadli & Irvan, 2023).

The implementation of law enforcement related to the treatment of prisoners, children, and prisoners, as regulated in Article 1 paragraph (1) of Law Number 22 of 2022 concerning Corrections. The correctional function includes various aspects, ranging from service, coaching, community guidance, care, security, to observation. All of these activities are designed to prevent, enforce discipline. Corrections does not only focus on physical supervision, but also pays attention to the psychological and social needs of prisoners. By creating safe and orderly conditions, corrections aims to effectively support the process of social reintegration and rehabilitation of prisoners into society, so that they can become innovative, productive and responsible citizens after completing their sentence.

In an effort to implement the objectives of detention centers that are now merged into prisons, where overcrowded conditions often occur, it is important to maintain a balance of social activities in them. This is done so that the rhythm of activities in detention centers and prisons is maintained. Correctional officers are given guidance in accordance with the provisions contained in Law No. 22 of 2022, especially Article 64 which regulates the security section. This article explains that security organizers consist of three main aspects, namely prevention, prosecution, and recovery. Prevention in this context refers to efforts to reduce or overcome security and order disturbances in detention centers or prisons.

The implementation of security in correctional institutions and detention centers is regulated in Regulation of the Minister of Law and Human Rights of the Republic of Indonesia Number 33 of 2015 concerning Security in Correctional Institutions and State Detention Centers. Ensuring security and order in state detention centers and correctional institutions is an important prerequisite for the successful implementation of the correctional system. In order to maintain safe and orderly conditions, legal regulations governing security in prisons are needed.

These regulations should include measures necessary to prevent disturbances of public order and disorder, and should emphasize the roles and responsibilities of staff in maintaining public order within the prison. Clear and effective regulations aim to create a safe and supportive environment for everyone involved in the correctional system. Correctional services and socialization to prisoners and offenders are not always effective

when applied in Indonesia, especially as prisons are often overcrowded. This situation is a direct result of the increasing lawlessness in society. As a result, the standard of service provided to prisoners is not always well maintained. Furthermore, the occurrence of public order disturbances, such as riots, arson, and even the escape of prisoners of war, (Education & Counseling, 2022) is a major problem in the correctional system.

It cannot be denied that there is often an act that violates the rules or regulations in detention centers. Violations of the rules and regulations have the potential to cause security and order disturbances. Many factors influence the occurrence of security and order disturbances. The security and order system in prisons.



Source: Performance Report of the Directorate General of Corrections, 2023

**Figure 1**
**Performance Report of the Director General of Correctional Facilities**
**Kamtib Disturbance**

Based on data obtained from the Performance Report of the Directorate General of Corrections in 2023 which has been published on the ditjenpas.go.id website on March 1, 2024, there is an increase in quality in terms of security and order disturbances during the 2017-2021 period. In order to conduct early detection to maintain security and order and hear complaints from prisoners in prisons or detention centers, the Salam Pemasyarakatan activity which is a program of the Head of the Correctional Division of the Ministry of Law and Human Rights Lampung carried out by correctional officers in order to build positive relationships with clients (Prisoners) (saibumi.com, 2023).

Through Correctional Greetings, a psychological approach is carried out so that in the process of coaching WBP does not feel pressured, with the existence of Correctional Greetings and the appointment of Correctional guardians, it is hoped that officers can read the state of WBP and the prison situation so that the coaching process can run well, that way we as Correctional officers can carry out early detection of security and order disturbances, and carry out coaching planning for Prisoners. Salam Correctional activities will continue to be carried out as a form of combating illicit drug trafficking and early detection of security and order disturbances. Guidance activities will also continue to be improved to form the personality of Prisoners who will be ready to return to society (ditjenpas.go.id, 2020).

Prison officers in general are required to have a strong attitude and enthusiasm for security, because they are in charge of supervising, guarding, training, and carrying out their duties towards prisoners in prisons. Early detection efforts to reduce public order

and disorder (intelligence operations) are a guideline for all officers. Officers should conduct early detection of disturbances and security in all subsections or areas of the prison so that they have a complete picture of the security and order disturbances that may occur (Permana, 2023).

Early detection can prevent disruption of security and public order, so that preventive action can be taken before the situation becomes worse. The welfare of prisoners and detainees Welcoming activities in prisons also help monitor the health status and welfare of prisoners and detainees. In this way, correctional authorities can provide the necessary medical and psychological support to prevent public order disturbances that may be caused by poor health or psychological problems.

Rapid Intervention Early identification of community disorder allows Correctional Institutions to intervene immediately. Therefore, after the sentence has been applied, persuasive communication on the behavior of the prisoners can help restore confidence and prevent public security and order problems early on, before they become serious problems, will help many prisoners' rights to be fulfilled.

Similarly, in an effort to maintain conduciveness in the detention center using the correctional greeting method, the Class IIB Menggala Detention Center hopes that it can become a new color and method as well as a new and more preventive view of the security system between cooperation with the prisoners themselves, which is the key to ensuring the implementation and target of the target to be achieved, As well as ongoing activities with the correctional greeting method to assess whether or not the correctional greeting activity is effective.

## LITERATURE REVIEW

The concept of effectiveness, derived from the English word "effective," signifies achievement or accomplishment. It encompasses both internal and external aspects of an organization, reflecting how well resources, facilities, and infrastructures are utilized to produce outputs in return for provided services. Effectiveness is defined as the deliberate use of assets to achieve specific goals, with the degree of alignment between activity outputs and objectives serving as a measure of success. A higher degree of alignment indicates greater efficiency. When referring to the effectiveness of work management, the emphasis is on achieving specific goals influenced by the subject matter itself. Effectiveness implies that success is contingent upon the proper utilization of available resources, which should be planned strategically to meet desired outcomes. Understanding this dynamic helps organizations gauge their performance and adapt accordingly, ensuring that efforts yield the intended effects at the right time.

In exploring the measurement of effectiveness, achieving goals stands as a critical dimension. This process is not merely a checklist but rather a holistic endeavor that requires breaking down objectives into manageable stages. Effective goal attainment hinges on several factors, such as timeframes that determine the commitment necessary to accomplish tasks or the nature of the goals themselves. This necessitates a thorough understanding of both the process and the factors influencing it, enabling better management and planning for more effective and efficient outcomes. Integrating these insights into organizational strategies can foster a culture of continuous improvement, where the journey towards goal completion is as significant as the outcomes themselves.

Another crucial aspect of effectiveness is integration, which pertains to an organization's ability to engage, build consensus, and communicate with other entities. Evaluating the quality of this integration is essential, as it impacts not only the internal cohesion of the organization but also its external collaborations. Effective integration

ensures that resources are pooled efficiently, and efforts are synchronized across various functions and departments. This collaborative approach can lead to innovative solutions and more robust responses to challenges, reflecting an organization's adaptability and resilience in the face of changing circumstances.

Adaptation is the final measure of effectiveness, representing an organization's ability to adjust to its environment. This involves assessing human resource management processes and the strategic placement of staff to ensure responsiveness to external changes. By evaluating these processes, organizations can identify areas for improvement that enhance their capacity to adapt effectively to evolving situations. A keen awareness of environmental dynamics, coupled with proactive strategies, equips organizations to navigate challenges more adeptly, thereby securing their long-term viability and success.

Turning to the realm of crime prevention, the situational crime prevention theory posits that the primary focus is on reducing opportunities for crime through deliberate manipulation of the environment, management practices, or design. This approach contrasts traditional criminology, which often emphasizes psychological and social factors as the primary causes of criminal behavior. The situational crime prevention framework, as articulated by Clarke, provides a comprehensive overview of strategies aimed at crime deterrence. This includes a theoretical foundation based on an understanding of daily activities and rational decision-making, as well as a standard methodology rooted in action research paradigms. By identifying techniques for reducing opportunities for crime and evaluating their effectiveness through displacement studies, this approach underscores the importance of environmental factors in shaping criminal behavior.

The techniques for reducing opportunities for crime can be categorized into several key strategies. Increasing perceived effort involves measures such as target hardening and access control, which create barriers that discourage potential offenders. For instance, implementing stronger locks or secure areas can significantly diminish the likelihood of criminal activities. Additionally, controlling facilitators addresses the means available for committing crimes, further enhancing the overall safety of environments. On the other hand, increasing perceived risks focuses on creating a deterrent effect through formal surveillance and vigilant employee monitoring, which heightens the likelihood of apprehending offenders. This strategy emphasizes the critical role of oversight in crime prevention, where the presence of authority figures serves as a significant disincentive for criminal acts.

Furthermore, reducing anticipated rewards is another crucial aspect of situational crime prevention. This entails identifying property through security measures, such as marking vehicles with identifiable tags, thereby making it less attractive for theft. Denying benefits also plays a vital role, as it involves eliminating the allure of criminal activities by reducing temptations. This dual approach not only addresses the immediate factors that may lead to criminal behavior but also contributes to a broader cultural shift towards compliance and lawful behavior.

Finally, removing excuses is essential for creating an environment conducive to lawful behavior. This can be achieved through rule setting, which clarifies acceptable conduct and minimizes ambiguities in individual actions. Additionally, facilitating compliance through well-designed public amenities, such as accessible taxi services, plays a significant role in preventing violations. By providing alternatives that promote responsible decision-making, such as offering safe transportation options after consuming alcohol, organizations can effectively reduce the risk of both accidents and associated crimes. Overall, these strategies illustrate a comprehensive framework for

understanding and implementing effective crime prevention measures that engage various facets of community safety.

## METHOD

The qualitative research method is characterized by its naturalistic approach, emphasizing the significance of understanding phenomena through the lived experiences, perspectives, and meanings attributed to them by research subjects. This method is rooted in post-positivist philosophy, which advocates for studying objects in their natural settings. By employing key instruments, researchers aim to grasp and interpret the meanings embedded in the data collected. The qualitative approach typically involves techniques such as interviews, observations, document studies, and participant engagement. These methods allow for a comprehensive exploration of the subject matter, providing rich, nuanced data that quantitative approaches may overlook. The researcher's ability to delve deeply into the context surrounding the phenomenon under investigation is paramount, as it enhances the validity and relevance of the findings.

In conducting qualitative research, it is crucial for researchers to understand the background, context, and perspectives of their subjects to acquire in-depth and meaningful data. Ethical considerations also play a vital role in this process, necessitating the protection of participants' privacy and the security of sensitive information. Commonly utilized methods in qualitative research include interviews, observations, and document studies. Observational techniques focus on real-world settings, allowing researchers to capture situational dynamics and behaviors pertinent to their inquiries. Conversely, interviews facilitate direct engagement with subjects, yielding deeper insights into their thoughts and experiences. Document studies complement these methods by providing contextual data through various sources, such as archival materials, personal histories, and relevant literature, thereby enriching the overall understanding of the research topic.

The research design in this qualitative study adopts a descriptive approach aimed at elucidating the effectiveness of a humanistic monitoring program for early detection of safety and order disturbances. Descriptive research serves to answer specific questions regarding the existence and relationship of variables, enabling a thorough comparison between empirical observations and established theories. By focusing on the intricacies of the humanistic monitoring program, the research seeks to uncover not only its operational effectiveness but also the challenges encountered during its implementation. This dual focus allows for a comprehensive analysis of both the situational dynamics and the underlying factors influencing the success of the monitoring program, thereby providing a holistic understanding of the phenomena being studied.

Data collection techniques are fundamental to qualitative research, and this study employs interviews, observations, and document analysis as primary methods. Interviews serve as a vital tool for exchanging information and ideas, enabling researchers to gain insight into the subjective experiences of participants. Observational techniques further enrich the data, offering a direct view of behaviors and interactions in natural contexts. Additionally, document analysis helps contextualize findings by integrating historical and anecdotal evidence, thereby enhancing the reliability of the research outcomes. The combination of these methods facilitates a robust data collection process that not only respects participant confidentiality but also ensures the validity and trustworthiness of the information gathered. The subsequent analysis involves systematically reducing data, presenting it in an accessible format, and drawing meaningful conclusions that can inform both theory and practice.

## RESULTS AND DISCUSSION

### The Effectiveness of Early Detection of Security Disturbances Through Correctional Greetings Activities at Class IIB Menggala Detention Center

The effectiveness of early detection of security disturbances through the "Salam Pemasyarakatan" program at the Class IIB Detention Center in Menggala is rooted in the fundamental policy established by Law No. 22 of 2022 concerning Corrections. This policy outlines the treatment of detainees, minors, and correctional residents, emphasizing a holistic approach that encompasses various aspects of correctional services, including care, security, and community guidance. These activities aim to prevent disturbances and maintain discipline within the facility while addressing the psychological and social needs of inmates. By fostering a safe and orderly environment, the correctional system supports the effective reintegration and rehabilitation of inmates into society, enabling them to become innovative, productive, and responsible individuals after their sentences are served. Given the challenges of overcrowding in correctional facilities, maintaining a balanced social activity rhythm is crucial, and staff are guided by regulations that emphasize prevention, response, and recovery from potential security disturbances.

The "Salam Pemasyarakatan" program serves as a counseling initiative designed to better understand the conditions of correctional residents and implement appropriate guidance programs. This initiative allows correctional officers to identify potential disturbances early on and address inmate grievances effectively. The program is not merely a formality but a vital aspect of maintaining safety and order within the correctional environment. By establishing a rapport with inmates, officers can listen to their concerns and provide solutions to their problems, thereby enhancing the overall quality of rehabilitation services. The implementation of "Salam Pemasyarakatan" fosters positive relationships between correctional staff and residents, creating a supportive environment conducive to personal development and social reintegration. Through direct interaction and empathetic listening, officers play a crucial role in addressing even the smallest issues that inmates may face, reinforcing the importance of open communication and trust within the correctional system.

The follow-up activities associated with the "Salam Pemasyarakatan" program reflect a significant shift in the operational dynamics of the detention facility. Traditionally, correctional environments were perceived as closed and restrictive, limiting communication between inmates and staff. However, the transition to a correctional system has ushered in a more open and communicative atmosphere, where inmates can engage freely with correctional personnel. This program not only facilitates general rehabilitation efforts but also emphasizes individualized counseling approaches, allowing officers to connect with inmates on a personal level. The structured implementation of the program, although not conducted daily for all housing blocks, ensures that a consistent effort is made to engage with inmates and address their concerns. This initiative ultimately enhances the quality of interactions between correctional staff and inmates, fostering a collaborative and empathetic atmosphere that promotes successful rehabilitation and prepares inmates for their eventual return to society.

The implementation of community engagement initiatives at the Class IIB Menggala Detention Center serves as a proactive measure to prevent disruptions in security and order. This research aims to evaluate the effectiveness of these community engagement practices. To ascertain this effectiveness, several key dimensions must be analyzed. One essential aspect is the goal achievement dimension, which emphasizes that reaching objectives should be approached holistically, involving multiple stages and

deadlines. The effectiveness of a program largely hinges on various factors, such as the designated timeframe, which reflects the commitment to completing tasks and achieving specific outcomes. A clear understanding of the processes involved and the stages necessary for achieving these goals allows for better management and planning, ultimately leading to more effective and efficient outcomes. Early detection and prevention of security disturbances is a critical objective of these community engagement initiatives. By fostering a humane and supportive environment, detainees feel more comfortable expressing their grievances, which can be addressed promptly, thus contributing to overall security and order within the facility. This approach not only enhances the comfort level of detainees but also facilitates effective rehabilitation processes.

Furthermore, community engagement activities instill a sense of calm among detainees during their incarceration at Class IIB Menggala. In the current context, the implementation of community engagement is recognized as a crucial factor in fostering tranquility, thereby streamlining the rehabilitation process. These activities also provide an opportunity for staff to engage in counseling simulations, thereby enhancing their skills in managing inmate interactions. The community engagement initiative is characterized by a focus on listening and empathizing with detainees, allowing for a safe space where even minor issues can be detected and addressed effectively. Routine visits by staff to inmate housing blocks create a non-threatening environment conducive to open dialogue. Through this initiative, detainees receive guidance on maintaining cleanliness and harmony within their living quarters, which ultimately contributes to a more orderly and positive atmosphere within the detention center. This strategic approach not only promotes individual well-being but also strengthens the overall security framework, highlighting the multifaceted benefits of the community engagement initiative in enhancing both inmate welfare and institutional order.

Assessing an organization's capacity for interaction, consensus-building, and communication with other entities is vital for evaluating the quality of its integration. Within the Class IIB Menggala Detention Center, social interactions among inmates and between inmates and staff are reported to be constructive, fostering cooperation and effective communication. This positive environment is evidenced during various rehabilitation activities, such as personality development and independence training, where inmates support one another in fulfilling their respective roles. These activities, which include agricultural work, sports, and health check-ups, demonstrate an effective collaborative spirit among detainees, all aimed at achieving satisfactory and timely results. Such interpersonal dynamics significantly enhance the rehabilitation process, enabling inmates to benefit from shared experiences and collective goals.

Moreover, the implementation of community engagement initiatives facilitates a positive rapport between staff and inmates, allowing staff to identify and address the concerns of detainees. Regular interactions through these initiatives enable staff to uncover underlying issues faced by inmates, leading to timely interventions and support. The transition from a traditional penal system to a community-based correctional approach underscores the importance of effective communication and interpersonal relationships within the facility. This shift promotes a more open environment where both inmates and staff can engage in meaningful dialogues, thus fostering a culture of cooperation and understanding. Overall, the community engagement practices implemented at Class IIB Menggala not only enhance the social fabric within the detention center but also contribute to a more humane and rehabilitative correctional experience for inmates, bridging the gap between confinement and community reintegration.

In the context of adaptation within organizational environments, the ability to effectively adjust to external changes is critical, particularly in correctional institutions like Rutan Kelas IIB Menggala. This adaptability is reflected in the processes of human resource acquisition and staff placement, which play a vital role in responding to the dynamic nature of their operational surroundings. One significant initiative undertaken by the staff is the implementation of the "Salam Pemasyarakatan" program, a structured interaction designed to foster positive relationships between staff and inmates. This initiative not only facilitates communication but also serves as a platform for inmates to express their concerns and issues, thereby enhancing the rehabilitative environment. The staff actively engages with inmates through routine visits to their living quarters, establishing a humane approach that encourages openness. Such interactions are crucial in identifying potential security threats early, allowing the institution to maintain order and safety effectively. By nurturing these connections, the staff can create a supportive atmosphere that contributes to the overall rehabilitation process.

Moreover, the principles of situational crime prevention are employed to enhance the safety and security of Rutan Kelas IIB Menggala, reflecting a proactive stance against potential disturbances. Strategies such as target hardening, which involves reinforcing security measures to deter criminal activities, and controlling facilitators, which focuses on regulating tools that could be misused, are integral to this approach. The prison has implemented physical controls, such as rolling locks and monitored access, to mitigate risks associated with inmate behavior. Furthermore, manual searches during visits help to prevent contraband, such as weapons and drugs, from entering the facility. The effectiveness of these measures is supported by a structured security classification system that categorizes inmates based on their risk levels, ensuring appropriate oversight. Through these comprehensive strategies, the institution not only aims to reduce crime opportunities but also reinforces a culture of respect and dignity for all individuals within its walls, adhering to established regulations and promoting a safer rehabilitative environment.

Increasing perceived risks within correctional facilities, particularly in Rutan Kelas IIB Menggala, relies heavily on formal surveillance mechanisms. The primary aim of these measures is to deter criminal activities by maintaining a visible law enforcement presence, thereby increasing the likelihood of apprehension for any illicit actions. The facility employs a limited number of personnel, totaling 36 staff members, who conduct surveillance operations around the clock. Despite their efforts, this number is insufficient compared to the 478 inmates housed at the facility, which limits the effectiveness of monitoring practices. The formal surveillance protocol includes regular inspections and monitoring activities, particularly during morning hours when the officers carry out a "salut pemasyarakatan" or greeting ceremony. However, gaps in surveillance exist due to the absence of CCTV in several residential blocks, which raises concerns about potential security breaches. The operational challenges in effectively overseeing such a large inmate population highlight the critical need for additional resources and strategic planning to enhance overall security and maintain order within the facility.

Complementing formal surveillance is the crucial role of staff and inmate involvement in maintaining security. Employees, particularly those who engage directly with the public, are entrusted with a dual responsibility that includes vigilance alongside their primary duties. This collaborative approach involves utilizing reliable inmates to assist in monitoring fellow inmates who may present a heightened risk of disturbances. The necessity for such oversight is further emphasized during visitations, where thorough searches are conducted to prevent the introduction of contraband, including mobile

phones and narcotics, into the facility. However, the limited number of surveillance tools, including CCTV, necessitates a reliance on manual inspections. Regular coordination with rehabilitation instructors is also pivotal, as their engagement can significantly influence inmate behavior and compliance with established rules. By fostering a collaborative environment that prioritizes accountability and open communication among staff and inmates, Rutan Kelas IIB Menggala aims to enhance security measures, minimize disturbances, and ensure a safer rehabilitative environment for all individuals involved.

## Barriers to Early Detection of Security Disturbances Through Correctional Greetings Activities at Class IIB Menggala Detention Center

In the context of the early detection of security and order disturbances at the Class IIB Prison in Menggala, several significant challenges have been identified despite the implementation of the community greeting program, known as "Salam Pemasyarakatan." One of the primary issues is the inconsistency in scheduling the program. The greetings, intended to facilitate communication and foster a supportive environment, are only conducted once a week in the mornings and cover only a limited number of housing blocks. This irregularity hampers the effectiveness of the program, as it does not provide a comprehensive approach to monitoring the inmates and identifying potential issues that may arise within the facility. The limited frequency and scope of the greetings contribute to an atmosphere where disturbances may go unnoticed, ultimately undermining the goals of maintaining security and order within the prison.

Another significant barrier to the successful execution of the community greeting program is the lack of collaboration and seriousness among the staff members. The ratio of staff to inmates at the Class IIB Prison in Menggala is inadequate, resulting in an overwhelming workload for the available personnel. This situation often leads to reluctance among the staff to support one another in the execution of their duties, including the community greeting initiative. When the staff fails to assist each other effectively, it exacerbates the challenges faced in maintaining order and security. Additionally, scheduling conflicts often arise, where the community greeting overlaps with other responsibilities, leading to the cancellation of the program. This inconsistency in participation further highlights the need for better teamwork and commitment among the prison staff to ensure the program's success.

Motivation among inmates to participate in the community greeting program is another critical issue that affects its overall effectiveness. Many inmates at the Class IIB Prison in Menggala exhibit a lack of interest in engaging with the program, which significantly hampers its implementation. The reluctance to participate may stem from various factors, including a lack of familiarity with the process or unwillingness to share their personal issues and experiences within the prison environment. As a result, this disengagement not only limits the program's potential to identify and address disturbances but also creates a barrier to building trust and open communication between inmates and staff. Without the inmates' active involvement and motivation, the objectives of the community greeting initiative remain unfulfilled, highlighting the need for strategies to enhance inmate participation and engagement.

Lastly, there appears to be a fundamental lack of understanding among the staff regarding the importance of the community greeting program for the inmates. Many staff members at the Class IIB Prison in Menggala have not grasped the essential role that the program plays in promoting a supportive environment and fostering relationships within the prison community. This oversight is evident in the infrequency of greetings, as only a handful of staff members actively participate in the process. Ideally, all staff members,

including both security personnel and community development officers, should be consistently engaged in delivering greetings to the inmates. However, the current scenario reveals that the staff's limited understanding of the program's significance leads to inadequate execution, which further diminishes the overall effectiveness of the initiative. Addressing this knowledge gap among staff members is crucial for enhancing the program's impact and ensuring that it fulfills its intended purpose of improving security and order within the prison.

## CONCLUSION AND SUGGESTION

The Salam Pemasyarakatan program, implemented at the Rutan Menggala, represents an innovative approach prioritizing a humanistic stance in corrections. This initiative involves prison staff conducting direct visits to housing blocks, engaging in outreach efforts, and providing support to inmates and detainees. During these visits, staff are able to offer educational sessions and conduct assessments, while also encouraging inmates to voice their grievances and suggestions. As highlighted in the previous chapter, the effectiveness of the Salam Pemasyarakatan program has been evident in fostering positive relationships between staff and inmates, ultimately leading to improved two-way communication. This enhanced communication facilitates early detection of potential security disturbances and assists in the rehabilitation process for inmates. By implementing proactive measures through this program, staff can intervene before issues escalate, while also monitoring the psychological state and well-being of inmates. This approach not only contributes to a more secure environment within the facility but also promotes the overall welfare of the incarcerated population.

Despite its effectiveness, the Salam Pemasyarakatan program does face challenges that hinder its full potential. Inconsistencies in program implementation and the limited number of personnel involved pose significant obstacles to its optimization. These challenges can result in certain areas of the prison remaining unmonitored, thereby reducing the overall impact of the program. However, consistent early detection and intervention strategies have yielded positive outcomes, particularly in combating the circulation of illicit drugs and preventing conflicts among inmates. The Salam Pemasyarakatan program has thus become a crucial tool in enhancing security measures and maintaining order within the facility, demonstrating the importance of humanistic practices in corrections while addressing the complexities of prison management.

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