

Analysis of Implementation of Self-Reliance Development Policy Work Guidance for Correctional Families

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ABSTRACT

An analysis of the implementation of the policy of fostering independence of work guidance that has been carried out by the Class IIA Palembang Women's Prison which aims to provide skills and knowledge when serving prison prisoners and preparing fostered residents for correctional activities to return to the community and improve the social functioning of fostered residents in correctional services. This study aims to identify and analyze the implementation of the policy of fostering self-directed work guidance that has been carried out by the Class IIA Palembang Women's Prison. This research is a descriptive research with an occlusive approach. o The data used o is based on the o type o is oqualitative data, while based on the source o is primary primary data and secondary o data. o The open data collection instruments used were documentation, interviews, and observations. Based on the research results, there are 3 dimensions that have not gone well, namely the standard dimensions and policy targets/measures and policy objectives, resources and attitudes of implementers. The dimensions that have been running well are the dimensions of the implementing organization's characteristics, communication between related organizations and the socio-economic and political environment. So it can be concluded that the implementation of the policy of fostering independence of work guidance has not been able to return convicts to the community by providing life provisions in the form of work skills, because in essence prisons aim to make convicts become better citizens than before by instilling good personality and character.

Keywords: policy implementation; fostering independence; work guidance

INTRODUCTION

The concept of imprisonment in Indonesia has changed to a correctional system. The term penitentiary is a substitute for the term imprisonment in Indonesia. Based on the Correctional Law, basically prisoners as human beings and human resources must be treated humanely and well in an integrated coaching system (Russell et al., 2016; Sanyal & Sett, 2011; Wright et al., 1994). In Lapas, a prisoner is fostered so that when he finishes his sentence, he can join return to in Public, he Becomes part from member Public more good as well as no repeat again the mistake (G. Frederickson et al., 2012; H. G. Frederickson et al., 2016; Pollitt, 2009). Because function main from prison that alone is prepare inhabitant built penitentiary so that can integrate in a manner healthy with Public, so that can Becomes Public which obtain return function social. One of the prisons in Palembang City that will be the place of this research is the Class IIA Palembang Women's Prison. Palembang Class IIA Women's Prison is a Correctional Unit under the auspices of the Regional Office of the Ministry of Law and Human Rights of South Sumatra.

Palembang Class IIA Women's Prison has a personality development program and independence development program, this is in accordance with the Regulations Government Republic Indonesia Number 31 Year 1999 about coaching and Mentoring Inhabitant building Correctional chapter 2 paragraph 1 that program coaching and mentoring covers activity coaching and mentoring personality and independence. In this study the authors discuss the development of independent work guidance for correctional inmates at Class IIA Palembang Women's Prison.

In fact what happened in the Class IIA Palembang Women's Prison was that there were several problems that were not in accordance with the values or indicators mentioned in the implementation theory. The problem is the first, policy objectives. Work guidance or independence coaching given to inmates aims to no longer repeat crimes or crimes that have been committed. However, the number of recidivists in the Class IIA Palembang Women's Prison reached 58 people. This shows that the development of independence, which is expected to provide skills when they are free, has not been able to influence changes in the behavior of ex-convicts.

The second, namely the resources involved in fostering independence. When the self-reliance coaching program was implemented, in the budget allocated it only targeted a training target of 20 people per training. This is considered very less when compared to the number of inmates as a whole. The resources for trainers are also insufficient because they only rely on trainers brought in from outside prisons (Senshaw & Twinomurinzi, 2022). So the activities cannot be carried out continuously because there are no training resources from prison officers themselves. In addition, the incomplete facilities and infrastructure that support work activities are also a problem. Facilities and infrastructure are very minimal to carry out self-reliance development activities.

Third, the attitude of the executors. Executors here are correctional officers and third parties who help in the independence development training. Before the training begins, a planning, implementation and monitoring team is formed. Where in each of these teams, officers are determined that differ from one team to another. But in practice, this is not effective. Because each team cannot carry out their duties properly.

The author identifies problems consisting of: 1) Lack of dissemination of the policy objectives of fostering the independence of work guidance to correctional inmates, 2) There are no resources for skills trainers and there is a lack of resources for facilities and infrastructure that support work activities, and 3) The attitude of correctional officers who have not been maximal in carrying out their responsibilities.

The purpose of this research is to find out the Implementation of the Policy for Guidance Independence Guidance for Correctional Families in Class IIA Women's Prison Palembang. This research is expected to help the community in assessing and treating prison inmates better when a former prison inmate leaves prison so that they can carry out a normal social life.

METHOD

This study uses a qualitative research approach method. A qualitative approach is a method used to examine natural objects (Creswell & Clark, 2017). Technique collection data which used is Interview deep, Observation and Studies Documentation. The data analysis technique used in this study is as follows (Miles et al., 2014):

1. Data Collection
Analysis collection data on study this use observation, Interview and studies documentation.
2. Data Reduction
Reduction data conducted on moment collection data started with make summary, search theme, coding, make clusters, write memo and etc the goal for set aside data/ information which no relevant.
3. Display Data
The data display is a description of a set of structured information that gives the possibility of interest conclusion and taking action. Presentation data qualitative served in form narrative.
4. Verification and Confirmation of Conclusions
Verification and confirmation of conclusions are the final activities of data analysis. Qualitative data analysis is an ongoing effort, repeated, and keep going continuously. Next data which has in analysis, explained and interpreted in form words for describe fact which there is in field then taken the bottom line just.

RESULTS AND DISCUSSION

Result

1. Policy standards and objectives/policy measures and objectives

Based on the results of the interviews, the researcher can conclude that the Law on Correctional Implementation of the Implementation of Work Guidance Independence for Correctional Families in Class IIA Palembang Women's Prison, currently the Directorate General of Corrections, the Ministry of Law and Human Rights has stipulated Law Number 12 of 1995 as law the old penitentiary by replacing Law Number 22 of 2002 concerning Corrections which regulates the rights and obligations to provide work independence coaching for assisted members in the Palembang Class IIA Women's Penitentiary.

Based on the results of the interview above, the researcher can conclude that Government Regulations in the implementation of fostering independence of work guidance for female prisoners of Class IIA Palembang are currently running well because Government Regulations have been stipulated in Government Regulation of the Republic of Indonesia Number 31 of 1999 article 1 number (1) and the Regulation of the Minister of Law and Human Rights of the Republic of Indonesia Number 35 of 2018 that the activities organized are to provide guidance on the independence of work guidance through skills so that the inmates become more qualified individuals.

The decision of the Minister of Law and Human Rights regarding fostering work independence is currently going well because the decision of the Ministry of Law and Human Rights seeks to implement a work guidance program for assisted residents. Decree of the Minister of Justice of the Republic of Indonesia Number: M.02-PK.04.10 of 1990 concerning the Implementation of Prisoners' Self-Reliance Development Patterns focusing on skills programs to support independent businesses for correctional inmates.

Resource

The implementation of fostering self-sufficiency in work guidance for Class IIA Palembang Women's Prison residents is currently not going well due to a lack of competence and expertise. The resources of penitentiary inmates are limited to be able to take part in self-guidance guidance work, due to colliding with the rehabilitation program. The implementation of work guidance independence coaching has collaborated with third parties. The implementation of guidance for self-sufficiency in work guidance has not gone well because of the limited budget provided from the APBN, which can only train 20 inmates.

Characteristics of Implementing Organizations

Each Implementation of Work Guidance Independence Guidance is carried out according to the schedule specified in the Standard Operating Procedures that have been established and apply. Fragmentation in the implementation of fostering independence of work guidance has been going well because every correctional officer has duties and responsibilities.

Communication between related organizations

The purpose of the implementation of Guidance Independence Guidance has been going well because the guidance of work independence guidance provided by officers is in the form of skills and talents to prepare the assisted members to return to society. Coordination of the implementation of self-reliance development has been going well because coordination is carried out in a planned manner.

Attitude of Executors

Knowledge of Officers in the Implementation of Independence Coaching has not gone well because there are still some incompetent instructors who do not have expertise. Responsibility for the problem of implementation time which is still lacking because it is often late or slightly delayed in providing job guidance training. As well as the lack of involvement of the work team that has been formed in the implementation of the training. The intensity in the implementation of self-reliance development is currently going well because it has guaranteed the inmates to take part in society when they are free from punishment.

Social, economic and political environment

Influence of the External Environment The implementation of self-reliance coaching is currently going well because of the influence of the external environment, the support from the family as a place to return to continue life in the community has given a positive response

Discussion

Policy Standards and Targets and Policy Objectives: In accordance with government regulations stipulated in Government Regulation of the Republic of Indonesia Number 31 of 1999 article 1 number (1) and Regulation of the Minister of Law and Human Rights of the Republic of Indonesia Number 35 of 2018 to provide guidance on self-reliance in work guidance through skills so that inmates become more qualified individuals, but this has not been fully realized. This is because the number of recidivists, which reached 58 people or nearly 10% of all inmates, shows that the skills possessed have not been able to influence changes in the behavior of ex-convicts (Langkai et al., 2019; Li & Wagenaar, 2019).

Resource: Correctional officers do not yet have the competence or knowledge to train inmates. Prisoners who participate in self-reliance training are also limited because they collide with the narcotics crime rehabilitation program. The funds/budget for the implementation of self-help coaching for work guidance have not gone well because of the limited budget provided from the APBN, which can only train 20 inmates in one type of training per year and room facilities that cannot accommodate large numbers of inmates.

Characteristics of Implementing Organizations The Implementation of Work Guidance Independence Guidance is carried out in accordance with the schedule specified in the Standard Operating Procedures that have been established and apply in Class IIA Palembang Lapas. The fragmentation of each officer has duties and responsibilities in each respective field unit, for facilities and infrastructure such as the availability of rooms for job training guidance and the tools or materials for work guidance used are still very minimal.

Related Inter-Organizational Communication: Purpose of Implementation Guidance Independence Guidance Work for Inhabitant Correctional Assistance at Class II A Palembang Women's Prison provided by officers to convicts is to return convicts to the community environment by providing life provisions in the form of work skills and coordination is carried out through communication in a manner active which conducted by chairman Institution Correctional Woman to para officer and officer LPP to inhabitant built.

Attitude of Executors: Currently it is not going well because it is still there there are still some officers who are incompetent and do not have the expertise in providing job guidance to inmates. The officers' response was quite responsive in meeting the needs of inmates of the correctional facility. However, the attitude of responsibility was not well reflected, because the training activities had not been carried out in an orderly manner. As well as the involvement of the entire training work team is not good because there are officers who do not carry out their responsibilities (Decker et al., 2007). Social, Economic and Political Environment: there is support from the family as a place to return to continue life in the community and help open business opportunities for former convicts in developing skills that are physique, economy nor social, and independent in doing activity environment Public.

CONCLUSION

The conclusion of the research results as the implementation of the policy of fostering independence of work guidance has not been able to return convicts to the community by providing life provisions in the form of work skills, because in essence prisons aim to make convicts better citizens than before by instilling good personality and character. There are 3 dimensions that have not gone well, namely the dimensions of standards and policy targets/measures and policy objectives, resources and attitudes of implementers. The dimensions that have been running well are the dimensions of the implementing organization's characteristics, communication between related organizations and the socio-economic and political environment.

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