



TRACING THE MEANING OF RASTRA SEWAKOTTAMA'S PHILOSOPHY AS A TOOL FOR CONTROLLING VIOLATIONS IN POLICE MANAGEMENT (STUDY AT PALOPO CITY POLICE STATION)

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ABSTRACT

This study aims to reveal the meaning of Rasta Sewakottama in human resource management at Palopo City Police Station. Using qualitative phenomenological methods, this research found that to improve organizational performance, reduce violations of laws and violations of the code of ethics required collective awareness, a sense of responsibility, respect for differences and self-development. This can be achieved optimally by the example of the leader and the ability of the Human Resources unit to place personnel. Formation is done through weekly activities such as spiritual guidance and counseling. In addition, optimization of information systems is used by the National Police to monitor the performance of each personnel. The meaning of the philosophy of Rasta Sewakottama according to the Palopo City Police Chief is the deepest awareness of all police members to carry out state duties as guardians of public order and security. Through this personal awareness, the potential for violating the code of ethics and other violations of the law can be minimized.

INTRODUCTION

Article 30 Paragraph, 4 of the 1945 Constitution and Article 13 Paragraphs 1, 2, and 3 of the National Police Agency of the Republic of Indonesia regulate the maintenance of public order, law enforcement, protection, and community service, the National Police of the Republic of Indonesia, one of which is the National Police of the Republic of Indonesia. The Police Education Institute (Lamdikpol) run by the police aims to equip prospective police officers with the knowledge, skills, and values necessary to carry out police duties effectively (Anwar, 2017; Nugroho, 2022; Dwi, Siahaan and Neliwati, 2023). If you look deeper, management education aims to provide professional prospective police officers with the criteria that members have the knowledge and skills necessary to carry out police duties well. So that one of the mandatory materials is training in various fields such as law, law enforcement, investigation, crime handling, and communication skills. In addition, it increases legal awareness and law enforcement (Hartini, Rugaiyah and Kahar, 2020)

This is in line with the duties carried out by the police as a pillar of law enforcement in society. Introduction to deepening legal aspects relevant to police duties, human rights, professional ethics, and member responsibilities as law enforcers. The accumulation of several sub-objectives leads to the formation of professional, responsible, and trustworthy police officers in carrying out their duties to protect the public, enforce the law, and maintain state security (Wulandari *et al.*, 2023).

However, two major cases that befell the National Police in mid-2022, namely the Ferdy Sambo case (July 2, 2022) and the Teddy Minahasa Putra case (October 8, 2022), caused an uproar in Indonesia. The two cases committed by the top police officers in the same duration of time were a slap in the face that damaged the

image of the organization to the pulse point. These two cases have been discussed in various media both at home and abroad, studied in general and specifically. Let's just say when entering the keyword "Ferdy Sambo" on the Google Scholar search engine it will see 269 scientific publication articles about the case. Not much different from the keyword "Teddy Minahasa Putra", on the same search engine found 264 scientific articles that examined the case. Both are phenomenal both in general news and academic studies. Of the 269 and 264 articles, both cases were examined through the fields of law, communication, media framing, and social humanities, none of which traced to the meaning of the philosophy of Rastra Sewakottama which began to be built since the first education at the National Police institution. Therefore, this study focuses on the meaning of the Rastra Sewakottama Philosophy in Human Resource Management and National Police education management in controlling member violations (Pratama and Yanuar, 2022; Rosmala and Thoyyibah, 2023b).

The two serious cases that have become central issues since 2022 until now are violations of the code of ethics as well as violations of Law No. 2 of 2002 concerning the main duties of the Police are to maintain public security and order, enforce the law, and provide protection, protection, and services to the community. The above goals will not be realized if they are not done with high dedication, discipline, and professionalism from the members of the National Police themselves to try to perform the duties assigned to them properly and responsibly.

Law enforcement is the focus of criminal justice in the police for the following reasons: (1) Maintaining Public Order and Security: Law enforcement in the field of criminal justice aims to maintain public order and security. By cracking down on criminal violations, the police play a role in preventing criminal acts from occurring and ensuring that every perpetrator of crime is held accountable for his actions. This helps create a safe and secure environment for the community. (2) Protection of Human Rights: Law enforcement in criminal justice involves the protection of human rights. Every individual has the right to life, liberty, and personal security. The existence of an effective and well-functioning criminal justice system helps ensure that these rights are respected and protected. Police play an important role in investigating criminal offenses, arresting perpetrators, and ensuring that they are brought to justice (Alfian, 2020; Adnyani, 2021).

Furthermore, law enforcement related to Human Resource (HR) management aims to restore public trust. As the results of the study. That said, effective law enforcement helps build public trust in police institutions and the criminal justice system. When people see that lawbreakers are dealt with fairly and quickly, they feel safer and confident that crimes will be taken seriously. This helps strengthen the relationship between the police force and the community, which is important for maintaining security and order.

The results of the study (Adnyani, 2021) explain that the effectiveness of human resource management can encourage compliance with the law. The focus on law enforcement in the field of criminal justice serves as a reminder and encouragement to comply with the law. By enforcing the law consistently and firmly, the police force signals to the public that lawlessness will not be tolerated. This can encourage people to obey the law, reduce crime rates, and create a safer and more stable environment. In addition, research (Alfian, 2020) mentions that law enforcement can start with the Effectiveness of the Justice System. Good law enforcement is one of the important factors in maintaining the effectiveness of the justice system. The success of criminal prosecutions and trials depends on the efforts and commitment given by the police. A good investigation, strong evidence gathering, and proper arrest of perpetrators are the first steps in ensuring the judicial process goes well (Kurniawan, Siregar and Hidayani, 2022).

Law enforcement in the field of criminal justice in the police is very important to maintain public order, security, and trust. Through fair and effective law enforcement, the criminal justice system can function properly and communities can live in a safer and more stable environment.

LITERATURE REVIEW

Police Human Resources Management

Police Human Resources Management (HRM) starts from the recruitment process for prospective police members. This recruitment process is carried out periodically by the National Police to obtain qualified individuals who have the potential to become professional and responsible police officers (Sitaresmi, 2020). The recruitment process for Police Human Resources involves several stages, such as registration, administrative selection, academic selection, physical examination, medical tests, interviews, and assessments. After going through a series of selection stages, successful prospective members of the National Police will undergo education at the State Police School (SPN). The educational approach at SPN includes academic, skills, leadership, and operational training aspects covering various areas such as law, investigation, crisis management, and community service (Nugroho, 2022).

During their education at SPN, prospective members of the National Police will continue to be evaluated and tested to ensure that they meet the standards set before being appointed as members of the National Police. After graduating from education at SPN, students will be placed in police units in accordance with the field of duty and spes The curriculum development process is a sequential procedure. It starts with the needs assessment process. This step is very important because it determines the important things that need to be

addressed by the curriculum (Santoso, Haryanto and Darmawan, 2018).

The next step involves setting goals and goals should be clear and specific. Then, the content selection process begins. After the selection of content, the next step is to organize it. Once the content is organized, it is important to evaluate its effectiveness in achieving the goal. After effective analysis and evaluation, modifications and revisions are recommended and applied if necessary. Finally, an implementation and review phase begins that involves implementing the curriculum in the classroom, evaluating its effectiveness, and revising it if needed. The Education of Police Members is carried out through a coaching process. The entire process is referred to as Education Management which includes organizing, implementing, monitoring, financing, and assessing the existing education system using human and non-human resources. Competence, skills, communication, and networking are key aspects of education management in the 4.0 era that need to be considered by educational institutions (Mahmudah and Putra, 2021).

Rasta Sewakottama's Philosophy in Police HR Management

The philosophy of *Rastra Sewakottama* is a philosophical concept used by the Indonesian National Police (Polri) in an effort to form superior Human Resources (HR) (Ridwan, 2021). This philosophy has several principles that are the basis for the formation of superior human resources in the National Police. Some of the efforts of the National Police in implementing the philosophy of *Rastra Sewakottama* to form superior human resources include dedication and loyalty; Professionalism and integrity; public service; Character and leadership development and capacity building with the following description:

1. **Dedication and Loyalty:** The philosophy of *Rastra Sewakottama* teaches high dedication and loyalty to the country and society. Polri prioritizes the values of struggle, devotion, and loyalty in every action and decision taken by its members. Polri strives to build a strong mentality to serve the community with dedication and loyalty.
2. **Professionalism and Integrity:** Polri upholds professionalism and integrity in carrying out law enforcement duties. They are committed to being a professional, honest, and fair institution. Polri conducts rigorous selection, intensive training, and close supervision to ensure that its members have a high level of professionalism and integrity.
3. **Public Service:** Polri prioritizes quality public services and is oriented to the needs of the community. They strive to always listen, understand, and provide the best solutions for society. Polri applies a community policing approach that involves active community participation in maintaining security and order.
4. **Character and Leadership Development:** Polri conducts character and leadership development in each of its members. They provide education and training that includes the formation of attitudes, values, ethics, as well as leadership abilities. Polri prioritizes leadership with integrity, authority, and can set a good example for other members.
5. **Capacity Building:** Polri continues to develop human resource capacity through continuous education and training. They provide opportunities for their members to develop knowledge, skills, and competencies in various law enforcement-related areas. Polri also encourages its members to continue to learn and follow technological developments and global trends.

By implementing the philosophy of *Rastra Sewakottama*, the National Police seeks to form superior human resources and is ready to face challenges in law enforcement (Dwi, Siahaan and Neliwati, 2023). This effort involves developing attitudes, values, skills, and leadership that are in accordance with the demands of the role of the police in maintaining public security and order.

Police Code of Conduct

The National Police Professional Code of Ethics or known as KEPP is a guideline or even standard that is the basis of a code of ethics or philosophy of behavior. In carrying out their duties, a member of the National Police must not say or do anything that is considered inappropriate, obedient, or forbidden (Shallom Jeremiah and Hasiyanni Manurung, 2022). Regarding the Code of Professional Ethics, see Regulation of the Chief of Police Number 7 of 2002.

The professional code of ethics of the National Police is the norms or rules that unite ethical or philosophical rules with the rules of behavior and speech regarding things that are required, prohibited, or not in accordance with what the Police do are the guiding principles of the profession (Rosmala and Thooyibah, 2023a).

The National Police Professional Code of Ethics is a code of conduct that regulates the actions and attitudes of members of the Indonesian National Police (Polri). The Code of Ethics is established by the National Police and aims to ensure the integrity, professionalism, and quality of public service of Polri members. Here are some of the core principles contained in the National Police Code of Ethics:

- a) **Integrity:** Members of the National Police are required to have high integrity in carrying out their duties and responsibilities. They must maintain honesty, and not engage in corrupt practices, nepotism, or abuse

of power.

- b) Professionalism: Members of the National Police are expected to carry out their duties with high professionalism. They must have the necessary knowledge, skills, and competencies in the field of law enforcement. Professionalism also includes a friendly, courteous, and responsible attitude toward the community served.
- c) Neutrality and Fairness: Members of the National Police must be neutral and fair in carrying out their duties. They must not take sides or engage in discrimination, unfair treatment, or abuse of power. This principle is important to maintain public trust in the National Police and justice in law enforcement.
- d) Protection of Human Rights: Members of the National Police are required to protect and respect human rights in their actions. They must not commit torture, ill-treatment, or violations of individual rights protected by law.
- e) Public Service: Members of the National Police are expected to provide quality public services to the community. They must be ready to help and protect the community and provide the best solutions in handling security and order problems.
- f) Cooperation and Collaboration: Members of the National Police are required to cooperate with other parties, both internal and external, in the context of law enforcement and security maintenance. Good cooperation with other agencies, communities, and other institutions is important to create a safe and conducive environment (Rosmala & Thoyyibah, 2023a; Sujanto, 2019).

Regulation of the Chief of Police (Perkap) of the Republic of Indonesia Number 14 of 2011 concerning the Code of Professional Ethics of the National Police contains the rules of the code of ethics. In accordance with the decree, the four basic codes of ethics are known as state ethics, institutional ethics, community ethics (Dwi *et al.*, 2022), and social ethics (Sujanto, 2019; Rosmala and Thoyyibah, 2023a) the content includes:

1. State Ethics contains guidelines for the conduct of Members of the National Police in relation to:
 - a) The establishment of the Unitary State of the Republic of Indonesia (NKRI);
 - b) Pancasila
 - c) Constitution of the Republic of Indonesia of 1945; and
 - d) Diversity.
2. Institutional Ethics contains guidelines for the conduct of members of the National Police in relation to:
 - a) Tribrata as a guideline for life;
 - b) Catur Prasetya as a work guide;
 - c) Oaths/promises of members of the National Police;
 - d) Swear/appointment of office; and;
 - e) Ten moral commitments and a change in mindset.
3. Community Ethics contains guidelines for the conduct of members of the National Police in relation to:
 - a) Maintenance of public security and order (kamtibmas)
 - b) Law enforcement
 - c) Protectors, protectors, and public servants and
 - d) Local wisdom includes mutual assistance, solidarity, and tolerance.
4. Personality Ethics contains guidelines for the conduct of members of the National Police in relationships:
 - a) Religious life
 - b) Compliance and observance of the law and
 - c) Manners in family life, society, nation, and state

There are 7 types of sanctions for violations of the Police Professional Code of Ethics, and explained in Perkap Number 14 of 2011 concerning the Police Professional Code of Ethics Article 21 members of the National Police are considered violators according to Article 20 paragraph (2) of the Chief of Police Regulation Number 14 of 2011 concerning the Police Professional Code of Ethics. The sanctions include being mutated with other positions, the perpetrator's actions being labeled as dishonorable, following personality, psychological, religious, and professional mental coaching, and being given PTDH (Dishonorable Dismissal) as a member of the National Police (Kristian *et al.*, 2021)

Ethics Commission

The National Police Code of Ethics Commission (KKEP) means:

1. KKEP has the authority to adjudicate, namely reviewing and deciding cases in court, which in this case is a trial for violations of KEPP;
2. The authority to prosecute, namely reviewing and deciding cases of KEPP violations committed by

members of the National Police based on rank

Membership of the Police Code of Ethics Commission can be interpreted as a member of the National Police who because of his position and rank can be appointed by the establishment of the KKEP (Police Code of Ethics Commission) to carry out KKEP hearings against members of the National Police who commit violations of the KEPP, either as Chairman, Vice Chairman, or an odd number of members at least 3 (three) and at most (five) who have the same rank or high level and Suspected Offenders. The main task basically lies with the judge, solving legal issues formally and peacefully. The judge indirectly affirmed the existence of a rule of law. As representatives of the state, judges have important governmental responsibilities (Saparyanto *et al.*, 2023).

Meanwhile, the Police Code of Ethics Commission (KKEP), which is tasked with conducting court examinations, considering legal issues, and making decisions in cases of KEPP violations committed by members of the National Police, is the seat of the Police Code of Ethics Commission Membership. with investigations of alleged KEPP violations committed by members of the National Police against:

1. Violation of Article 6 until Article 16 of the Regulation of the Chief of Police Number 14 of 2011 concerning the Police Professional Code of Ethics;
2. Violation of Article 12, Article 13, and Article 14, Government Regulation Number 1 of 2003 concerning the Dismissal of Police Members: and/or
3. Violation of Article 13 of Government Regulation Number 2 of 2003 concerning Police Anggola Disciplinary Regulations

In carrying out its duties, the Police Code of Conduct Commission acts as a court, investigating and making decisions in situations of alleged misconduct from police members. However, in carrying out their duties, they are only selected based on their position and rank, not having the special knowledge needed to become judges in District Courts or Military Courts (Saparyanto *et al.*, 2023).

Police Violations

Violations by members of the National Police can include various types of actions that violate the code of ethics, internal regulations, or applicable laws (Ubwarin and Wattimury, 2021; Yuridis *et al.*, 2021). Ethical Violations: Includes unprofessional behavior, disrespect towards superiors or co-workers, violations of norms of courtesy, inappropriate use of language or actions, and attitudes that are not in accordance with the principles of integrity and neutrality (Christian, 2023).

1. Violation of Law: Includes acts of corruption, abuse of authority, abuse of power, persecution or torture of citizens, human rights violations, extortion, or other criminal acts.
2. Disciplinary Violations: Includes absenteeism without a valid reason, misuse or theft of evidence, non-compliance with operational orders or procedures, violations of traffic rules, or other violations of Police rules and regulations.

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Table 1. The Meaning of Rastra Sewakottama Symbols

No	Restra Sewakottama Symbols	Meanings	Sense
1	Shield	means the protector of the people and the state.	As the main servant to defend and protect the people of Indonesia. Thus, the meaning of Rastra Sewakottama is expected to be a reflection of members of the National Police. Complete protection can be done when the right placement of human resources on each line.
2	Torch	symbolizes the spirit of the police in serving, guiding, and protecting the community	The affirmation of the duty of the National Police, in addition to providing guidance or illumination, also means awareness of the conscience of the community so that they are always aware of the need for stable kamtibmas conditions.

3	Rice stalks and cotton	A symbol of well-being and prosperity	represents the nation's aspiration to make Indonesia a just, prosperous, and prosperous country
4	3 stars	Tri Brata Polri	basic values that become moral guidelines and guidance of conscience for every member of the National Police and can also apply to carrying out other police functions. oath or promise of the Police in carrying out the mandate as state servants to uphold the values of truth in law enforcement in the Republic of Indonesia and protect all Indonesian people to feel security and tranquility
5	Black and yellow color	Eternity and prosperity	Black is a symbol of immortality and tranquility so as not to waver in the face of any situation. While yellow is a symbol of the greatness of the soul and the majesty of the conscience of members of the National Police

Source: Data processed by author (2023)

RESEARCH METHODS

Qualitative research methods are used to understand complex phenomena and social contexts in depth. The following are the stages used in this study: (1) Formulating Research Questions. Qualitative research questions are often exploratory in nature and focus on an in-depth understanding of an individual's context, experience, or perspective. (2) Determining Informants: The right informant can help researchers focus more on the goals to be achieved in their research. (3) Research Design: At this stage, researchers develop a research design that is in accordance with the research question and research objectives. (4) The data collection methods used are deep interviews, participatory observation, and document analysis. (5) Data analysis is carried out through the process of organizing, coding, pattern searching, and data reduction. Commonly used analysis methods are domain analysis, narrative analysis, and data triangulation. (6) Conclusions are drawn based on interpretations related to existing theories, concepts, or contexts. (7) Preparation of Research Report: The last stage is the preparation of a research report in the form of a publication article.

RESULTS AND DISCUSSION

Education Pattern and HR Management at Palopo City Police Station

This research started from a warm and familial discussion with the Head of the Palopo City Police Reskrim, Mr. AV (initials). Mr. AV tells about his experiences during his Police Academy education. According to him, this educational pattern formed him to be able to manage the personnel under his command. Mr. AV said that he was lucky, because he began his education at the Police Academy for 4 years and as a result obtained an applied degree. Education that is carried out for 4 years emphasizes more practice, just like other character-building education. (interview Monday, April 17, 2023, at 2:30 p.m.)

The essence of Education lies in physical strengthening and character building. Mr. AV said in addition to the formation of Intellectual Intelligence, Emotional Intelligence, and Spiritual Intelligence, the students receive various kinds of physical formation. For every meal, each table is arranged for 6 people consisting of the highest senior, middle senior, and also junior. Then it is required to memorize every senior in the dining room, this is done every day. "It's a form of loyalty that shapes us to be sensitive to the environment and respect for seniors". Not only that, sometimes there are seniors who ask how many lights are around, and how many stairs are passed. This question forms a sense of sensitivity in yourself so that you always pay attention to everything around you when you want to go to the dining room. Seniors teach us to always be fully present (present, aware, and aware) of everything around us. (interview Monday, April 17, 2023, at 2:30 p.m.)

Mr. AV explains the benefits of the education taught by seniors while in the workplace. Being aware of the surrounding environment and being fully present at this time can help him to be smart in managing the human resources he leads. Self-awareness of HR management involves an understanding of the roles and responsibilities of a leader in his work unit. Leaders who are aware of HR management will be able to manage teams effectively, build an inclusive work culture, and encourage collaboration between units and between individuals.

Education patterns are designed in such a way as to shape the character of qualified police members and

have the ability to regulate themselves and others. However, in the field, there are still many actions of police members who have not reflected good personalities. In some cases, the purpose of education and resource management is not useful when carrying out tasks in the field. Mr. AV said that there is a difference between what is taught during education and what happens in the real world.

Police self-image in Rastra Sewakottama

Rastra sewakottama is a symbol that has deep meaning and significance for the institution of the National Police. This meaning should be reflected in members of the National Police, both superiors and subordinates. As in interviews with several informants that management patterns are arranged in such a way as to ensure the placement of personnel can improve individual capabilities.

The management of the National Police adheres to the Tribrata value system. The values and moral guidelines summarized in Tribrata are police responsible for maintaining public security and order, enforcing the law, and carrying out other police duties. Tribrata has three main pillars, namely Police, Military, and Community. In Tribrata, the National Police is responsible for community security and acts as law enforcement.

The main moral in police law is Moral Pancasila (Anshar & Setiyono, 2020). As the hope and aspiration of the nation to make Indonesia a just and prosperous country, making the Police as law enforcers who uphold the welfare and prosperity of the Indonesian nation. *Rastra Sewakottama* is identical to black and yellow which means that Black is symbolized by a symbol of storming and tranquility while yellow is symbolized by the greatness of the soul and majesty of the conscience of police members. This is not reflected in some cases that are now hotly discussed.

The Ferdy Sambo case is one of the most prominent cases, the case gave rise to 27 cases of engineering carried out by the National Police during the period (2019-2022). Some cases were carried out such as drug trafficking, efforts to get confessions through intimidation, acts of violence to wrongful arrest without arrest procedures in accordance with the Criminal Code, in addition to fabricated cases of murder, and violence to drug cases. The police member who allegedly engineered the case served in three police institutions which included Polda, Polres, and Polsek. The 27 cases are some of the many events that are not made public. (interview Monday, April 17, 2023, at 2:30 p.m.)

This violation shows the lack of implementation of legal instruments that bind the National Police regarding its punishment as investigators and investigators. In addition, members of the National Police also failed to heed the right to a fair trial. This action is also a false conviction and a form of failure to achieve justice.

The case gave a bad image to the Police. However, according to informants, the big case of Ferdy Sambo and Tedy Minahasa became material for self-introspection and made the performance even better, apart from this, this case also became PR for the police to improve its good name image, where the police chief already had a breakthrough so that the public believed again with the police, one of which was closer to the community and responsive to the incident and immediately jumped into the crime scene.

The motive for violations committed by members of the National Police

Maintaining public security and order is the main duty of the National Police. According to some informants, members who act outside the SOP are always related to the self-control of each member, as the task of seniors or other members is only to remind and point out the mistakes and violations they have committed. In the sense that every violation they commit certainly has its consequences that they inevitably have to accept. Whether to choose to be disciplined or punished.

Head of Human Resources Mr. KS assessed that Ferdy Sambo's case occurred because of a lack of faith and self-control carried away by emotions. "... He should first find out to his wife and those closest to his wife, after that then take official investigative steps. That's how the procedure should go, but all theory and knowledge will be lost when emotions have penetrated the heart, until the decisions taken become irrational and as we all witness. At times like this faith plays a role, so humans are not easily dominated by negative emotions. In the National Police, self-control training in the form of training, workshops, and seminars is a routine activity for generals to be able to act appropriately in even the most difficult situations. But that's it, each of us has our own fateful point, and big cases like this are a lesson for us to always remember God..." He said. (interview Thursday, April 27, 2023, at 4:00 p.m.)

The statement of the HR division was corroborated by the statement of the Palopo Police Chief (initial SN). According to him, a leader does not need to talk too much in front of his subordinates, the leader only needs to give as many examples of good deeds as possible. For example, attending and being active in religious activities, all members will participate and attend these activities. So that positive religious activities can be a place to strengthen leadership and humanist leadership style as role models that will affect the character of subordinates. He also said that the coaching and placement of human resources must of course also be adjusted to the character and competence of members so that they can bring out their best potential to support organizational performance. Members will perform optimally when they are placed in positions that match their character. (interview Saturday, May 6, 2023, at 19.00 WIB). This statement by the Chief of Police is in accordance with research conducted by Węziak-Białowolska et al., (2020) which said that the character of the

leader can move the organization optimally. That a leader who is able to place his personnel in accordance with the abilities possessed can improve organizational performance (Soelton *et al.*, 2023; Yusuf and Yulianeu, 2023).

The Chief of Police explained some of the obstacles faced by the organization he leads. One of them is a classic problem faced by almost all police in Indonesia, namely limited personnel. To overcome this, Palopo Regional Police will continue to receive additional personnel even though it is not in accordance with the character needed in the vacant unit. One of the strategies carried out by Palopo Regional Police is to provide assistance to new personnel so that these personnel can adapt to their work. Monitoring and evaluation will be carried out by the HR department through the unit leader.

Respect, loyalty, and example are the cultures that we foster at Palopo City Police Station. With a culture of respect, loyalty, and example, our main task as community protectors can be achieved easily. For example, like tonight we can't talk too long about your research, because just now I heard there was a theft in the Sabamparu area, of course as the highest leader in the Palopo City Police I must be there as a form of responsibility to the community in maintaining the security and order of Palopo City residents. (interview Saturday, May 6, 2023, at 19.00 WIB). What the Chief of Police did in the philosophy of rasta sewakottama shows itself as a shield ready to protect society.

In closing, I convey that at Palopo Police Station we have a counseling room that is used to overcome various problems that occur. This counseling room is usually used by members who have problems with their families. In addition, the counseling room is also used for coaching personnel so as not to experience stress at work. We do refreshments through games and sports, these two activities can not only reduce stress but can also promote a more positive emotional connection and increase happiness. (interview Saturday, May 6, 2023, at 19.00 WIB). In the philosophy of Rasta Sewakottama the Police as a guide or enlightener, so the Police need to be enlightened first before guiding the general public. Weyland, (2011) also explained how hiring a person whose views, attitudes, and actions align with those of the firm can lead to greater productivity and, ultimately, corporate success.

Complementing this research, I traced information from units vulnerable to Police personnel abuses. Starting from violations of ethics or violations of rules. Violations committed by personnel according to Mr. AV occur because of three things, namely economic factors, family factors, and because of the character of the personnel. Perpetrators of violations are usually personnel who have positions and use their positions for personal gain. The following is an excerpt from our interview with Kasipropam Bapak ID

... Violations of ethics and other rules cause three things, namely economic factors, family factors, and character factors. When it comes to economic issues, of course, there is never enough, what makes the economy feel enough is gratitude... A policeman is not formed to be rich, of course, this has been realized long before registering to be part of the Indonesian Police"...

But Mr. KS the head of HR said in a different way..."I do not agree that violations are committed due to economic factors, as Police, salaries from the state are enough to finance our lives, who never feel enough is lust..." The second motive is also from family factors, this is related to professionalism. Some of them do not distinguish between personal affairs and work matters so sometimes problems at home affect performance in the office.

On a different occasion, Mr. AV added that the level of compliance of Palopo City Police personnel with the rules stemming from personal awareness was around 80% and the other 20% was due to the influence of the leadership. The originality of this work is based on the introduction of a general model that integrates both capacities and is dedicated to the study of various types of projects. The first section of the study is a review of the literature on the components of leadership, organizational structure, agility, flexibility, and organizational characteristics, as well as the inherent relationship between them (de Oliveira *et al.*, 2021).

The third motive is the character of the person, no matter how many warnings and directions are given, if the person is indeed unruly it will have no effect. To follow up on such a thing is simply to remove it from the unit or in the process in Provos.

According to Mr. ID, the violations that occurred in the Palopo city police work area are still very humane. Anyone can do similar things. One of the weaknesses we live in in the age of freedom of information is when small things uploaded to social media can turn into serious things. In fact, when compared to past events when it has not entered the era of social media, violations that occur are much higher.

Kasipropam Mr. ID said that "... Repeated violations of the code of ethics can be aggravating punishment, these violations are related to criminal offenses such as murder, drugs, and so on. Perpol 07 2022 has been enacted on June 9, 2022. The political party deals with a detailed code of conduct that includes domestic violence, infidelity, and the use of weapons.

Implementation of Human Resource Management at Palopo City Police Station in an Effort to Control Member Violations

As the state mandate to all members of the Indonesian National Police and the sacred promise of

Bhayangkara in Tri Brata, every police personnel should maintain the dignity and image of a police officer by upholding their responsibilities as state servants to defend and protect the Indonesian people. Various efforts are made by the HR department to continue to improve organizational performance and minimize violations that occur. Mr. KS said that one of the things that is done to make all members continue to perform well is to place these personnel in a place that suits their character. The placement of newly completed personnel from their educational institutions will be placed at the very bottom position, namely in SABARA or in guard and patrol. In that position, they will apply the knowledge gained during education when carrying out these duties and responsibilities. At the same time, an assessment will also be carried out regarding his character and performance. Next, it will be placed on the exact unit based on performance and character.

The placement of the functions of members of the National Police in the Palopo city area is carried out by adjusting educational qualifications, to develop personnel expertise. Likewise, the transfer of tasks is not carried out suddenly, all through the stages of monitoring and evaluation as well as inherent assessment. Performance appraisal is carried out by unit leaders by looking at the performance of personnel in carrying out tasks. In addition, it can also be assessed and recruited by each function. A tiered assessment is called a periodic assessment or commonly abbreviated as SMK (Performance Management System). which is done online through the application system. There are two components of assessment, namely generic or in general which means the assessment of tasks in general such as leadership, craft, and several other assessment items. In addition, the assessment specifically includes tasks on unit functions obtained through direct observation and input from users. It aims to improve the professionalism of personnel.

Kabag SDM said that exemplary has a big influence on the performance of personnel and every leader has a different character. According to the HR assessment, there was an increase in personnel performance and compliance after the change of the special leader for the Palopo Police. Where the presence of personnel can feel the absence. Along with the increase in the detention and detention of personnel, violations of the law and violations of the personnel code of ethics at the Palopo Police Headquarters tend to decrease. This shows that the exemplary patterns and coaching that have been carried out have succeeded in suppressing personnel violations. Guidance is carried out for example spiritual coaching, and training in functions other than control carried out by superiors. HR also serves as a counselor for mental and psychological development.

Placing HR in the right place and type of work can also improve organizational performance as the adage says "the right mind and the right place." In addition, optimizing the use of information technology is also a performance appraisal tool for the success of Pores. his section contains the results of data analysis, testing instruments and hypotheses (if any), answers to research questions, findings and interpretation of findings.

CONCLUSIONS AND SUGGESTION

The philosophy of Rasta Sewakottama has a strong meaning in the context of police HR management. The conclusion of the meaning of this philosophy in the HR management of the National Police can be seen as follows:

Collective consciousness. The philosophy of Rasta Sewakottama emphasizes the importance of collective awareness among police HR members. In HR management, this can be interpreted as the need to develop strong team awareness and a mutually supportive work spirit among police members. Good collaboration and teamwork can improve the efficiency and effectiveness of police tasks.

A sense of responsibility. This philosophy teaches that each individual is responsible for carrying out his duties well. In police HR management, awareness of personal and professional responsibilities is important. Police officers must realize the importance of their responsibilities to the community and their duties.

Respect for differences. Rasta Sewakottama stressed the importance of respecting differences and diversity. In Police HR management, this can be interpreted as the importance of respecting differences in the team, be it differences in background, expertise, or experience. Respect for differences will create an inclusive and mutually supportive work environment within the organization. **Personal growth and development.** This philosophy emphasizes the importance of personal growth and development in achieving one's best potential. In the HR management of the National Police, this means the importance of supporting the career development and skill development of members of the National Police. Training, education, and personal development are important aspects of building the capacity of police officers.

By applying the philosophy of Rasta Sewakottama in the management of Police Human Resources, it is hoped that a harmonious, efficient, and professional work environment can be created. This can strengthen the capability of the National Police in protecting and serving the community as well as possible.

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