

# The Role of Civil Service Police Heroines in Organizational Development of Civil Service Police Units in the Province of Bali

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## ABSTRACT

The current condition of the Satpol PP organization (Pamong Praja Police Unit) is a pressure organization whose main task is to maintain peace and public order, enforce regional regulations and regional head regulations, and protect the community. One element of the Indonesian Civil Service Police Unit organization is the presence of female civil service police members, known today as the Indonesian Civil Service Police heroines, who play a role in changing the face of the organization to appear more humane, friendly, and professional. The purpose of this study is to identify, analyze, and explain the role of Srikandi Civil Service Police in developing the Civil Service Police Unit organization in Bali Province. For this study, a descriptive qualitative research method was used, employing Aghina Wouters' agile organization theory. Data collection techniques included in-depth interviews with key informants and stakeholders, direct observation, and reviewing documentation related to the Civil Service Police Unit's heroines. Data analysis involved data reduction, data presentation, and conclusion drawing. The validity of data collection was obtained by testing using triangulation of sources, techniques, and theories. The findings show that the role of the Civil Service Police heroine is currently strategic in changing the face of the Civil Service Police Unit, which still appears less humane and friendly to the community.

**KEYWORDS:** Role of Srikandi, Organizational Development, Civil Service Police Unit.

## I. INTRODUCTION

The Civil Service Police Unit organization as a pressure organization within local government organizations is currently receiving a bad perception in the eyes of the wider community because it is rigid, not agile, arrogant and pays little attention to the humanitarian aspect. Such perceptions result in the non-optimal implementation of the duties and functions of the Civil Service Police Unit, namely maintaining public order and tranquility, enforcing all regional regulations and regional head regulations as best as possible and carrying out public protection.

In this regard, a new strategy is needed to change the public's perception of the existence of the Civil Service Police Unit organization in the future, namely by increasing the role of the Women's Civil Service Police or better

known as the civil service police srikandi. With the basic nature of a woman who is gentle both in speech and behavior, it is hoped that one of them is to be able to change this unfavorable perception.

The organization of the Women's Civil Service Police Unit in the Province of Bali currently numbers 295 people, consisting of 203 people with the status of state civil servants and 92 people with non-state civil apparatus status. This amount comes from 9 regencies and cities throughout the Province of Bali as well as from the Provincial Government of Bali.

**Table 1. Number of Satpol PP Female Members of the Province of Bali in 2022**

No.	Satpol PP	ASN number	Number of Non-ASN	Total
				Amount
1	Denpasar City	23	24	47
2	Badung regency	36	22	58
3	Tabanan Regency	9	9	18
4	Buleleng Regency	30	0	30
5	Jembrana District	14	0	14
6	Gianyar Regency	23	0	23
7	Bangli Regency	20	5	25
8	Klungkung regency	11	17	28
9	Karangasem regency	15	0	15
10	Bali province	22	15	37
<b>Amount</b>		<b>203</b>	<b>92</b>	<b>295</b>

Source: Satpol PP Bali Province, January 2023.

Based on the description of this number, 25 (twenty-five) percent of them came from elements of the Female Civil Service Police, namely 613 (six hundred and thirteen) people.

The role of women Civil Service Police has increased from time to time. What was originally only a sweetener for the existence of the Satpol PP organization, now the existence of the Women's Pol PP has become an important element in the development of Satpol PP organization.

Bertrand said that what is meant by role is the pattern of behavior expected of someone who holds a certain status or position. This statement is the same as what was said by Margono Slamet, who defines a role as a behavior carried out by someone who occupies a position in society. Then according to Ralph Linton, a person can carry out

his role when he carries out the rights and obligations which are status, while what is meant by status is a collection of rights and obligations.

Role is a function that is manifested when someone is already in a certain social group. A role is a behavior that has a status and can occur with or without division of labor boundaries for the actors. Merton revealed that the role is defined as a pattern of behavior that society expects from people who occupy a certain status.

**Roles and Duties** The function of members of the female Civil Service Police Unit is actually to make people's hearts peaceful. While his work partners often create problems with the surrounding community, the heroine of the Civil Service Police comes with a cool and attractive appearance.

Based on this description, there are at least 5 (five) roles of the Female/Heroine Civil Service Police Unit as follows:

1. Can be relied upon to carry out good cooperation and coordination with the side pillars.
2. Maintain loyalty, high dedication and competence.
3. Maintain effective and efficient communication.
4. Doing a psychological approach to the community.
5. Inventory and maintain government assets and goods.

In this regard, the five basic roles of the Civil Service Police Unit can be juxtaposed with Aghina Wouters' theory of agile organization. and theory Jay R. Galbraith 's designing organization in the development of the Civil Service Police Unit organization in the Province of Bali. The organizational development of the Civil Service Police Unit in the Province of Bali must also be seen from the cultural and customary side of the Balinese people who uphold the norms and values of the Hindu religion which is the majority religion in the Province of Bali. The development of the Satpol PP organization in Bali can go hand in hand with Aghina Wouters ' agile organization theory . Aghina focuses on the development of an agile organization based on the elements of strategy, structure, process, people and technology. While Jay R. Galbraith see designing organization of strategy, structure and process of a business unit and level company or organization.

Then, based on the description in Table 1, the presence of members of the Women's Civil Service Police Unit in the Province of Bali, in carrying out their duties and functions requires equipment in the form of operational vehicles, which can be described as follows:

**Table 2. List of Operational Vehicle Inventory**

No.	Name of goods	Type/Brand	Amount	Condition
1.	Satpol PP Operational Control Truck	Hino	2 units	Good
2.	Satpol PP Patrol Vehicle	Old Deer	3 units	Good

3.	Mini Bus Vehicles	Hino	1 units	Good
4.	Extension Vehicle	Deer	2 units	Good
<b>Total</b>		<b>4 Operational Vehicle Units</b>	<b>8 Units</b>	<b>Good</b>

Source: Bali Civil Service Police Unit Secretariat, December 2022

Based on these five roles, currently the civil servants of the Civil Service Police are able to operate official vehicles such as cars and buses and are trusted to manage the inventory of office goods, which can be described as follows in the table below.

**Table 3. Recapitulation of Satpol PP items for the Province of Bali**

No	Name of goods	Manager Description
1	Land	Pol PP Female / Heroine
2	Equipment and Machinery	Pol PP Female / Heroine
3	Buildings and Buildings	Pol PP Female / Heroine
4	Road Network and Irrigation	Pol PP Female / Heroine
5	Partnership with Other Parties	Pol PP Female / Heroine
6	Intangible assets	Pol PP Female / Heroine
7	Other assets	Pol PP Female / Heroine

Source: Bali Province Satpol PP Secretariat, December 2022

Based on description these, these large assets, at this time, have been able to be managed by the srikandi of the Satpol PP of the Province of Bali moment this . Dependency level organization will existence Pamong Police heroine Praja high.

Next, on side financing For Satpol PP Bali Province two years final can show as following:

**Table 4. Financing operational Satpol PP Bali Period 2021-2022**

No	Year	Description	Amount (IDR)	Total
1	2021	Shopping operational	48,134,022,722	48,190,995,722
		Capital Expenditures	56,973,000	
2	2022	Shopping operational	49,134,022,722	49,190,990,722
		Capital Expenditures	57,973,000	

Source: Finance Department Satpol PP Bali Province, December 2022

## II. LITERATURE REVIEW

Several previous studies were used as references in achieving a better understanding of the topics discussed in this study. The researcher has selected several studies from various sources, loci and research methods that can be used as references for this study, which can be seen in the table below:

Table 5. Previous Research Studies

Author and Year of Publication	Research Title	Object of research/ Variable	Theory used	Research Methods and Tools	Research Findings
1	2	3	4	5	6
Rahmi Andini, Journal lively Unpam , 2020	Journal Scientific , " Performance of Satpol PP Kec.Serpong in Ordering street vendors in Serpong Market ." Vol 3 No 1 of 2022	Satpol PP	Hidayat (2010), Regional Regulation No. 9 of 2012 concerning Order General	Descriptive qualitative	Already Good can seen from enforcement local regulations Already walk with good quality , range _ the right time and the wrong SOP difficult understood by society .
Ryan Destiningsih, STEI Journal of Economics Vol 9 No 2 of 2020	Journal Scientific , " Analysis of Satpol PP Performance in Magelang City in Handling street vendors."	Satpol PP	Rukmana (2019), Nilamsari (2017)	Descriptive qualitative with studies case	Performance of Satpol PP Magelang Already Enough well , seen from aspect accountability , effectiveness , efficiency and responsibility
Rivelino and Ni Ketut Mustiari , 2022, Dream Journal International	Development of Agile Governance-Based Civil Service Police Unit Organization in DKI Jakarta Province	Satpol PP	Schwab, Klaus, 2018;230	Qualitative with Descriptive analysis	Satpol PP DKI Jakarta Province in develop the organization North star is needed across the organization, network of empowered teams, rapid decision and learning cycles, dynamic people model that ignites passion and next generation enabling technology for Satpol PP DKI Jakarta

Rivelino , 2022, Dream Journal International	Development of Agile Governance-Based Civil Service Police Unit Organization in DKI Jakarta Province	Satpol PP	Designing Organizations Jay. R. Galbraith	Qualitative	The findings are that the DKI Jakarta Provincial Satpol PP in developing its organization requires a North star embedded across the organization, a network of empowered teams, rapid decision and learning cycles, dynamic people model that ignites passion and next generation enabling technology for DKI Jakarta Civil Service Police Unit .
M. Ilham Effendi, Journal Fisp Unmul, Vol 8 No 1 of 2020	Journal Scientific , "The role of Satpol PP in maintenance Tibumtransmas in Kab. Berau ." Vol 8 No 1 of 2020	Satpol PP	Muthalib and Khan (2013), Gibson (2013), Kaelola (2013)	Descriptive qualitative	The role of Satpol PP has been done with Good although Not yet maximum .

Source: Result Processed by Researchers based on Scientific Journals as of December 2022.

### A. Statement of Scientific Novelty

From the description above, researchers conducted different research and had not done previous research, namely in the context of research focusing on What Organization Civil Police Unit Praja in the province of Bali when This Still fit and get overcome problem encountered?

### B. Research Problems or Working Hypothesis

The working hypothesis is the basic assumption of the researcher on a problem being studied. In the working hypothesis, the researcher considers that the hypothesis is correct, which will be proven empirically through hypothesis testing using the data obtained during the research (F. Simangunsong; 2017).

As for the working hypothesis of the researcher can be formulated as follows:

**1) Title:**

*“The Role of Srikandi Civil Service Police in Organizational Development of Civil Service Police Units in the Province of Bali”*

**2) Formulation of the problem:**

1. What is the role of the heroine in Organization Civil Police Unit Praja in the province of Bali when This Still fit and get overcome problem encountered?

2. Novelty Model Heroine role in Organization Civil Police Unit Praja in the province of Bali which is still fit and get overcome problem encountered?

3) **Concept used:**

Theory of Designing Organizations Jay. R. Galbraith.

4) **Working Hypothesis:**

The working hypothesis in this study is:

**Hypothesis:** The Role of Civil Service Police Heroines in Organizational Development of Civil Service Police Units in Bali Province seen from Strategy, Structure and Process at The Business Unit and Enterprise Levels.

### C. The purpose of the study of scientific writing

To find out, analyze and explain the role of civil service police heroines in organizational development of civil service police units in the province of Bali moment this.

## III. METHODOLOGY

Every researcher is required to use a framework in guiding his project research from the identification of the epistemological stance that supports the philosophical stance of the researcher, to the procedures for collecting and analyzing data (Creswell; 2014; 111). Data analysis in this study used interactive data analysis model Miles & Huberman (2014). The steps for analyzing the data of Miles and Huberman's interactive model are collecting data collection, data display, data condensation and conclusion. Then, according to Myers (1997), relevant things that must be considered in a research project are: (1) philosophical perspective, (2) methods, (3) data collection techniques, and (4) data analysis and interpretation methods; similar to that proposed by Creswell (2014;6).

Qualitative research has the view that the focus of a qualitative research is to seek meaning (meanings), so it must be realized that the meaning built in qualitative research departs from the formulation of problems that are arranged into research themes that are subjective and plural.

Research on the Role of Civil Service Police Heroines in the Organizational Development of Civil Service Police Units in the Province of Bali moment This study uses a qualitative method with a descriptive approach is something studies in determine something fact with proper analysis \_ For know something phenomenon and for describe in a manner right and right properties from a number of phenomenon , group or moderate individual occur , and can develop various theories and regulations that apply and are being developed at this time. a researcher can do technique interview in a manner face to face (face to face interview) with informants who have We define and coordinate, interview informants \_ through track phone, or We involved interview in something group (focus group interview). model interview like This No need question in a manner general that is not structured (unstructured) and more characteristic open (open-ended), which later designed for bring up views and opinions from informants.

Method the used in a process interview for get data for direct related object related research with development organization Satpol PP.

## IV. FINDINGS

### A. Overview of Bali Province

Bali Province stand August 14, 1958 with umbrella the law is Law No. 64 of 1958. It is located at  $8^{\circ} 25' 23''$  South Latitude and  $115^{\circ} 14' 55''$  East Longitude. Border West Bali Province with Province East Java and East with West Nusa Tenggara Province. Whereas west with \_ Sea Java and beyond south with Ocean India. Bali Province has area of 5,780.06 km<sup>2</sup> with amount population as of December 31, 2022 of 4,165,115 people. The Province of Bali consists from 8 districts and 1 city got served as following:

Table 6. Amount County and City

No	Regency /City	Capital	Area (KM2)
1	Denpasar City	Denpasar	127.78
2	Tabanan	Tabanan	1013.88
3	Klungkung	Semarapura	315
4	Karangasaem	Amplapura	839.54
5	Jembrana	Country	841.8
6	Gianyar	Gianyar	368
7	Buleleng	Singaraja	1364.73
8	Bangli	Bangli	490.71
9	Badung	Mangupura	418.62

Source: Secretariat Satpol PP Bali Province, December 2022.

## V. DISCUSSION

In the formulation of the first problem, what is the role of the heroine in Organization Civil Police Unit Praja in the province of Bali when This Still fit and get overcome problems faced?, Head of Satpol PP Bali Province Mr. I Dewa Nyoman Rai Darmadi, as the first key informant conveyed to researchers that the role of heroine in Organization Civil Police Unit Praja in the province of Bali when This Still belong big and be mainstay in implementation tasks and functions Civil Police Unit Praja. Furthermore, the Head of the Bali Provincial Satpol PP was of the view, a member of the Civil Service Police Srikandi Praja Bali which is spread across 8 (eight) Regencies

and 1 (one) City, is expected to be the driving force organization going to an agile and agile organization. Srikandi Pamong Police Praja in all areas of Bali can synergize with the side pillars such as the Indonesian National Armed Forces, Police Republic of Indonesia and Organization Device area in the Regional Government respective counties and cities. On the other hand, the Head of the Bali Provincial Satpol PP said that Pamong Police heroine Praja that exist in every Regency / City and District, there is a fairly large inhibiting factor, namely basic education Still low, with an average of is graduate of school medium top and status as honorary / outsourcing, so further according to him, it will be difficult for him a member of the Srikandi Pamong Police Praja to obtain education and training for Civil Service Police Praja should Civilian Police member Praja man. Civil Police Unit Praja demanded have strong physique and intelligence in carry out the duties and functions of the Civil Service Police Praja with good and true.

As role Pamong Police heroine Praja in Bali Province already is need for organization Civil Police Unit Praja. They can assign for do whatever everyone else is doing Civilian Police member Praja man. Heroines This No Again become that figure weak and scared to ray sun at noon day. The heroines of the Pamong Police Praja want to existence they recognized by the organization and also felt benefits by society surrounding.

On the side Strategy, Chief Civil Police Unit Praja The province of Bali provides input to the Central Government regarding the standard of acceptance for members of the Civil Service Police Unit Praja Woman who will sent for training enhancement capacity, got reproduced the quota and can be adjusted according to the local wisdom of each region.

In line with the delivery of the Head of the Civil Service Police Unit of the Province of Bali, Officer Civil Service Police Function Praja Ibu Desak Holy view is very necessary a separate policy related standard acceptance and competence member Satpol PP female in implementation tasks and functions every day. Input from Mrs. Desak Holy that, you need it Central Government policy as the Civil Service Police Technical Supervisor Praja All of Indonesia to whole member Satpol PP Female, so the performance of the Pamong Police heroines Praja can be optimized from before.

On the structural side, Mrs. Ni Luh Sukarni, Officer Civil Service Police Function Praja Perempuan at the Satpol PP of Bali Province, has the view given portion more like made a drafter for organization and service at the forefront of the organization to public surrounding. The presence of members of the Civil Service Police Praja Woman or called with Pamong Police heroine Praja can make change positive for organization Satpol PP. Satpol PP will especially see humane, friendly and professional to public as recipient benefit presence Pamong Police heroine Praja in organization Satpol PP moment this. Presence Pamong Police heroine Praja expected can minimize frequent conflicts happened between Satpol PP with public especially with public street vendors and a developing community building in a manner illegal (illegal building). matter This can found one The method is placing the Pamong Police heroines Praja This in structure organization at each line.

On sis i Process at the business unit and enterprise level, according to opinion from Mrs. Ni Ketut Mustiary from Regency Klungkung, said that presence Pamong Police heroine Praja Bali got become pioneer organization in give impression positive organization and can Work like like men in each line. Even presence Srikandi Pol PP gets

create a core business news for organization Satpol PP in the future that is as face front organization Satpol PP against the requesting community help female police officers . Furthermore Ni Ketut 's mother Mustiary view should Pamong Police heroine Praja Bali always involved in each activity program organization Satpol PP. If performance Pamong Police heroine Praja rated well, expected them in practice given appreciation from organization in form given compensation on performance that is with promoted in position structural or functional others , given confession on results good work \_ form awards and promotions incentive operational a special bonus . If p This done in a manner keep going, mom mustiary believe that organization Satpol PP will develop towards more \_ good and forward than before. Various type incentives and bonuses can take from Satpol PP fund post originating from from post budget for increasing the competence and self-quality of members of the Civil Service Police Unit Praja Bali Province. Currently, the existing budget is only intended for the smooth operation of the organization Satpol PP of Bali Province, whose numbers are still far from ideal in increasing the competency and capability of human resources for members of the Civil Service Police Unit Balinese Praja . Next, Ms. Mustiari as Official Functional Junior Police Expert Praja Regency Klungkung convey that the head of the community protection section at the Klungkung Regency Government revealed that apart from the budget constraints small one moment In this case , there is a supporting factor, namely the full support of every element of Balinese society , which is still of the same opinion that the presence of members of the Bali Satpol PP is still needed to realize peace and order general Balinese people .

Based on the above, researchers can describe in a role Pamong Police heroine Praja in development organization Satpol PP of Bali Province as follows:

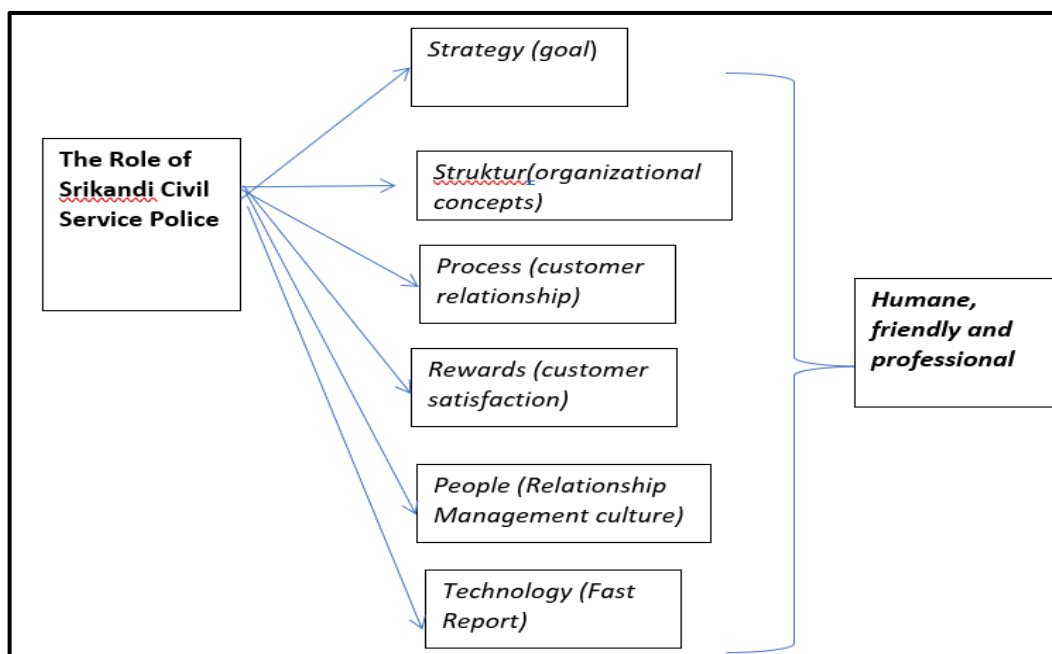


Figure 1. Role Heroine Police Pamong Praja in development organization Satpol PP

Source: Processed analysis Researcher from Theory *Designing Organization* Jay R. Galbraith 2014 year.

From this description the researcher can convey a number of things as follows:

1. Civil Service Police Composition Female Praja or Heroine Pol PP added with increase Minimum graduate qualification bachelor (Man).
2. Cost operational Civil Police Unit Praja expected improved so that can give service to public with standard minimum service (Money).
3. Tools and equipment in Work renewed so that can faster in carry out tasks and functions as a police officer Praja (Material).
4. Heroine Police Pamong Praja Work with smarter and faster (Method).
5. Civilian Police Female Praja or Srikandi Pol PP more quick agile agile in give service to public without looking at the status, ethnicity and religion of the people served (Market).

## **VI. CONCLUSION**

The conclusions that can be conveyed by researchers are as follows:

The role of the heroine in Organization Civil Police Unit Praja in the province of Bali when This Still fit and get overcome problems encountered \_ Already can carry out various tasks assigned by the leadership Civil Police Unit Praja Province of Bali and expected raised standard recruitment for the Pamong Police Female Praja or also known as Heroine Police Pamong Praja , as well expected given One policy special to existence Pamong Police heroine Praja in Century future ;

Novelty Model Heroine role in Organization Civil Police Unit Praja in the province of Bali which is still fit and get overcome problems encountered \_ is capable \_ do strategy, structure , earn award , face public with humanist , friendly and professional , and capable give speed report with use technology latest.

## **VII. SUGGESTIONS**

The suggestions that researchers can give to the leadership of the Civil Service Police Unit of Bali Province are as follows:

The role of the heroine in Organization Civil Police Unit Praja in Bali Province can Keep going improved in various field and trusted in Create and develop development strategies organization Civil Police Unit Praja , play a role more active in manage structure organization , always role in the development process organization Civil Police Unit Praja , manage service that uses standard minimum service to society , proficient use technology especially in give reporting to leader so that expected every Pamong Police heroine Praja get appreciation from leader Satpol PP in form award bonuses , incentives and so on .

Theory Designing Organization Jay R. Galbraith can become reference in development organization Satpol PP of Bali Province combined with wisdom very local Balinese holding firm religious teachings and customs the customs.

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