

# Strategi Rekrutmen dan Membangun Kompetensi Bhabinkamtibmas dalam Rangka Pencegahan Terorisme: Studi Kasus di Polresta Banyuwangi = Bhabinkamtibmas Recruitment and Competence Building Strategy within the Framework of Terrorism Prevention: A Case Study in Banyuwangi City Resort Police.

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## Abstrak

Penelitian ini bertujuan untuk menguraikan proses seorang anggota Polri untuk menjadi petugas Bhabinkamtibmas serta menganalisis upaya memaksimalkan peran Bhabinkamtibmas dalam pencegahan terorisme di Polresta Banyuwangi. Penelitian ini memberikan kebaruan konsep dan pemahaman terkait Bhabinkamtibmas yaitu upaya memaksimalkan perekrutan anggota Bhabinkamtibmas dan membangun program pelatihan yang memadai terkait dengan upaya pencegahan terorisme sebagai gangguan keamanan dan ketertiban masyarakat. Kajian ini diharapkan dapat memberikan gambaran terkait proses rekrutmen sesuai konsep manajemen sumber daya manusia sehingga ke depan Bhabinkamtibmas dapat menjadi sumber daya manusia Polri yang unggul yang dapat melaksanakan tugas, fungsi, dan kewenangannya terutama dalam hal deteksi dini. Untuk mengungkap tujuan penelitian ini secara utuh dan obyektif, maka penelitian menggunakan pendekatan kualitatif dengan teknik pengumpulan data menggunakan wawancara mendalam, serta pengumpulan dokumen yang berkaitan dengan permasalahan penelitian. Adapun penelitian ini dilakukan di wilayah Banyuwangi di mana telah ditemukan fenomena perekrutan “pengantin” atau pelaku bom bunuh diri oleh kelompok transnasional. Hasil penelitian yang dilakukan menunjukkan bahwa: (1) proses rekrutmen Bhabinkamtibmas di Banyuwangi dilaksanakan melalui penunjukan langsung oleh atasan langsung atas kebutuhan organisasi dalam rangka pemenuhan program 1 Polisi 1 Desa; dan (2) Perlunya program pelatihan dan peningkatan kompetensi personal, kompetensi dasar, dan kompetensi manajemen bagi Bhabinkamtibmas. Program pelatihan ini dapat diperluas untuk mencakup fungsi-fungsi intelijen sehingga tugas deteksi dini Bhabinkamtibmas menjadi lebih maksimal sehingga tercipta rasa aman ditengah masyarakat.

.....The study aims at detailing the process for a member of Indonesian National Police to be recruited as a Bhabinkamtibmas officer in Banyuwangi and analyzing the efforts of maximizing the role of Bhabinkamtibmas officer in preventing the terrorism within the jurisdiction of Banyuwangi City Resort Police. The current study offers a new concept and understanding pertaining to Bhabinkamtibmas officer namely the efforts of maxizming the recruitment of Bhabinkamtibmas officer and of providing sufficient training programs that are related to the efforts of preventing terrorism as a disturbance to the public order and security. The review within the study is expected to describe the process of recruitment in accordance with the concept of human resources management so that in the future the Bhabinkamtibmas officer can be the excellent human resources who can execute their duty, function and authority mainly in terms of early detection. In order to achieve the objectives of the study through the complete and objective manner, the researcher has adopted the qualitative method with in-depth interview and document study with relevance to the topic of the study. Then, the study is conducted in Banyuwangi where a phenomenon known as “bride” or suicide-bombing candidate recruitment has been found. The results of the study show that: (1) the

recruitment of Bhabinkamtibmas officer has been conducted by means of direct appointment by the immediate supervisor based on the organizational needs in meeting the target of the program 1 Police Officer 1 Village; and (2) the competencies that should be improved in the Bhabinkamtibmas officer in conducting their duty, function and authority consist of personal competence, basic competence and managerial competence. The training programs that have been provided can be expanded in order to include the functions of intelligence recalling that intelligence has been very helpful in the conduct of early detection toward the disturbance of the public order and security.