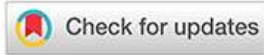


THE ROLE OF SECURITY PERSONNEL IN EFFORTS TO PREVENT ACTS OF VIOLENCE IN CLASS IIB SUKADANA CORRECTIONAL FACILITY



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ABSTRACT

This study examines the role of security officers in preventing violence at the Sukadana Class IIB State Detention Center. The overcrowding of inmates at the Sukadana Detention Center poses a higher security risk, including violence among inmates. The study aims to identify the role of security officers in preventing violence and to reveal the challenges they face in carrying out their duties. Using a qualitative approach, data were collected through observations, interviews with correctional officers, and relevant documentation. Role theory by Biddle and Thomas was used as a framework to analyze expectations, norms, performance, and evaluations of the officers' role in maintaining security. The findings show that officers play a central role in preventing violence, although they face several challenges, such as the limited number of personnel, which is insufficient compared to the number of inmates. Preventive measures include regular patrols, monitoring inmate interactions, and supervising items brought by visitors. In conclusion, security effectiveness needs to be improved by increasing personnel and enhancing the facilities at the detention center.

Keywords: *Prevention of Violence; Security and Order; Overcapacity*



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INTRODUCTION

Law Number 22 of 2022 of the Republic of Indonesia concerning Corrections, Article 1 paragraph (1) explains, "Corrections is a subsystem of the criminal justice system that implements law enforcement in the field of treatment towards detainees, children, and inmates." Corrections is part of the integrated criminal justice system that implements law enforcement in the field of treatment for detainees, children, and inmates during pre-adjudication, adjudication, and post-adjudication stages. The system used in implementing Corrections is called the Corrections system, which is a system of treatment for detainees, children, and inmates carried out through the Corrections functions, which include services, guidance, social reintegration, care, security, and supervision while upholding respect, protection, and fulfillment of human rights.

Human Resources (HR) play a significant role within an organization. In public institutions, such as government agencies, the state uses its authority to enhance both administrative and public-facing capabilities to ensure that the competence of officers becomes more superior. The performance of each individual is their personal responsibility. Grote (2010), as cited by Kompyurini (2010), outlines five responsibilities, including personal motivation to achieve organizational goals, feedback from superiors regarding their work for self-evaluation, effective communication between individuals within the organization, data-driven evaluations with fellow members of the organization, and personal preparation for evaluation by superiors on their work achievements within the organization.

Based on a study by Lestary & Harmon (2017), it was proven that individual performance within an organization is determined by personal characteristics and openness with others within the organization. They also described how individual influence on the environment can increase employee productivity, leading to improved performance. Various external and internal factors influence individual capabilities. Internal factors include knowledge, skills, competence, work spirit, good personality, attitude, and behavior, all of which impact personal performance. External factors include relationships with others, leadership relations, and the work environment.

According to Law Number 22 of 2022 of the Republic of Indonesia concerning Corrections, Article 1 paragraph (2), the Corrections system is a structure regarding the direction, limits, and methods of implementing the Corrections functions in an integrated manner. The implementation of tasks within the Corrections system is the responsibility of Corrections Officers. Article 1 paragraph (21) defines "Corrections Officer" as a functional law enforcement official authorized under the law to carry out Corrections tasks within the criminal justice system. Their duties in guidance, security, and care for detainees or prisoners are guided by the Ministry of Law and Human Rights Regulation No. 33 of 2015 on Security in Correctional Institutions and State Detention Houses.

Article 1 paragraph (16) of Law Number 22 of 2022 concerning Corrections explains that a State Detention House, referred to as a Rutan, is an institution or place that provides services to detainees. A State Detention House (Rutan) in Indonesia is where a suspect or defendant is detained during the investigation, prosecution, and trial processes. The State Detention House is a technical implementing unit under the Ministry of Law and Human Rights. A Rutan is a place for detainees who are still undergoing investigation, prosecution, and trials at the District Court, High Court, and Supreme Court.

The Class IIB State Detention House in Sukadana is a Technical Implementation Unit under the Directorate General of Corrections of the Ministry of Law and Human Rights for the Lampung Regional Office, located in Sukadana, East Lampung Regency. Capacity is one of the factors that allow inmates to have opportunities to engage in

activities that could disrupt security and order. Based on Law Number 22 of 2022 of the Republic of Indonesia concerning Corrections, Article 1, Paragraph (13), it is explained that security refers to all activities aimed at preventing, handling, and restoring security and order disruptions organized to create a safe environment in State Detention Houses and Correctional Institutions. This explanation aligns with the data presented by Usman et al. (2020), which reveals that Correctional Institutions and State Detention Houses in Indonesia face issues of overcapacity/overcrowding. This condition is caused by limited detention space and the increasing rate of criminal activities over time.

According to information obtained from Antara News on Tuesday, June 13, 2023, the level of overpopulation or overcrowding in Correctional Institutions (Lapas) and State Detention Houses (Rutan) has reached 92%. This data was confirmed by Mr. Reynhard Silitonga, S.H., M.H., M.Si., the Inspector General of the Ministry of Law and Human Rights of the Republic of Indonesia, during a Meeting with the House of Representatives' Commission III in Jakarta. He explained, "Based on the Corrections database system, as of June 12, 2023, the overcrowding rate is 92%. He further explained that there are 526 Correctional Institutions and State Detention Houses in Indonesia with a total capacity of 140,424 people, while the number of inmates and detainees in 2023 has reached 269,263 people. Overcrowding is a fundamental issue that has a systemic impact on the administration of Corrections. The effects of this suboptimal condition include disrupted services and guidance functions, deteriorating health conditions of inmates, and an increased likelihood of security disturbances." Given the current situation where there is a significant imbalance between officers and inmates, there is a need for more comprehensive oversight and direct engagement with the detainees. Thus, observation of all activities within the detention facility is necessary as a preventive measure to maintain security and order and to create a safe and orderly environment in State Detention Houses.

Security and order disruptions refer to any situation or condition that may cause unrest, insecurity, and disorder within the detention facility. Security and order disturbances in a Correctional Institution or State Detention House are generally caused by conflicts between individuals within the facility. Inmates and detainees are required to participate in rehabilitation programs provided by the facility, but they are also individuals who have had their freedom taken away due to legal violations. This leads to the assumption that they are socially troubled individuals. Additionally, the limited infrastructure also hinders the success of security, order, and rehabilitation programs, alongside the regulations that must be adhered to.

The incidence of violence in Indonesia continues to rise over time, and this is also reflected in Correctional Institutions, where violent incidents are increasing. This issue is of interest for further investigation. Efforts to improve various facilities and infrastructure have been undertaken by the government, but they have not yet fully met the expectations of inmates and detainees in addressing the problems at hand. To this day, the Correctional authorities continue to contribute and work towards resolving the existing issues, but they are still considered unable to fully address the root causes effectively and thoroughly. There is still a significant amount of violence occurring between inmates in correctional institutions and detention centers in Indonesia. Numerous studies have been conducted on the factors that contribute to security and order disturbances in correctional institutions and detention centers. In general, there are two types of violations committed by detainees or inmates: violent and non-violent offenses. Violent offenses can have an impact on detainees, inmates, or officers in correctional institutions and detention centers, such as fights, riots, and assaults.

Meanwhile, non-violent offenses may involve the smuggling of prohibited items, such as illegal drugs, communication devices, firearms, and many other forbidden items.

Therefore, effective and efficient preventive and countermeasures are needed by security officers in correctional institutions and state detention centers to address all forms of violence committed by detainees and inmates. Based on the explanation, it is necessary to conduct a study about the role of security officers in preventing violent acts in the Class IIB State Detention House of Sukadana.

LITERATURE REVIEW

According to Aji, et al., (2023), there are still many cases of assaults occurring within detention centers (Rutan), either between officers and inmates or among the inmates themselves. Whereas, Kriswanto (2023) mostly talks about the efforts made by the institution involve approaching inmates who engage in opposing or problematic behavior. Munawarah (2023) is also talk about there's still so many assault cases caused by personal problems. Masdayanti (2022) indicated the non-implementation of disciplinary punishments according to regulations conditions.

In Sarwono (2005), Biddle and Thomas argue that roles consist of a series of formulations that limit the expected behavior of individuals holding specific positions. The extent of a person's role or the role they occupy can be assessed through their behavior and actions while holding that position. The indicators of behavior related to roles are as follows:

1. Expectation

In the context of roles, expectation refers to the hopes from the correctional facility toward the officers and vice versa.

2. Norms

Norms are a form of expectation within the context of roles. More specifically, expectations comprise two types: anticipatory expectations and normative expectations, which are the obligations accompanying a role. Normative expectations can be further divided into covert and overt expectations. Covert expectations are those that exist without being explicitly stated, such as the expectation for a doctor to heal their patients or for a teacher to educate their students. In contrast, overt expectations are those explicitly communicated. In this case, the norm refers to the hopes of the Sukadana Class IIB Correctional Facility for officers to maintain security and order without any acts of violence among detainees/prisoners.

3. Performance

Performance or behavioral manifestation refers to how an individual demonstrates the role they occupy in actual actions, not just as hopes or perceptions from others. In the context of roles, this behavioral manifestation becomes the concrete expression of the role assumed by an individual and includes all actions or behaviors exhibited in a particular position or role. This aligns with Biddle and Thomas's view, expressed in Sarwono (2005), that roles involve a series of formulations that limit the expected behavior of individuals in specific positions. Each party's actions aim to fulfill the mutually agreed expectations.

4. Evaluation

In the context of roles, evaluation refers to the positive or negative impressions given regarding how someone demonstrates their role. This assessment is based

on societal expectations of the role in question. Meanwhile, sanctions in the context of roles refer to efforts made by individuals to maintain a positive value or to change how they demonstrate their role to align with societal expectations. Sanctions can come from others or from within oneself. This is consistent with the views of Biddle and Thomas as expressed in Sarwono (2005). The evaluation conducted must be accepted by both parties for mutual progress.

Biddle and Thomas's theory provides a comprehensive perspective on understanding a person's role in a specific position. This theory considers not only the expectations of others or norms but also other aspects such as behavioral manifestations and evaluations or sanctions. Therefore, this theory can offer a holistic and in-depth view of a person's role in a specific position. Thus, Biddle and Thomas's theory serves as a suitable foundation for research examining the role of officers in efforts to prevent acts of violence in the Sukadana Class IIB Correctional Facility.

METHOD

In this research, the author employs a qualitative research method. According to Creswell (2016a), qualitative research methods are designed to explore and understand meanings derived from social or humanitarian issues by individuals or groups. Qualitative research emphasizes data consisting of texts and images, has unique steps in data analysis, and originates from various research strategies. In the context of qualitative research methodology, several key characteristics distinguish it from other approaches. First, qualitative research is exploratory and open to the subjective experiences of individuals. This allows researchers to gain deeper insights into the perceptions, motivations, and behaviors of research subjects. Second, this approach highlights the importance of context in understanding the phenomena being studied. As a result, qualitative research is often conducted in the natural settings of participants, enabling researchers to observe and interact directly with subjects in real-life situations.

One key aspect of qualitative research that is emphasized is the use of various data collection methods, such as in-depth interviews, participatory observation, document analysis, and case studies. This multiple approach allows researchers to obtain diverse and in-depth perspectives on the phenomenon being studied, as well as assisting in data triangulation to enhance the accuracy and credibility of the research findings. Data sources refer to various types of information collected by researchers during the research process to answer research questions. In the context of qualitative research, these data sources are crucial as they help build a deep understanding of the phenomena being studied. Data sources emphasize the importance of using a variety of sources to enrich the analysis and enhance the validity of research findings. Data sources are categorized into two types: primary data and secondary data.

Primary data is information collected directly by researchers from original sources for the specific purpose of the research being conducted. The main advantage of primary data is its high relevance to the specific research problem, as the data is collected with a very specific objective in mind. Primary data allows researchers to control aspects such as question format, sample population, and data collection timing, making the information obtained highly specific, current, and relevant to the research question.

Secondary data, on the other hand, refers to data that has been collected and published by others and is not gathered directly by the researcher for the current study. Secondary data is often used to gain initial context regarding the research subject, compare new research findings with existing data, or add richness and depth to the

analysis with additional information. Advantages of secondary data include availability and quick access, lower costs compared to primary data collection, and the ability to conduct longitudinal analysis or historical trends using data collected over a long period.

In this study, the researcher uses relevant literature as reference materials to enhance understanding of the issues to be discussed. Literature studies can serve as comparative materials and a literature review. Supporting data includes laws, regulations, articles, and books related to the role of officers in efforts to prevent violence among prisoners or inmates.

Documentation study involves collecting data by copying and reproducing documents and important records related to the research present at the research site. Documentation consists of data obtained from the Class IIB Sukadana Prison regarding the prison profile and efforts to address violence among prisoners or inmates.

Data collection methods are techniques used by researchers to obtain data relevant to the research objectives being pursued. These methods can be employed to identify abstract aspects or those that are difficult to measure using concrete objects or methods. In data collection, researchers directly encounter the subjects being investigated to gather the necessary information. The data collection techniques used in this study include observation, interviews, and documentation.

In this research, data analysis follows a series of steps: data collection, data reduction, data presentation, and conclusion drawing. According to Miles and Huberman (Sugiyono, 2023), activities in qualitative data analysis are conducted interactively and continuously until completion, ensuring the data is clear. The data analysis technique used in this study follows the Miles and Huberman model as described below:

Data collection involves gathering information from literature studies, observations, and interviews with the research subjects. Data collection may take days or even months, resulting in a large volume of data. In the initial stage, the researcher conducts a general exploration of the social situation/subject being studied, recording everything seen and heard. This approach allows the researcher to acquire a vast and varied amount of data.

The data obtained from the field can be extensive, requiring careful and detailed notes. As the researcher spends more time in the field, the volume of data increases in complexity. Thus, data analysis through data reduction becomes necessary. Data reduction involves summarizing, selecting key points, focusing on important aspects, and identifying themes and patterns. Consequently, the reduced data provides a clearer picture and facilitates further data collection by the researcher.

Miles and Huberman (1984) state that "the most frequent form of display data for qualitative research data in the past has been narrative text." In this case, the researcher presents data in descriptive form to facilitate an overview of the entire research or specific parts.

Initial conclusions are considered temporary and may change if strong evidence is not found to support them in subsequent data collection stages. However, if the initial conclusions are supported by valid and consistent evidence when the researcher returns to the field to collect data, they become credible conclusions. Therefore, conclusions in qualitative research may answer the research questions formulated at the beginning but may also evolve, as problems and research questions in qualitative studies remain tentative and develop as the research progresses in the field.

RESULTS AND DISCUSSION

Based on Law Number 22 of 2022 concerning Corrections, it regulates the responsibilities and roles of security officers in correctional facilities and detention centers. Article 14 states that security of correctional institutions and detention centers is carried out by correctional officers with the assistance of correctional security personnel, and Article 15 stipulates that correctional officers carry out the duties as referred to in Article 14. Security officers are tasked with ensuring that correctional institutions and detention centers are secure both internally and externally. This is done by conducting patrols, observations, and inspections of prisoners, detainees, and visitors, as well as monitoring all activities within the detention center.

Roles can serve as tools or actions taken by leadership based on their position in society, which have become their responsibility to encourage and guide individuals toward the real world, in line with societal developments. Similarly, the role of security officers at the Class IIB Sukadana State Detention Center in preventing acts of violence is crucial. The correctional security unit is responsible for monitoring the movement and activities of inmates within the facility, preventing escape attempts, and ensuring that inmates remain within designated areas. The routines of the inmates are regulated by the correctional security officers, who also oversee their meals, leisure time, and interactions with visitors. Security officers at the Class IIB Sukadana State Detention Center ensure that policies and guidelines set by the correctional facility are followed. Within the correctional facility, security officers supervise and inspect cells, rooms, and other areas. To stop prohibited activities in the prison, they ensure that items brought by visitors are checked, monitor communications between inmates, and conduct regular inspections.

Security officers at the Class IIB Sukadana State Detention Center are responsible for maintaining order in the facility and handling crises such as riots or disputes between inmates. They must be able to maintain control of these situations by using appropriate strategies, applying necessary force, and ensuring everyone's safety. In addition to maintaining security within the prison, security guards also help guide inmates by providing advice, facilitating access to rehabilitation programs, and assisting in the social reintegration process, preparing them to rejoin society.

The implementation of security measures for inmates in Sukadana Class IIB Prison is essential in supporting the goals of the correctional system, which is to rehabilitate inmates. Therefore, policies regarding security implementation should be conducted according to existing regulations, minimizing incidents related to inmate safety. Inmates who violate rules should receive firm sanctions from the Sukadana Class IIB Prison authorities. The role theory used in this research comprises Expectation, Norm, Performance, and Evaluation, elaborated as follows:

Expectation Dimension

Expectation refers to the hopes of others regarding appropriate behaviors to be exhibited by individuals in specific roles. These expectations can be general, pertain to a certain group, or be specific to an individual. This research employs the role theory proposed by Biddle and Thomas, where the Expectation dimension refers to the expectations between the prison authority and the security officers. This dynamic plays a crucial role in addressing incidents of violence in Sukadana Class IIB Prison.

To foster positive expectations between officers and inmates, security efforts should involve building a familial atmosphere between inmates and officers. The security strategy at Sukadana Class IIB Prison requires ongoing implementation to achieve safety and order. Security strategies can identify vulnerabilities or situations that might lead to

disruptions in security and order within the prison. These strategies are vital and are outlined in the Director General's Decree No. PAS-58.Pr.01.02 regarding the standard procedures for addressing security and order disturbances through early detection methods. Sukadana Class IIB Prison employs a strong security team. The security officers adhere to applicable SOPs in their duties. They closely monitor inmates by checking their cells, inquiring about their conditions, and observing the surroundings to minimize inter-inmate violence.

Field observations reveal that security officers take various measures to maintain safety and prevent violence. Each block has two guards, one Kupam officer, and KPLP staff, who conduct periodic checks. The officer responsible for the block holds the keys, conducting inspections every hour to ensure inmate conditions are monitored and to minimize violence (as stated in Article 10 of the Minister of Law and Human Rights Regulation No. 33/2015). The preventive measures in place at Sukadana Class IIB Prison are considered sufficient by the officers. The preventive strategy involves hourly checks, with each officer tasked with holding the block keys. This structure is expected to help prevent violence.

Norm Dimension

Norm refers to a form of expectation. Secord and Backman classify types of expectations as anticipatory expectations, which predict behaviors that will occur, and normative expectations, which are the obligations accompanying a certain role. This research utilizes the role theory based on Norm as presented by Secord and Backman, who assert that norms are a type of expectation. The Norm theory applies to the security officers at the prison. In this context, norms relate to the obligations associated with the roles of prison authorities and the norms imposed on inmates by officers to prevent violence in Sukadana Class IIB Prison.

Secord and Backman categorize types of expected norms, with the first being anticipatory norms, which predict behaviors that may occur, including potential violence within Sukadana Class IIB Prison. Inmates must comply with the regulations during their stay, as stipulated in Article 2, paragraphs 1 and 2 of the Minister of Law and Human Rights Regulation No. 6 of 2013 regarding Prison and Detention Center Regulations, which mandates that all inmates and detainees adhere to prison rules. The second type of expected norm identified by Secord and Backman is normative expectations (role expectations), which are the obligations accompanying the roles of inmates and officers at Sukadana Class IIB Prison. The normative expectations in this prison are relatively positive, as inmates generally comply with and understand the rules established by the prison staff. Officers allow inmates some freedom to interact with them.

Dimension of Performance (Behavioral Manifestation)

Behavioral manifestation refers to the actions exhibited by actors. In this context, behavioral manifestations are tangible and varied; this variation is seen as normal and boundless within role theory. The theory of behavioral manifestation does not classify its terms strictly but rather categorizes them based on the nature of the behavior and its purpose (motivation). Thus, the behavioral manifestations of roles can be classified into various types, such as work results, disciplining inmates, maintaining order, and so on.

This research employs role theory, where one dimension is Performance (Behavioral Manifestation), utilized by security personnel at the Class IIB Sukadana Detention Center. In the context of behavioral manifestation, it refers to the activities of inmates within the detention center that can maintain order among the inmates. The

behavioral manifestation in question is the actions of security personnel aimed at achieving safety and order without violent incidents between inmates at the Class IIB Sukadana Detention Center.

According to the Regulation of the Minister of Law and Human Rights of the Republic of Indonesia No. 29 of 2017 regarding Amendments to the Regulation of the Minister of Law and Human Rights No. 6 of 2013 on the Discipline Regulations for Correctional Institutions and Detention Centers, this regulation aims to ensure orderly life within correctional institutions. It establishes rules that must be followed by all inmates and the mechanism for imposing disciplinary actions, serving as a criterion for determining good behavior among inmates. The personnel at the Class IIB Sukadana Detention Center strive to prevent acts of violence, leading to a significant reduction in such incidents.

Based on field findings, the researcher identified that the security personnel at the Class IIB Sukadana Detention Center implement the Performance dimension to prevent violence by enforcing strict discipline through the rigorous application of rules and appropriate sanctions for inmates involved in violent acts, creating a deterrent effect. Additionally, personnel focus on moral and behavioral guidance for inmates and serve as mediators to resolve conflicts peacefully before they escalate into physical violence. The Performance dimension is a dominant factor in daily life within the Class IIB Sukadana Detention Center. This dimension can impact the rehabilitation process of inmates, allowing both personnel and inmates to assess whether the inmates understand and comply with the social norms in place to reduce incidents of violence.

Dimension of Evaluation

Evaluation in role theory refers to the positive or negative impressions given by society based on prevailing norms concerning the behaviors exhibited by actors. If the evaluation comes from external sources, it means that the assessment of the role is determined by the behavior of others. If the evaluation is internal, then the actor themselves assigns value based on their knowledge of societal expectations and norms. This research applies role theory as posited by Biddle and Thomas, where one dimension is Evaluation, utilized by security personnel in the detention center. In this context, evaluation refers to the measurable assessment from the detention center staff regarding the changes perceived by both staff and inmates in preventing violence at the Class IIB Sukadana Detention Center. Evaluation can maintain security values or influence inmates to align their roles with expectations.

The evaluation dimension can be broken down into two factors: internal evaluation and external evaluation. Internal evaluation is the assessment process conducted by an organization or institution to evaluate performance, effectiveness, and compliance with established standards or policies. The regulations provided must be effective and conveyed in clear and understandable language to the inmates. Ambiguity in rules can lead to confusion and potentially incite conflict. The established regulations must be relevant to the actual conditions within the detention center. External evaluation refers to the assessment process conducted by entities outside the organization to evaluate the organization's performance, quality, and compliance with standards, regulations, or expectations. If inmates feel that the rules are applied fairly, without discrimination, they are more likely to comply. A perception that rules are equitable, relevant, and reasonable increases compliance, while overly stringent, illogical, or difficult-to-follow rules may provoke resistance.

Inmates should be treated as human beings deserving dignity. They are merely individuals who have strayed and should be guided back to the right path. Security personnel at the Class IIB Sukadana Detention Center approach inmates by fostering good communication. This allows personnel to understand the underlying reasons for inmates' unlawful actions. Communication serves to build rapport, enabling inmates to express their grievances, allowing personnel to provide constructive feedback to address issues and prevent potential conflicts or violence.

Based on field findings, the researcher observed that the security personnel's evaluation efforts have led to a significant reduction in violence at the Class IIB Sukadana Detention Center. Both personnel and inmates acknowledge the effectiveness of the approaches taken by the staff. The Evaluation dimension within the Class IIB Sukadana Detention Center provides measurable assessments. The comparisons indicate an increase in staff evaluations, leading to a noticeable decrease in violent incidents. Inmates are becoming hesitant to engage in violence due to the established rapport with the personnel.

Challenges Faced by Personnel in Preventing Violence at the Class IIB Sukadana Detention Center

Security involves activities designed to prevent unauthorized individuals from accessing vital areas, thus protecting these areas from damage or loss. Security measures can include physical barriers, lighting, CCTV, and other electronic surveillance tools. The absence of adequate CCTV is a significant challenge for personnel at the Class IIB Sukadana Detention Center. While CCTV is a vital monitoring tool and serves as evidence in the event of disturbances, personnel reported difficulties in monitoring a large inmate population without sufficient CCTV coverage. Currently, there is only one active CCTV unit, which limits oversight of inmate activities outside their cells. Consequently, staff must rely on building rapport with inmates to ensure they feel safe and secure.

Security personnel play a crucial role as law enforcers responsible for maintaining order within the detention facility. Under specific duties, a security unit is formed to safeguard the detention center from disturbances caused by inmates. According to Article 1, Paragraph 7 of the Regulation of the Minister of Law and Human Rights No. 33 of 2015 regarding Security in Correctional Institutions and Detention Centers, it states: "The Security Unit is responsible for preventing, responding to, managing, and recovering from security and order disturbances in detention centers."

The effectiveness of the security measures at the Class IIB Sukadana Detention Center is compromised due to a shortage of personnel. Currently, the number of security staff is not proportional to the inmate population. With 423 inmates and only 62 security personnel—who are further divided based on established shifts—this shortage creates challenges for effective supervision. Informants indicated that the Class IIB Sukadana Detention Center feels understaffed. With only 62 personnel responsible for overseeing 423 inmates, security staff find it challenging to carry out their roles effectively.

CONCLUSION AND SUGGESTION

For security officers, the expectation is that inmates will be more open and hesitant to commit acts of violence. To achieve this, security officers must adopt a firm approach towards inmates by following the established Standard Operating Procedures (SOP). They should also engage with inmates, allowing them the opportunity to express their grievances, helping officers understand inmates' needs, thereby reducing the potential for violent incidents.

There are regulations that limit the time inmates can gather together. These regulations are implemented by prison officers to minimize violence between inmates and prevent riots. In the context of behavior, this relates to the activities of inmates within the prison aimed at maintaining order and security without violence. The behavior expected from security officers includes the strict enforcement of rules and appropriate sanctions for inmates involved in violent acts, serving as a deterrent. Officers also provide moral and behavioral guidance to inmates and act as mediators to peacefully resolve conflicts before they escalate into physical violence.

The positive or negative perceptions from society regarding the behaviors exhibited by the actors based on existing norms. In efforts to prevent violence, there has been a noted decrease in violent incidents within Class IIB Sukadana prison. Both officers and inmates recognize that the approach taken by the officers has been effective.

There are two main challenges in preventing violence in Class IIB Sukadana Prison: the absence of CCTV means that monitoring inmate activities outside their cells is inadequate. Officers can only rely on building trust and communication with inmates to make them feel safe and comfortable. With a total of 432 inmates and only 62 security officers on duty, the effectiveness of surveillance and monitoring is compromised. This staffing issue can lead to less effective security oversight.

Based on the research conducted, the following recommendations are proposed: it is crucial to improve the existing facilities by installing CCTV in strategic locations such as common areas, corridors, and gathering spots for inmates. This enhancement will enable real-time monitoring of activities, thus improving control over inmate behavior without requiring physical presence at all times. Additional security personnel should be recruited to ensure comprehensive oversight of inmates in Class IIB Sukadana Prison. Optimizing staff allocation will help maintain effective supervision and security measures.

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