



Disciplinary Development of Police Members (Case Study on Members of the Bekasi Regency Metro Police Range Who Indicated Using Narcotics)

I Made Pande Agung Anjasmara Diana Putra; Riska Sri Handayani; Dini Rahma Bintari

Police Science Study Program, Universitas Indonesia, Jakarta, Indonesia

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Abstract

This research aims to explore disciplinary guidance and coaching for problematic police personnel, particularly within the Bekasi Regency Metro Police, to enhance professionalism aligned with organizational values. Employing qualitative evaluation, the study reveals the significance of professionalism in ensuring effective discipline among Indonesian National Police members, thus fostering adherence to regulations and disciplined policing. Utilizing Government Regulation Number 2 of 2003 as a disciplinary enforcement framework, the research integrates legal norms and disciplinary principles while highlighting the pivotal role of the provost within the police structure. In the context of Southeast Asia, the study underscores the inefficacy of handling problematic police personnel due to challenges in policy communication, resource allocation, disposition, and bureaucratic structure. Addressing limitations, the research focuses solely on police officers involved in narcotics cases, signaling broader structural challenges within the police force. Consequently, internal discipline development is crucial for enhancing police performance and bolstering public trust.

Keywords: *Discipline Development; Community; Police; Law 1945; Government Regulation Number 2 of 2003*

Introduction

The definition of Narcotics according to Law No. 35 of 2009 is a substance or drug that can be derived from plants or non-plants, whether synthetic or semi-synthetic, that has the potential to alter consciousness, diminish taste, alleviate or eliminate pain, and lead to dependency. While narcotics can be beneficial in treating illnesses or alleviating pain from injuries, misuse without proper dosage, adherence to regulations, or supervision from a medical professional can result in detrimental consequences for both the individual and society.

Drugs impact various aspects of society, requiring both the public and law enforcement to be vigilant and steer clear of drug involvement. According to information from BBC News, the number of police officers involved in drug-related incidents rose from 297 in 2018 to 515 in 2019. Additionally, in 2020, 113 police officers were dismissed due to severe infractions, including drug offenses (BBC News Indonesia, 2022).

The decline in discipline and professionalism among National Police members has become a topic of widespread discussion in the community. Instances of disciplinary actions taken against police officers, such as their involvement in criminal activities and drug use, are frequently reported in the media. It is crucial that discipline is enforced rigorously in line with established norms and regulations (Sasongko & Suwandi, 2022).

The deviations in the behavior of Polri members mentioned earlier are clear violations of the disciplinary regulations set forth in Government Regulation of the Republic Of Indonesia Number 2 of 2003 regarding Disciplinary Regulation of Police Members. However, the enforcement of these regulations has not met expectations and has failed to significantly impact the behavior of Polri members. This is due to shortcomings in the law enforcement process and the outcomes of enforcing disciplinary regulations. There are still discrepancies in how disciplinary provisions are implemented for Polri members who breach the rules, despite the clear guidelines outlined in Government Regulation No. 2 of 2003 and the procedures established in the Decree of the National Police Chief No. Pol. Kep/43/IX/2004 dated September 30, 2004, as well as in Chief of Police Decree No. Kep/97/XII/2003 dated 31 December 2003 on the Organization and Administration of the Program Division of the National Police (Badaru & Baharuddin, 2023). In order to ensure that every member of the police force can effectively carry out their duties and enforce the law, there are certain obligations that must be followed. However, there is a perception that the police are not fully committed to their duties, which is evident in the occurrence of criminal offenses and indiscipline among police officers. These issues are typically addressed through disciplinary hearings or hearings conducted by the Professional Code of Ethics Commission (KKEP). As a result, the public's perception of the National Police's ability to resolve cases may be lacking.

On December 31, 2022, three members of the Bekasi Metro Police were subjected to disciplinary measures by the National Police. These personnel were dishonorably discharged due to their involvement in narcotics cases. Additionally, during a press conference, it was revealed that 11 other police personnel had violated regulations by using illegal drugs, specifically amphetamine. Bekasi Metro Police Chief, Kombes Gidion Arif Setyawan, emphasized that he would take further action by dismissing these individuals dishonorably. In response to the reported irregularities, the Police Public Relations Division's official website stated that the Police Professionalism and Security Affairs (Propam Polri) would provide guidance and coaching to personnel found guilty of drug use. This coaching aligns with the regulations outlined in the Law on Narcotics (humas polri, 2021).

In the study conducted by Setiyadi & Kusriyah (2019), Provos play a crucial role in maintaining discipline among police officers who engage in deviant behaviors, as stated in the completion of disciplinary violations. Furthermore, Dedi Setio highlighted the importance of the National Police enforcing the law while upholding professional ethics to instill discipline and self-reflection, preventing deviant behaviors like drug use (Setio, 2023). According to the research by Doly Afandi Sadewo and colleagues, police officers found guilty of crimes not only face criminal sanctions but also dismissal penalties. In North Sumatra Regional Police, 17 personnel were dishonorably discharged, with five of them dismissed due to involvement in drug-related offenses (Sadewo et al., 2023).

The study serves as a guideline for the proper handling of any misconduct by police officers in accordance with the law. Given the context provided, it is essential to assess the behavior coaching of Polri members who do not uphold the moral standards of the police force. The primary objective of this research is to understand how to improve the conduct of members, particularly those in the Bekasi Regency Metro Police. Additionally, the research aims to (1) Gain insight into the current coaching methods for members involved in drug-related activities within the ranks of the Metro Police Station Bekasi Regency, (2) Investigate the factors influencing the ongoing coaching of members engaged in drug use within the Bekasi Regency Metro Police ranks, (3) Evaluate the optimal approach to disciplining police officers involved in drug-related offenses, specifically within the Bekasi Regency Metro Police ranks.

The literature review serves as a crucial tool for enhancing and solidifying theories pertaining to research on the progress of police personnel, specifically those belonging to the Bekasi Regency Metro Police, who are suspected of drug usage. The following section provides an explanation of Bekasi Regency individuals who are suspected of engaging in narcotics consumption.

A. Definition of coaching and Discipline

In Bahasa, coaching or *pembinaan* originates from the term "*bina*" and is transformed into the word "coaching" through the addition of the affix "*pe-an*". It encompasses a systematic and effective approach aimed at achieving improved outcomes. Coaching involves a process of nurturing and refining, as well as concerted efforts and activities to attain better results. Essentially, coaching is a consciously planned and directed endeavor that is carried out consistently and responsibly to enhance and develop existing capabilities and resources in order to accomplish goals. It serves as a formal and informal educational initiative, aimed at introducing, nurturing, guiding, and cultivating a well-rounded, integrated, and harmonious personality, knowledge, and skills in accordance with individual talents, inclinations, and abilities. Ultimately, coaching empowers individuals to enhance, improve, and develop themselves, their communities, and their surroundings, thereby contributing to the attainment of dignity and quality in pursuit of a better future.

The Army doctrine outlined in FM 6-22 characterizes coaching as "providing guidance to another individual's growth in a skill, whether new or already established, through the act of practicing said skill." The manual further elaborates on various stages within the coaching procedure, which include: setting clear intentions, enhancing self-awareness, identifying potential, eliminating obstacles to development, formulating an action plan and ensuring commitment, conducting follow-up sessions, and offering counseling (Thomas & Thomas, 2015). The idea of "law enforcement" started to evolve into a term that encompassed various methods to temporarily enhance state authority in order to maintain the well-being of the nation (Arterberry, 2021).

Government Regulation PP 2 of 2003, which is known as the Discipline Regulations for Police Members, plays a crucial role in governing the discipline of police personnel (Nurwicaksono et al., 2023). This regulation is based on the mandate provided by Article 27 paragraph (2) of the Republic of Indonesia Police Law Number 2 of 2002, which emphasizes the responsibility of Polri personnel in enforcing the law in Indonesia. It is essential to have specific government regulations that focus on discipline to ensure that police members adhere to the required standards. Discipline, in general, is a state that is cultivated through a series of behaviors that reflect values such as obedience, loyalty, order, and agreement. By instilling discipline, individuals are able to distinguish between actions that are appropriate and those that are not.

In the event of minor detention, disciplinary inmates may be assigned work outside of their designated area. However, those undergoing severe detention are not allowed to work outside of the location where they are serving their sentence. Violations of military discipline laws are recorded in punishment books and personnel data books. All technical or implementing provisions are in compliance with applicable laws (Sungkono et al., 2023). According to Abdurrahman Fathoni (2006), discipline can be defined as an individual's consciousness and willingness to adhere to both company policies and societal norms. In essence, discipline serves as a managerial tool to ensure that employees willingly comply with and remain aware of all relevant regulations (Aspiannor, 2022). The disciplinary process can be defined as the course of action taken in response to a complaint lodged against an officer. This occurs when the officer is accused of misconduct, leading to an investigation or the possibility of disciplinary measures being implemented (Castle, 2018).

B. Definition of Narcotics

Drugs are Narcotics, Psychotropic and other Addictive Substances. Narcotics are substances or drugs derived from plant or non-plant, either synthetic or semi-synthetic, which can lead to a decrease or changes in consciousness, loss of taste, reduce to pain relief, and can cause dependence (UU No. 35/2009 tentang Narkotika). The definition of Narcotics is based on the provisions of Article 1 number 1 of UU No. 35 Tahun 2009 concerning Narcotics, which is meant by Narcotics in such laws are substances or drugs derived from plants or It is not plants, neither synthetic nor semisynthetic, that can cause decrease or change of consciousness, loss of taste, reduce until disappearance of pain, and can lead to dependence, which can differentiated into the groups as enclosed in this Law. Types of Narcotics Crimes regulated in Law Number 35 of 2009 concerning Narcotics:

- a. Any person who without rights or against the law plant, maintain, own, store, control or provide Class I narcotics in plant form, Article 111; Everyone who without rights or against the law plant, maintain, possess, storing, possessing or providing non-Class I Narcotics plants, Article 112.
- b. Any person who without rights or against the law produces, import, export, or distribute Class I Narcotics, Article 113;
- c. Any person who without rights or against the law offers to sold, sold, bought, received, interceded in buying and selling, exchange, or surrender Class I Narcotics, Article 114.
- d. Any person who without rights or against the law brings, sends, abusive, or transiting Class I Narcotics, Article 115
- e. Any person who without rights or against the law uses Class I narcotics against or

Drugs are divided into several types, namely:

- a. Morphine Derived from the word "morpheus" meaning "god of dreams", morphine is an alkaloid A powerful analgesic found in poppy plants. This type of drug immediately works directly. directly on the central nervous system, which serves as a pain reliever
- b. Heroin This type of drug is produced from the chemical processing of morphine. This substance has The reaction is strong so it is very easy to penetrate into the brain.
- c. Marijuana Cannabis, which is another name Cannabis sativa syn. Marijuana can cause the wearer experience euphoria where users experience a prolonged sense of pleasure.
- d. Cocaine This type of drug comes from the plant Erythroxylon coca. The leaves of this plant are used by chewing to obtain a stimulant effect. This one drug can causes very fast cell metabolism.
- e. Opium (Opiates) This drug is in powder form. The morphine content in this powder is commonly used for pain relief.
- f. LSD (Lysergic Acid) This one drug is classified as hallucinogenic. Usually it takes the form of small sheets of paper, capsules, or pills.

Abuse is a deviant action towards something. According to KBBI Abuse is the act of abusing or doing something not as Should. According to Eleanor (2011: 440), that the factors causing abuse drugs, namely:

- a. Subversion Factor by "socializing" drugs in the targeted country, it is practical Its population or nation in the country concerned will gradually to Forgetting his obligations as a citizen, such subversion usually does not stand alone and usually followed by cultural, moral and social subversion.
- b. Economic Factors Every drug addict at all times needs drugs as part of The necessities of his life, narcotics are a profitable item, although The danger and threat are quite severe.
- c. Factors from outside the family environment There are international drug syndicates trying to break through every wall It is this barrier in the country as well as with unofficial purposes that people are

- encouraged to pursue a career or wealth by all means including abandoning his family.
- d. Individual Factors There are several individual factors that cause drug abuse in among the community, namely curiosity factors, genetic factors, biological factors, psychological factors, and social factors. The curiosity factor can make someone interested in trying drugs eventually became addicted. Genetics is also a risk factor for abuse narcotic substances.
 - e. Biological factors Rapid changes in this transitional period often lead to confusion and unrest, confusion, unrest, and even depression due to the above mentioned changes may encourage someone to abuse narcotics
 - f. Environmental factors Environmental factors can also be a cause of drug abuse among community

Excessive drug use can It is dangerous for oneself as well as society and the country. Danger to oneself Of course, drugs will have a greater impact on users than the environment Surrounding. Drug use can cause health problems, such as disturbed condition of the body and brain, easily dehydrated, frequent hallucinations, onset Convulsions, can even cause death. In addition to having an effect on the body, The dangers of drugs can also cause a person's quality of life to be disrupted. In addition to oneself, drugs are also dangerous for society. There are several The adverse effects of drug abuse on society such as changes in attitudes and sudden personality for the user, decreased sense of responsibility, shyness and discipline in social life, users become irritable and irritable so that lack of socialization in society, and can cause unrest for the community because there will often be bad things or cases such as theft, sexual harassment, hurting others. The danger of drugs to oneself will have an impact on the country. Where are the Drug users will experience brain damage that has been caused by substances that contained therein. Teenagers who use narkoba are a generation nation, if they are damaged it will result in the next generation of the nation as well has malfunctioned. Where the genealogy of the nation's successors is the key to success country of the future. When a teenager has social ties to society, this can serve as protection against drug use, whereas conflict or low ties in the family, academic failure, peer pressure in using drugs, and not committing to school can serve as risk factors.(Liljenberg & Werndahl, 2017)

C. Development of Discipline of Police Members

According to Undang-Undang No. 2 Tahun 2002, the duties The main point of the National Police itself is to maintain security in public order, enforcing the law, providing protection, protection, in service to community. Furthermore, the police function is one of the functions of government in the field of maintaining public order and security, law enforcement, protection, protection and service to the community (Article 2 of Law Number 2 of 2002 concerning the National Police of the Republic of Indonesia)(Maston et al., 2023). The task will not be realized if it does not Carried out with high dedication, discipline and professionalism from the members of the National Police themselves to try to perform the duties entrusted to them properly and responsibly.

Coaching of problematic Police members for violating the Code of Professional Ethics Policing is carried out based on the Regulation of the Chief of the National Police of the Republic of Indonesia Number 19 of 2012 concerning the Organizational Structure and Work Procedures of the State Police Code of Ethics Commission Republic of Indonesia article 59 paragraph 4 concerning the Determination of the Administration of Sentencing Sentences, namely Carrying out the HR function of the National Police in the field of personnel care; or the personnel health testing committee Police; or the function of the National Police Propam in the field of personnel rehabilitation; or Lemdikpol implements decision on sanctions as referred to in Article 21 paragraph (1) point c of the Regulation of the Chief of Police Number 14 of 2011 concerning the Police Professional Code of Ethics to Violators, no later than 6 (six) months after the issuance of the Police Code of Conduct Commission Decision. Meanwhile, for handling personnel who commit disciplinary violations is regulated in Perkap No. 2 of 2016, on Resolution of Disciplinary Violations of Police Members. Efforts to deal with problematic National Police personnel are carried out in two way, formally and informally. Formally, through disciplinary hearings and codes of ethics, while informal in the form of giving disciplinary actions such as separate apples, flag salutes, runs,

and provision of measurable physical measures. The coaching method that is considered the most potent is overcoming The problem is mutation (transfer of duties) to the farthest areas, either through the congregation or without the trial process first.

Procedures and procedures for resolving cases of disciplinary violations by members of the National Police(Hukum & Anggota, 1927). There are several stages as follows:

- (1) Reports or complaints;
- (2) Preliminary examination;
- (3) Examination before a disciplinary hearing;
- (4) Imposition of disciplinary punishment;
- (5) Execution of punishment;
- (6) Recording in individual personnel data.

Method

Research methods are procedures or systematic steps so that data are It is necessary to collect so that the final results of the study are able to present information which is valid and reliable. This study uses a qualitative research approach by answering the purpose of this study related to the development of discipline in members of the National Police, especially the Bekasi Regency Metro Police who are involved in drug use and trafficking which has been the purpose of this study. The type of research used in this paper is a type of literature review study, documentation and observation. Researchers review through literature studies and source related to this research with samples and secondary types of data. Where a literature review is a summary of the analysis of the body of research on a specific research problems by way of describing, evaluating and clarifying known knowledge of a subject area (Easterby-Smith, Thorpe, & Jackson, 2015:13).

This research is descriptive of researchers who get a study completed based on laws and regulations as an application and other studies that still have relevance to this research. This research was conducted at the Bekasi Regency Metro Polresta. The object of this study is "Coaching Work Discipline Members of the National Police at the Bekasi Regency Metro Police who were involved in drug cases". The subjects and informants in this study were several members of the Indonesian National Police at Polresta Metro Kabupaten Bekasi. Data collection in this study was carried out through observation, and this research technique uses an interview method related to discipline development within the Bekasi Regency Metro Police ranks. This interview method, researchers will interview internal ranks in the Polresta, namely:

- 1) Kapolres: Kombes.Pol. Twedi Aditya Bennyahdi, S.Sos., S.I.K., M.H.
- 2) Waka Polres: AKBP Saufi Salamun, S.I.K., M.Si.
- 3) Kabag SDM: Kompol. Endang Longla, A.MD
- 4) Kasatreskrim: AKBP. Gogo Galesung, S. I. K., M. H.

Results and Discussion

A. Coaching for Members Involved in Drug Use, Especially in The Ranks Metro Police Station Bekasi Regency

Narcotics crimes for members of the National Police of the Republic of Indonesia are sometimes unavoidable in their lives as social beings, even though members of the National Police of the Republic of Indonesia are bound or subject to the regulations of the Police Professional Code of Ethics, they are still found as members of the National Police of the Republic of Indonesia who commit crimes, one of which is the crime of drug abuse. It is undeniable that to avoid deviations in the behavior of police members,

especially in the Bekasi Regency Metro Police, will provide a disciplinary development as an alternative so that as enforcers and law enforcers are free from nests of danger. Discipline is one of the important factors for an employee, one of which is by members of the National Police in carrying out their duties. The construction of employee discipline aims to can create a professional state apparatus, neutral from political activities and influence, High morals, global insight, supporting the unity and unity of the nation, and having level of material and spiritual well-being with the aim that can be achieved by all employees, one of which is a member of the National Police in order to improve services to the community. An institution will succeed if it can change the behavior of individuals to comply with the rules that have been established in the organization or institution either orally or in writing (Sasongko & Suwandi, 2022).

In carrying out their duties as police, who made the mistake, as determined in Article 2 of Law Number 3 of 2003 about Custom Execution General Law Establishment for Individuals from Indonesian Society Police, that the law enforcement process is generally carried out by procedural Rules applicable in the General Court climate. Thus, a member of the National The police who have reportedly had commit a crime processed by Criminal Investigation Unit. In Kurniawan's research (2023) that The National Police of the Republic of Indonesia (POLRI) is an instrument responsible for inward regulation security, including the obligation to safeguard the public and security, support, and service Regional(Kurniawan & Kusuma Astuti, 2023).

Substantially, basic issuance of policies in rehabilitating police officers drug addicts committed by the Bekasi Regency Metro Police i.e. refer to the Regulations with No.1 of 2014 and No. 01/III/2014/BNN on handling of drug addicts and victims of drug abuse to in rehabilitation institutions, in This regulation has already been mentioned Some of the collaborations carried out by institutions such as Supreme Court, Minister of Justice and Human Rights, Minister Health, Minister of Social Affairs, Prosecutor Agung, the Police, and BNN. In particular, the cooperation between Polri and BNN in handling Good Narcotics Abuse Cases in handling enforcement for distributors or in this connection that is, the implementation of rehabilitation. However, in line with referring to the regulation, if it is found that some individuals are still involved in drug cases, their service period will be terminated either dishonorably dismissed from their duties.

B. Factors Ongoing Coaching for Members Who Engaging in Drug Use in the Ranks of the Bekasi Regency Metro Police Ranks

Deviation of police members' behavior is a violation of the rules discipline of members of the National Police as stipulated in the regulations of the government of the Republic Indonesia Number 2 of 2003 concerning Disciplinary Regulations for Members of the National Police. Enforcement efforts Police discipline and code of ethics are needed for the realization of the implementation of the same duties. charged and achieved professionalism of the National Police. It is highly unlikely that law enforcement can run well, if the law enforcement itself is not disciplined and not Professional.

The duty of the police in the field of law enforcement is to conduct investigations and investigation, especially into the criminal act of drug abuse both as distributors as well as users. Weak supervision of law enforcement institutions is one of the contributing factors the existence of unscrupulous members of the National Police who also abuse drugs, so the attitude is pessimistic arising from the success of the police to eradicate circulation and misuse of such illicit goods. Thus giving rise to assumptions in Many people want the police officers involved in the Drug abuse can be severely punished, not just sanctioned for violating police discipline or just a warning. In violations committed by members of the Bekasi Regency Metro Police related to drug cases, of course, there are supporting factors to anticipate so that the police rank at the Bekasi Police Station are not entangled in drug cases through preventive efforts by conducting counseling about drugs and the implications for themselves and the surrounding environment according to applicable regulations as a benchmark in duty.

C. The Ideal Pattern of Discipline Development in Handling Police Members Involved in Drugs, Especially the Ranks of the Bekasi Regency Metro Police

Mental coaching and skills provided in accordance with those who have stated in the Decree of the Minister of Justice No. M.02. PK.04.10 of 1990 concerning Pattern of Inmate Coaching, consisting of Personality Coaching and Coaching Independence, namely: First, Personality Development which has values related to awareness coaching for religion, national and state development, intellectual ability development, law awareness development, self-integrating guidance with community. Second, Self-Reliance Coaching includes the value of a skill to support will be independent enterprises; skills to support industrial ventures; skills developed according to each talent.

In addition, the pattern of discipline development is an effort made by the Bekasi Regency Metro Police regarding its police members who are entangled in drug cases, this is inseparable from that Discipline is one of the important factors for an employee, one of which is by members of the National Police in carrying out their duties. The construction of employee discipline aims to can create a professional state apparatus, neutral from political activities and influence, High morals, global insight, supporting the unity and unity of the nation, and having level of material and spiritual well-being.

Members of the National Police who are supposed to be tools of the law enforcement state in eradicate criminal acts, especially the abuse of narcotics and psychotropic substances very It is unfortunate if this noble profession is harmed by the actions of its members who are precisely contrary to the duties he had to do as a member of the police force. Reviewing the concept of law enforcement, every citizen is obliged to uphold the law. A person who breaks the law must be held accountable for his actions before the law. If the duties and powers granted by the law are not Executed properly will have legal consequences. It means every Violations or irregularities committed by members of the police can be legally accounted. The Narcotics Law No. 35 of 2009 has regulated sanctions that given to Narcotics crimes include:

- a. Criminal offences for people who do not report the existence of narcotics crimes (Article 131). Sentenced to a maximum imprisonment of 1 (one) year or criminal a maximum fine of Rp. 50,000,000 (fifty million rupiah).
- b. Criminal acts for civil servants, police investigators, BNN investigators, who do not carry out provisions on evidence (Article 140) punishable with the most imprisonment short 1 (one) year and no longer than 10 (ten) years and a criminal of at least Rp 100,000,000.00 (one hundred million rupiah) and a maximum of IDR 1,000,000,000.00 (one billion rupiah).
- c. Criminal offences for Chief District Attorneys who do not implement the provisions of the Article 91 paragraph (1) (Article 141) shall be punished with a maximum imprisonment of 1 (one) year and maximum 10 (ten) years and a fine of at least Rp1.00.000.000,00 (one hundred million rupiah) and a maximum of Rp.1000.000.000,00 (one billion rupiah).

In handling the provision of criminal sanctions against unscrupulous members of the Bekasi Regency Metro Police who misuse of narcotics enacted by Law No. 35 of 2009 concerning Narcotic. This provision does not only apply to police members but for other communities who are also proven to have abused drugs.

When a police officer engages in drug-related misconduct, the initial step that must be taken is the counseling phase. Event counseling primarily focuses on assisting subordinates in dealing with specific situations or events and is closely associated with coaching. On the other hand, hands-on performance counseling involves evaluating the performance of subordinates' duties over a specific period and can be considered a part of coaching or mentoring (Thomas & Thomas, 2015). The prescribed standard for addressing misconduct committed by a police officer, as established by R. S. Summers, is the

procedural legitimacy. In cases where disciplinary action is taken against National Police officers, the entire process, both official and judicial, is governed by legal norms such as the Polish Police Act and Criminal Procedure Code, which are enacted by democratically elected representatives in parliament (Baran, 2017).

Policies regarding disciplinary legal regulations and professional codes of ethics that apply within the police organization, so that it is very likely that there will be double punishment for members of the National Police who commit criminal acts, namely receiving criminal sanctions (imprisonment) and disciplinary sanctions as stipulated in the Police Professional Code of Ethics formulated in the Regulation of the Chief of Police No.14 of 2011. Law enforcement is a process carried out as an effort to enforce legal norms in real terms as a code of behavior in public and state life (Sinukaban, 2022). Based on the report or complaint, Propam then conducts a preliminary examination, if from the results of the preliminary examination there is a strong suspicion that there has been a violation of the Police Professional Code of Ethics, then Propam sends the case file to the competent authority and proposes to establish a Police Code of Ethics Commission for further hearing to examine Members of the National Police who are suspected of violating (Efendi et al., 2020).

D. Managerial Implications in the South East Asian Context

The issue of drug abuse is escalating and is now a major concern, especially in Southeast Asia. The rapid pace of globalization has not only facilitated cross-border communication but has also paved the way for the rise of transnational crimes. Drug trafficking, which is predominantly transnational, poses a significant threat to global security. The involvement of law enforcement officials in such activities can lead to serious problems within a nation.

The existence of Discipline development targeting police officers involved in drug cases will have significant implications for reducing drug cases not only in Bekasi Regency but also in ASEAN countries. Efforts are being made through rehabilitation programs to address these implications. Integrated rehabilitation for drug abuse victims is a comprehensive series of interventions that begin with detoxification and continue with rehabilitation programs until the client is ready to reintegrate into society. The main focus of the integrated rehabilitation program is on drug abusers who are highly motivated to recover, including individuals from various socio-economic backgrounds. This program combines medical, psychosocial, and social guidance approaches. To ensure its effectiveness, it is crucial to have support from the government and law enforcement agencies in implementing drug prevention laws and regulations, thereby fostering the development of Indonesia's future generation based on the values of Pancasila.

Violations of the Police Professional Code of Ethics will result in disciplinary actions to ensure that the integrity of the police force is maintained as protectors of the community. The types of violations are outlined in Perkap Number 14 of 2011, specifically in Article 21. Those who violate the Code of Ethics will face sanctions such as reassignment to different positions, being labeled dishonorable, undergoing various forms of coaching, and potentially being dismissed from the National Police force. (Kristian et al., 2021).

E. Theoretical Implications

Currently, the regulations for addressing criminal acts related to narcotics are outlined in Law No. 35 of 2009, which focuses on criminal sanctions against narcotic abuse. This law serves as the foundation for law enforcement in combating narcotics crimes, including cases involving police officers who abuse narcotics. It is important to note that the State Police of the Republic of Indonesia operates under the general judicial power, similar to civilians, as they are not subject to military law. This is stated in Article 29, paragraph (1) of Law No. 2 of 2002 concerning the National Police of the Republic of Indonesia. Despite being civilians, police officers are still bound by regulations on discipline and a code of ethics

that are based on their profession. The National Police has established regulations on discipline and a code of ethics. In accordance with the guidelines provided by the Kenya Public Service Commission Discipline Agency, specific steps are taken when a police officer violates the code of conduct. Initially, if an officer commits a minor offense, they are given a verbal warning and engage in discussions and counseling to address the issue. However, if a police officer is proven to be a repeat offender and demonstrates habitual misconduct, appropriate actions will be taken in accordance with the governing regulations (Muniu, 2021).

The research findings have significant implications for the enforcement of laws governing the conduct of police officers involved in drug-related activities and adherence to the police code of ethics. These measures will undoubtedly serve as a strong deterrent for individuals engaged in criminal narcotics activities, as they will face strict sanctions outlined in the regulations concerning drug offenses and psychotropic substances. However, it is important to acknowledge that this research study has limitations in terms of the time frame and scope, as it focuses solely on drug-related incidents.

In the future, it is essential for the government to enhance supervision and enhance anti-narcotics education programs for police officers to prevent the recurrence of drug-related cases involving law enforcement. This initiative is crucial for promoting values of harmony and Pancasila, ensuring justice and the well-being of the society. By establishing a robust legal framework, we can cultivate a sense of national pride among the future generations of Indonesia. Further research should not only focus on disciplinary training for police officers regarding drug offenses, but also delve into criminal proceedings.

Conclusion

Coaching is an act of process the process, outcome, or statement aimed at improvement. It signifies progress, enhancement, and evolutionary growth across various possibilities, as well as development or enhancement in something. The enforcement of work discipline does not necessarily require the government to make changes to the rules that govern employee compliance, as government officials. The application of labor discipline can support the implementation of bureaucratic reforms in personnel management, thereby improving the quality of public services. By enhancing the discipline among the members of the Bekasi Regency Metro Police, credibility, effectiveness, and public trust in the police as law enforcement can be maintained. However, currently, several members of the Police Republic of Indonesia work solely for financial gain, some for social status, and others due to their interest in the work.

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