

Analysis of Technical Training Needs for the Pioneer Battalion of Brimob Polda Metro Jaya in The Context of Securing The National Capital

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Analysis, Technical Training Needs, Brimob, Securing, The National Capital.

ABSTRACT

This research analyzes the technical training needs required by the Mobile Brigade Pioneer Battalion of Polda Metro Jaya in securing the National Capital City. Securing the National Capital is a complex challenge and requires high readiness and competence from the police, especially the Pioneer Battalion. In this research, the author uses a qualitative approach with the Training Need Analysis (TNA) analysis method, which involves questionnaires and a literature study. The results of the analysis show that the Pioneer Battalion is widely applied in various security tasks, which include handling high-intensity crime threats and managing natural disasters. The involvement of the Vanguard Battalion generally plays a role in supporting regional police when the intensity of the threat reaches a high escalation. Training uses a training manual published by the Foster Police Department. The research results show that there is still potential to improve training. In this analysis, the author emphasizes training based on actual needs for securing the National Capital, enhancing services to the community, and preparing to face future threats. In conclusion, this research identifies the importance of technical training in securing the National Capital by the Mobile Brigade Pioneer Battalion of Polda Metro Jaya. Based on the analysis, it is recommended to provide training that is not only related to the tasks and duties of the Pioneer Battalion in the context of securing the capital. Because the involvement of the pioneer battalion was extensive and not only related to security. The development and improvement of technical training that is relevant to the actual needs for security of the National Capital will strengthen the readiness and competence of Pioneer Battalion members in carrying out complex security tasks involving various other security aspects.

INTRODUCTION

Based on reports published by ICLEI (International Council for Local Environmental Initiatives), an institution supporting regional governments in various parts of the world, Jakarta is the capital city of Indonesia which is the backbone of the activities of 28 million people living in the Jabodetabek area (ICLEI, 2017). Jakarta is the capital city of Indonesia, which has a central role in government and national life (Amalia & Lorita, 2022). This can be seen from the number of events that will be held throughout 2023 in Jakarta, reaching 2521 events consisting of events organized by the government to the private sector on a local to international scale. (Maulana et al., 2021). In 2019, a report was published related to the problems faced by big cities in the world (Kraas et al., 2019). In the report, it is explained that metropolitan cities face various problems. The problems faced are categorized into economic, political,

social, and ecological problems. These problems are based on extreme population growth, high levels of poverty, and inequality in the distribution of wealth (Satrya et al., 2022; Wijatmoko et al., 2023).

With the various existing problems and considering the central role of Jakarta for Indonesia, it is important to ensure the stability and order of the central government and the protection of its citizens (Allen, 2018; Farish, 2015). In this case, the National Police, especially the Mobile Brigade Pioneer Battalion of the Polda Metro Jaya, plays an important role in maintaining public order and security. This is by Chief of Police Regulation No. 6 of 2022, which states that the task of Brimob is to develop and mobilize forces to overcome high-intensity disturbances in security and public order as well as other tasks within the scope of the main duties of the National Police in the context of maintaining domestic security (Larsen et al., 2023; Lubis et al., 2022; Nordgren et al., 2022). The Pioneer Battalion is the main implementing unit under the Police Mobile Brigade Corps, which is tasked with developing and improving personnel capabilities and mobilizing the Unit's strength on the orders of the Commander of the Police Mobile Brigade Corps with the task and function of carrying out mass repression and anti-insurgency functions to achieve internal security (Charlot, 2021; Satrya et al., 2023). When referring to the definition of Repressive Policing is an authoritarian and harsh law enforcement action that aims to suppress crime by taking firm action against law violators (Greene, 2007; Raditya, 2023). So, it can be said that what Brimob is doing is a form of repressive policing.

Human resources are a key factor in the success of an organization or company. Training for human resources is essential to improve employee abilities, skills, knowledge, motivation, and behavior. Training also helps new employees understand the company's culture and values, rules and policies, and basic duties (Fitrianto, 2021; Gundran et al., 2023; Martin, 2020; Mehari et al., 2021). Apart from that, training is also needed by employees who have worked for a long time to improve skills, insight, and motivation to support the achievement of the organization's vision and mission. In the modern era of development, human resource training is essential because formal education is not enough to meet the demands of jobs and positions in organizations or companies (Blumberg et al., 2021; Moge, 2023; Sarkar & Shukla, 2023; Udrea, 2014). To face ever-changing evils and increasingly complex threats, it is necessary to carry out a comprehensive analysis of training needs to improve the operational capabilities and responsiveness of the Mobile Brigade Pioneer Battalion of Polda Metro Jaya. By understanding the appropriate training needs, an effective and relevant training program can be designed so that the Polda Metro Jaya Mobile Brigade Pioneer Battalion can carry out its duties of protecting the National Capital more efficiently and professionally (Alasqah & Alshammari, 2022; Bressler et al., 2023).

This research discusses the training that should be given to members of the Mobile Brigade Pioneer Battalion of Polda Metro Jaya in improving the National Capital City's security using the Training Need Analysis concept. This research will provide recommendations for training that must be carried out by considering training needs by the involvement of the Brimob pioneer battalion in securing the National Capital, which aims to see the involvement of the Polda Metro Jaya Mobile Brigade pioneer battalion in field tasks related to securing the National Capital and determine training needs. technical for the Mobile Brigade Pioneer Battalion Polda Metro Jaya. The author created this research to cover the research gap related to technical training needs for Brimob personnel.

METHODS

The research method used in this research is a qualitative approach combining literature study and FGD (Focus Group Discussion). To collect data, document study techniques, interviews, distribution of questionnaires to the respondents involved, and FGD were used. The author conducted this research to find out the involvement of the Mobile Brigade Pioneer Battalion of Polda Metro Jaya in securing the National Capital and what training has been given to them. By answering these two questions, a training needs analysis will be able to be carried out to determine the technical training required for members

of the Mobile Brigade Pioneer Battalion of Polda Metro Jaya by comparing the involvement of the Mobile Brigade Pioneer Battalion of Polda Metro Jaya in various tasks given with the training provided.

RESULTS

Training needs analysis evaluates and identifies specific training needs for individuals, teams, or organizations (Pérez et al., 2018). A training needs analysis aims to determine the gap between the skills, knowledge, and competencies and those needed to achieve the desired business or job goals. By carrying out this analysis, appropriate and effective training plans can be developed to improve individual or team performance in achieving the desired results. Training needs analysis involves collecting data, such as interviews, surveys, observations, and document reviews, to identify weaknesses, deficiencies, and areas that require competency development through training (McConnell, 2003).

In general, the stages of Training Need Analysis are (PILAC)

1. Identifying problems and analyzing required training needs.
2. Determine the methods and techniques that will be used to collect data regarding training needs.
3. The process of collecting data regarding training needs.
4. By carrying out an analysis of the data that has been obtained, you will find out what training is needed and who needs it.

For this research, the author's first step was to list the various duties and functions of the Mobile Brigade Pioneer Battalion Polda Metro Jaya. The technique that the author uses is document study and FGD. Then, the author analyzes the training that should be given to members of the Pioneer Battalion based on the training module for police from Foster City.

To determine training needs, the author reviewed several studies discussing research for the police. The first research that the author examines is research related to training for the Bhutanese police, which is undergoing structural changes starting from a militarism-based police force to a civilian-based police force by Gyeltshen in his journal entitled Training Need Assessment of The Royal Bhutan Police (Gyeltshen et al., 2021). The next research the author studied was Timonara, who researched police pilot training in Indonesia with his journal entitled Training of Indonesian National Police Pilots to Improve Competence, Professionalism, and Aviation Safety (Timonora & Ariyanto, 2022). Eko Prasojo, with the title Training, Needs Analysis of National Police Members, the research discusses the analysis of the training needs of National Police members, including identifying the basic competencies needed and providing training recommendations to improve training and competency development for National Police members (Prasojo, et al., 2021). All this research states that training is one of the vital things for police officers so that organizational goals can be achieved. Achieving the Vision and Mission of the police depends on their members' skills and abilities. These studies legitimize the author to conduct an in-depth study of the training needs for Polda Metro Jaya Pioneer Battalion members to secure the nation's capital.

Involvement of the Pioneer Battalion

The Pioneer Battalion's involvement in maintaining the National Capital's security has a vital and strategic role in ensuring stability, order, and protection of the community and national assets at the center of government.

Data obtained from the 2022 annual report of the Mobile Brigade Unit of Polda Metro Jaya illustrates the diversity of tasks carried out by the Mobile Brigade Pioneer Battalion of Polda Metro Jaya (PMJ). From these data, this battalion was involved in a very varied range of activities. In 2022, there will be 4,514 activities in the form of Community Activities, followed by Security of Vital Objects 1,825 times and Demonstrations 1,638 times. On the other hand, it was also noted that Binrohtal and PMJ activities were the most minimal, with only 12 implementations.

From the various types of activities carried out, it is obvious that the duties of the Mobile Brigade Pioneer Battalion Polda Metro Jaya are very diverse and involve complex aspects. Securing vital objects, handling demonstrations, and community activities are examples of these tasks. This diversity illustrates the complexity of the tasks carried out by this battalion in maintaining security and order in the National Capital City. The fact that the Polda Metro Jaya Mobile Brigade Pioneer Battalion must face various activities throughout the year emphasizes the importance of readiness and flexibility in facing security challenges. In securing the National Capital, not only the threat of ordinary crime is faced, but it is also necessary to deal with demonstrations, community activities, and even the task of securing vital objects. Therefore, the readiness of battalion members to face various situations is essential to maintain stability and security in the National Capital City.

Training Needs Analysis

This research is based on technical training manuals published by Foster City police. The book recommends 59 types of technical training for police officers. This research aims to analyze the implementation of technical training in securing the National Capital by the Mobile Brigade Pioneer Battalion of Polda Metro Jaya. By collecting data through questionnaires distributed to members of the Pioneer Battalion, this research identified the types of training provided to members of the Pioneer Battalion. This analysis shows that of the 59 types of training recommended by Foster City, several technical trainings have been received by members of the Pioneer Battalion to increase their competency in carrying out security duties in the National Capital (Foster City Police Department, 2013).

Based on research conducted by the author, the training that has been given to members of the Pioneer Battalion based on the Foster City Police Department training manual is divided into the following types of training:

1. **Basic Police Training:** Pioneer Battalion members have received basic police training, including Professional Demeanor and Communication, Agency Orientation, Legal and Ethical Issues, Information Systems/Telecommunications, and Report Writing and Field Notes and Notebooks. These trainings provide important fundamentals in communication, ethics, and the use of information technology, all of which support their operational readiness.
2. **Security and Threat Management Training:** This category includes Force Options, Crowd Control, Unusual Occurrences, Fires, Force Options, and Crowd Control. This training is important for dealing with emergencies, crowd control, and handling threats that may arise in security duties.
3. **Special Training in Security:** Pioneer Battalion members have received special training in security such as Vehicle Code, Patrol Vehicle Inspection, Patrol Vehicle Operation, Emergency Vehicle Ops and Pursuits, High-Risk Vehicle Stops, Police Patrol and Observation Skills, and Animal Control. These trainings prepare members for patrol duties, security, and handling potentially dangerous situations.
4. **First Aid and Health:** Training in this category includes Medical Emergencies and Victims of Violent Crime, which prepares members to provide first aid in accident situations or crimes involving victims.
5. **Administrative and Other Training:** This category includes Report Writing, Field Notes and Notebooks, and Administrative Support. These trainings support important administrative and reporting tasks in carrying out daily tasks.

The training given to members of the Mobile Brigade Pioneer Battalion of Polda Metro Jaya differs from the Foster City guidebook. Mobile Brigade Pioneer Battalion Polda Metro Jaya members were given general training without any specifics. However, there are various types of training in it. Meanwhile, the training manual proposed by Foster City emphasizes various specific training. This difference in method makes the training given to members of the Pioneer Battalion seem minimal.

However, it should be noted that this research also identified that there are still several types of training that have not been provided to members of the Pioneer Battalion by the training guidelines

published by Foster City. Based on these 59 trainings, in general, a lot of training has been provided to members of the Pioneer Battalion. Some of the training that has not been provided to members of the Pioneer Battalion based on the training module from the Foster City police and its analysis includes the following:

1. Impounding/Storing Vehicles: This training may be less relevant for Pioneer Battalions as their primary focus is dealing with higher security threats rather than vehicle impounding or storage duties.
2. Warrants: This training relates to issuing search and arrest warrants. Although relevant, this task is often carried out by investigative police units or investigators.
3. Ped Stops: Stopping and checking individuals on the street may be more of a cantonal police job related to traffic enforcement.
4. Search and Seizure: This training may be relevant because the Pioneer Battalion also needs to know how to conduct searches and seizures in certain situations.
5. Missing Persons: This task is more generally carried out by police units whose focus is on finding and rescuing missing individuals.
6. Mental Illness Cases: This training may be less relevant because the focus of the Pioneer Battalion is handling larger security threats.
7. Transport Prisoners: This training is relevant because, in some situations, the Pioneer Battalion needs to handle the prisoners they capture.
8. Booking Prisoners: This task is more likely to be carried out by the police unit responsible for prisoner administration.
9. Handling Disputes: This training may be relevant in situations involving conflict and safeguarding.
10. Civil Disputes: This task is more related to handling disputes, which may be better suited to a police unit focusing on civil matters.
11. Line-ups: This task is more related to investigation and identification, which may not be the main priority for the Pioneer Battalion.
12. Crimes in Progress, Investigations, Evidence Collection and Preservation, Crime Prevention, Sources of Information, Self-Initiated Activity, Lost, Found, and Recovered Property, Subpoenas, Courtroom Testimony, and Demeanor: These trainings may be less relevant due to the main focus. The Vanguard Battalion is on high-intensity security and threat response duties.

This analysis suggests that much of the training that has not been provided to members of the Pioneer Battalion may be less relevant to their primary focus on high-intensity security duties. However, some training, such as Search and Seizure and Transport Prisoners, remains relevant in the context of their work.

It is important to note that not all this training needs to be provided to members of the Pioneer Battalion. This is due to the special focus on duties and responsibilities that the Pioneer Battalion has in securing the National Capital. Some of this training may be more relevant and important for police officers who work at the regional level or in handling certain cases in the police.

In the context of securing the National Capital, the Pioneer Battalion needs to focus more on training that supports their core tasks, such as handling conventional crime, bomb disposal, forest fighting, riot management, and other training mentioned previously. By focusing on training that is in line with the actual needs for securing the National Capital, the Pioneer Battalion can increase the readiness and competence of its members in carrying out complex security tasks involving various security aspects.

In the context of securing the National Capital, several trainings need to be given to members of the Mobile Brigade Pioneer Battalion of Polda Metro Jaya to strengthen their readiness and competence. The following are some trainings that is appropriate for securing the National Capital:

1. Maintaining Mass and Social Order: This training is important to provide Pioneer Battalion members with skills in managing crowds and maintaining order in situations that have the potential

to escalate into riots. This is crucial in maintaining social stability and security in the National Capital.

2. **Conventional Crime Handling:** This training covers various aspects of handling crimes commonly occurring in society, such as theft, robbery, and other acts of violence. This training will prepare members of the Pioneer Battalion to face and deal with these crimes effectively.
3. **Negotiation:** Negotiation training will equip members of the Pioneer Battalion with the communication and negotiation skills necessary in situations requiring peaceful resolution. The ability to communicate well and manage conflict can help prevent the escalation of violence and reduce the potential for unrest.
4. **Bomb Disposal:** This training is essential in dealing with bomb threats, which are often a special concern in securing the National Capital. Pioneer Battalion members must be trained in bomb disposal techniques and understand explosives to handle such dangerous situations safely.
5. **Jungle Warfare:** This training will equip Pioneer Battalion members with fighting skills in forest environments and difficult natural conditions. Considering that the National Capital also involves forest areas, this training will help members deal with potential threats in forest environments that have the potential to become hiding places or targets for operations.
6. **Riot Management and Action:** This training will provide Pioneer Battalion members with skills in controlling riot situations, such as large demonstrations or mass riots. In the context of the National Capital, which is often the center of demonstrations and mass crowds, this training will help members maintain security and order amidst uncontrolled situations.

The training above are some examples of the actual need for securing the National Capital. By providing this training to members of the Pioneer Battalion, they will become better prepared and competent in dealing with various security threats that may occur in the National Capital.

CONCLUSION

Training for the Polda Metro Jaya Mobile Brigade Pioneer Battalion is currently general and comprehensive, although there are still deficiencies in certain technical training. To increase their readiness to face threats in the National Capital, it is necessary to develop special training that is more appropriate to their specific role. Integration of training recommendations from research and wider safeguarding planning can help them be better prepared to meet future challenges. Special training, such as securing vital objects, forest fighting, and handling contingent threats, will increase the reliability and courage of members. In conclusion, developing technical training that aligns with actual needs and evolving threats will ensure that the Pioneer Battalion plays an effective role in maintaining the security of the National Capital.

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