

HUMAN RESEARCH DEVELOPMENT FOR PURPOSE DRUG RESEARCH FUNCTION INCREASING CASE DISCLOSURE IN THE JURISDICTION OF THE CIREBON CITY POLICE

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Abstract

The narcotics problem in Indonesia is still very high, including cases of narcotics abuse. This problem also occurs in the legal area of the Cirebon City Police with an increasing trend in drug abuse. However, at the same time there is a decrease in the number of P21 which implies a decline or other factors that influence member performance, both internal and external. Therefore, handling drugs is a special concern for various groups. Not only the state apparatus, including outside the apparatus are involved in handling drug cases. In particular, the National Police is the front guard in handling drug cases. In the East Belitung area, the Police have the authority to handle drug problems which are directly handled by the Narcotics Research Unit (Satresnarkoba) which is tasked with carrying out the guidance and guidance of investigative functions, investigations, supervision of investigations into criminal acts of abuse and illicit trafficking of drugs and their precursors, as well as guidance and counseling in the context of prevention and rehabilitation of victims of drug abuse.

Keywords: HR development, HR competency, narcotics crimes, and Drug Investigation.

Abstrak

Permasalahan narkoba di Indonesia masih sangat tinggi, termasuk kasus penyalahgunaan narkoba. Permasalahan ini juga terjadi di wilayah hukum Polres Cirebon Kota dengan tren penyalahgunaan narkoba yang semakin meningkat. Namun di saat yang sama terjadi penurunan jumlah P21 yang berarti menurunnya atau adanya faktor lain yang mempengaruhi kinerja anggota, baik internal maupun eksternal. Oleh karena itu, penanganan narkoba menjadi perhatian khusus berbagai kalangan. Tidak hanya aparaturnegera saja, termasuk di luar aparaturnegera yang terlibat dalam penanganan kasus narkoba. Secara khusus, Polri menjadi garda terdepan dalam penanganan kasus narkoba. Di wilayah Belitung Timur, Kepolisian mempunyai kewenangan penanganan permasalahan narkoba yang ditangani langsung oleh Satuan Reserse Narkoba (Satresnarkoba) yang bertugas melaksanakan pembinaan dan pembinaan fungsi penyidikan, penyidikan, supervisi penyidikan tindak pidana narkoba, penyalahgunaan dan peredaran gelap narkoba dan prekursorinya, serta bimbingan dan konseling dalam rangka pencegahan dan rehabilitasi korban penyalahgunaan narkoba.

Kata Kunci: Pengembangan SDM, Kompetensi SDM, Tindak Pidana Narkotika, dan Penyidikan Narkotika.



INTRODUCTION

The rise of narcotics abuse has reached an alarming level. Nowadays, narcotics no longer recognize age limits, old people, young people, teenagers, even children are also part of the illegal users and dealers of narcotics.¹ In Indonesia, narcotics abuse does not only occur in big cities, but has also spread to areas far from the center of the capital. Areas that have not been touched by the circulation of narcotics are slowly turning into centers or producers of narcotics. With transnational narcotics crimes using sophisticated modus operandi methods supported by advances in communications technology, Indonesia as an archipelagic region is an easy target for traffic or transit for the illicit narcotics trade, especially sea routes.²

Until now the exact number of Indonesians exposed to drugs is unknown.³ Surveys conducted by BNN from 2005 to 2019 are still a reference for describing the level of drug abuse in Indonesia. The results of the 2019 Drug Abuse Prevalence Survey by BNN in collaboration with the Indonesian Institute of Sciences (LIPI) show that some of the drug abusers in Indonesia are those who live in urban areas. However, there is a possibility of increasing the number of users in rural areas.

Residents aged 15-64 years who are working have a fairly large chance of being exposed to drugs, whether they work in the informal or formal sector. Apart from that, residents who are unemployed or attending school also have a fairly large tendency to be exposed to drugs. The prevalence rate of school and university students who abused drugs in the last year in 13 provinces in 2018 reached 3.2%, much higher than workers at 2.1%. Workers and students are the two groups most vulnerable to being exposed to drugs.⁴

The law enforcement function carried out by the National Police cannot actually be separated from its functions as regulated in Law no. 2 of 2002 concerning the National Police. Article 2 of this Law states that one of the functions of the police is the function of state government in the areas of maintaining security and public order, law enforcement, protection, protection and service to the community. Explicitly, this statement is reaffirmed as the duties and

¹ Mardani, *Penyalahgunaan Narkoba Dalam Perspektif Hukum Islam Dan Hukum Pidana Nasional* (Jakarta: Raja Grafindo Persada, 2008).

² Ida Bagus Angga Prawiradana, Ni Putu Rai Yuliantini, and Ratna Artha Windari, "Peran Kepolisian Dalam Penegakan Hukum Terhadap Tindak Pidana Narkotika Di Kabupaten Buleleng," *Jurnal Komunitas Yustisia* 1, no. 3 (2018), <https://doi.org/10.23887/jatayu.v1i3.28751>.

³ Sutrisno Edy, *Manajemen Sumber Daya Manusia* (Jakarta: Kencana, 2011).

⁴ Kusno Adi, *Diversi Sebagai Upaya Alternatif Penanggulangan Kejahatan Narkoba Pada Anak* (Malang: UMM Press, 2009).

authorities of the National Police as regulated in Article 13 and Article 14 of Law no. 2 of 2002 concerning the National Police.

Based on the regulations above, the term security in the context of the duties and functions of the National Police is "security and public order," where this term contains two meanings.⁵ First, as a dynamic condition of society, as one of the prerequisites for the implementation of national development as a national goal characterized by ensuring security, order, upholding the law, and maintaining peace. Second, security as the ability to foster and develop the potential and strength of society in preventing, preventing and overcoming all forms of law violations and other forms of disturbance that can disturb society.

Law enforcement cannot be separated from the police or Polri apparatus. Because the Polri's task is to enforce the law (law enforcement) and in the duties of maintaining order (order maintenance).⁶ Conceptually, the essence and meaning of law enforcement lies in the activity of harmonizing the relationship between values described in solid rules that can embody attitudes as a series of final stage value translations to create, maintain and maintain peaceful social life.⁷

This is a portrait of the development of illicit drug trafficking at the global national level and its development is very worrying, if it is not tackled comprehensively it could become a threat to the survival of humanity. Regarding the development of local illicit drug trafficking, the author will try to show data on countermeasures that have been carried out by the Cirebon Police over the last three years, as follows:

Table 1. Case of TP Drugs Year 2020 to 2023

No	Year	Jumlah Kasus	P21
1	2020	120	120
2	2021	123	123
3	2022	82	82

Source: Cirebon Police Narcotics Unit

Looking at the data above, we can see that there is an increasing trend in both the number of cases and evidence and suspects in drug crime cases carried out by the Cirebon Police Narcotics Unit. The number of cases in 2020 was 122 cases with the number of suspects included in P21 totaling 122 suspects. In 2021 there were 123 cases with 157 suspects included in P21 totaling 106 suspects, and in 2022 there were 82 cases still in process, in 2022 the total was P21 (82 cases).

⁵ H. Sulisty, *Keamanan Negara, Keamanan Nasional Dan Masyarakat Sipil* (Jakarta: Policy Paper Pencil, 2009).

⁶ Suparlan, *Antologi Ilmu Kepolisian Indonesia* (Jakarta: Foundation for the Development of Police Science Studies, 2004).

⁷ S. Soekanto, *Faktor-Faktor Yang Mempengaruhi Penegakan Hukum* (Jakarta: Rajawali, 1983).

Such conditions in the Gakkum process experienced an increase in the number of P21, of course this is one of the implications of the performance of members who experienced an increase in the number of personnel, namely 26 members, as well as other factors that influenced the performance of members, both internal and external.

Based on the explanation above, within three years, drug cases in Cirebon City, the Narcotics Unit Police, have decreased from year to year. This is one of the conditions where human resources are experiencing very important problems so that there is no decline. The Cirebon Narcotics Unit Police requires human resources who have good competence and skills so that they have the development to handle drug cases in the surrounding Cirebon City.

The drug research unit is to provide excellent service to the community in order to increase public trust in the Cirebon Police drug research unit, to create human resources that are professional, objective, transparent and accountable, to realize law enforcement for drug promoter criminal acts and to provide protection, protection and community service as well as guidance. Community through socialization, face to face, and prevention together with the community so that the dangers of narcotics can be minimized as much as possible.

Based on the description above, the researcher assumes that the police are law enforcers who are obliged to eradicate narcotics abuse which is starting to spread among Indonesian society regardless of age. In this way, the author can draw the title from the preliminary study that was previously carried out, namely regarding "Development of Human Resources for the Drug Research Function In order to increase the disclosure of cases in the jurisdiction of the Cirebon City Police."

RESEARCH METHODS

This research uses an empirical type of juridical research because apart from studying it based on theories, it is also combined with research based on interviews and observations in the field. In this research, a statutory approach, a conceptual approach and a case approach were used. The data used in this research includes primary data and secondary data, while data collection techniques consist of interview techniques, observation and document study. The sample selection technique in this research is a non-probability sampling technique, which plays a very large role in the research in determining sampling. After all the data has been collected, it is then processed and analyzed by classifying it and connecting it to one another qualitatively.

RESULTS AND DISCUSSION

Condition of Human Resources for Cirebon City Police Narcotics Control Function

Human resources or what we know better as human resources are the strength or energy of humans themselves. Resources can be said to be sources of energy, ability, strength, expertise that originate from within humans.

In general, human resources can be divided into two, namely macro resources and micro resources. It can be interpreted that macro resources are the number of people of productive age in a country's environment, while micro resources have a more narrow meaning for individuals who work in institutions.⁸

Human resources are also the only resources that have reason, feelings, desires, skills, knowledge, encouragement, power and work. Everyone who has potential stored within themselves influences the organization's efforts to achieve its goals in life. There is still a lack of human resources in the Cirebon City Police Narcotics Research Unit resulting in the Cirebon City Police Narcotics Research Unit with many cases in the community still lacking the number of members to overcome this problem. If adjusted to the DSP, the number of members of the Narcotics Research Unit should be 23 members, however, the Narcotics Research Unit only has 12 members so the existing number only meets half of the proper number.

Apart from human resources, the provision of supporting facilities is very necessary so that the program can be carried out. Cirebon City Police has provided facilities for officers to carry out their duties. Facilities and infrastructure are two things that are interrelated with one another, but it cannot be said that if one is not present then the other is not used at all. Literally, both are often defined as the same and related or we could say one unit.

Facilities and infrastructure have different meanings, namely the first meaning of facilities is that they are directly related to the main support in an activity being carried out or activities being carried out. Means can be in the form of movable and immovable objects, generally these objects are small and can be moved. Meanwhile, infrastructure is something that supports directly or indirectly all types of existing facilities. Generally, infrastructure is everything that the government builds in the form of immovable objects.

Another thing that is no less important in handling cases related to narcotics is funds/operational costs. As we know, handling narcotics control definitely requires costs, to carry out campaigns, activities in the community related to the dangers of narcotics, of course requires very large costs.

⁸ Jek Albert San Sarendeng, Johny Lumolo, and Marthen L. Kimbal, "Kinerja Pelayanan Prima Di Kesatuan Polisi Resor Minahasa," *Jurnal Ilmiah Society* 1, no. 24 (2016).

"In carrying out activities related to narcotics, we are still limited in terms of costs/budget, let alone carrying out activities, the facilities and infrastructure in the Cirebon City Police Narcotics Research Unit are still self-sufficient items from the members themselves, good vehicles. There are no two-wheeled or four-wheeled vehicles either, so we still continue to use privately owned vehicles" (Interview results)

In this case, the existing infrastructure at the Cirebon City Police Narcotics Research Unit is still limited in terms of four-wheeled vehicle transportation such as cars to make it easier for members of the Narcotics Research Unit to resolve cases that occur in cities or villages that are far away and difficult to reach. However, this is not something that breaks the spirit, so sometimes members of the Narcotics Research Unit use private vehicles to resolve cases that occur both in the city and in the villages, even though the conditions are like that, members of the Narcotics Research Unit try their best to carry it out and are able to resolve cases. -existing cases.

The obstacles that exist in the Cirebon City Police Narcotics Investigation Unit are obstacles that are often experienced by members, but this does not make their performance decline. Even though the target in one year is only 441 cases, in reality the Narcotics Research Unit can resolve 23 cases in one year. Because for them this is an obligation, for the Narcotics Investigation Unit, if they find a new case, it must be resolved thoroughly. The lack of facilities and infrastructure does not cause the enthusiasm of the members of the Drug Investigation Unit to complete their duties and responsibilities to decrease.

The illicit trafficking of narcotics is becoming more sophisticated day by day, but unfortunately it is not supported by adequate infrastructure to uncover transactions between narcotics dealers and users.

Competence HR Function of Narcotics Res in Disclosure of Narcotics Cases in the Legal Area of Cirebon City Police

According to McAshan, competence is defined as the knowledge, skills and abilities mastered by a person who have become part of himself, so that he can carry out cognitive, affective and psychomotor behaviors as well as possible. Etymologically, competency is defined as a behavioral dimension of expertise or excellence in a leader or staff having good skills, knowledge and behavior. Robbin said that competence is a person's ability or capacity to carry out various tasks in a job, where this ability is determined by 2 factors, namely intellectual ability and physical ability.

According to Wibowo, competence is a person's ability to produce at a satisfactory level in the workplace, including a person's ability to transfer and apply these skills and knowledge in

new situations and increase agreed benefits.⁹ Meanwhile, according to Finch and Crunkilton, competency is defined as mastery of a task, skills, attitudes and appreciation needed to support success. Assessment of competency achievement needs to be carried out objectively, based on the performance of employees in the organization, with evidence of their control of knowledge, skills, values and attitudes as learning outcomes.

The high level of narcotics crime cases in Cirebon City is caused by a lack of understanding of the negative impacts of these narcotics. The lack of public awareness in Cirebon City regarding combating narcotics trafficking is very low. The promiscuity of the younger generation also makes it easy for them to abuse these narcotics.

The police as law enforcement officers in Indonesia have an active role in reducing the number of narcotics trafficking. Apart from protecting the community and creating security, the police have the task of stopping the circulation of narcotics in Indonesia. With the existence of Law no. 35 of 2009 concerning narcotics is the police's guiding rule in enforcing the law against narcotics crimes. The Indonesian police, assisted by the National Narcotics Agency (BNN), continue to reduce the number of narcotics crimes so that they do not continue to increase every year.

Members of the Cirebon City Police as owners of authority in the jurisdiction of Cirebon City Regency have an obligation to enforce the law against narcotics crimes. It is hoped that optimal law enforcement can reduce the number of narcotics abuse. Cirebon City Police has a special unit for handling narcotics crime cases, namely the Res Unit. Cirebon City Police Narcotics. Based on observations made at the Cirebon City Police, the role of the police in reducing the number of narcotics crime cases which continues to increase every year will not be successful if only the police do it.

Enforcing the law against narcotics crimes is quite difficult, because narcotics crimes are special crimes which are different from other crimes. If it is a narcotics crime, there must be evidence of the narcotics being brought or proven to be with the suspect, an arrest cannot be made if there is only a report. without any evidence or urine test which was declared positive as a user.

Development Process for the Drug Research Function Cirebon City Police

One of the roles of the police is to deal with drug problems. Basically, narcotics have properties and are useful for use in the fields of medicine, health and medicine, as well as being useful for research and development in pharmaceutical or pharmacology science. However, the limits on the use of narcotics are widely misused, so narcotics have become an international danger that threatens especially the younger generation who will be the backbone of nation

⁹ Wibowo, *Perilaku Dalam Organisasi*, Edisi kedua (Jakarta: Raja Grafindo Persada, 2014).

development.¹⁰ Narcotics, according to Law Number 35 of 2009 article 1 concerning Narcotics are substances or drugs originating from plants or non-plants, whether synthetic or semi-synthetic, which can cause a decrease or change in consciousness, loss of taste, reduce or eliminate pain, and can create dependency, which is differentiated into categories as attached in this Law.

On the one hand, narcotics are drugs or substances that are useful in field treatment or service health and development knowledge and on the other hand can also cause dependence very detrimental if misused or used without control and supervision which is strict and thorough.¹¹

Act criminal Narcotics has a nature transnational which is done with use mode operandi which is tall, technology advanced, supported by a wide organizational network, and has generated many victims, especially in circles generation young nation which very endanger life public, nation, and country so that Law Number 22 of 1997 concerning Narcotics is no longer appropriate again with development situation and condition which develop for cope and eradicate follow criminal the and replaced with Constitution Number 35 Year 2009 About Narcotics which expected can more overcome problem and eradicate follow narcotics crime.

Nowadays, drug abuse is no longer a crime without victim (*victimless crime*), but already is crime which resulted in many victims and a long-lasting disaster for the entire people in the world. In the last two decades, use and distribution *illegal* narcotics throughout the world show a sharp increase as well as epidemic penetrate all nations, and ask a lot of victims.

In the context of the process of carrying out investigations into Narcotics crimes, investigator the police are also given authority for:

1. Carrying out investigations into the veracity of reports and information regarding the existence of abuse and illicit trafficking of Narcotics and Precursors Narcotics;
2. Examining people or corporations suspected of committing abuse and illicit trafficking of Narcotics and Narcotics Precursors;
3. Call person for heard the statement as witness;
4. Ordering people suspected of abusing and stopping circulation dark Narcotics and Precursor Narcotics as well as inspect personal identification suspect;
5. Examining, searching and confiscating evidence of criminal acts abuse and circulation dark Narcotics and Precursor Narcotics;

¹⁰ Hardianto Djanggih and Nurul Qamar, "Penerapan Teori-Teori Kriminologi dalam Penanggulangan Kejahatan Siber (Cyber Crime)," *Pandecta Research Law Journal* 13, no. 1 (June 2, 2018), <https://doi.org/10.15294/pandecta.v13i1.14020>.

¹¹ Novi Novitasari and Nur Rochaeti, "Proses Penegakan Hukum Terhadap Tindak Pidana Penyalahgunaan Narkotika Yang Dilakukan Oleh Anak," *Jurnal Pembangunan Hukum Indonesia* 3, no. 1 (January 30, 2021), <https://doi.org/10.14710/jphi.v3i1.96-108>.

6. Inspect letter and/or document other about abuse And circulation illegal narcotics and Precursor Narcotics;
7. Arrest and detain people suspected of committing abuse And illicit trafficking of Narcotics and Precursors Narcotics;
8. Carry out interdiction of illicit trafficking of Narcotics and Precursors Narcotics all over national jurisdiction;
9. Do tapping Which related with abuse And illicit trafficking of Narcotics and Narcotics Precursors after there is evidencebeginning Which Enough;
10. Carrying out hidden purchase and delivery investigation techniques lower supervision;
11. Annihilate Narcotics And Precursor Narcotics;
12. Perform urine tests, blood tests, hair tests, dioxyribonucleic acid tests (DNA), and/or tests part other bodies;
13. Take fingerprint finger And taking photos suspect;
14. Do scanning to person, goods, animal, And plant;
15. Open and check every postal item and equipment relationship other Which allegedly have connection with abuse And circulation dark Narcotics And Precursor Narcotics;
16. Sealing Narcotics and Narcotics Precursorsconfiscated;
17. Carrying out laboratory tests on Narcotics samples and evidence And Narcotics Precursor;
18. Request help power expert Which required in relationship with the task of investigating the abuse and illicit trafficking of narcotics And Precursor Narcotics; And s. stop investigation if not enough proof exists conjecture abuse And circulation dark Narcotics and Narcotics Precursors

The process of investigating narcotics crime cases is a system or the method of investigation carried out to search and collect proof the one with proof That make clear about actions criminal Which occurred and in order to find the suspect according to the method set out in Criminal Procedure Code.

Investigating and investigating criminal acts is a responsibility The big responsibility carried by an investigator. The outcome is Proving a criminal act in court and obtaining a decision which has permanent legal force. However, problems arise when the proof of the criminal act is not strong, and cannot be established Judge's belief that a criminal act has occurred, which for the Judge will become base there is a punishment to defendant (Law No 8 year 1981 about Law Program Criminal).

CONCLUSION

The performance of human resource development and services to the community is effective, efficient and has targets. Cross-sectoral coordination at the Cirebon City Police is an important factor in supporting the successful performance of the Criminal Investigation Unit and the Narcotics Research Unit. As functions that carry out repressive duties, the Criminal Investigation Unit and the Narcotics Research Unit must coordinate a lot with the preemptive and preventive functions at the Cirebon City Police.

Process of Investigating Narcotics Crimes by Narcotics Unit Investigators Cirebon City Police Department is receiving reports from the public exists conjecture follow criminal Narcotics Then Sat Res Drugs Cirebon City Resort Police made a Police Report regarding the report after that an Investigation Order and Warrant are madeTask.

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