

## ANALYSIS OF THE REHABILITATION PROCESS AT WOMEN'S CORRECTIONAL FACILITY CLASS IIA TANGERANG



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### **ABSTRACT**

*This study aims to explore the implementation of inmate rehabilitation programs at Women's Correctional Facility Class IIA Tangerang, identify challenges, evaluate the applied assessment system, and uncover the expectations of the inmates. Using a qualitative approach, data were obtained through in-depth interviews with inmates. Findings reveal that rehabilitation programs include practical skills training, personality development, and spiritual growth, fostering holistic development among inmates. However, challenges such as limited facilities, program relevance, and staff competency hinder optimal implementation. Program evaluations are deemed less transparent, though they significantly motivate inmates to improve. Inmates hope for improved facilities, more relevant programs, and a personalized approach to rehabilitation. This study concludes that rehabilitation programs have significant potential for positive change but require quality improvements and enhanced resource support for better outcomes.*

**Keywords:** *Rehabilitation; Women's Correctional Facility; Inmate Expectations*



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## INTRODUCTION

The high crime rate in Indonesia reflects significant challenges in maintaining public security and order. Data from the SDP (Correctional Database System) shows that this year, the number of inmates at Correctional Institutions in Indonesia reached more than 270,000 people, exceeding the ideal occupancy capacity. This situation indicates that correctional facilities face not only overcrowding issues but also the critical responsibility of rehabilitating inmates to prepare them for reintegration into society. One of the primary causes of crime in Indonesia is socio-economic factors, such as poverty, low education levels, unemployment, and high life pressure. These issues are exacerbated by a lack of legal awareness within society. Addressing these challenges requires the correctional system to play a key role, not just in punishing offenders but also in rehabilitating them to become better individuals after serving their sentences.

Legally, the implementation of the correctional system is governed by Law No. 22 of 2022 on Corrections, which states that correctional facilities function as venues for rehabilitation and social reintegration. Article 2 specifies the objectives of corrections as:

- Helping inmates recognize their mistakes.
- Increasing awareness to live a dignified life.
- Guiding inmates to be accepted back into society.

Article 10 of the law explains that rehabilitation programs in correctional facilities include personality development and independence training. According to Law no. 31 of 1999, "Guidance is an activity to improve the quality of devotion to God Almighty, intellectual, attitude and behavior, professional, physical and spiritual health of Prisoners and Correctional Students". Personality development focuses on moral, religious, and disciplinary values, while independence training aims to equip inmates with skills for self-reliant life after prison.

Women's Correctional Facility Class IIA Tangerang exemplifies efforts to rehabilitate inmates through programs designed not only to punish but also to rehabilitate. These programs include practical skills training, mental reinforcement, and spiritual development, helping inmates improve themselves and break the cycle of crime by offering better opportunities after release. However, rehabilitation in correctional facilities faces challenges such as limited human resources, inadequate facilities, and difficulties in implementing programs tailored to inmates' needs. These obstacles pose serious challenges that must be addressed to ensure effective rehabilitation. Additionally, the evaluation system for rehabilitation programs needs to be strengthened to assess their positive impact on inmates' behavioral changes.

This study aims to explore the implementation of rehabilitation programs, to identify challenges in the rehabilitation process, to analyze the evaluation system applied in rehabilitation, and to uncover inmates' expectations for rehabilitation programs at Women's Correctional Facility Class IIA Tangerang. By gaining a deeper understanding of the rehabilitation process, solutions can be found to improve the quality of programs in correctional facilities, enabling inmates to become better individuals, reintegrate into society, and positively contribute to social life after their sentences.

## LITERATURE REVIEW

Rehabilitation programs in correctional facilities have been widely studied, emphasizing their importance in preparing inmates for reintegration into society. Doris, et al (2021) underscore the multifaceted roles of correctional officers in ensuring the effective implementation of rehabilitation initiatives. Officers serve as mentors, educators, social

workers, guardians, security personnel, and communicators, demonstrating their critical involvement in guiding inmates through rehabilitation. However, these roles are often hindered by several challenges, including low inmate motivation, a lack of technical staff, weak officer competencies, and inadequate infrastructure. These barriers significantly impact the effectiveness of rehabilitation programs, highlighting the need for systemic improvements. Doris et al. (2021) recommend strengthening human resources, enhancing facilities, and employing motivational strategies for both officers and inmates to achieve more effective rehabilitation outcomes.

Similarly, I Wayan, et al (2021) explore the collaborative efforts of correctional facilities in fostering rehabilitation and social reintegration. Their study highlights the active partnerships between correctional facilities, government agencies, private foundations, and community organizations. These collaborations facilitate various programs, such as skills training and the promotion of inmate-produced goods through exhibitions. Such initiatives not only equip inmates with practical skills for their post-incarceration lives but also help reshape public perceptions of correctional facilities as places of rehabilitation rather than mere punishment. This positive societal perception is crucial for creating an environment conducive to the reintegration of former inmates.

Both studies reveal the integral role of rehabilitation programs in achieving the dual goals of inmate development and societal acceptance. Doris et al. (2021) emphasize the need for addressing internal challenges within correctional facilities, such as improving staff training and infrastructure, while I Wayan et al. (2021) focus on the external collaborations that enrich rehabilitation programs. Together, these perspectives offer a comprehensive understanding of the factors influencing the success of rehabilitation initiatives.

A key theme emerging from the literature is the importance of personalized approaches in rehabilitation. Doris et al. (2021) and I Wayan et al. (2021) suggest that tailoring programs to the specific needs of inmates can enhance their effectiveness. For instance, skills training programs should align with inmates' individual interests and potential career paths, thereby increasing their motivation and engagement. Moreover, addressing the psychological and emotional needs of inmates through counseling and support services can further reinforce their commitment to rehabilitation.

In addition to the direct benefits for inmates, rehabilitation programs also serve broader societal objectives. By equipping inmates with skills and fostering positive behavior, these programs reduce recidivism rates and contribute to community safety. The promotion of inmate products through exhibitions, as noted by I Wayan et al. (2021), exemplifies how rehabilitation initiatives can create economic opportunities for inmates while enhancing public awareness and acceptance of their reintegration.

Despite the significant potential of rehabilitation programs, both studies acknowledge the persistent challenges that need to be addressed. The lack of adequate infrastructure and resources remains a critical issue, as does the need for skilled and motivated staff. Doris et al. (2021) call for targeted investments in correctional facilities to improve their capacity to deliver effective rehabilitation. Furthermore, fostering a culture of support and collaboration among staff, inmates, and external stakeholders is essential for overcoming these challenges.

In conclusion, the literature highlights the multifaceted nature of rehabilitation programs in correctional facilities and their critical role in facilitating inmate reintegration. Strengthening human resources, enhancing infrastructure, and fostering collaborations are pivotal strategies for addressing existing challenges and maximizing the effectiveness of these programs. By adopting a holistic and collaborative approach,

correctional facilities can better fulfill their mission of rehabilitation and contribute to a more inclusive and supportive society.

## **METHOD**

This study employs a qualitative descriptive approach, with data collected directly through interviews with a single inmate at Women's Correctional Facility Class IIA Tangerang. The interview lasted approximately two hours. Data sources include primary and secondary data. Primary data refers to original information obtained directly from the source, while secondary data is derived from library research to establish theoretical foundations based on expert opinions and literature.

Data collection techniques include observation and interviews for primary data, and literature review for secondary data. Data analysis follows thematic stages, including data reduction (selecting relevant inmate data), data presentation (observing selected inmate data from rehabilitation records), and conclusion drawing through verbatim analysis of interviews. A qualitative approach provides deeper insights into inmates' experiences, views, and reflections on rehabilitation programs.

## **RESULTS AND DISCUSSION**

### **Implementation of Rehabilitation**

Rehabilitation in correctional facilities implements Article 10 of Law No. 22 of 2022, which covers personality and independence training. At Women's Correctional Facility Class IIA Tangerang, rehabilitation begins with orientation and program introduction for inmates. Programs include practical skills training, such as culinary arts, hairdressing, and crafts, along with personality and spiritual development. These skills not only provide technical capabilities but also support character transformation.

Hairdressing training, for instance, is considered relevant by many inmates. One inmate stated *"I chose hairdressing because it has many opportunities after release."*

This training exemplifies Pavlov's Classical Conditioning Theory, where positive behavior is shaped through repeated stimuli, such as structured skill-training activities. However, there are shortcomings in conveying information about inmates' rights and obligations in rehabilitation. One inmate complained, "Officers provided an overview of the stages but did not explain the SOPs, our rights, or sanctions in detail." This highlights the need for a more communicative and transparent approach to boost inmate motivation in rehabilitation programs.

### **Challenges in Rehabilitation**

Challenges in rehabilitation arise from facilities, program relevance, and human resources, affecting program effectiveness. Talcott Parsons' Social Systems Theory emphasizes that a system's success relies on balanced supporting elements.

- **Limited Facilities:** Many tools, such as salon equipment and craft supplies, are outdated and fail to meet modern standards. Cramped training spaces also hinder comfortable learning. An inmate noted *"Some equipment we use is old and not as good as what's available outside,"*
- **Program Relevance:** Some programs, like farming, are deemed irrelevant to modern job markets. Inmates hope for adjustments to programs to align with industry trends, such as digital skills and entrepreneurship. An inmate remarked *"Farming programs are not directly applicable after release."*

- Human Resource Limitations: Officers often lack adequate technical expertise. *"Sometimes the staff does not fully understand the material, making it hard for us to learn optimally,"* said an inmate. This indicates the need for officer capacity-building through training and certification.

### **Evaluation and Assessment**

Rehabilitation evaluations are routinely conducted to assess inmate participation and behavioral changes, as mandated by Article 20 of Law No. 22 of 2022. While evaluations are motivational, some inmates find them lacking transparency. *"Evaluation criteria are often unclear,"* an inmate observed, making it hard for inmates to identify improvement areas.

Nonetheless, evaluations positively influence inmates' motivation. *"The evaluation results inspire me to improve and strive for better outcomes,"* shared another inmate. Effective evaluations can drive positive change, consistent with B.F. Skinner's Reinforcement Theory, which highlights the role of positive reinforcement in encouraging desirable behavior.

### **Inmate Expectations**

Inmates express various expectations for their rehabilitation experiences, reflecting aspirations for meaningful and relevant engagement, as emphasized in Abraham Maslow's Humanistic Theory, which places self-actualization as the highest individual need.

- Program Relevance: Inmates desire modern skill training, such as digital technology or entrepreneurship. *"I hope for more contemporary training programs,"* said one inmate.
- Personalized Approach: Inmates believe personalized rehabilitation fosters greater motivation. *"If programs align with our interests and abilities, the outcomes would improve,"* an inmate suggested.
- Facility Improvements: Adequate facilities are a primary hope for inmates. *"Upgraded equipment and larger training spaces would enhance learning,"* stated an inmate.
- Character and Emotional Preparation: Inmates seek programs focusing on character building and emotional readiness. *"Rehabilitation helps me become more patient and ready for post-release challenges,"* an inmate shared.

### **CONCLUSION AND SUGGESTION**

Rehabilitation programs at Women's Correctional Facility Class IIA Tangerang encompass practical skills, personality development, and spiritual growth, aiming for holistic inmate rehabilitation. Despite positive impacts, challenges like limited facilities, program relevance, and staff competency hinder effectiveness. Program evaluations, while motivational, lack transparency. Inmates hope for more relevant programs, better facilities, and personalized approaches. Enhancing program quality, providing adequate resources, and strengthening staff capacity are essential for effective rehabilitation and meaningful social reintegration.

To improve the effectiveness of rehabilitation programs at Women's Correctional Facility Class IIA Tangerang, several measures are recommended. First, upgrading facilities with modern equipment, adequate activity spaces, and well-equipped workshops is essential to support diverse program needs. Additionally, aligning rehabilitation programs with current job market demands and inmate interests through regular assessments can enhance program relevance and inmate engagement. Strengthening staff capacity through targeted training in mentoring, counseling, and program facilitation will also improve the quality of program delivery. Transparent program evaluations are crucial to build trust and motivate inmates; thus, clear and open evaluation processes should be implemented, incorporating feedback from both inmates and staff. Personalized approaches to rehabilitation are also vital, with individualized plans tailored to each inmate's unique needs, skills, and aspirations.

Collaboration with external stakeholders, including government agencies, private organizations, and community groups, can provide additional resources and opportunities, such as showcasing inmate products through exhibitions or community integration programs. Finally, maintaining a holistic approach that integrates practical skills, personality development, and spiritual growth ensures that rehabilitation fosters both personal growth and readiness for societal reintegration. By addressing these areas, the facility can significantly enhance its rehabilitation programs and support successful outcomes for inmates.

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