

Implementation of Behavioral Guidance For Inmates at Class IIB Kabanjahe State Prison

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Abstrak

The development of prisoners is an effort or a series of steps taken to empower inmates to become individuals with good morals, skills, and the ability to live independently according to the responsibilities given to them. Therefore, the author wants to study how behavioral development is implemented for correctional inmates in Class IIB Kabanjahe Detention Center. The classification of correctional institutions: Correctional institutions or prisons are Technical Implementation Units (UPT) under the Directorate General of Corrections of the Ministry of Immigration and Corrections, formerly the Ministry of Law and Human Rights. Prisons can be divided into several types by considering certain aspects. Correctional institutions can be categorized based on their facilities and capacity. This study applies a qualitative approach, which aims to examine a problem without intending to prove or disprove a previously formulated hypothesis, but rather by processing data and analyzing the issue in a non-numerical manner.

Kata kunci : Implementation, Development, Inmates

INTRODUCTION

Law Number 22 of 2022 regulates the correctional system as a form of treatment for detainees, children, and inmates, implemented through correctional functions, including services, guidance, community counseling, care, security, and observation, while upholding respect, protection, and the fulfillment of human rights. This law was established to strengthen the correctional system in Indonesia, replacing Law Number 12 of 1995, which adopted the concept of social reintegration as a replacement for retributive and deterrent approaches. In addition to reinforcing the concept of social reintegration, this law also emphasizes strengthening the concept of restorative justice applied in the juvenile criminal justice system and the reform of Indonesia's national criminal law.

The rehabilitation of prisoners is an effort to cultivate their awareness so that they regret their wrongdoings and return to being good members of society, obedient to the law, and uphold moral, social, and religious values, thereby creating a safe, orderly, and peaceful community environment. The correctional system is not only aimed at turning inmates into good citizens, but also at preventing them from repeating criminal acts and reflecting the application of the values contained in Pancasila. The principles adopted in the correctional system regard detainees and prisoners as individuals as well as citizens who have rights, and they are treated not on the basis of retribution, but through rehabilitation programs.

The implementation of the correctional system is carried out through rehabilitation programs, which aim to improve the mental and social conditions of inmates, with the goal of restoring and purifying the legal relationship both concerning the individual lawbreaker and the relationship between the lawbreaker and society. As a rehabilitation institution as well as a law enforcement institution, the State Detention Center (Rutan) is part of the integrated criminal justice system. In addition to performing law enforcement functions, the Rutan also

plays a strategic role in shaping human resources (HR) that are independent, responsible, qualified, and dignified. In line with the role of correctional institutions, it is appropriate that correctional officers who are responsible for the rehabilitation and security of inmates be appointed as functional law enforcement officials as regulated by law.

During their imprisonment, inmates receive guidance to develop their personality and independence so that they can return to society as good, confident, independent, active, and productive individuals. Therefore, the guidance must cover various aspects of their lives to strongly build independence and self-confidence. Considering the complexity of social life they will face, the role of the State Detention Center needs to be strengthened as an effective facility for guidance. The state detention center is the focus of this study. The state detention center is part of the Ministry of Immigration and Corrections, which highly values discipline in carrying out its work. As its function dictates, a detention center should only accommodate detainees; however, due to the issue of inmate overcapacity in correctional facilities or prisons, detention centers also accommodate both detainees and inmates.

According to Mathis (2002), inmate development is an effort to empower inmates so that they become individuals with good morals, skills, and independence in accordance with their respective responsibilities. Based on social media accounts, the Class IIB Kabanjahe Detention Center has already carried out development programs for inmates, such as harvesting sweet corn that has been cultivated by the inmates. This program is part of an agriculture-based development effort aimed at providing new skills to the inmates. In enhancing faith development and improving morals, the Kabanjahe Class IIB Detention Center also organizes activities such as Quran recitation for Muslim inmates guided by an Ustadz, and for Christian inmates, spiritual worship is conducted according to a scheduled timetable. In the inmate literacy improvement program, the Kabanjahe Detention Center also provides books that can be read in the Kabanjahe Class IIB Detention Center library. Additionally, to boost immunity and maintain physical health, the Kabanjahe Class IIB Detention Center routinely holds group exercise sessions every Saturday in the detention center yard.

The conditions on the ground can serve as a basis for researchers to evaluate employee performance in inmate rehabilitation. Rehabilitation aims to guide, educate, and empower inmates so that their mindset and behavior change throughout the rehabilitation period until their release. Correctional officers play a crucial role because they interact directly with inmates every day and manage productive activity schedules for them. According to Husein in the book *Human Resource Management in Organizations* (2003:266), measures of employee performance include:

- a. Work quality: The quality produced, whether good or not, is determined by the calculation between output and the process of carrying out activities by employees.
- b. Employee honesty: The sincerity of employees in carrying out their duties and the ability not to misuse the authority given.
- c. Initiative: The ability to act independently without relying on others, to develop activities, discover new methods, and innovate.
- d. Attendance: The obligation of employees to be present and perform their work, where attendance is a key aspect of performance.

- e. Attitude: The willingness of employees to respond to a particular situation or condition in a reasonable and normal manner.
- f. Reliability: The combination of all skills required to achieve accountable results..

LITERATURE REVIEW

Overview of Correctional Institutions

Correctional Institutions (Lapas) function as places for the rehabilitation of Inmates and Juvenile Detainees (Article 1 of Law No.12/1995). The role of Lapas in the correctional system is to prepare inmates to reintegrate healthily into society, enabling them to act as free and responsible members of the community (Article 3 of Law No.12/1995). Purpose of Correctional Institutions:

- a. Shaping correctional inmates into complete individuals who recognize their mistakes, make self-improvements, and do not repeat criminal acts, so that they can be reintegrated into society, actively participate in development, and lead a normal life as good and responsible citizens.
- b. Providing guarantees of protection for the rights of detainees held in State Detention Centers and their branches, to support the smooth process of investigation, prosecution, and court examination.
- c. Protecting the human rights of detainees or parties involved in legal proceedings, as well as safeguarding the safety and security of evidence during the investigation, prosecution, and trial processes, including items confiscated for the state in accordance with court decisions.

Classification of Correctional Facilities, Correctional facilities are Technical Implementation Units (UPT) under the Directorate General of Corrections of the Ministry of Immigration and Corrections, formerly the Ministry of Law and Human Rights. Prisons can be divided into several types by considering various factors. Correctional facilities are distinguished based on their facilities and capacity. Correctional facilities for adult male inmates accommodate individuals over the age of 25, while Women's Correctional Facilities are intended for adult female inmates over 21 years old or those who are married. Youth Correctional Facilities are designed for inmates aged 18–25, while Child Correctional Facilities are divided into units for boys and girls. Correctional facility amenities are generally divided into three main groups:

1. Accommodation, consists of inmate housing blocks, which include three types: Single cells, Shared cells (2 people), Dormitory, Isolation cells
2. Facilities and Infrastructure are buildings/rooms that support the daily life of prison inmates, including: Toilets and bathrooms, Dayroom/recreational room, Counseling/meeting room, Medical/clinic room, Kitchen and pantry, Canteen and dining room, Maternity room, Classroom, Vocational/workshop room, Visiting room, Outdoor area/field, Prayer room, Staff/administration room, Meeting room, Supporting infrastructure, MEP room, Generator room, CCTV room, Archive room, Warehouse

Prisoner Rehabilitation in Indonesia

Individuals who have been sentenced by a judge in the judicial process serve their sentences in Correctional Institutions. According to Government Regulation Number 31 of

1999 concerning the Development and Guidance of Correctional Inmates, Article 1 point 1 states that rehabilitation is a series of activities aimed at improving the quality of devotion to God Almighty, intellectual abilities, attitudes and behavior, professionalism, as well as the physical and mental health of prisoners and correctional students. Furthermore, Article 5 of the Correctional Law emphasizes that the rehabilitation system in Correctional Institutions is carried out based on the principles of care, equality and service, education, guidance, and respect for human dignity.

Loss of freedom is the only form of suffering experienced by inmates, but the right to maintain relationships with family and certain parties is still guaranteed. Inmate development is a system consisting of several interconnected components aimed at achieving specific objectives. There are at least fourteen components, namely: philosophy, legal basis, objectives, system approach, classification, classification approach, treatment of inmates, development orientation, nature of development, remission, types of facilities, inmates, inmates' families, and mentors or the government. According to the Government Regulation on the Development and Guidance of Correctional Inmates, Article 2 paragraph (1), the development and guidance program includes activities for the development and guidance of inmates' personality and independence.

Personality development is an effort carried out on correctional residents effectively to develop their character. Meanwhile, independence development is an effort undertaken to effectively enhance the abilities of correctional residents, especially in terms of skills. Independence development includes:

- a. Skills to support self-sufficient ventures.
- b. Skills developed according to each individual's talents.

The guidance for correctional inmates is carried out based on the correctional system. The purpose of implementing inmate guidance according to this system is for inmates to become fully developed human beings, in harmony with the direction of national development, through an approach that emphasizes strengthening faith and rehabilitation so that they can integrate appropriately into group life both during their time in correctional facilities and in society after serving their sentence. The basic principles of guidance include four components, namely: Self: Focused on the personal development of the inmate. Family: Involving close family members or the inmate's immediate family. Community: Involving people around the inmate when outside the correctional facility, including the general public, community leaders, or local officials. Officers: Involving various parties such as police officers, lawyers, religious officers, social workers, as well as correctional facility staff.

Secara umum pembinaan dilakukan melalui 3 (tahapan), yaitu:

- a. The initial development phase is an activity that includes observation, research, and familiarization with the environment to determine the planning for the implementation of a personality and independence development program. This phase begins once the inmate has official status and continues until one-third of their sentence has been served. During the initial phase, development is carried out in the prison under Maximum Security supervision, through personality and independence development programs.
- b. The advanced development stage is a continuation of the personality and independence development program, as well as preparation for planning and implementing the

assimilation program. This advanced stage is divided into two parts: the first stage begins when the prisoner enters the halfway point of their sentence, while the second stage continues from the end of the first stage until two-thirds of their sentence. At this stage, prisoners begin to participate in the assimilation program to prepare themselves for the integration stage, and can subsequently be eligible for Pre-Release Leave or Parole under minimum security supervision.

- c. The final stage of guidance is the development activity carried out after the Correctional Inmates obtain Parole (PB). The integration program begins after the completion of the second advanced stage, which is when the prisoner enters two-thirds of their sentence. At this stage, supervision is conducted with a minimum security level until the end of the sentence, and guidance and counseling are provided in the community by the Correctional Center (Bapas).

METHODS

This research was conducted by the author over several months after the proposal seminar was completed. The research was carried out at the Class IIB Kabanjahe State Detention Center. The choice of this location was based on the researcher's interest in the well-implemented prisoner rehabilitation process, despite the relatively limited land facilities compared to state detention centers in other cities. This study uses a qualitative approach to explore issues in a non-numerical manner without proving or rejecting hypotheses. The researcher acted as the main instrument, and the data are presented in descriptive form reflecting the actual conditions. This study adopts a phenomenological type to uncover the essential meaning of the staff's experiences in prisoner rehabilitation at the Class IIB Kabanjahe State Detention Center.

The data reduction process is the stage in which the researcher selects and focuses attention on the data obtained, including simplification, abstraction, and transformation of raw data from field notes. This process is not a one-time action but occurs repeatedly throughout the implementation of qualitative research. Data obtained in the field are reduced through coding, classification, theme tracing, grouping, partitioning, memo writing, and sorting data based on relevance to the research problem and focus. This process of data reduction or transformation continues until the final research report is fully compiled. After the data is reduced, the next step is to present the data, which involves organizing information systematically to facilitate drawing conclusions and making decisions. Through data presentation, researchers can understand the current conditions and determine the steps that need to be taken, whether to continue the analysis or to deepen the research findings. This data presentation allows researchers to see both the overall picture and specific parts of the data, thereby facilitating an accurate process of drawing conclusions.

Drawing conclusions (verifying) is the fourth stage in interactive analysis. At this stage, qualitative researchers begin to seek meaning from various phenomena, noting regularities, patterns, configurations, cause-and-effect relationships, and propositions that emerge from the data. Verification is carried out through continuous reflection, reviewing field notes, and discussions with peers to create "intersubjective opportunities." In other words, the meaning emerging from the data is tested for its accuracy (validity). The verification process

is conducted continuously throughout the research, aiming to analyze and uncover the meaning of the information collected by tracing themes, relationship patterns, arising issues, and formulating provisional hypotheses, until a conclusion that can be justified is finally formed.

In order for the data obtained to be scientifically accountable, it is necessary to check the validity of the data. According to Sugiyono, the triangulation technique in data collection is a method that combines various ways of collecting data and the available data sources. Sugiyono distinguishes triangulation into three types:

1. **Source Triangulation.** Source triangulation is conducted to test the credibility of the data by checking the data obtained from several sources. For example, to assess students' behavior, data can be collected and tested through teachers, peers, and the students' parents. Data from these three sources are not averaged as in quantitative research; instead, they are described and categorized: which are the same, different, or specific to each source. After being analyzed and conclusions are drawn, the data are then confirmed through member checks with the three sources..
2. **Technique Triangulation.** Technique triangulation is carried out by examining data from the same source using different methods. For example, data obtained through interviews is then verified through observation, documentation, or questionnaires. If the results differ, the researcher conducts further discussions with the data source or other parties to determine the most valid data. Differences in results may also arise due to perspectives or the timing of data collection. For instance, interviews conducted in the morning when the sources are still fresh tend to produce more credible data. Therefore, the credibility of data can be tested by collecting data using the same or different techniques at different times or situations until data certainty is found.

RESULT AND DISCUSSION

The implementation of behavioral guidance for Inmates in Class IIB Kabanjahe Detention Center covers various aspects, ranging from the definition of inmates, the objectives of guidance, types of guidance, to the factors that influence it. This guidance aims to improve inmate behavior, prepare them to reintegrate into society, and prevent the recurrence of criminal acts. Correctional Inmates (WBP) are prisoners, juvenile correctional students, or correctional clients who are serving a sentence or undergoing guidance in correctional institutions (prisons) or detention centers. In this context, WBP focuses more on rehabilitation and reintegration approaches, not merely punishment.

The Purpose of Inmate Development, inmate development aims to improve self-quality, transform negative behavior into positive behavior, and prepare them to return to society equipped with knowledge, skills, and good behavior. Development also aims to prevent the recurrence of criminal acts after an inmate is released. Inmate development can be divided into several types, including:

1. **Personality Development:** Includes education, counseling, guidance, and religious activities aimed at shaping the mental and spiritual aspects of inmates.
2. **Self-Reliance Development:** Includes job skills training, life skills education, and other productive activities aimed at improving the economic capabilities of inmates.

3. Community Development: Includes social, sports, and cultural activities aimed at enhancing inmates' social interaction with the surrounding environment.

Several factors can influence the success of inmate development, including: Internal factors of inmates, which include self-motivation, awareness to change, and the ability to accept guidance. External factors, which include the quality of correctional officers, adequate facilities and infrastructure, as well as the involvement of family and the community. The condition of the detention center, a conducive, safe, and clean environment, can also support the inmate development process. The implementation of guidance at Kabanjahe Class IIB Detention Center needs to take into account the various aspects mentioned above.

Correctional officers must have adequate competence to carry out rehabilitation, as well as the ability to create a conducive environment for inmates to learn and change. In addition, support from various parties, both family and the community, is also very important for the success of inmate rehabilitation. Inmate rehabilitation is a complex process that requires a comprehensive approach. With proper implementation, rehabilitation can provide significant benefits for inmates, both individually and for the wider community. The implementation of rehabilitation at Class IIB Kabanjahe Detention Center needs to be continuously improved in order to achieve the desired goals.

PENUTUP

The rehabilitation of prisoners is an effort to raise awareness so that they recognize their mistakes and guide them to become good citizens who obey the law and uphold moral, social, and religious values. Its main goal is to create a safe, orderly, and peaceful community environment. In addition, the correctional system also aims to reintegrate convicted individuals as citizens who do not repeat criminal acts, while also applying the principles contained in Pancasila. The development of inmates aims to improve their self-quality, transform negative behavior into positive ones, and prepare them to return to their families and communities equipped with knowledge, skills, and good behavior. Inmate development is a complex process that requires a comprehensive approach. With proper implementation, this development can provide significant benefits for inmates, both individually and for the wider community. The implementation of development programs in Class IIB Kabanjahe Detention Center needs to be continuously improved in order to achieve the expected objectives.

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