

Analysis of Skills and Knowledge of Dalmas Personnel Case Study at Polres Cianjur

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Abstract

Security and public order are important in running the government. The National Police of the Republic of Indonesia (POLRI) is mandated by Law Number 9 of 1998 concerning the freedom to express opinions in public, to organize security demonstrations by ensuring security and public order in accordance with applicable procedures. Demonstration by the Cianjur Police. Based on the results of the West Java Police Propam field examination contained in the Disciplinary Violation Preliminary Examination file number: DP3D-13/K/II/HUK.12.10/2020/Bid-Propam and the police report with the number: LP/6-A/I/HUK. 12.10/2020/Bid-Propam. This study uses a qualitative method with a single case approach, this research approach has a case dissection perspective by looking at aspects of personnel competence when securing demonstrations so that the expected approach will bring the best results. Cianjur Police personnel who have implemented Dikbangspes associated with competency theory have resulted in the view that 6 (six) Cianjur Police personnel do not have the expertise (Dikjur) and skills (short training) in the field of technical functions of the Sabhara Unit police. Then, there are three policy makers (Head of Ops, Kasat Binmas, and KBO Sabhara) during the process of securing demonstrations, have long service experience, namely Head of Ops KOMPOL Warsito has served for 33 years, Head of Binmas AKP Achmad Suprijatna has served for 30 years, and KBO Sabhara has served for 28 years.

Keywords

Skills; knowledge;
Dalmas personnel in
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I. Introduction

Demonstrations or demonstrations are activities carried out by a certain group of people or organizations to express their thoughts orally, in writing, or in public demonstrations. Demonstrations often turn into anarchic actions and violate social order that has been built in the community. In 1998, when President Suharto first stepped down, tens of thousands of students took to the streets to protest. In fact, the action turned into robbery, looting, and arson so that there were casualties (Heady A. Mukti, 2006). Demonstrations should not only be seen as a natural expression of society but as an indicator of the application of the "Principles of Democracy" in the life of a pluralistic society. The level of progress of community democracy is indeed determined by the increasing variety of social, economic, political, cultural and security activities (Ahmad Bahar and Bernando, 2013). Demonstrations occur due to government policies that are considered detrimental to the community so that some communities or groups protest together. Another cause of demonstrations is the mass layoffs by the company. The will of citizens to express their opinions freely must be maintained, so that the entire institutional social order is maintained from deviations or violations of the law.

Security and public order are important in running the government. The National Police of the Republic of Indonesia (Polri) is mandated by Law No. 9 of 1998 concerning the freedom to express opinions in public, to organize security demonstrations by ensuring security and public order in accordance with applicable procedures. In every protest movement carried out, participants always get an escort from the police so that the aspirations of protest participants can be conveyed to the government in an orderly and orderly condition (green condition). However, if the situation turns out to be disorderly (yellow condition) or is out of control by the occurrence of riots carried out by protest participants (red condition), the police have the right to take action in securing the demonstration by referring to the National Police Chief Regulation number 16 of 2006 concerning Mass Control. In handling demonstration violations, the police will use Law number 9 of 1998. However, if there is an unlawful act, the police will use Law number 8 of 1981 on criminal procedure law.

When conducting security demonstrations, the Police faced a group of people as participants in the demonstration which were protected by human rights. Basically, demonstration activities are a form of human rights that are protected by law. In the Universal Declaration of Human Rights promulgated by the UN General Assembly on December 10, 1948, there are 16 rights of every person that are protected, including: the right to life; free from slavery; free from torture and cruelty; equality and legal aid; fair trial; protection of personal and family affairs; entering and leaving a country; obtain asylum; citizenship rights; forming a family; own property; religious freedom; opinion, association, and assembly; participate in government; social security, employment, living wages, and welfare; obtain education and cultural life. Based on Law number 39 of 1999 concerning Human Rights, article 1 paragraph (1) explains that human rights are a set of rights that are inherent in the nature and existence of humans as creatures of God Almighty and are His grace that must be respected, upheld and respected.

Human Rights became a global conversation again with the slogan Black Lives Matter, when a black American named George Floyd was arrested by the Minneapolis police on charges of using counterfeit bills of 20 US dollars (United States). Police officer Derek Chauvin made the arrest by handcuffing George Floyd and pressing his neck with his knees for nearly nine minutes. When paramedics arrived and checked George Floyd's condition was unresponsive and was declared dead. As a result of the incident, there were large demonstrations that led to the looting of shops, burning of police cars, and clashes with police in Minneapolis. Demonstrations occurred for 5 (five) consecutive days around the city adjacent to St. Paul, the demonstrators also ignored the curfew so that the police had difficulty in securing the demonstration. Meanwhile, cases of human rights violations occurred during a security demonstration by police officers in Tangerang Regency. The cause of the incident was that the police took actions that were out of control by slamming one of the protest participants until he fainted and convulsed. The security of the demonstration carried out by the Tangerang Police has also become a public concern, member of Commission III of the DPR RI Eva Yuliana responding to the incident in a statement on the DPR RI website saying:

“Every time there is a security for mass demonstrations or demonstrations, the National Police must adhere to the internal SOP, namely the National Police Chief Regulation No. 16 of 2006 concerning Crowd Control. The indicators for taking decisive, measurable actions are clearly there, ranging from green, yellow, to red situations.”

Eva Yuliana asked the police to improve their crowd control management because of the actions of police officers who were suspected of committing violence against students during a demonstration in front of the Tangerang Regent's Office. In relation to securing demonstrations, in 2019 there were demonstrations that resulted in members of the National Police being burned in Cianjur Regency. Demonstrators on behalf of the Cipayang Youth Organization (OKP), which consists of the Islamic Student Association (HMI), the Indonesian National Student Movement (GMNI), the Indonesian Islamic Student Movement (PMII), the Tjianjur Student Association (Himat), the Indonesian Islamic Union Student Association (Hima). Persis), the Muhammadiyah Student Association (IMM), and the Cianjur Intellectual Foundation (CIP). Based on the investigation file made by investigator Sat. Cianjur Police Criminal Investigation Unit, police report number: LP/339/B/VIII/2019/JABAR/RES-CJR said on Thursday 15 August 2019 at around 13.00 WIB. There have been acts against the law, namely beatings, riots or acts of anarchy and or against officers during demonstrations. The arson incident was carried out by Rian Suryana, Regi Saepulloh, Heldi Rizaldi, Alif Barliansyah, and Muhammad Fauzan by Rian and Regi taking used tires to be taken to the demonstration site then Heldi giving Rian and Alif money to buy Peralite fuel. After that, Regi and Fauzan poured peralite from plastic into the aqua container to be handed over to Rian. Next, Rian threw aqua aqua containing peralite at a police officer who was next to a tire that was on fire.

As a result of this incident, there was an alleged error in the security of the protest demonstration carried out by the Cianjur Police. Based on the results of the West Java Police Propam field examination contained in the Disciplinary Violation Preliminary Examination file number: DP3D-13/K/II/HUK.12.10/2020/Bid-Propam and the police report with the number: LP/6-A/I/HUK. 12.10/2020/Bid-Propam. There were errors in the form of disciplinary violations committed by Cianjur Police officers including the Head of Ops of the Cianjur Police, Kompol Warsito; Cianjur Police Chief Kompol Iskandar; Head of Intelkam AKP Rachmat Hamdan; Head of Binmas AKP Achmad Supriatna; and Kaur Bin Ops Sabhara IPDA Iip Aripin. The results of the examination found that when checking the strength of personnel and giving directions related to the duties and responsibilities of each member, the Tactical Floor Game (TFG) and Tactical Wall Game (TWG) activities were not carried out, and there were no light fire extinguishers (APAR). in order to anticipate the occurrence of burning that caused 4 (four) members of the Cianjur Police to suffer burns. This is included in the violation of standard operating procedures (SOP) by referring to article 4 letters (d, f, and h) of the PPRI rule number 2 of 2003 concerning the Disciplinary Regulations for Police Members and article 7 paragraph (1) letter (c) Perkap number 14 2011 concerning the Police Professional Code of Ethics. For this incident, the researcher was interested in dissecting the case with the title "Providing the Latest Skills and Knowledge in Control of Mass Demonstration Actions (Case Study at the Cianjur Police)".

II. Review of Literature

2.1 Management Theory

According to Winardi (1990) in his book which is a translation of the theory of George R. Terry states that in the management process there are functions of Planning, Organizing, Actuating, and Controlling or abbreviated as POAC. In his understanding, POAC is an instrument that is often used by every manager in implementing their policies

so that they are planned and in accordance with what has been determined. Here is the description:

a. Planning

Includes setting goals and preparing plans to achieve those goals. In a goal it is necessary to develop a strategy and determine the existing resources in the organization.

b. Organizing

The process of ensuring a need in planning that has been made both from human resources and available facilities and infrastructure so that in carrying out the plan it can achieve its goals by dividing a job in detail and determining who has the obligation to carry out a work. Organization must have a goal to be achieved by the organizational members (Niati et al., 2021). The success of leadership is partly determined by the ability of leaders to develop their organizational culture. (Arif, 2019).

c. Implementation (Actuating)

The implementation process is carried out by each individual with hard work, smart work, and cooperation. All existing resources are used optimally to achieve the vision, mission, and work program of an organization. The implementation of the work carried out must be in line with the work plan that has been made.

2.2 Competency Theory

According to Garry Dessler (2004) states a person in completing a job is much influenced by the ability in the field. The work can be done well if the person selected has competence in their field. A different organization will define different competencies. For example, the American personnel management office uses competence as a synonym for certain knowledge, skills, skills, and abilities to qualify for the job.

Meanwhile, competencies can be identified based on their characteristics as stated in Alain Mitrani's research (1995). These characteristics include: Motives, Traits, Self-Concept, Knowledge, and Skills. The characteristics related to this research include motives, namely the ability of a person who has consistently thought to take an action; Traits, namely how someone responds to something in a certain way; and Self Concept, which is an attitude that is measured by a respondent's test to find out what is considered good by someone with what they have done or want to do.

2.3 Human Rights Concept

The concept of Human Rights (HAM) is legally recognized universally and has been stipulated by the general assembly of the United Nations (UN) in Resolution 217 A III. There is the Universal Declaration of Human Rights (UDHR) on December 10, 1948, and it is considered as a standard guideline for implementing human rights enforcement for nations, especially those who have joined the world's highest body to date. In the standard formulation it is stated that all people are born free and have the same dignity and rights. The term right has similarities with the term mandatory in general, that right is the power to receive or do something without coercion or pressure from others. In the MPR Decree number XVII of 1998 concerning Human Rights Article 5 paragraph (2) it is formulated that humans are creatures of God Almighty who act as managers and custodians of nature in a balanced and harmonious manner in obedience to Him. Humans are endowed with human rights and have responsibilities and obligations to ensure the existence, dignity and worth of human beings, as well as to maintain the harmony of life. Then it is firmly stated

that human rights are basic rights inherent in human beings by nature, universal, and eternal as a gift from God Almighty. It includes the right to life, the right to self-development, the right to justice, the right to freedom, the right to communicate, and the right to security so that it cannot be ignored or taken away by anyone. Furthermore, humans also have rights and responsibilities that arise as a result of the development of life in society (Mien Rukmini, 2003).

2.4 Crowd Control Concept

Based on Perkap No. 16/2006, crowd control, commonly known as Dalmas, is an activity carried out by the National Police unit in order to deal with mass protesters. The initial Dalmas were Dalmas units which were not equipped with special police equipment, and were mobilized in the face of relatively orderly and orderly mass conditions (green situations). Advanced Dalmas are Dalmas units equipped with special police equipment, mobilized in the face of disorganized mass conditions (yellow situation). Furthermore, the change layer is the activity of transferring control from the initial Dalmas unit to the advanced Dalmas, then from the Advanced Dalmas to the Company unit or Brimob riot control detachment. Riot management, better known as PHH, is a series of activities or processes for anticipating or dealing with the occurrence of mass riots or riots in order to protect the community from the excesses caused.

The following are several articles in Perkap Number 16 of 2006 related to research on securing demonstrations:

2.5 Implementation Stage

Article 15 paragraph 1 states how to act on Dalmas for a green situation, namely: a) Recording the course of the demonstration using a video camera, either general or specific or prominent during the demonstration; b) The Dalmas unit and/or support units provide police advice, this can be done by helicopter; c) The negotiator was in front of the initial Dalmas troops, conducting negotiations/negotiations with the Korlap to accommodate and convey aspirations; d) The initial Dalmas troops were already in the security area outside the fence forming a straight lined formation with a standby attitude using Dalmas ropes to keep the masses from breaking into the building area; e) The negotiator reports to the Kapolsek and/or the Kapolres about the demands of the protesters to be forwarded to the intended party; f) Negotiators can accompany representatives of protesters to meet the intended party to convey their aspirations; g) If the mass of protesters demands that they ask the head of the agency/targeted party to come in the midst of the protesters to provide an explanation, then the negotiator reports to the head of the regional unit to request that the head of the agency/target party can provide an explanation in the midst of the protesters flavour; h) The head of the regional unit and the negotiator accompanies the head of the agency/party being addressed or representing when giving an explanation; i) The Dalmas information car is behind the initial Dalmas troops to carry out police appeals by the head of the regional unit as controller; j) Danki or Danton Dalmas report any developments in the situation to the head of the regional unit; k) If the situation escalates from green to yellow, a replacement layer will be carried out with Advanced Dalmas

2.6 Termination Stage

Article 18 mentions the termination stage in the form of consolidation, including: a) Consolidation is carried out by the Dalmas unit in order to end Dalmas activities by checking the strength of personnel and equipment; b) The consolidation call is made by: Kapolsek/ Kapolsekta/ Kapolsek Metro, in a green situation, Kapolres/ Kapolresta/

Kapolres Metro/ Kapoltabes/ Kapolwil/ Kapolwiltabes, in a yellow situation and Kapolda as general controller, in a red situation; c) After completing the Dalmas task, the Dalmas unit returns to their respective unit headquarters in an orderly manner.

In this concept, the researcher uses it as an analytical tool towards 2 (two) main issues, namely number 1 (one) regarding the situation and conditions of the demonstration that resulted in the members of the National Police being burned; and number 3 on efforts to provide the latest skills and knowledge in securing demonstrations. When the policy is in the field, it will be seen the compatibility of the security process with the implementation of the concept of crowd control as stated in Perkap No. 16 of 2006.

2.7 Training Coaching Concept

Training is one way to improve a person's ability to carry out his work. According to Wexley and Yukl adapted by Widodo (2015) revealed that training and development is something that leads to matters related to planning efforts carried out to gain skills, knowledge, and attitudes of employees or members in an organization. According to Flippo as adapted by Sedarmayanti (2010), training is a process of helping employees to gain effectiveness in their current or future jobs through the development of habits, thoughts and actions, skills, knowledge, and attitudes. According to the rules in the police set out in the National Police Chief Regulation number 19 of 2010 concerning the Implementation of the Indonesian National Police Training, it is explained that, training is an effort or process, method of action, activities to provide, maintain, improve abilities, and skills with methods that prioritize practice to be proficient or accustomed to doing a task or job.

III. Research Method

This study uses a qualitative method with a single case approach, this research approach has a case dissection perspective by looking at aspects of personnel competence when securing demonstrations so that the expected approach will bring the best results. As for what is meant by qualitative research, namely research that is used to understand the phenomenon of what is experienced by research subjects holistically. Description in the form of words and language in a special context that is natural by utilizing various scientific methods. The research method of the thesis with the title Provision of Latest Skills and Knowledge in Control of Mass Demonstration Actions (Case Study at Cianjur Police Station) uses a qualitative method. Qualitative research focuses on the general principles that underlie the manifestation of the units of symptoms that exist in human life. In addition, the researcher places himself and acts as the actor under study to gain a high understanding of what is observed, experienced, and felt by the informants under study.

IV. Results and Discussion

Today, knowledge has become something that determines the quality of human resources. This is an intangible asset that humans have in living life. In practice, a person's knowledge can have a positive influence in his work environment. The characteristics of the knowledge possessed by individuals come through the education they have undergone. This is different from skill, which refers to the ability that a person has to do something well. Skills can be obtained from a continuous training process and the characteristics of skills are inherent. The success of the organization is determined by human resources who have good individual skills and knowledge so that the process of organizational goals can

be achieved. These skills and knowledge are a person's competence that can be assessed to do a job. Referring to previous research (Didi Sundiman, 2017) the effectiveness of human resource management is very important because it has the knowledge to encourage creativity in every problem-solving process. Proper management of human resources is one of the successes of a person to work because of the appropriate competence. Filling a position with someone who has the knowledge and skills becomes an assessment of the recruitment process. This is in line with the view of previous research, namely Joanna Luczak (2017) who expressed the concept of human resource policy in terms of proper recruitment of competent workers. The aim is to stabilize, grow, and maintain positive implications, both for the officers themselves and for the police and their positive image in the eyes of the public.

The Cianjur Police Sabhara Unit has 81 (eighty-one) personnel, the officer positions consist of Kasat Sabhara AKP Saryoko; KBO Sabhara IPDA Eko Waluyo; Maman Suryaman's BRIPKA Mintu Kaur; Head of the Turjawali BRIPKA Hendi Permana; Head of PAM Obvit AIPTU Saban Prayitno; Kanit 1 Dalmas BRIPKA Satria; Head of 2 Dalmas. The structure of the Kanit Turjawali consists of 6 NCO personnel; Head of PAM Obvit consists of 12 personnel; Kanit 1 Dalmas consists of 22 personnel; and Kanit 2 Dalmas consists of 21 personnel. Based on the competencies possessed by the Sabhara Unit personnel as a whole, it consists of expertise (implementation of Dikjur) and skills (short training). A total of 7 (seven) personnel have carried out Dikjur related to Sabhara and 20 (twenty) personnel have carried out short training for 6 days at SPN Cisarua Polda Jabar.

When the implementation of security for the demonstration by the Cianjur Police on Thursday, August 15, 2019, it ended in anarchism, causing 1 (one) death and 3 (three) burns. Some people's views are of the opinion that the process of securing the demonstration by the Cianjur Police is not optimal due to the loss of life and injuries to officers. As stated by one of the arsonists named Zaldi;

During the court hearing, KBO Sabhara IPDA Iip Arifin admitted that there was an error in the SOP (Standard Operating Procedure) made by the police officer. We did the throwing with the aim of keeping the fire burning, but due to unintentional negligence, it turned out that the police officers were burned. If the police had implemented security for the demonstration in compliance with the SOP, this would not have happened

In relation to the security process, the results of the Cianjur Police Propam examination revealed a violation of SOPs by police officers. The results of the West Java Police Propam examination during the initial examination showed several violations of SOPs, including the non-implementation of inter-agency coordination meetings; not checking Dalmas equipment and supplies; not implementing the Tactical Wall Game (TWG) and Tactical Floor Game (TFG).

In this study, the author explores information and findings during the security demonstration that resulted in the burning of 4 (four) Cianjur Police personnel which occurred on Thursday, August 15, 2019. For this incident the author analyzed the competence of the Cianjur Police personnel involved in the Warrant. Referring to previous research revealed by Garry Dessler (2004), that a person in completing a job is much influenced by the ability in his field. The job can be done well when the person selected has competence according to the field of work, such as the American personnel management office uses competence as a synonym for certain knowledge, skills, skills, and abilities. In this study, the author analyzes the competence of Cianjur Police personnel associated with Garry Dessler's theory of competence with the understanding that knowledge is identified with general education; expertise is identified with Vocational

Education (Dikjur) organized by Headquarters; skills are identified with short training organized by Polda or Polres; and certain skills are identified with one's service experience.

The results of the data above have been determined by the researchers in August 2019, this is based on the incident of arson against Cianjur Police personnel. In addition, the names of personnel who are analyzed by researchers are based on police personnel who have full positions and authority over crowd control, then there are officers who are victims of arson, and Police officers who receive sanctions for violations committed. The duties of the six personnel are as follows:

1. Head of Division. Ops. KOMPOL Warsito as Karendal Ops is in charge of: Receiving directions or instructions from Kaopsres regarding the implementation of operations; describe and forward the directions or instructions of the Head of the Police for the Operations; draw up and prepare an operational administration plan; carry out coordination meetings with the involved operational functions/stakeholders; lead the implementation of periodic ANE operations; provide input to the implementation of the tasks of the elements of the implementation of operations under it; and is responsible for carrying out his duties to the Kaopsres (Kapolres).
2. Head of Binmas AKP Achmad Suprijatna as Kasatgas Negotiator tasked with: Carrying out negotiations through bargaining with the mass of protesters to get a mutual agreement. In practice, the negotiations were carried out by Dalmas Awal.
3. KBO Sabhara IPDA Iip Arifin as Kasatgas Dalmas is in charge of: Making a Rengiat and reporting the results of activities to the Head of the Resort Police by giving a copy to the Karendalopsres; determine the Way of Acting (CB); or completion of Target Operations (TO); controlling the operational implementation of Task Force tasks; follow the implementation of Anev operations periodically; and is responsible for carrying out his duties to the Kaopsres.
4. AIPTU Erwin Yuda as Head of Sub-unit of Dalmas Early in charge of: Assisting Kanit Dalmas in negotiating activities during demonstrations; demonstration security; and crowd control. In practice, the task of the Early Dalmas Subunit is limited to a Green Situation, namely the mass of protesters in an orderly state.
5. BRIPDA Anif Endaryanto as Dalmas officer Continues in charge of: Implementing tasks in the field in securing demonstrations and controlling crowds. In practice, members of the Advanced Dalmas Subunit in the Green Situation remain at the security location while preparing to use the Dalmas equipment, when the mass of protesters is observed to be disorganized (Yellow Situation) then a layer of change is made to the Advanced Dalmas.
6. BRIPDA Yudi Muslim as the officer for Advanced Dalmas has the following duties: Implementing tasks in the field in securing demonstrations and controlling crowds. In practice, members of the Advanced Dalmas Subunit in the Green Situation remain at the security location while preparing to use the Dalmas equipment, when the mass of protesters is observed to be disorganized (Yellow Situation) then a layer of change is made to the Advanced Dalmas.
7. BRIPDA Fransiskus Aris as Dalmas officer Continues in charge of: Implementing tasks in the field in securing demonstrations and controlling crowds. In practice, members of the Advanced Dalmas Subunit in the Green Situation remain at the security location while preparing to use the Dalmas equipment, when the mass of protesters is observed to be disorganized (Yellow Situation) then a layer of change is made to the Advanced Dalmas.

The researcher analyzed based on the study of the documents obtained in the form of an attachment to the Cianjur Police Chief's Order with the number: Sprin/641/VIII/PAM.3.2/2019 and the data held by Bag. Cianjur Police HR in the form of Cianjur Police Personnel who have carried out Dikbangspes associated with competency theory resulted in the view that 6 (six) Cianjur Police personnel do not have the expertise (Dikjur) and skills (short training) in the field of technical functions of the Sabhara Unit police. Then, there are three policy makers (Head of Ops, Kasat Binmas, and KBO Sabhara) during the process of securing demonstrations, have long service experience, namely Head of Ops KOMPOL Warsito has served for 33 years, Head of Binmas AKP Achmad Suprijatna has served for 30 years, and KBO Sabhara has served for 28 years. However, based on research findings, KOMPOL Warsito and IPDA Iip Aripin have never attended short training so they do not have the skills to work in their respective fields. As for AKP personnel, Achmad Suprijatna as Head of the Negotiator Task Force, in this security, the status of personnel assistance is to carry out the main tasks that should be carried out by the Sabhara Unit. There were 4 (four) Dalmas officers who were burned, 1 (one) AIPTU personnel Erwin Yuda had a long service experience of 25 years and participated in the Dikjur Binmas. This is in accordance with the implementation of the duties carried out because AIPTU Erwin Yuda has expertise in the field of negotiator which is the task of Dalmas Awal. 3 (three) other personnel, namely BRIPDA Anif Endaryanto, BRIPDA Yudi Muslim, and BRIPDA Fransiskus Aris based on service experience of less than 4 (four) years. Then, the 3 personnel did not have the expertise (Dikjur) or skills (short training) organized by the Regional Police.

V. Conclusion

From the analysis above, the conclusion of this study is that Cianjur Police personnel who have implemented Dikbangspes associated with competency theory produce a view in the form of 6 (six) Cianjur Police personnel who do not have the expertise (Dikjur) and skills (short training) in the field of technical functions of the Police Sabhara Unit . Then, there are three policy makers (Head of Ops, Kasat Binmas, and KBO Sabhara) during the process of securing demonstrations, have long service experience, namely Head of Ops KOMPOL Warsito has served for 33 years, Head of Binmas AKP Achmad Suprijatna has served for 30 years, and KBO Sabhara has served for 28 years. However, based on research findings, KOMPOL Warsito and IPDA Iip Aripin have never attended short training so they do not have the skills to work in their respective fields. As for AKP personnel, Achmad Suprijatna as Head of the Negotiator Task Force, in this security, the status of personnel assistance is to carry out the main tasks that should be carried out by the Sabhara Unit. There were 4 (four) Dalmas officers who were burned, 1 (one) AIPTU personnel Erwin Yuda had a long service experience of 25 years and participated in the Dikjur Binmas. This is in accordance with the implementation of the duties carried out because AIPTU Erwin Yuda has expertise in the field of negotiator which is the task of Dalmas Awal. Cianjur Police personnel are associated with Garry Dessler's theory of competence with the understanding that knowledge is identified with general education; expertise is identified with Vocational Education (Dikjur) organized by Headquarters; skills are identified with short training organized by Polda or Polres; and certain skills are identified with one's service experience. Basically, the implementation of this system has been effective, but a dynamic development system is also needed that is adapted to the current developments, namely based on technology.

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