IMPROVING THE WORK ABILITY OF INVESTIGATORS IN DRUG ERADICATION

Wahyu Widiastono
Sudardi
Mansur
Indonesian Naval Command and Staff College

Abstract: As a law enforcement institution within the Indonesian Navy, Indonesian Naval Military Police (Pomal) has the authority to handle all types of military criminal offences, general criminal offences, and disciplinary violations committed by the Indonesian Navy. One of the criminal offenses committed by the Indonesian Navy which is the concern of the Chief of Staff of Indonesian Navy is drug abuse. The purpose of this study is to analyse what factors influence the work ability of Indonesian Naval Military Police Center (Puspomal) investigators and to analyse how to improve the work ability of Puspomal investigators for drug eradication operations within the Indonesian Navy. This study uses a qualitative method. Based on data analysis in this study, it can be concluded that the work ability of Puspomal investigators is influenced by motivation, knowledge, skills, facilities and infrastructure, organisation, and investigation budget. Recommendations in this study Puspomal investigators in carrying out drug eradication operations within the Indonesian Navy can be given rewards in accordance with applicable legal procedures when succeeding in uncovering the crime of drug eradication to motivate and improve the work ability of Puspomal investigators.

Keywords: Work ability, Investigators, Drug Eradication


In general, military professionalism, including Indonesian National Armed Force (TNI), is influenced by three dimensions, namely systems, human resources (HR), and defence equipment. Of the three dimensions, the quality of human resources is the most important dimension in determining the existence of two other dimensions. Human resources are the man behind the gun and the man behind the system, which means that professionalism is highly dependent on the quality of human resources. Similarly, the new paradigm of the world-class Indonesian Navy indicates leadership that is strong, integrated, professional, adaptive, visionary, innovative, committed, and interconnected. To achieve world-class Indonesian Navy, then the Navy must have at least 4 (four) excellence in human resources, technology, organisation, as well as operational skills. To have high-quality human resources, Indonesian Navy should conduct law enforcement professionally and justly (Marsetio in Junaidi, A., 2016).
Improving The Work Ability Of Investigators In Drug Eradication

The duties and functions of the military police within the Indonesian National Armed Force are carried out by the Indonesian Armed Military Police (Pomad), the Indonesian Naval Military Police (Pomal), and the Indonesian Air Force Military Police (Pomau). As a law enforcement institution within the Indonesian Navy, Indonesian Naval Military Police has the authority to handle all types of military criminal offences and general criminal offences as well as disciplinary violations committed by Indonesian Navy. To realise an ideal investigation process within the Indonesian Navy, the human resource of the Indonesian Naval Military Police Center (Puspomal) should be professional, broad-minded, creative and innovative. They should always follow technological developments so that the cases can be resolved immediately (Priyowibowo, D., 2016). The investigation process carried out professionally has a positive impact on the development of the organisation.

In accordance with the nature and duties of military police, they should have high technical skills and professional capabilities that are different from other soldiers. Law enforcement is carried out in accordance with statutory regulations to realise professional, orderly, disciplined, decisive, wise and prudent Indonesian Naval Military Police.

Drugs are a common enemy that must be fought intensively because it is an extraordinary crime. It should be handled systematically by all potentials and strengths of the nation. In handling this case, it is also necessary to have a visionary leader who can anticipate the development of all crimes, including drug-related crime, which currently uses information technology and dynamically changing motives. All national forces must be mobilised to ward off threats and circulation, which is increasing significantly. To prevent drug-related crime and enforce the law against drug abuse within the Indonesian Navy, Indonesian Naval Military Police, especially the Indonesian Naval Military Police Center is carrying out drug eradication operations as part of the implementation of disciplinary and judicial operations. As an investigator in the Indonesian Navy, Puspomal was given authority by the law to investigate in all Indonesian jurisdictions.

The main task of the Indonesian Naval Military Police Center as a law enforcer is to investigate various crimes and violations of law committed by the Indonesian Navy in Indonesia. The crimes and law violations that occur in the community are various, ranging from conventional crime to extraordinary crimes as well as transnational crime, such as drug abuse. Based on the background above, the purpose of this study is to analyse factors that influence work ability of Puspomal investigators and to analyse how to improve the work ability of Puspomal investigators in drug eradication operations within the Indonesian Navy.

METHOD

This research used a qualitative method with the type of descriptive research. This study aims to provide an overview of the work ability of Puspomal investigators on drug eradication operations within the Indonesian Navy.

The researcher analysed and interpreted the current cases systematically, factually, and accurately, especially about the facts of the investigation problems at Puspomal to improve the skill of their investigators in drug eradication operations in Indonesian Navy during the last five years (2014 to 2018). It was conducted to improve the work ability and professionalism of investigators in Puspomal.

This study was conducted with Puspomal investigators in Puspomal headquarters, Kelapa Gading, North Jakarta.

As human instruments in this qualitative research, the researchers have acted as investigators of the military police and have been assigned at Puspomal headquarters from 2015 to 2018 as an investigator.

The primary data source in this study was obtained by purposive sampling through interviews with Puspomal officials and Indonesian Naval Military Police Center Task Force (Satlak) investigators, who are responsible for monitoring and conducting investigations in drug eradication operations within the Indonesian Navy. The data obtained were then documented in the form of transcripts, recapitulation of raw data, or field notes. Meanwhile, the secondary sources in this study are objects that can be used as
research data sources. The secondary data sources are very diverse, ranging from writing or pictures such as Puspomal periodic reports, data transcripts, field notes from the past, results of previous studies, minutes of meetings, speech texts, detailed descriptions of key tasks and functions, maps, floor plans, charts, organisation, etc.). Furthermore, the data obtained were analysed using Nvivo-12 software and presented it in the form tables, graphs, diagrams, and models.

According to Miles and Huberman in Sugiyono (2014), it is suggested that the activities in qualitative data analysis are carried out interactively and continuously until they obtain the conclusion so that the data is already saturated. Data analysis started with data reduction, data display, and conclusion drawing/verification.

LITERATURE REVIEW

- Theory of Work ability
  Gibson (1996) defines work ability as one’s potential to carry out a task or job. Meanwhile, according to Robbins (2015), work ability can be interpreted as the capacity of individuals to carry out various tasks in certain jobs. Furthermore, according to Thoha (2011), the work ability of employees is defined as follows: “Work ability is a condition that shows an element of maturity that is also related to knowledge and skills that can be obtained through education, training, and knowledge.”

- Theory of Human Resource Development
  Human resource development is a process to improve the work ability of human resources to achieve organisational goals. The work ability of human resources in the company can be improved through training and education programs. Training is conducted for low-skilled employees who cannot do their tasks well. On another aspect, training is carried out for employees who are considered to lack knowledge in doing their tasks (Bangun, 2012). According to Yuniarsih (2013), work ability development can be done by holding regular training, promotion, and transfer. Education and training are done so that workers can always follow the development of science and technology.

- Theory of Law Enforcement
  In the Dutch language, law enforcement is called rechtstoepassing or rechtshandhaving. It covers macro and micro law enforcement. Macro law enforcement covers all aspects of community life, nation, and state, while in micro law enforcement is limited to the court trial, including investigation, prosecution, and criminal verdicts that have permanent legal force (Chaerudin, 2008). According to Soerjono Soekanto (2012), factors affecting the main problems of law enforcement include:

  - The law itself
    In law enforcement, sometimes there is a conflict between legal certainty and justice, which is caused by the abstract conception of justice, whereas legal certainty is a normative procedure. A policy or action that is not entirely based on law is something that can be justified as long as the policy or action does not conflict with the law from another perspective. Essentially, the law does include not only law enforcement but also peace maintenance because law is aimed to harmonise values, methods, and patterns of behaviour to create peaceful society.

  - Law enforcer or parties who regulate and implement the law
    The function of law enforcement, as well as the mentality or personality of law enforcers, plays an important role. If the laws and regulations are good, but the quality of law enforcement officers is not good, it will not lead to just legal process. Therefore, one of the keys to success in law enforcement is a good mentality, personality, character, and morals of law enforcers.

  - Facilities and infrastructures supporting law enforcement
Facilities and infrastructures supporting law enforcement processes include software and hardware. Software is like a fixed procedure of investigation, detention, arrest, confiscation and crime scene investigation. Meanwhile, hardware includes the equipment used in crime scene investigation, bugging devices, special material tools that support investigation, investigation rooms, cells (for the prisoners of justice) and other supporting equipment.

- The society in which the laws are applied. Public awareness of legal compliance can affect law enforcement. Legal awareness of the problems that arise can be seen from the level of legal compliance. It can be categorized into three groups, that are high, moderate, and low. Those levels of legal compliance indicate whether the law is applied well or not.

- Culture, namely works, inventions, and tastes based on a human initiative in society. According to Soerjono Soekanto (2012), culture has a very large function for humans and society, namely regulate humans so they can understand how they should act, do, and determine their attitudes to others. Thus, culture is mainline of behaviour that sets rules about what should be done by society and what should be avoided.

- Theory of Professionalism
  According to Samuel P Huntington (1957), four aspects reflect professionalism:
  - Well-trained. To be professional, besides being well-trained, soldiers also need to get an education which is conducted step by step and continuous in the military as well as non-military fields.
  - Well-equipped. A soldier can be professional if the defence equipment they use apply modern technology and is always ready to be used to hone the skills of soldiers in accordance with the demands of tasks and operational needs.
  - Well-paid. To carry out their duties properly, soldiers should get enough income to meet their needs.
  - Well-managed. To be professional, the organisation should be managed well.

DATA PROCESSING

Data processing in this study used NVivo-12 software to help researchers analyse the data by triangulating or comparing interview data with the field observations in the form of photos of activities, facilities, and infrastructure owned by Puspmomal in carrying out drug eradication operations. Triangulation of data in research can be done in several ways: by comparing observation data with the results of interviews, comparing public opinion so far with opinions on research, and by comparing the results of interviews with certain documents (Sugiyono, 2014).

The researchers analysed the data obtained from interviews with key informants using NVivo-12 software by coding. In this study, NVivo is very useful because it can generate sharp and varied categories and themes of research. In addition, the results of triangulation are very accurate and in line with the results of interviews, both on operational questions and research questions.

The researchers used the analytic coding process through the manual coding process by preparing categories in advance based on the problem formulation, research questions, and a list of operational questions in the interview guide. After coding the entire research data, a model adjusted to the needs of the research was formed, such as the triangulation model, the factor mapping model, and the tree model to find out the variables that are frequently mentioned in the research data.

RESULTS

- Results of data processed by NVivo-12 in the variable of Puspmomal investigators’ work ability
The results of data processed by NVivo-12 in variable of Puspomal investigators’ work ability presented in Figure 4.1 shows that there is relevance and relationship between the results of interviews with key informants who explained that the work ability of Puspomal investigators is influenced by several factors, namely communication and coordination, skills, motivation, personnel mutation, personnel training through education and courses, experience, knowledge, problem-solving skills, promotion and regeneration of Puspomal investigators. Triangulation of interview data was conducted using NVivo-12. It indicates that there is a relationship between key informants’ answers to questions that have been raised in the interview guide.

The key informants explained that Puspomal investigators had sufficient knowledge in handling drug-related cases, starting from the investigation, filing of the case and hand it over to military prosecutors. The work ability of Puspomal investigators is quite adequate. They are accustomed to coordinating with the Department of Health, National Narcotics Agency, and Indonesian Republic Police Forensic Laboratory to examine suspects and drug evidence as proof requirements in accordance with applicable regulations.

Puspomal investigators are experienced in dealing with drugs and have high motivation in drug eradication operations. Investigators can solve the problems well and easily, without any problems.
Promotion of positions, mutations, and regeneration of Puspomal investigating personnel is proceeding accordingly with the pattern of Indonesian Naval Military Police Center personnel development. The Indonesian Naval Military Police Center currently still has a shortage of investigators and to overcome these shortcomings, Indonesian Naval Military Police Center proposes personnel who do not yet have investigator qualifications to attend education, courses, or seminars at Indonesian Naval Military Police Education Center, other Indonesian Army Military Police Education Center, National Narcotics Agency of the Indonesian Republic Police.

- Results of data processed by NVivo-12 in the aspect of law enforcement towards drug eradication operation

Source: Data processed by the researchers

*Figure 2* Results of data processed by NVivo-12 in the aspect of law enforcement towards drug eradication operation
The results of data analysis using Nvivo-12 explain the triangulation of key informants. They stated that the drug eradication operation carried out by Puspomal was going well. Puspomal carries out drug eradication operations to Indonesian Navy both internally/independently and in collaboration with other parties. Factors that can influence law enforcement in drug eradication operations include legal factors related to drug eradication operations within the Indonesian Navy, facilities and infrastructure owned by Puspomal in carrying out drug eradication operations, the awareness of the Indonesian Navy on the dangers of drugs, organizational culture of the Indonesian Navy, organization position of Puspomal in drug eradication operations, religion, and drug networks.

- Results of data processed by NVivo-12 in the aspect of the professionalism of Puspomal investigators in drug eradication operation within the Navy

Source: Data processed by the researchers

Figure 3  Results of data processed by NVivo-12 in the aspect of the professionalism of Puspomal investigators in drug eradication operation within the Navy

**DATA ANALYSIS**

In Sugiyono, Miles and Huberman argued that qualitative data analysis is carried out interactively and continuously until they obtain the conclusion so that the data is already saturated. Data analysis consists of several activities, including data reduction, data display, and conclusion drawing/verification (Sugiyono, 2014).

- **Analysis of Factors Influencing The Work ability of Puspomal Investigators**

  Based on the results of processed interview data using NVivo-12 software, triangulation of the results of interviews and field observations show that there is a relationship and relevance of the results of in-depth interviews between key informants in the regulator, operator, and observer, the work ability of Puspomal investigators, is influenced by motivation, knowledge, skills, facilities, infrastructure, organization, and investigation budget.

  The work ability of Puspomal investigators in drug eradication operations within the Indonesian Navy has not been optimally carried out due to various factors, including the limitations of investigator in doing investigation due to personnel organizations, limited facilities, and equipment to support drug investigation, lack of software or regulations regarding investigation, and Puspomal does not have its crime laboratory.

  So far, the problems in limited facilities and infrastructure for investigations in drug eradication operations have been overcome by Puspomal investigators by cooperating with the Indonesian Navy’s health services, National Police’s forensic laboratories, National Anti-narcotics Agency (BNN), and other relevant agencies. As a result, case solving (drug-related cases) requires more time, because every time they need to use the equipment, they should do some steps, starting from coordination, writing a letter, waiting for a response letter from the National Police or National Anti-narcotics Agency (BNN). In addition, they need to spend a lot of money on it. It is expected that Puspomal will have its crime laboratory so that it can overcome all these problems.

- **Analysis of The Improvement of Puspomal Investigators’ Work ability on Drug Eradication Operation in the Indonesian Navy**

  Puspomal investigators are part of the Indonesian Military Police investigators who always try their best to improve their work ability so that they can do investigation professionally. Improvement of Puspomal investigators is a logical consequence of realizing professional soldiers in accordance with Article 2 letter d of Law Number 34 of 2004 concerning Indonesian National Armed Forces, namely, “professional soldiers are soldiers who are trained, well educated, well equipped, not practically involved in politics, not doing business, in a welfare state, and following the country’s political policies that adhere to the principles of democracy, civil supremacy, human rights, provisions of national law, and international law which have been ratified.”

  The policy of the leaders in the Indonesian Navy in realising professional soldiers is carried out by Puspomal by improving the work ability of Puspomal investigators in upholding the law, and discipline of the Indonesian Navy by carrying out drug eradication operations within the Indonesian Navy. Success in revealing a drug crime is a form of professionalism of a Puspomal investigator who has investigative techniques and tactics in accordance with applicable legal procedures. The work ability of Puspomal investigators needs to be improved to generate professional investigators so that law enforcement can provide benefits or be efficient for the Indonesian Navy with the existence of legal certainty.

  Based on the results of processed interview data using Nvivo-12 software and triangulation from interviews and field observations show that there is a relationship and relevance of the results of inter-
views between key informants in the regulator group, operator groups and observer groups which state that ways or efforts to improve the work ability of Indonesian Naval Military Police Center investigators include validation of the Indonesian Naval Military Police Center Task Force organization by increasing the Commandant Indonesian Naval Military Police Center Task Force of rank from Commander to Captain. Improving the work ability of Indonesian Naval Military Police Center investigators can be done by carrying out education and investigative courses or seminars, increasing motivation by giving rewards, and improving the facilities and infrastructure to support the investigation so that in the end it will increase the professionalism of Indonesian Naval Military Police Center investigators in carrying out drugs eradication operations within the Indonesian Navy.

DISCUSSION

In the discussion about improving the work ability of Puspomal investigators in drug eradication within the Indonesian Navy, researchers used the theory of work ability, human resource development, law enforcement, crime investigation, and military professionalism. From these theories, the researcher determined factors or indicators that influence the work ability of investigators related to the performance and development of human resources, law enforcement in drug eradication operations, and investigators’ professionalism in carrying out drug eradication operations within the Indonesian Navy. Furthermore, the researchers arranged interview guidelines based on these theories to answer the research questions and problems.

In-depth interviews with the main Indonesian Naval Military Police Center officials were chosen because in enhancing the work ability of Indonesian Naval Military Police Center investigators, the official responsible and most decisive in improving the work ability of Indonesian Naval Military Police Center investigators was Indonesian Naval Military Police Center officials. Researchers grouped into the regulator group, in this case, the as a policy maker in fostering organisations and personnel in Puspomal, the operator group as the implementing investigative operation in Indonesian Naval Military Police Center which in its implementation received supervision by another official, and the observer group as staff of commandant.

The formulation of the problem in this study is to find out what factors influence the work ability of Indonesian Naval Military Police Center investigators and how to improve the work ability of Indonesian Naval Military Police Center investigators on drug eradication operations within the Indonesian Navy. The results of in-depth interviews with the main Indonesian Naval Military Police Center officials as key informants were then processed using NVivo-12 so that the analysis results obtained that the Indonesian Naval Military Police Center investigator’s work ability influenced by motivation, knowledge, skills, facilities and infrastructure, organisation, and investigation budget. While ways or efforts to improve the work ability of Indonesian Naval Military Police Center investigators include validation of the Indonesian Naval Military Police Center Task Force organization by increasing the Commandant Indonesian Naval Military Police Center Task Force rank from Commander to Captain, improving the work ability of Indonesian Naval Military Police Center investigators can be done by carrying out education and investigative courses or seminars, increasing motivation by giving rewards, and improving the facilities and infrastructure to support the investigation so that in the end it will increase the professionalism of Indonesian Naval Military Police Center investigators in carrying out drugs eradication operations within the Indonesian Navy.

The results of the analysis are in line with the theory of work ability proposed by Keith Davis in Mangkunegara (2014) that the factors affecting work ability are knowledge and skills. If the investigators are professional, discipline, and motivated, then they will perform well (Achmad Gani, 2008). Schumacher in Sinamo (2002) stated that there are three important components in human beings, namely their skills, abilities, and work ethic. That is supported by previous research which was conducted by Commander Faisal, S.Tr.Han (2016) that ability and motivation have a significant influence on the
performance of operational staff in the Indonesian Navy, both partially and simultaneously.

According to Wilson Bangun (2012), the work ability of human resources (human resource development) in achieving organizational goals can be improved through training programs and education. One component related to improving human resources (HR) is education (I Wayan Sonarya, 2016). The training was conducted for investigators who were judged to be less skilled and increased education for investigators who were judged to lack knowledge in carrying out investigations. The results showed that education and training in the form of education, courses, and seminars provided to Indonesian Naval Military Police Center investigators at Indonesian Naval Military Police Education Center, other Indonesian Army Military Police Education Center, prosecutors or the National Narcotics Agency can improve the work capabilities of Indonesian Naval Military Police Center investigators in carrying out drug eradication operations within the Navy.

In previous research, according to Commander Dedhi Priyowibowo, S.H. (2016) states that increasing the professionalism of Indonesian Naval Military Police Center investigators in achieving good performance can be improved through education, meeting the needs of investigation equipment, providing allowances for investigators and increasing the number of investigative positions by adding List of Personnel in Indonesian Naval Military Police Center organization. While the results of the analysis of researchers who conducted data processing using Nvivo-12 software on the results of in-depth interviews with key informants of the main Indonesian Naval Military Police Center officials obtained that efforts to improve the work ability of Indonesian Naval Military Police investigators include validating the Indonesian Naval Military Police Center Task Force organization, equipping Indonesian Naval Military Police Center investigators with education and courses or seminars investigation, increasing investigator motivation by proposing investigator allowances and providing rewards to investigators and improvement of facilities and infrastructure to support the investigation.

The Indonesian Naval Military Police Center investigators are required to be professional in carrying out law enforcement in drug eradication operations within the Navy. The professionalism of Indonesian Naval Military Police Center investigators is analyzed using the theory of professionalism according to Samuel Huntington (1957) that to improve the work ability of investigators, Indonesian Naval Military Police Center investigators are required to carry out gradual, gradual and continuing training in the field of investigation, second; investigators must be equipped with good equipment in the form of special material of the investigation for the disclosure of the case and proof of a criminal act based on valid evidence in accordance with the law, third; investigators receive adequate welfare in accordance with living standards and receive investigative allowances in accordance with their rights, and the last is the management of the Puspomal organization that handles the field of investigation needs to be managed properly so as to produce a good output.

CONCLUSIONS AND RECOMMENDATIONS

Conclusions

The work ability of Puspomal investigators is influenced by motivation, knowledge, skills, facilities and infrastructure, organisation, and budget. Enhancing the work ability of Indonesian Naval Military Police Center investigators, among others by validating the Indonesian Naval Military Police Center Task Force organization by increasing the Commandant Indonesian Naval Military Police Center Task Force rank from Commander to Captain, equipping Indonesian Naval Military Police Center investigators with knowledge and skills through education or courses and seminar investigations, increasing investigator motivation by proposing investigator allowances and providing rewards to investigators and improvement of facilities and infrastructure to support the investigation. Improving the work ability of Indonesian Naval Military Police Center investigators can be done by carrying out education and investigative courses or seminars, increasing
motivation, providing rewards, and increasing the facilities and infrastructure to support investigations so that in the end it will increase the professionalism of Indonesian Naval Military Police Center investigators in carrying out drugs eradication operations within the Indonesian Navy.

Recommendations

Those processes in improving investigators’ work ability should be supported by budgets for an investigation to improve the motivation of Puspomal investigators professionally. Puspomal Investigators should get rewards in accordance with applicable legal procedures when they manage to reveal drug-related crime to motivate and improve the work ability of Puspomal investigators. Puspomal Investigators should be educated and get knowledge about the consequences of drug-related crime.

REFERENCES


