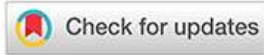


ANALYSIS OF PRISONERS' MOTIVATION IN PARTICIPATING IN INDEPENDENCE DEVELOPMENT ACTIVITIES AT CLASS IIA KUNINGAN CORRECTIONAL FACILITY



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ABSTRACT

The low motivation of inmates of Class IIA Kuningan Correctional Facility in participating in the independence coaching program. This study aims to determine the motivation of prisoners in participating in independence coaching activities as a strategy to increase prisoner motivation. This research uses a qualitative method by analyzing the data obtained from interviews and observations made at the Kuningan Class IIA Prison. Data collection techniques using primary sources and secondary sources. The results showed that prisoners who are motivated by independence coaching activities are prisoners who have the desire to move forward so that they have certainty of the future, while unmotivated prisoners are due to a lack of willingness to move forward and do not know what kind of conditions they want after the prison term is over.

Keywords: Prisoners; Motivation; Independence; Development



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INTRODUCTION

The prison system is the evolution of the correctional system in Indonesia, in the form of a prison system which then changed its name and purpose from prevention to punishment (restoration of life, livelihood), the correctional concept originated from Dr. Sahardjo which contains the concept of protection using the banyan tree symbol. The purpose of the correctional system is to integrate prisoners into society so that they can return to their good life with God, personal, family, and community life (UUD, 2022).

Correctional institutions help prisoners become active and productive people so that they can integrate and play a role again as responsible and free citizens. Various ways to improve the quality of the independence development program from time to time continue to be carried out on an ongoing basis, including by conducting assessments of inmates who will be trained and employed in work workshops and inmate production (Barat, 2021). The independence coaching carried out aims to enable prisoners to acquire better work skills so that they can live well and participate in society after being released from prison.

Personality development and independence are the two main components of the coaching that is usually carried out in prison. The purpose of personality development is to improve the quality of devotion to God Almighty, intellectual, attitude, and behavior. By understanding that what has been done is wrong, a person is expected to improve themselves and avoid making the same mistakes again. The purpose of fostering independence is to help prisoners acquire better work skills, so that they can live well and participate in society after leaving prison. Independence coaching is carried out on the basis of the motivation of the prisoner. In the research (Sulistijaningsih, 2020) It is explained that coaching motivation is formed from the type of independence program activities, the skill background of the participants, premiums or work wages and the purpose of participating in activities. However, the coaching process, especially independence coaching, is still not going well in several prisons at this time. There are a number of internal and external factors that cause independence coaching in prison to not run well (Utomo, 2020).

The low motivation of prisoners in participating in the independence coaching program, one of which occurs in the Kuningan Class IIA Prison, the work activities available through the independence coaching program at the Kuningan Class II A Prison are not only one, but the interest of prisoners is still lacking and does not make good use of it. In the Kuningan Class IIA prison, which has 513 prisoners, only 21% of the 513 prisoners follow the coaching program. The other 79% do not follow the independence coaching program.

Table 1
Data on the number of prisoners who participated in independence training

No	Coaching Activities	Number of Prisoners
1.	Cullinary art	38
2.	Livestock and Plantation	65
3.	Haircut	2
Total		105

Source: Seksi Bimbingan Kerja Lapas Kelas IIA Kuningan, 2024

Based on the data shown in the table above, it can be seen that prisoners who are actively undergoing personality and independence programs simultaneously are very few, it is recorded that out of 513 prisoners, only 105 people participated in coaching activities, both coaching independence, 38 people participated in culinary activities, 65 people participated in livestock and plantation activities, 2 people participated in barbering activities.

Some prisoners experience challenges in developing the motivation to actively participate in self-reliance development programs in correctional institutions. Lack of understanding of the clear benefits of these programs is often a factor that reduces their enthusiasm to be actively involved. In addition, dissatisfaction with correctional facilities, psychological aspects such as depression, anxiety, and low self-esteem also play a role in hindering their motivation. In addition to these factors, prisoners' lack of awareness of the positive impacts that can be obtained through the self-reliance development program as well as their uncertainty regarding the effect of their participation on release or sentence reduction are also obstacles. The social support they receive also has the potential to affect their level of motivation in participating in coaching programs (Anwar & Mauludiyah, 2022).

Motivation to participate in the self-reliance coaching program can increase the motivation of prisoners by preventing repetition of criminal acts. The motivation to participate in fostering independence activities is based on the skills background of the inmates, which is intended to provide additional experience in the field of skills while serving a sentence in prison. The third motivation, namely compensation or work compensation, is usually used to purchase the needs of prisoners. Work-related motivations are often used to motivate individuals to participate in the program and contribute to the process of fostering independence, thereby generating income through entrepreneurship with the skills they have acquired during their sentence. The correctional institution has provided facilities and infrastructure for prisoners but has not been optimally utilized. Therefore, the author chose the title "Analysis of Prisoners' Motivation in Following Independence Development in Kuningan Class IIA Prison" in conducting research at Kuningan Class IIA Prison. The purpose of this study is to determine and analyze the motivation of prisoners in participating in independence coaching at Class IIA Kuningan Correctional Facility.

LITERATURE REVIEW

The author finds several results and research materials, obtained from reference materials (journals, books, and study results) to be used as a basis for research activities, of course, related to work motivation. Among them are those that use the theory of Entrepreneurial Motivation in research conducted by (Madiistriyatno et al., 2023) which discusses counseling on entrepreneurial motivation and on the quality of human resources and its influence on prisoners so that it is expected to increase the knowledge of prisoners about the importance of motivation for entrepreneurship and can be applied in and later when he is free and joins the community. Furthermore, in research (Nasution & Lubis, 2023) using Maslow's Hierarchy of Needs theory, this article discusses the Analysis of Work Motivation of Prisoners in Following Independence Development in this study it can be seen that prisoners have different levels of motivation in following work, in accordance with Abraham Maslow's theory of needs, starting from physiological, security, affection, appreciation, to self-actualization.

In the research conducted Johnson (2019) using the theory of rehabilitation and transformation that addresses the influence of internal and external factors that drive

inmates to various prison programs, this article investigates the influence of internal and external factors that drive inmates to various prison programs with the goal of knowing what factors influence inmates' desire to participate in prison programs. By knowing what shapes inmate participation, criminal justice administrators and leaders can alter corrections programs to better retain and recruit employees.

Two-Factor Theory

The two-factor theory proposed by Frederick Herzberg discusses maintenance and motivation. This theory explains that a person's relationship with his job is important, the attitude directed at the job determines success (Wedadjati, et al., 2023). The two-factor theory includes Hygiene Factor and Motivation Factor. Hygiene factors relate to factors related to the environment that participate in determining a person's behavior in carrying out his life activities. These maintenance factors include a person's status, individual relationships, to working conditions or organizational conditions.

According to Herzberg, this maintenance need occurs because of a sense of security and comfort, for example, it occurs because of unsatisfactory salaries, working conditions of work protection, pleasant supervision, official vehicles, official houses, and other benefits are maintenance factors. Further maintenance factors include the implementation of activities; they are related to the activity environment or external attributes of the correctional institution. To increase motivation to participate in self-reliance coaching, hygiene factors must be considered. This can be done through the development of human resources, such as raising awareness, generating a family spirit, and manifesting worship opportunities. The approach to fostering independence also includes a system security approach, which includes the level of awareness, self development, and human resource development.

Furthermore, Motivation factors are factors related to human psychological needs, especially the desire to have ideal feelings in the workplace and organizational environment. This motivation can come from work-related personal rewards, such as upgrading a chair to a soft chair, comfortable space, and proper placement. According to Herzberg, motivation is the process of changing a person from a dissatisfied state to a satisfied state. There are several components that come from ideal feelings, including the results of completing tasks and the work itself successfully, recognition which means appreciation, responsibility from oneself, and the ability to develop and have opportunities to advance. If these components are fulfilled, a feeling of satisfaction will arise, as stated by Herzberg, motivation is the process of changing a person from a state of dissatisfaction to a state of satisfaction.

METHOD

The approach in this research uses qualitative methods. The data obtained in this research tends to be qualitative data, data analysis is inductive / qualitative and will focus on the process, which is an analysis to find a meaning of the object under study. The research results will be collected based on facts and field data. At the Class IIA Kuningan Correctional Institution, the author carried out observations, interviews, photo documentation on how independence coaching can improve the skills and abilities of prisoners.

In the observation technique using the type of unstructured observation, because the focus of the research is not yet clear. Observations in this study were carried out at Class IIA Kuningan Correctional Facility, the author will make direct observations of the object of research, namely prisoners who lack interest in participating in independence

coaching. Furthermore, in the interview technique, the author interviews several informants consisting of 2 Kuningan Class IIA prison officers and 5 prisoners who are divided into prisoners who follow the guidance of independence and prisoners who do not follow the guidance of independence. And for documentation study techniques using sources that support research conclusions using the internet, books, journals, and other documentation that can be used to complete this research.

The data sources used in this research are primary data and secondary data. Primary data sources come from individual informants who answer the author's written or oral questions consisting of key informants and supporting informants. Furthermore, secondary data comes from written data in the form of journals, research already conducted by other authors, articles, literature. The data collection techniques used in this research are observation, interviews and documentation studies. For the data collection process using the Miles and Huberman model includes data collection, data condensation, data presentation and conclusion drawing.

RESULT AND DISCUSSION

Guidance in Class IIA Kunigan Correctional Institution has the aim of providing provisions for prisoners to prepare for their lives after release or completion of serving their sentences, and this guidance is also expected to be able to provide significant changes for prisoners so as to produce good changes and be well received by the community, then this guidance is expected to be able to improve attitudes and behavior so that they do not repeat the criminal acts they have committed. From the results of research that the author has carried out, there are several coaching programs provided by the Kuningan Class IIA Correctional Institution to prisoners.

Personality Development in Class IIA Kuningan Correctional Facility is spiritual development which has the aim of increasing devotion to God Almighty, through this development it is filled with providing religious values and moral values so that it is hoped that changing prisoners can realize their mistakes and the main thing can get closer to God in line with the correctional goal that the correctional system is implemented to make or form prisoners into complete human beings, can improve himself, realize his mistakes, and most importantly not repeat his mistakes so that later he can be accepted back in the community so that he can play an active role in the development of the community as a good and responsible citizen.

Class IIA Kuningan Correctional Institution provides a personality development program where the program aims to increase the self-confidence of WBP so that later they are able to stand alone, without depending on others and are able to solve their own problems so that later after completing the sentence they are able to have expertise where the expertise is expected to be useful for the prisoners themselves in their daily lives.

In carrying out the research, the author did not experience any obstacles. All officers and inmates related to the researcher fully supported both during the process of collecting primary data and secondary data. To find out about the motivation of prisoners in participating in fostering independence, interviews were conducted with the Head of Work Section, one work staff employee, and five prisoners with the result that the sources that can provide information in this study are 71% of Kuningan Class IIA prisoners and 29% of officers who are directly involved in participating with the independence coaching program. Based on the results of observations at the Kuningan Class IIA Prison, data on the skills of prisoners who take part in independence coaching activities are obtained as follows:

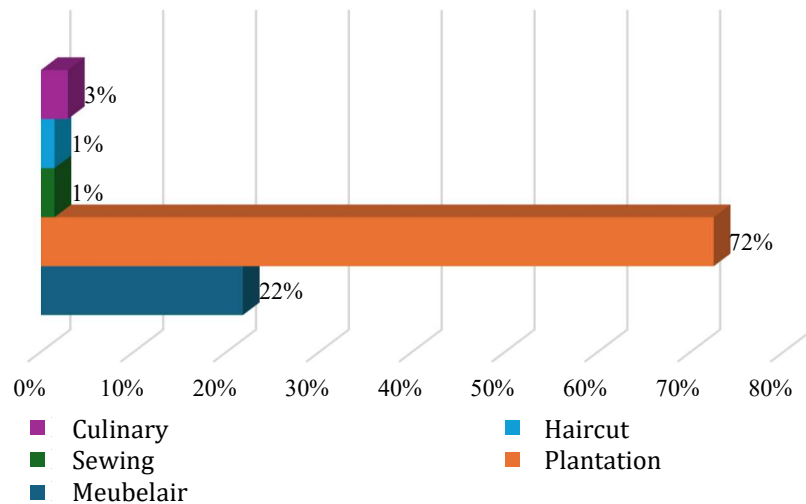


Figure 1
Percentage of Participants in Skills Training for Prisoners in 2024

Participants in the skills training for Correctional Prisoners in 2024 were dominated by Agricultural skills by 72% or 50 people out of 69 prisoners who participated in skills training, then had Mebeulair skills by 22% or 15 WBP and the remaining 1% sewing skills, 1% shaving skills and 3% had culinary skills. Of the total 494 inmates, 69 people participated in independence coaching activities, and 142 others participated in personality coaching activities with details that 10 people participated in scouts, 90 people participated in Yasinan activities, 35 people participated in Qur'an learning activities every Tuesday and Thursday, and 7 people participated in church services on Tuesdays and Wednesdays. The other 283 prisoners did not participate in independence building activities or personality building activities by carrying out other routines such as sunbathing in the morning, futsal sports and carrying out table tennis activities.

The following is a graph of the results of the analysis of interview data and the results of observations that have been carried out in the research of Class IIA Kuningan Prison, which obtained two focuses of discussion:

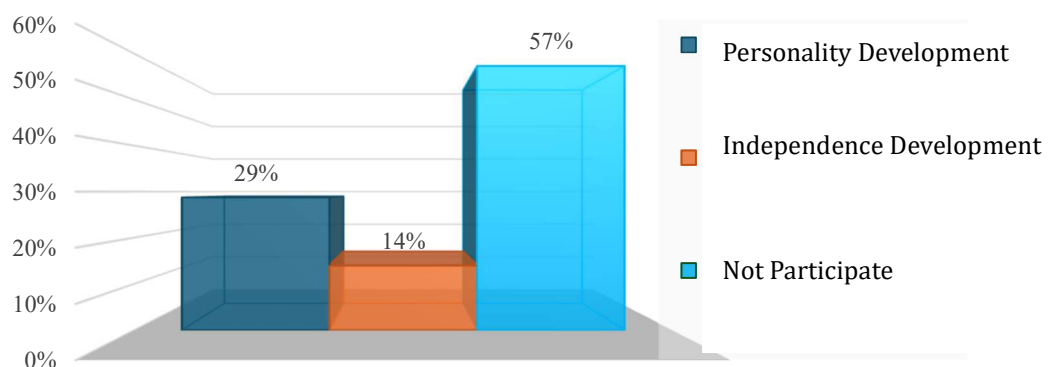


Figure 2
Prisoners Participate in Independence Development Program

Prisoners who participated in the independence development program were 14% of 494. Prisoners who participate in the independence development program are prisoners who tend to have a further vision. Prisoners who actively participate in the independence coaching program are those who wish to have a directed life after the prison term ends so as not to fall back into the same abyss. Based on the results of the interview, it was found that the inmates who participated in self-reliance activities were only 40% smaller than the inmates who did not participate in self-reliance coaching activities. In the 40% data, the inmates are very motivated by the programs organized by the prison, especially the self-reliance coaching of the culinary section, because the results of these activities are very useful for those who want to run a business after the detention period ends.

Prisoners who have participated in the independence coaching program are more able to visualize what activities they will do after the prison period is over. This is formed from the routine carried out in the independence coaching activities, besides that it is also created because of the encouragement of their loved ones. So it can be said that the average motivation that encourages them to take part in the independence coaching program is due to motivation in the form of hope for a better life and can be useful for the surrounding environment, especially for the family, these factors are in line with the motivational factors of the research conducted by (Wedadjati, et al, 2023) namely motivational factors that are relevant in the context of prisoners, one of which is the Certainty of the Future.

Prisoners Not Participating in the Independence Development Program

The results showed that 57% of respondents did not participate in the independence development program or personality development program at the Kuningan Class IIA Prison. They tend not to have motivation either from external motivation or internal motivation. In this Kuningan class IIA prison, there are more prisoners who do not participate in the independence coaching program. From the results of interviews and observations, prisoners who do not participate in coaching activities prefer to stay in the block rather than participate in the coaching program, or only participate in religious activities and light exercise.

This occurs due to a lack of motivation, both from external and internal sources. As said by Maslow that many factors influence the desire of prisoners to foster independence. One of these factors is physiological needs, safety and security needs, social needs, ego needs, and self-actualization. However, due to the low level of these factors, the inmates are only silent and not interested in participating in the independence coaching program. Who tend to be pensive, not interested in doing useful things, thinking about their mistakes deeply and unable to visualize their condition for the future. The lack of interest in participating in independence coaching activities also occurs due to a lack of encouragement from the family to become a better person, this is in line with the explanation of the program (Hamzah et al., 2023) that prisoners who do not participate in self-reliance coaching activities do not have motivation from their families.

CONCLUSION AND SUGGESTION

In line with the theory used in this study, namely motivation factors. Motivation that arises from internal factors is due to an ideal feeling in a person, such as 40% of prisoners who have participated in independence coaching activities, they have gained the ability to develop and have the opportunity to advance, so they tend to have a picture of the activities they will do after the prison term ends. Based on the explanations obtained from

the results of interviews, prisoners who are motivated to participate in independence coaching activities are encouraged because of the desire to improve skills and personal development and have certainty of the future formed from environmental conditions including good relationships with other prisoners, officers who foster well, facilities that support their activities in participating in the independence coaching program.

On the other hand, prisoners who do not participate in the independence coaching program who prefer to stay in the block, and do not have the motivation to follow it due to low self-confidence and do not have an idea of how their conditions after the prison period is over or can be said to have no desire to progress. Based on the results of interviews with prison officers, it also clarifies the causes of the lack of motivation of prisoners in participating in the independence coaching program, namely the lack of maximum facilities available in the prison and also inappropriate rewards which cause a lack of sensation of achievement for the activities they have done. This is in line with the second theory used in this study, namely Herzberg's two-factor theory which explains that the factor of lack of motivation is caused by a lack of challenging activities, there are things that make prisoners dissatisfied, and little opportunity to develop.

Motivation that can encourage prisoners to take part in the independence coaching program, the main factor is from the family, because family support can increase self-confidence, and encourage personal internal motivation of prisoners. It is also explained by (Hamzah et al., 2023) that the support provided by the people around is very influential on the emergence of motivation to participate in the independence coaching program.

Due to the low motivation of prisoners in participating in independence coaching activities, it is necessary to increase support from families, improve facilities, and enrich activities in the coaching program to increase prisoner motivation. The prison is expected to further encourage the families of prisoners to be able to provide encouragement to have the will to move forward and also disseminate information related to the benefits of participating in the independence coaching program. The prison can further improve activities in the independence coaching program by expanding activities and also enriching activities by maximizing the provision of facilities used in independence coaching programs.

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