

THE IMPLEMENTATION OF PLASTIC INJECTION MOLDING INDUSTRY IN ENHANCING INMATES' LIFE SKILLS AT CIKARANG CLASS IIA CORRECTIONAL FACILITY



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ABSTRACT

The abstract provided discusses a study focused on the implementation of the Plastic Injection Molding industry at Lapas Kelas IIA Cikarang, which serves as a structured program designed to improve the life skills of inmates. By offering both technical training and direct work opportunities within the industrial sector, the initiative seeks to rehabilitate inmates by equipping them with practical, employable skills that they can apply after completing their sentences. This aligns with the broader goals of reintegration and reducing recidivism by providing inmates with tangible competencies that increase their chances of securing employment and reintegrating successfully into society. The study employs a qualitative research method, incorporating data gathered through in-depth interviews with key stakeholders, such as inmates, prison staff, and industry partners, alongside direct field observations of the program's operations. The findings of the research indicate that the program has been largely successful in imparting valuable technical skills to the inmates involved. However, the study also highlights several ongoing challenges, particularly in terms of limited equipment availability, which restricts the number of participants, and varying levels of inmate engagement, where some inmates are less motivated to fully commit to the program. Despite these challenges, the initiative has proven to play a vital role in the overall rehabilitation process, contributing significantly to the inmates' readiness for reintegration. The program not only provides them with the technical know-how needed for future employment in industries such as plastics manufacturing but also fosters a sense of responsibility, discipline, and teamwork. Overall, the Plastic Injection Molding program at Lapas Kelas IIA Cikarang demonstrates its potential to support both the personal development of inmates and the broader goals of correctional rehabilitation.

Keywords: Plastic Injection Molding; Correctional Facility; Inmates Life Skills



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INTRODUCTION

The correctional process in Indonesia has undergone a significant paradigm shift. In the past, correctional institutions (prisons) were seen primarily as places for punishing inmates, but today, prisons are increasingly viewed as centers for rehabilitation and social reintegration (Ramadhan et al., 2021). This aligns with the perspective of Marjono Reksodiputro, who argues that the criminal justice system aims to prevent the public from becoming victims of crime by promoting justice through various means, including rehabilitating lawbreakers. This shift in perspective, which emphasizes rehabilitation and social reintegration, resonates with the ideas of Dr. Saharjo, SH, who proposed replacing the concept of imprisonment with the concept of correctional services. According to him, the role of correctional institutions should not be limited to punishment, but rather to help inmates recover so that they can reintegrate into society and live productively after completing their sentences.

This philosophical shift is also reflected in the 2009 Blueprint for the Reform of the Correctional System, which emphasizes that the purpose of correctional facilities is not only to punish or deter but to focus on social integration, primarily aiming to restore the relationship between the convicted individuals and society (National Legal Development Agency, 2009). This is further reinforced by Law Number 22 of 2022 on Corrections, which states that the purpose of corrections is to help inmates recover their lives, reintegrate with society, and reduce the risk of recidivism. This legislative framework highlights the importance of rehabilitation and social reintegration, acknowledging that the ultimate goal of correctional facilities is to prepare inmates for a successful return to society.

The development of self-reliance for inmates is one of the crucial efforts in Indonesia's correctional system. Self-reliance encompasses various aspects, including the development of work skills that can help inmates acquire life skills to improve their lives once they are released from correctional institutions. As explained by Harsono (1995), this development involves providing guidance and education to ensure that inmates can develop themselves both personally and professionally to enhance their abilities and skills. In this context, self-reliance includes job skill training, such as those provided at Lapas Kelas IIA Cikarang, which offers an industrial plastic injection molding program.

The self-reliance program at Lapas Kelas IIA Cikarang aims to provide practical skills that can help inmates have better opportunities in life once they leave the correctional facility. The program teaches technical skills in the plastic industry, specifically in the operation of injection molding machines used to produce various plastic products. Through this program, it is hoped that inmates will acquire skills that are not only beneficial to themselves but can also contribute to society and the industry once their sentences are completed.

The self-reliance development at Lapas Kelas IIA Cikarang is carried out through collaboration between the correctional institution and third-party organizations, such as PT. Glory Karsa Abadi, which provides the injection molding machines and training for the inmates. Such partnerships are crucial in ensuring that inmates acquire skills that align with the needs of the labor market outside the prison. This program reflects the implementation of Government Regulation No. 31 of 1999, which regulates the development and guidance of correctional inmates, emphasizing the importance of work training and practical skills for inmates (Sujatno, 2004).

However, despite the significant benefits of this program for the inmates, several challenges remain to be addressed. One of the main challenges is the limited number of injection molding machines available for use by the inmates, which reduces the

production capacity and the learning opportunities for other inmates. Therefore, this research aims to analyze how the implementation of the plastic injection molding industry at Lapas Kelas IIA Cikarang can improve the life skills of inmates and benefit their social reintegration process.

Life skills, or the practical skills that inmates possess, are crucial to ensure that they can successfully adapt to society after their release from prison. As noted by Graffam and Shinkfield (2007), inmates with adequate life skills are less likely to reoffend because they are able to integrate into society and avoid re-engaging in criminal behavior. The self-reliance program focused on plastic industry skills is expected to be one of the solutions for enhancing inmates' abilities to cope with life's challenges after their return to society.

Given this background, the research will focus on the implementation of the plastic injection molding program at Lapas Kelas IIA Cikarang and how it can improve inmates' life skills. This study aims to provide a clearer picture of the role of self-reliance programs in helping inmates prepare for social reintegration and reducing the risk of recidivism. Additionally, the research will explore the potential for further developing the program to make it more effective in enhancing the skills and lives of inmates in the future.

LITERATURE REVIEW

The development of self-reliance for inmates in correctional institutions is one of the essential efforts in their rehabilitation and social reintegration process. Several studies have discussed various aspects related to the development of self-reliance, such as skill development, inmate empowerment, and attention to human rights (HR), in order to illustrate the importance of this program in equipping inmates with skills that are useful once they return to society. The following is an explanation of some literature relevant to this topic.

This study reveals that self-reliance development at Lapas Kelas IIA Purwokerto is highly focused on the development of life skills for inmates. The program aims to provide inmates with skills they can use in their lives after leaving the prison. Sativa and Wibowo (2023) used a qualitative method in their research, which allowed them to delve deeper into the experiences and views of inmates regarding the self-reliance program. The results of this study show that self-reliance development can provide high motivation for inmates to prepare themselves for life after their sentences. The life skills taught include practical skills useful in daily life, which can help inmates become more independent, both economically and socially.

The development of life skills is expected to provide added value for inmates, as the skills they acquire in prison can be a valuable asset when they return to society. Therefore, it is important to ensure that the program is accessible equally and runs effectively so that inmates truly benefit from the skills taught. Self-reliance development at Lapas Kelas IIA Purwokerto serves as an example that skill training is not only to improve technical abilities but also to motivate inmates to be better prepared to adapt to social life after serving their sentences.

In research conducted by Chasanah and Hidayat (2020), the implementation of work guidance programs at Lapas Perempuan Kelas IIA Semarang is discussed. This study also uses a qualitative method to explore in-depth the implementation of skill programs for female inmates. The focus of this research is the empowerment of inmates through skill development, which is expected to enhance their self-reliance.

The work guidance program at Lapas Perempuan Kelas IIA Semarang not only teaches technical skills but also encourages inmates to develop initiative, creative ideas,

and innovation in the execution of the program. Chasanah and Hidayat (2020) emphasize the importance of empowerment in the development of self-reliance, as inmates involved in skill-based programs can develop confidence, improve their work skills, and ultimately prepare themselves to return to society with more independence. The skill development in this correctional facility focuses on self-development, which includes improving inmates' quality of life and creating opportunities for them to access employment after release.

Overall, this research highlights the importance of skill programs oriented toward empowerment, which not only teach practical skills but also provide opportunities for inmates to develop their creativity and work abilities. These programs are a form of development that supports inmates in the social reintegration process, where the skills acquired can become valuable assets for their lives outside of prison.

Research by Hunafa and Wibowo (2022) discusses the implementation of inmate self-reliance development from the human rights (HR) perspective. This study raises an important issue related to inmates' rights to receive skill training as part of their self-reliance development efforts. Self-reliance development not only involves technical aspects but also needs to consider the fundamental rights of inmates as citizens, including their right to receive education and job training appropriate to their needs.

Although the goal of self-reliance development is to prepare inmates for life outside of prison, this study notes several challenges in its implementation. One major challenge is the limited resources, both in terms of the number of trained staff and the available budget to support the skill programs. These challenges often hinder the effectiveness of the development programs, resulting in suboptimal outcomes.

However, despite these various challenges, the study emphasizes the importance of paying attention to the human rights of inmates in the development of self-reliance. The development should be carried out with respect to their rights to have equal access to skill training that supports their social reintegration. Self-reliance development based on the respect for human rights is expected to improve the quality of life of inmates and minimize the occurrence of recidivism.

METHOD

The research method used in this study is a qualitative method, aimed at gaining a deep understanding of the phenomena occurring in the context of inmate self-reliance development at Lapas Kelas IIA Cikarang. Qualitative research allows researchers to understand human experiences, views, and behaviors in a more complex and in-depth manner. This approach is highly suitable for exploring the perspectives of inmates, correctional officers, and other relevant parties regarding the implementation of the skill development program at the correctional facility. According to Walidin, Saifullah, and Tabrani (2015), qualitative research provides a detailed and in-depth description of the phenomenon under study, presented in narrative form rather than numbers or statistics. This provides a more comprehensive picture of the situation being researched.

In this study, the researcher uses a post-positivist paradigm, which emphasizes a more holistic understanding of social and human realities, as well as prioritizing the deep understanding of the meanings behind the subjects being studied (Sugiyono, 2011). In qualitative research, the researcher acts as the primary instrument, collecting data through interviews, observation, and documentation. This technique allows the researcher to obtain richer, deeper information and provide a broader context for the phenomenon being studied. Hennink, et al. (2020) emphasize that qualitative research

focuses more on the meaning contained in observed phenomena rather than simply measuring the variables involved in experiments.

The research design applied in this study is descriptive qualitative research, which aims to describe in-depth how inmate self-reliance development is implemented at Lapas Kelas IIA Cikarang. Descriptive research aims to portray existing phenomena, both natural and man-made, by describing the data obtained. The results of this study are expected to provide a clear picture of the condition and implementation of the development program, as well as offer broader insights into its impact on inmates. According to Adipura, Trisnadewi, et al. (2021), descriptive research allows the researcher to provide information about the phenomena occurring without making generalizations or broader implications. This study is highly relevant as it aims to explore how important and how significant the influence of the development program is on improving inmates' life skills in society.

The data sources used in this study consist of primary and secondary data. Primary data is obtained directly from sources related to the implementation of the development program at Lapas Kelas IIA Cikarang, such as correctional officers and inmates participating in the program. The researcher uses purposive and snowball sampling techniques, where sources are selected based on specific criteria relevant to the research topic. The main sources in this study include the Head of Work Activities Section, the Head of Work Guidance Sub-Section, officers supervising work activities, third-party supervisors, and inmates involved in the "plastic injection molding" industrial work activities at the facility (Sujarweni, 2018). Secondary data is obtained from related documents such as activity records, work schedules, and regulations governing inmate self-reliance development.

The data collection techniques used in this study are observation, interviews, and documentation, which are combined in a triangulation approach to enhance the credibility of the data obtained (Sugiyono, 2020). Observation is conducted by directly observing the development activities at Lapas Kelas IIA Cikarang, particularly in the industrial work activities section. The researcher will record and describe the conditions observed in the field to gain a better understanding of the context and dynamics at play. According to Nasution (2020), observation allows researchers to obtain a holistic view of the ongoing social situation.

Interviews are used to gather deeper information from sources regarding the implementation of the development program, challenges faced, and the program's impact. Esterberg (2011) explains that interviews are an interaction between two parties to exchange information and gain a deeper understanding of the topic being discussed. In this study, interviews are conducted with key informants to understand their perspectives on the implementation of skill development and its impact on inmates. Moleong (2010) states that interviews aim to uncover the opinions and thoughts of informants in an open and deep manner.

Documentation is also used to gather additional data that supports the research findings, such as photos, notes, or official documents related to the development program. Sugiyono (2020) explains that documentation involves collecting various relevant documents to provide evidence or additional information on the topic being researched. This documentation data will provide a more comprehensive picture of the implementation of inmate self-reliance development at the correctional facility.

By using a triangulation approach that combines observation, interviews, and documentation, this study is expected to produce valid and credible data regarding inmate self-reliance development at Lapas Kelas IIA Cikarang.

RESULTS AND DISCUSSION

This study focuses on the implementation of the Plastic Injection Molding industry program to enhance the life skills of inmates at Lapas Kelas II Cikarang. This program is designed to equip inmates with practical skills that will help them face life after imprisonment and, simultaneously, reduce recidivism rates. The following is an analysis of several key aspects involved in the implementation of this program.

Collaboration with PT Glori Karsa Abadi The partnership between Lapas Kelas II Cikarang and PT Glori Karsa Abadi (GKA) is one of the essential factors contributing to the success of the Plastic Injection Molding program. PT GKA serves as a third party providing the equipment and machinery necessary for the industrial activities. The collaboration began in 2017, with PT GKA offering the required production machines, though initially, the available machines were limited. However, over time, PT GKA expanded its support by purchasing new machines to increase production capacity in 2018. This collaboration enables inmates to gain valuable manufacturing skills, specifically in plastic molding. For PT GKA, the program offers an opportunity to contribute to the rehabilitation and self-reliance of inmates, who may eventually become skilled workers in the industrial sector once their sentences are completed.

Selection of Inmates for Self-Reliance Activities The selection process for inmates to participate in the Plastic Injection Molding program at Lapas Kelas II Cikarang involves a socialization process conducted by the Work Guidance (Bimker) officers. The selection is not based solely on the inmates' desires, but also includes an assessment conducted by the officers. Inmates who have served at least one-third of their sentence or who have a signed verdict can apply for the program. The selection process also includes evaluating the inmates' personalities and potential risks associated with the work, ensuring that only those who are mentally and physically prepared and safe to work in the industry are selected.

Provision of Tools and Materials for Industrial Activities All tools and materials required for the industrial activities are fully provided by PT Glori Karsa Abadi. Some of the equipment used in production includes a crusher machine to process defective or failed products back into raw materials, as well as injection molding machines used to create plastic products such as ompreng and ompreng lids. The materials used are thermoplastic plastics like Polypropylene and Trilene Polypropylene, which are known for their durability and versatility in various industrial applications. PT GKA ensures that all equipment and raw materials meet the necessary standards to ensure smooth production processes.

By focusing on these key aspects of the program—collaboration with PT GKA, the selection of inmates, and the provision of equipment—this study explores the effective implementation of the Plastic Injection Molding program in enhancing inmates' life skills and their post-prison reintegration.

Standard Operating Procedures (SOP) and Supervision

To ensure that the activities run according to the rules and produce high-quality products, Lapas Kelas II Cikarang implements strict SOPs for the industrial activities. Production activities are carried out in two main shifts (morning and afternoon), with the possibility of additional shifts if the order volume increases. The production activities are conducted five times a week, from Monday to Saturday, following a predetermined schedule. A manual attendance system is used to ensure that every inmate involved in this activity is present and performs their duties properly.

Additionally, PT GKA conducts routine quality control to ensure that the products produced meet the established standards. Every day, two staff members from PT GKA are present at the Lapas to oversee the production process, ensure there are no technical issues, and provide guidance to the inmates working in the industry. With this consistent supervision, the technical skills of the inmates can continue to develop, and the quality of the products remains maintained.

Impact of the Activities on Improving Inmates' Life Skills

This program has a significant impact on improving the skills and life skills of inmates at Lapas Kelas II Cikarang. By participating in this activity, inmates not only learn technical skills in the plastic manufacturing industry but also learn important values such as discipline, responsibility, and teamwork skills. These skills will be highly beneficial for them after their release from prison, as they will have competencies that can be used to find a job or even start their own business.

The program also provides inmates with an opportunity to interact with external parties, in this case, PT GKA, which opens up opportunities for them to understand how the industry works and gain hands-on experience in the professional world. With the skills acquired through this program, it is expected that the inmates will be better prepared for reintegration into society and reduce the likelihood of reoffending.

Non-Tax State Revenue (PNBP) and Economic Contribution

This program also contributes to the Non-Tax State Revenue (PNBP) generated from plastic production activities. PNBP is earned from the profits made by productive work groups, such as the group involved in the Plastic Injection Molding activity. From interviews with work activity officers, it was revealed that the PNBP received by Lapas Cikarang from this program amounts to approximately 9 million rupiah per year, which is used to support operations and the development of facilities within the prison.

With the PNBP from this self-reliance activity, Lapas Kelas II Cikarang can continue to improve its facilities and other rehabilitation programs, as well as provide more opportunities for inmates to learn valuable skills. This also demonstrates that the program benefits not only the inmates but also the correctional institution and society at large.

Analysis Based on Program Implementation Theory

a) Program Dimensions

The implementation of the plastic factory self-reliance program at Lapas Kelas IIA Cikarang can be considered successful as it meets the three essential elements of program implementation outlined by Korten. These elements include the alignment of the program with the beneficiaries, the program with the implementing organization, and the target group with the implementing organization. This program is highly relevant to the needs of the inmates, who require skills to prepare for life after their sentence. This is reflected in the high level of enthusiasm shown by the inmates towards the program, indicating that they can see the long-term benefits of the skills provided through the plastic industry training. The program not only imparts practical knowledge and skills but also opens opportunities for them to secure employment after reintegration into society. Moreover, it supports the idea that by acquiring new skills, inmates are better prepared for a productive life post-incarceration, reducing the risk of recidivism.

b) Implementing Organization Dimensions

Lapas Kelas IIA Cikarang, as the implementing organization, shows strong alignment with the objectives of the self-reliance program. The prison has provided the necessary facilities and infrastructure to carry out the plastic industry activities. Additionally, the prison plays an active role in providing guidance and feedback to ensure the program runs smoothly. This guidance is crucial for identifying and addressing any challenges that may arise during the program's implementation. The strong collaboration between Lapas and PT. Glori Karsa Abadi (GKA), a third-party organization, is also a key factor in the program's success, as they are directly involved in providing training and overseeing the production activities. This partnership is vital in ensuring that the skills being taught align with industry standards, thereby increasing the chances of the inmates' successful reintegration into the workforce once they are released.

c) Target Group Dimensions

The inmates, as the target group of this program, have also shown a positive response to the presence of the plastic industry in the prison. Their enthusiasm in participating in the program is evident from the high number of inmates who attended the assessment for this initiative. This enthusiasm reflects the alignment between the program offered and the inmates' needs, particularly in enhancing their work skills for life after release. Inmates who have prior work experience in the industry are able to adapt more easily to the activities, further reinforcing the relevance of the program. Additionally, the program helps in fostering a sense of purpose and discipline among the participants, which contributes not only to the acquisition of technical skills but also to the development of soft skills such as teamwork, responsibility, and self-discipline. This holistic approach to inmate rehabilitation supports their chances of reintegrating into society and reduces the likelihood of reoffending.

In conclusion, the analysis of the implementation of the plastic factory self-reliance program at Lapas Kelas IIA Cikarang reveals that it effectively addresses the needs of the inmates, aligns with the objectives of the implementing organization, and positively engages the target group. By providing valuable skills and opportunities for post-incarceration employment, this program plays a crucial role in reducing recidivism and supporting the successful reintegration of inmates into society.

Analysis Based on Life Skills Theory

a) Learning to Know

The self-reliance program in the plastic industry at Lapas Kelas IIA Cikarang has successfully provided inmates with new knowledge. They have learned various skills directly related to the plastic industry, such as the operation of plastic injection molding machines and the crucial production processes within the sector. This hands-on learning approach equips inmates with the knowledge needed to enter the workforce once their sentences are completed. The program does not only offer technical training but also teaches valuable life skills such as time management and teamwork, both of which are essential in life after release. The focus on practical learning ensures that inmates can apply their knowledge in real-world situations, significantly increasing their chances of success in the job market. By acquiring these skills, inmates are better prepared for reintegration into society and the workforce, ultimately helping them avoid the risks of recidivism.

b) Learning to Do

The dimension of "learning to do" is realized through the opportunities provided for inmates to directly engage in the plastic production process. They are not only taught the theory behind the processes but also gain practical, hands-on experience relevant to the plastic industry. PT. Glori Karsa Abadi (GKA), as the training provider, ensures that industry standards are met and that the skills being taught align with the demands of the job market. With this practical experience, inmates are well-prepared to become competent workers after their release, reducing the risk of unemployment and increasing their economic independence. This approach emphasizes the importance of experiential learning in skill acquisition, ensuring that inmates are not only knowledgeable but also capable of performing tasks efficiently and competently in real-world environments. Through active participation in production, inmates gain the confidence to apply their skills in potential future jobs.

c) Learning to Be

The "learning to be" dimension focuses on shaping inmates into individuals who can contribute positively to society. The skills learned in the plastic industry program give inmates the opportunity to improve their futures and reduce the likelihood of reoffending. The work experience certificate (paklaring) issued by PT. GKA further enhances their chances of securing employment after their release, particularly in the Cikarang industrial area, which offers numerous job opportunities. The program thus helps inmates build a more stable future by not only equipping them with technical skills but also fostering personal growth. By learning practical skills that are directly applicable in the workforce, inmates are able to envision a productive post-incarceration life. Moreover, the program emphasizes personal development, including discipline, responsibility, and a sense of purpose, which are essential attributes for reintegrating into society successfully.

d) Learning to Live Together

In this dimension, inmates demonstrate the ability to collaborate effectively within the factory environment. Despite coming from diverse backgrounds, they are able to work together as a team and create a harmonious working atmosphere. This teamwork is crucial, as it contributes to the overall productivity of the program. Observations from prison officers indicate that inmates can collaborate efficiently to meet production targets, which not only improves productivity but also prepares them for harmonious living after their release. The program encourages inmates to develop interpersonal skills, such as cooperation, communication, and conflict resolution, which are valuable for reintegration into society. By learning to live together in a productive and cooperative environment, inmates gain the skills necessary for rebuilding relationships and working effectively with others in the community.

Challenges in Program Implementation

Although the program has had a positive impact, several challenges hinder its smooth implementation. One of the main challenges is the bureaucratic procedures affecting the flow of raw materials for production. The lengthy process, which requires approval from prison officials, results in delays that can affect the production schedule and the targets set for the program. While these bureaucratic steps are necessary for oversight and control, they can slow down the operational efficiency on the ground. To address this issue, the coordinator from PT. GKA has suggested that more streamlined access and approval processes be implemented to expedite material procurement, thus ensuring the

program runs more smoothly and efficiently. This recommendation aims to minimize administrative delays and optimize the production process, enabling the program to achieve its full potential. Despite this challenge, the program remains a valuable initiative for inmate rehabilitation and skill development, with the potential for long-term positive outcomes.

CONCLUSION AND SUGGESTION

Based on the analysis of the independence program for plastic manufacturing at the Cikarang Class IIA Correctional Facility, several key findings and insights emerge regarding its effectiveness in improving life skills for inmates. The program, designed to provide practical skills and rehabilitative opportunities, appears to be successful in meeting the needs of the inmate population, as well as the objectives set by the correctional facility.

From the perspective of the program's dimensions, it is evident that the initiative aligns well with the needs of the target group, the inmates. The program's focus on providing practical skills in plastic injection molding not only addresses the inmates' need for post-release employment but also offers a means of personal growth and rehabilitation. Inmates involved in the program acquire valuable skills that increase their employability and help them reintegrate into society upon their release. Additionally, the support and involvement of external partners, such as PT Glori Karsa Abadi, play a crucial role in ensuring the program's success by providing expertise and industry-related opportunities.

The organizational dimension also reveals that the Cikarang Correctional Facility, as the program's implementer, has met the necessary criteria for effective execution. The facility provides essential resources, including equipment and facilities, and maintains strong communication with external stakeholders to ensure the program runs smoothly. Feedback from staff and inmates indicates that the program is well-received and that participants are enthusiastic about the opportunity to learn and develop new skills.

In terms of the inmates' response, the program is aligned with their needs, and many inmates express a strong desire to participate, indicating the program's relevance and effectiveness. The inmates' ability to adapt to changes in policy and continue with the program despite challenges highlights their commitment and the program's positive impact on their rehabilitation process.

However, some challenges persist, particularly in the form of bureaucratic procedures that delay the entry and exit of materials. Despite this, the overall success of the program in improving inmates' skills, providing them with valuable work experience, and preparing them for post-release life remains significant. The program's contributions to reducing recidivism and promoting economic independence are also notable, making it a valuable model for rehabilitation in correctional facilities.

In conclusion, the plastic manufacturing independence program at the Cikarang Class IIA Correctional Facility serves as an effective tool for both skill development and social reintegration of inmates, demonstrating the potential of vocational training as a rehabilitative strategy in correctional environments.

Based on the findings of this study, several recommendations can be made to further enhance the effectiveness of the plastic manufacturing independence program at the Cikarang Class IIA Correctional Facility. Firstly, it is important for the correctional facility to strengthen its collaboration with external partners, such as industry stakeholders and vocational training institutions. Expanding these partnerships could

provide inmates with more diverse and advanced training opportunities, improving their employability upon release. Additionally, fostering long-term relationships with companies that could potentially hire inmates after their release would provide a direct pathway to reintegration into society.

Secondly, addressing the bureaucratic challenges that hinder the timely delivery of materials is essential. Streamlining administrative processes and ensuring that resources are delivered efficiently will help maintain the continuity and quality of the program. The facility could consider implementing a dedicated team to oversee the procurement and distribution of materials, ensuring that delays are minimized.

Thirdly, regular evaluation of the program's impact on inmate rehabilitation should be conducted. This would allow the facility to assess the program's effectiveness in real-time, make necessary adjustments, and identify areas for improvement. Feedback from inmates, staff, and external partners should be incorporated into these evaluations to ensure that the program remains relevant and aligned with the needs of the participants.

Lastly, expanding the program to include additional vocational training opportunities would increase the range of skills that inmates can acquire, ultimately improving their chances of successful reintegration into society. By offering a broader spectrum of skills, the program can cater to the diverse needs of the inmate population and help reduce recidivism rates.

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