

The Efficiency With Which Information And Communication Technologies Is Used In Islamic Education To Recruit Potential Police Officers

Ahmad Rudy Sihalolo, Syukur Kholil, Ahmad Tamrin Sikumbang

Universitas Islam Negeri Sumatera Utara Medan

Email : arudysihaloho@gmail.com

Abstract

The North Sumatra Regional Police launched the Android-based SIBETAH application to ensure transparency and objectivity in selection. The purpose of this research is to thoroughly investigate the efficiency with which information and communication technologies is used in islamic education to recruit potential police officers, specifically what occurred in the North Sumatra Regional Police (POLDASU). A qualitative approach was used in this study, and this type of descriptive research was used because the researcher wanted to explore information from various groups, such as the recruitment committee, prospective members or parents of prospective members who participated in the registration, as well as the general public's views on Sumatra Regional Police's online technology-based recruitment activities. The data were analyzed using descriptive approaches in accordance with the study's design, which is a qualitative research. In this study, data analysis was performed before inputting data, while in the field, and after the field was completed. Communication and IT in recruitment to enhance Islamic community trust in North Sumatra Regional Police. The North Sumatra Police launched the SI BETAH application to: (a) provide public services that are easily accessible to the public based on information technology; (b) provide recruitment participants and the public with up-to-date information about the police officers recruitment process; and (c) accept a clean, transparent, accountable, and humane police officers. The implementation survey reveals public trust in the North Sumatra Regional Police institution is rising.

Keywords : communication, information, technology, Islamic education, recruitment, police.

1. INTRODUCTION

The role of technology in the growth of existing communication media cannot be isolated from the convergence of communication media in today's modern society. The presence of a type of freedom in talking without limits facilitates interaction and access to information. Direct conversation is not the only way to receive this information. Various types of information can be received fast via the internet, which is a component of today's communication media. The internet can be defined as a computer network capable of connecting all people worldwide and containing a wide range of information that is passive, dynamic, and interactive.

Many studies have been done on technology use, such as Dedi Surya Darma's on police cadets at the Jakarta Police Academy, which reveals that technology fills police activities. Sari's research on the application of science and technology by police in the Banyumas Kedungbanteng area to improve human resources personnel found that technology increases human resources staff. And many other research on how technology aids Indonesian police.

The Indonesian Police maintains public order and security, upholds the law, and protects and serves the community in the context of internal security. The Indonesian National Police's heavy and complex tasks down to the village level demand highly skilled and certified POLRI personnel. To satisfy this need, the National Police Academy (Akpol), Non-Commissioned Officers, and Private Soldiers are being recruited.

Since there are many fraudulent practices in the process of recruiting prospective National Police members every year, both by selection participants and internal police officers, the National Police has created a series of systems or rules to keep the institution clean from corruption, collusion, and nepotism, one of which is the "*Clean & Clear*" online application. National Police Human Resources, "*Whistle Blower System*," and SIBETAHKU were developed for the North Sumatra Regional Police.

"Clean & Clear Polri Human Resources" implements human resources changes. It allows prospective cadets' parents to view test results on their Android phones without visiting the Police Academy. This app allows remote parents to monitor without coming to Semarang. This application was introduced in 2017 as a Polri Human Resources reform. It promises cadets and their parents transparency and objectivity.

The North Sumatra Regional Police launched the Android-based SIBETAH application to ensure transparency and objectivity in selection. Applications that reflect the value of selecting participants, calendar of events, and news from the HR Bureau of the North Sumatra Police can also be used to submit feedback or concerns about the police recruitment process. The SI BETAHKU application for the North Sumatra regional police allows them to provide up-to-date and transparent information to admission participants and the public about the POLRI acceptance process for SIPSS, Akpol, Non-commissioned officers, and enlisted personnel, as well as HR Bureau activities. This application is linked to Instagram, Twitter, the National Police's official acceptance, and the North Sumatra Regional Police Chief's POLISI KITA application.

Commitment to police organizational change, excellence, and professionalism in their work. This recruitment procedure follows POLRI's BETAH (Clean, Transparent, Accountable, and Humane) approach to build a strong, foremost, and humane police officer. Article 4 of Law No. 2 of 2002 about POLRI demands strong, competent, and professional staff to deliver and actualize POLRI's organizational

management in its tasks and functions. Thus, the National Police Headquarters' "BETAH" (Clean, Transparent, Accountable, and Humane) approach should drive all recruitment stages. This momentum will help the police in the regions carry out a clean and transparent recruitment procedure that will boost public trust in POLRI.

Based on the description above, the National Police is seeking to use information and communication technology to welcome the larger community to know about the recruiting process for POLRI members, far from the perception of corruption, collusion, and nepotism, via socializing various Police and regional police online application platforms. This is because many individuals don't know about the National Police's application to make it easier for the public to obtain National Police information and recruitment material. Is it acceptable? Thus, this research examined and described the effectiveness of information communication technology through online applications managed by the North Sumatra Regional Police and user responses regarding the Polri recruitment system by analyzing the strategy in the Public Relations field in campaigning for a system for recruiting prospective police officers and a critical study on the Use of Information and Communication Technology.

2. RESEARCH METHODS

A qualitative approach was used in this study, and this type of descriptive research was used because the researcher wanted to explore information from various groups, such as the recruitment committee, prospective members or parents of prospective members who participated in the registration, as well as the general public's views on Sumatra Regional Police's online technology-based recruitment activities.

The data source in this study was determined using a purposive approach, which means that main and secondary data sources were determined based on research features. That is, select a data source that has direct control over the recruitment process. This study's data is divided into two types: primary and secondary data.

Key informants, primarily all committees in charge of recruiting prospective members of the North Sumatra regional police, provided primary data. Meanwhile, secondary data is information acquired from various papers linked to the recruitment procedure for prospective North Sumatra Police officers.

In this study, the informant was the head of the North Sumatra Regional Police HR Bureau, Head of the Personnel Control Section, and North Sumatra Regional Police's Committee for Recruiting Candidates for Police Officers. All of these informants are directly responsible for the recruiting of new police officers at the North Sumatra regional police. In addition, two community members were used as comparison informants.

The observations in this study were made in the POLDASU office setting. When the selection procedure for prospective recruits of the Indonesian National Police was started, many actions including the use of communication technology were seen. In addition to observing, the writer participated in activities linked to the socialization and selecting processes from start to finish in order to delve deeper into the research data. The technique of researchers being present in the field and making direct contact naturally to understand conditions and situations in detail is more centered on observations.

The data were analyzed using descriptive approaches in accordance with the study's design, which is a qualitative research. In this study, data analysis was performed before inputting data, while in the field, and after the field was completed.

3. RESULT AND DISCUSSIONS

POLRI members are currently well adept with communication technology. The National Police developed the *PolisiKu* application at the National Police Headquarters and the *PolisiKita* application at the North Sumatra Regional Police. Through this media, Polri's public services are also becoming more visible in the public domain. The fundamental feature of the *PolisiKu* application, for example, as an intermediary application for police help to the community, is to locate the nearest police station from the community's location. There are also other functions, such as making public complaints, providing aspirations through the Halo Police feature, the online Samsat (One-Stop Single Administration System) feature, and a way for POLRI Public Relations to distribute information to the public (<https://www.polri.go.id/>).

In order to recruit qualified, superior, and competitive candidates, the central committee requires all regional committees to conduct pro-active campaigns/outreach to the county police and district police levels, including making conventional and digital advertisements and videos/short films about the recruitment of National Police non-commissioned officers. The advertisement was also widely distributed through posters, pamphlets, leaflets, banners, videotrons, and social media by encouraging all POLRI employees to upload and share. The advertising material details the requirements, selection schedule, registration procedures, methodology, selection system, and BETAH-based POLRI recruitment process.

The Indonesian National Police (POLRI) faces significant challenges in carrying out its main tasks and daily functions in the midst of the social dynamics of an increasingly modern, critical, and law-conscious society, rendering POLRI unable to carry out its duties in accordance with old patterns of community service. Because this is done to generate a positive image in the eyes of the public, large and fundamental changes must be made by implementing an innovation in carrying out their daily activities, particularly in recruiting POLRI members.

In order to carry out recruitment operations for POLRI members while also upholding the BETAH concept, the North Sumatra Regional Police launched an application named "*SI BETAH*" (stands for *SIstem Informasi* (Information System) *BErsih* (Clean), *Transparan* (Transparent), *Akuntabel* (Accountable) and *Humanis* (Humane) Information System).

The *SI BETAH* application launched by the North Sumatra Regional Police is an implementation of the National Police Chief Promoter Number 1 point 3: "Carrying out recruitment according to the principles of Clean, Transparent, Accountable and Humane (*BETAH*)", and the National Police Chief Promoter Number 2 point 1: "Public services that are easily accessible to the public faster, free of brokers, and based on information technology. North Sumatra Police innovation by launching the *SI BETAH* application aims to: a. Can realize public services that are easily accessible by the public based on information technology; b. Can provide up to date information according to the needs of recruitment participants and the public regarding the POLRI recruitment process; c. Can realize the acceptance of a clean, transparent, accountable and humane POLRI.

The *SI BETAH* application has been integrated with 27 District Police in North Sumatra Regional Police. The *SI BETAH* Application Program for the North Sumatra Police is an IT-based program consisting of a website, which includes the Admin Website which functions for online numbering and verification systems, an Android-based Registration Website, the Si Betah application for North Sumatran police officer based on android. In addition to that, there is the *SI BETAH* application for Android-based POLRI member acceptance selection participants.

The North Sumatra Regional Police use computer and manual technology to carry out the Integrated Police Member Admissions Selection activities during academic examinations, where the process of taking questions, duplicating questions, checking exam results using a computer, and administering the exam is carried out manually, using computer answer sheets. The method of carrying out the academic exams for the acceptance of members of the Indonesian National Police at the North Sumatra Regional Police must be carried out with the concept of one day service in mind, which means that the exam results must be displayed on the same day, either directly or through the *SI BETAH* North Sumatra Regional Police application.

All prospective students who have registered and are pronounced Eligible after taking the Physical Examination will be considered for admission as members of the National Police at the selection stage. Copiers and external operators have created preparations for doubling the questions based on the amount of needs. The committee creates a new exam number by randomly assigning seats that are not the same as the registration number. The committee prepares a scanner and a laptop for use in printing exam questions and editing exam results, and all of this equipment, including photocopiers, is reviewed by an IT Auditor before usage. The committee creates Computer Answer Sheets in accordance with the format of the academic exam subjects, which are divided into three parts: Indonesian Language, Mathematics, information and communication technology, and General Knowledge for prospective Cadets, and Indonesian, English, and General Knowledge for prospective Non-commissioned Officer and Enlisted students. POLRI Headquarters prepared all of these questions in three types, which are distributed via a web-based application with a committee login and password.

Based on the Regulation of the Head of the National Police of the Republic of Indonesia Number 10 of 2016 concerning Acceptance of Candidates for Members of the Republic of Indonesia National Police, Article 14 explains that the graduation determination meeting activities are carried out by the central committee for the Police Academy and School of Police Inspector with Bachelor Degree and regional committees for non-commission officer and enlisted police officer.

4. CONCLUSIONS

Communication and information technology in recruitment to build Islamic community trust in North Sumatra Regional Police. The North Sumatra Police launched the *SI BETAH* application to: (a) Provide public services that are easily accessible to the public based on information technology; (b) Provide up-to-date information to recruitment participants and the public about the Polri recruitment process; and (c) Accept a clean, transparent, accountable, and humane Polri. 27 North Sumatran Polda Polres use *SI BETAH*. The North Sumatra Police Si Betah Application Program is an IT-based program with a website at <http://sibetah.poldasumut.org> and an Admin Website for numbering and verification. online registration, Android-based *SI BETAH* software for North Sumatra Police officers. *SI BETAH* is also available for Android-based Polri member acceptance selection participants. Information and communication technology is used to choose prospective members of the Indonesian National Police at the North Sumatra Regional Police, making the process easier for applicants, cheaper, faster, and more transparent.

The use of communication and information technology in the recruitment of prospective members of the Indonesian National Police to increase the trust of the Islamic community in the North Sumatra Police for the recruitment participant community, the *SI BETAH* Application starting from the registration stage, and academic texts are very effective and efficient, making it easier for participants to participate. The millennial participants are familiar with internet-based technologies, thus recruitment uses them. The implementation survey reveals public trust in the North Sumatra Regional Police institution is rising.

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