Police Human Resources Governance in Revealing Child Sexual Violence Cases

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Abstract: This study aims to analyze police human resource governance in uncovering cases of child sexual violence and to explain the ideal design for handling child sexual violence cases at the West Jakarta Metro Police. This research employs a qualitative approach. In handling reports of sexual violence against children, PPA unit investigators use counseling methods through cognitive interviews. The obstacles in handling child sexual violence include: First, legal obstacles related to the implementation of the TPKS Law for victims of electronic-based sexual violence. Second, obstacles from law enforcement factors, particularly the investigators' perspective on the formal legal aspects of evidence, where victim testimonies are often considered insufficient as evidence. Third, obstacles due to the lack of "One Roof" Integrated service facilities. Fourth, cultural obstacles related to patriarchal norms in society and the taboo understanding of early sexual education. Lastly, societal attitudes that tend to blame the victims. The ideal design for handling cases of child sexual violence from a legal perspective includes the need for the establishment of a Government Regulation based on Article 46 paragraph (1) regarding the deletion and/or termination of access to electronic information and/or documents. Additionally, the ideal design for a "one-stop" integrated service facility to assist child sexual violence victims involves creating an MoU between UPTD PPA and the Police to place officers on standby at the West Jakarta Metro Police PPA Unit.

Keywords: Police, Human Resource Governance, Child Sexual.

INTRODUCTION

Violence, harassment and sexual exploitation of adults currently not only affects adult women, but also women who are classified as children. Sexual violence does not only occur in companies, offices or certain places that provide opportunities for people of different sexes to communicate with each other but can also occur in the family environment (Gewirtz-Meydan & Finkelhor, 2020; Mathews, 2019; Vara-Horna et al., 2022). One of the legal norms that were recently passed to accommodate various matters related to criminal acts of sexual violence is Law of the Republic of Indonesia Number 12 of 2022 concerning Criminal Acts of Sexual Violence (Amalia & Hidayat, 2022).

Regarding sexual violence that occurs, what is quite worrying is the increasing trend of sexual violence which not only affects adult women, but also children, especially girls. These female children are used as commodity objects or to satisfy the lust of someone who commits rape, molestation or other sexual violence (Aroustamian, 2020; Ligiero et al., 2019; Masilo, 2018).

The Republic of Indonesia Police as one of the government institutions is required to always carry out their duties optimally. Duties include service, protection, social security and guidance to the community (Powell & Henry, 2018). This is because the problem of crime in society will continue to exist and always develop along with the lives of society itself. The importance of human resource management (hereinafter referred to as HR) in the police is to function as a support a system that has an important role in improving the performance of case disclosure by police personnel (Kutieshat & Farmanesh, 2022; Rushin, 2019).

Every organization that is oriented towards improving performance must be ready and brave to continuously improve performance management, not only to become increasingly high-quality performance, but also to build superiority values in competition continually (Azzahra, 2023; Stivers & Joyce, 2000). In this case, organizational performance is closely related to employee performance,
effective and efficient employee performance will also have a positive influence on organizational performance. Therefore, an employee empowerment organization must be able to manage the behavior and results achieved by all its employees (Muchtar et al., 2022).

In relation to disclosing cases of sexual violence against children, attention and protection, especially for the interests of victims of crimes of sexual violence against children, absolutely need to be considered in implementing criminal law policies (Nichols & Bowen, 2024; Nuroniyah, 2022). In this case, the role of HR management is really needed to assist the performance of Police officers in the legal process for cases of sexual violence against children(AGBLEY & DUMENYA, 2023; Gains & Lowndes, 2022). This is proven by its role and function as performance management management ) and performance assessment systems ( performance appraisal / measurement system ) is here to play its role in helping organizations achieve their productivity goals.

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Regarding the handling performance of cases of sexual violence against children, what is expected is that when the child is the victim along with the victim's attorney or the victim's parents report the case to the SPKT and the case is in the PPA Unit, then at that time a series of Psychological First Aid actions should be carried out immediately. carried out by members of the PPA unit on the victim. However, the current handling performance is in fact experiencing problems, especially related to the lack of competency of human resources in psychology, especially legal psychology, among members and added to the fact that coordination with the Regional Technical Implementation Unit for the Protection of Women and Children (UPTD PPA) Integrated Service Center for the Empowerment of Women and Children (P2TP2A) is lacking. Sometimes it requires administrative processes and personnel preparation, making the handling of children who experience psychological trauma due to sexual violence less than optimal.

In terms of the issue of member competency to be able to work professionally in the PPA Unit, there is actually a technical prerequisite as regulated in Article 26 of the Juvenile Criminal Justice System Law (hereinafter referred to as the SPPA Law) which essentially states that investigators must have experience as investigators who have interest, attention, dedication and understanding of children's problems supported by good competencies as taught in technical training on juvenile justice.

METHODS

Study This uses a qualitative approach, that is To understand the situation social, event, role, group or interaction specific (Locke, Spirduso, Silverman in Cresswell, 2002:4 ). Primary data is source of data obtained directly from the source original ( no through intermediary media ). Primary data can form opinions, subject (person), individual or group results observation to something objects ( physical ), events or activities, and results testing.

Secondary data is the source of research data obtained researcher in a way Not directly through intermediary media (obtained and recorded by other parties ). Secondary data generally form evidence, notes or reports historically that have been arranged in archives ( documentary data ) that are published and not published.
After data collection is carried out, the data that has been obtained will be analyzed in a way qualitative as well as described by researchers. Primary data will be processed and analyzed using the theories used in the study. For example, the theory source Power Man will be used in analyzing HR governance.

Validity information and data, as well as reliability will be used to evaluate the validity of findings study in the study. Validity qualitative related to inspection accuracy results in the study through application methodology certain. On the other hand, reliability qualitative signifies consistency approaches used by researchers in various projects and by other researchers (Gibbs, 2018).

Validity External and internal validity are two standards of different validity. In context study particular, internal validity is concerned with to what extent tool measuring in a way accurately represents the subject being assessed. On the other hand, efficacy is something tool measured in various effort studies more tightly connected with the validity of the external.

RESULTS AND DISCUSSION
Causes of Sexual Violence in Children

In terms of internal factors, increased sexual desire, especially in someone who has experienced puberty, will encourage someone to carry out certain activities to fulfill their sexual needs. Based on the results of examinations of perpetrators of sexual violence during filing at the West Jakarta Metro Police PPA Unit, it is known that the perpetrators on average do not have good knowledge with a low educational background but only know about sexual harassment, which is an act of violence such as rape, sexual abuse or violence. Other sexual activities that can harm a person both physically and mentally. The reason perpetrators want to carry out sexual abuse behavior on children is due to the emergence of uncontrolled sexual desire, low morals, mental health problems, lack of power and opportunity, lack of understanding and parental supervision in the use of gadgets and social media. Perpetrators who know the negative impact of sexually violent behavior on minors, such as breaking the law, are a disgraceful act, damaging the future of the victim and perpetrator. Specifically, the perpetrator does not understand the negative impact that can have on victims of sexual violence. In fact, the impact on victims is not only physical, but they can also experience psychological impacts, for example depression, anxiety, stress disorders, being a closed person, having difficulty socializing and being at risk of contracting sexually transmitted diseases. According to the perpetrator, promiscuous sexual behavior is a normal and usual thing to do with the consequence of having to accept the negative impacts of promiscuous sexual behavior. In line with research by Erlinda, (2018) that the factors causing sexual violence against children are low public awareness of children’s rights, low education and knowledge at home, poverty or low knowledge about sex education, the spread of evil behavior between generations, social tensions, and weak law enforcement. Erlinda (2018) stated that children need to be equipped with sexual knowledge so that children understand and comprehend gender roles, and every physical change, and strengthen their sense of self-confidence and responsibility towards themselves. As a conclusion, it is known that the perpetrator does not have good knowledge with a low educational background, so it is very important to improve sex education from an early age so that it can prevent someone from becoming a victim or perpetrator.

Then, according to the theory put forward by Albert Bandura (1986) regarding the learning process through observation and imitation, external factors support the hypothesis that learning through experience occurs. Someone who learns through existing models in the surrounding environment; exposure to possible violation models may result in imitation of sexual violation behavior. The social
aspect of the learning process is considered to have a significant influence on sexual behavior because interpersonal conditions and public judgments about what is being exploited can cause criminal acts. The development of mature information technology cannot be denied as one reason why children commit obscene acts against fellow children, as a consequence of the influence of pornographic videos that can be easily accessed and even collected on increasingly advanced personal mobile devices, which can influence children's behavior to commit deviant actions.

Videos or the increasing ease of accessing pornography become an important factor in social learning that causes obscene or other sexual violence to occur. This mature technological progress creates more opportunities for accessing pornographic videos, either through coffee shops that provide free WiFi or at tourist hotspots, from which access to pornographic videos can be collected on personal cell phones because of the cheap and easy current data access. With various spectacles, of course, there is a very big desire, and of course, just porn videos will really affect one's actions. The broadcasts in the media are also full of pornography, where many public figures have set bad examples of dress and behavior that can influence other people's thoughts, especially teenagers.

Furthermore, an uncomfortable home condition, specifically for children, can change their behavior patterns, let alone the inconvenience caused by the existence of problems between both parents. For instance, if parents often quarrel, it will cause the child not to feel at home, or even divorced parents can cause the child to feel sad and not know what to do, so they look for escape and often fall into the wrong associations.

There is trauma from violence in children that can later trigger sexual relations with children. This matter is also commonly called classical conditioning. The theory proposed by Pavlov in Haslinda (2019) regarding classical conditioning shows that physiological responses are paired with a stimulus. In several sexual behaviors, physiological arousal can become a variable. If sexual arousal is associated with deviant or destructive behavior, a condition arises where sexual violation behavior occurs. The repetition or repetition of this destructive/violating behavior strengthens the early pairing and supports the continuity of such behavior. The repetition factor or repeated childhood incidents of violence in childhood or because of hatred towards the family that is embedded in someone's soul can stimulate the occurrence of violence, including sexual violence.

Human resource management in Handling Case Violence Child Sexuality

The interaction between psychology and law has been around for a long time, since the 1900s. Significant development happened in the 1920s when psychology and law tried to look for the form and definition of the role played by each other's disciplines. Munsterberg said that psychology must relate to other sciences. Psychology must speak at a practical level, not just conceptual because the application of psychology must touch practical aspects by using different approaches. One form of his approach is oriented towards human life problems (Agung, 2016).

At the examination stage, psychology's role is to determine how the results of psychological studies about ability, memory power, and what is applied in the examination process of witnesses or victims. Besides that, there is also a lot of psychology used to explain the behavior of suspects or victims, which later becomes useful in the trial process.

Scientists from universities, research institutions, and various government institutions on several continents have essentially joined in pushing the growth of empirical knowledge about issues in legal psychology. Although it is still young, legal psychology has shown signs of maturity. Psychology and law
are also practical knowledge. Clinical psychology practices are practiced in forensic events, providing assessment and handling services in various types of criminal cases as well as various types of civil cases and in law enforcement. Social psychology applies psychological and legal knowledge in their professions as court consultants, helping prosecutors in jury recruitment, selection, and trial preparation. Clinical and experimental psychology act as "experts" in criminal cases or civil cases.

Legal psychology covers empirical studies, namely: psychological research on law, about legal institutions, and about people related to law. Legal psychology is typically a study that refers to the basics of social and cognitive theories and principles, to apply them to issues in the legal system such as eyewitness memory, jury decision-making, investigations, and interviews. The term "legal psychology" is differentiated from the term "forensic psychology" where the intersection between the two is what is known as "psychology and law" (Ali, 2009).

The realm of knowledge about legal psychology is very important to use to understand the mental condition of perpetrators and especially child victims related to the existence of sexual violence experienced by the victim. In Article 1 number 1 of Law Number 12 of 2022, Criminal Acts of Sexual Violence are defined as all acts fulfilling elements of criminal acts as regulated in this Law and other sexual violence acts as regulated in other Laws stipulated in this Law. Based on that definition, it can be known that what is meant by criminal acts of sexual violence is all forms of criminal acts regulated in Law Number 12 of 2022 and other acts stipulated as criminal acts of sexual violence regulated in other statutory provisions. As for the types of criminal acts of sexual violence regulated in Chapter II concerning Criminal Acts of Sexual Violence Article 4 paragraph (1) of Law Number 12 of 2022 concerning Criminal Acts of Sexual Violence. Based on these provisions, the types of criminal acts of sexual violence are as follows:

1. Abuse sexual non-physical;
2. Abuse sexual physique;
3. Coercion contraception;
4. Coercion sterilization;
5. Coercion marriage;
6. Torture sexual;
7. Exploitation sexual;
8. Slavery sexual; And

Besides that, all kinds follow criminal violence sexual others available in Article 4 paragraph (2) of Law Number 12 of 2022, namely:

Rape:
1. Actions obscene;
2. Intercourse to the child, deed obscene to the child, and/ or sexual exploitation to the child;
3. deed violates contradictory decency with will Victim.
4. pornographic involving children or pornography that is explicit load violence and exploitation sexual;
5. coercion prostitution;
6. follow criminal-targeted human trafficking For exploitation sexual;
7. violence sexual in scope House ladder;
8. follow criminal money laundering crime criminal origin is Act Criminal Violence Sexual; And
9. follow other stated penalties in a way firm as Act Criminal Violence Sexual as arranged in provision regulation legislation

   Arrangement types follow the criminal violence sexual above, arranged with firm and clear objectives:
   1. To prevent all forms of sexual violence;
   2. For the handle, protect and restore victim;
   3. To carry out enforcement of justice and rehabilitation perpetrators;
   4. For a realised environment without sexual violence; And
   5. To ensure the non-recurrence of violence sexual

Based on the explanation from members of the PPA Unit above can it was also explained that at the time officer accepted report so in a way, procedural order handling it is as follows:

1. The victim was received by PPA Unit personnel first with counseling and observation as well as evaluation investigator/office to circumstances victim witness, then made recommendation (Recommendation Form) to SPKT.
2. Making process reports police carried out by officers SPKT;
3. PPA Unit delivers protection temporary with method refers to the Service Agency Protection Witness Victim;
4. If the victim witnesses inside conditions of trauma/stress and experiences violent physical (wounds) the investigator does action rescue by sending the victim witnesses to the Service Center Integrated House Sick
5. Bhayangkara / Home Sick Regional General Hospital (RSUD) for get handling medical-psychological as well as monitoring development;
6. In matter witnesses and/or victims need rest, the officer delivers to room Rest;
7. If the victim witnesses inside condition threatened safety and/or security as victim-witnesses, then the PPA Unit coordinates with the Social Service/Ministry of Social Affairs For protection in shelters or men’s houses;
8. In matter Victim witnesses are necessary referred to PPT or place others, officers must deliver until to objective referral and submit to the officer concerned accompanied with explanation the problem;
9. If the victim witnesses have finished making a report police and necessary post-mortem, then the officer delivers the victim witnesses to PPT for inspection health and post-mortem;
10. After the victim has received service, then PPA Unit officers are required to visit the crime scene to look for witnesses and collect goods proof as well as other related evidence with Violence Against Women and Children;

   The initial stage when investigators meet with witnesses or victims of sexual violence really determines the right "treatment" for children. As mentioned in the procedure, counseling is a crucial starting step for how officers can determine the next attitude. As for the understanding of counseling, it is an interaction between two or more people to discuss problems encountered with the aim of getting help for that person to overcome the problem better (Perkap No. 3 of 2008). The discussion in question in this guide is a series of assessment actions in the form of digging up legal facts, violence experienced, owned documents, or other evidence to determine the existence of indications of criminal acts and
violated articles, as well as other referral services in accordance with the victims' needs (medical, legal, psychosocial, clergy, psychologists, etc.).

During the examination of victims and witnesses, PPA unit investigators conducted counseling to suspects by applying cognitive interview tactics and techniques. Based on research, it is mentioned that there is a strong indication that cognitive interviews increase accurate memory information (Constanzo, 2006).

When conducting counseling in child cases, it is possible that the victim is still in an unstable condition, causing a lot of complicated information and sometimes inconsistent or unwillingness to engage in the same dialogue. Smoothness in the initial assessment or evaluation of victims depends on the ability and intelligence of investigators in applying investigative tactics and techniques. Sometimes, what investigators do is to use herding techniques on suspects to confess their actions without realizing that the technique used is a psychological approach. This is about how assessment through counseling uses the cognitive interview method, the investigator's action towards the victim.

The counseling method with cognitive interviews is an effective approach specifically to avoid the most likely deviations that can influence the validity of the subject's evaluation. The main reason for many deviations in validity originates from the complex current phenomenon currently studied by researchers in research instruments, such as the possibility of informant responses in a highly expected social discourse or the risk of respondents who, with their ignorance, give misleading responses. Cognitive interviews help to oppose the possibility of deviations (Biemer, 1991).

Based on field interviews is known that accompaniment to deep child matter this is a victim of violence sexual is the mandate of the TPKS Law which is strictly specifically set in Article 26 states that:

1. The victim can accompanied by a Companion for all level inspection in the judicial process.
2. Victim Companion includes:
   a. officer LPSK;
   b. UPTD PPA officer;
   c. power health;
   d. psychologist;
   e. worker social;
   f. power well-being social;
   g. psychiatrist;
   h. Companion law, includes advocates and paralegals;
   i. Provider Institution officers Service Community Based; And
   j. Companion other.
3. The victim's companion must fulfil condition:
   a. own competence about Perspective handling of victims right basic human and gender sensitivity; And
   b. has follow training Handling case Act Criminal Violence Sexual.
4. Companion takes priority manifold sex The same with the Victim.

In case violence sexual consequences trauma conditions in children, Police specifically West Jakarta Metro Police more Lots do referral to the Service Unit Integrated Regional (UPTD) PPA DKI Jakarta. UPTD is implementing organization activity technical operational and/ or activity technical support specific to the Department or Regional Agency.
As for reasons UPTD PPA DKI Jakarta was chosen because HR competency as well service qualified assessment from UPTD PPA. From observation the author on May 17 2023 at UPTD PPA DKI Jakarta is known that The function of UPTD PPA is For Implementation reception complaint public ; Implementation victim outreach ; Implementation management case violence to women and children ; Implementation handling shelter temporary ; Implementation mediation ; Implementation assistance and recovery ; and Implementation of monitoring, evaluation and reporting. As for from side HR competency, then at least indicator characteristics competence performance professional has fulfilled, namely motive, traits, self-concept, knowledge and skills. In study This writer do observation as well as semi-structured interview To use know quality UPTD PPA HR competency with Noridha Weningsari, M.Psi., Psychologist. as psychologist Specialized clinical in treatment of psychological trauma child. Results of interviews and observations writer displayed as following:

a) motive; According to narrative from source person side of the motive is known that what he did is pure from heart No just demands work.

b) Traits; Related How source person respond various problem is known that the complex problem violence sexual especially How attitude patience For Keep going give counseling as well as caution source person in dig information

c) Self concept; With question writer related How source person looking self own, related eligibility placed in related work with children's problems

d) Knowledge; Indicator This naturally related related competencies with knowledge knowledge possessed as support work.

e) Skills; Related what are the skills of the resource person? in do approach to victims who experience it post-traumatic conditions incident violence sexual,

Based on explanation above can is known that in a way competence is known that the human resources of the PPA unit have fulfilled in a way maximum start from motives, traits, self-concept, knowledge and skills. So that objective coordination Can achieved as concept presented by Egeland (2005) which states that coordination in handling case violence sexual, done For build something mechanism more solid work for completion problem violence sexual as well as overcome circumstances emergencies that occur to victims as well will help ensure exists more action responsible responsible and responsive until to a higher level stable.

About report assessment from UPTD PPA to investigators is containing reports related to what trauma occurred post violence sexual relations with children or related dynamics psychological. As conveyed by Sulistyaningsih (2002) that impacts that arise from violence sexual possibility is depression, phobias, and dreams bad, suspicious towards other people in quite a long time. There are also those who feel confined inside relate with other people, relate sexual and accompanied with afraid will appearance pregnancy consequence from rape. For rape victims who experience tremendous psychological trauma, there is possibility will feel strong urge For kill self.

Research conducted by MS Magazine in Warshaw (1994) points out that 30% of identified women experience rape mean For kill self, 31% search psychotherapy, 22% took course defend self, and 82% do not can forget As for after the assessment process done and done trauma healing is carried out together report has submitted Investigators by UPTD PPA so si child recommended For Can done examination, then in inspection case violence sexual the West Jakarta Metro Police PPA Unit investigators immediately do investigation continued on the victim with treat victims as capable friend become friends share so can
share story without investigator must strengthen question as material interview For know chronological
crime committed by the perpetrator . Related results assessment from UPTD PPA ratified with criminal
procedure system then in the realm investigation UPTD PPA psychologists can made as witness Which
expert is in front the judge results the assessment will to be “ evidence letter ” whereas what he explain
become evidence “ information expert ”.

CONCLUSION

The governance of human resources for National Police detectives involves leaders’ ability to create and
enforce rules and provide effective and efficient services. Leadership also entails collaborating with external actors
like lawyers and prosecutors. Public criticism and input on National Police detectives’ performance can impact the
quality of problem-solving. Human resource governance encompasses managing human resources, accountability,
and strategic decision-making. The initial process is recruiting and educating National Police detective personnel,
developing their competence. Talented and committed candidates undergo educational programs and certification
to become competent resources. The second process involves recruiting and distributing case disclosure tasks, with
leaders applying either authoritarian or democratic approaches, influenced by human resource capabilities. PPA unit
investigators use cognitive interviews to analyze reports of child sexual violence, determining if further case
examination or trauma healing is needed. UPTD PPA handles trauma healing, and psychologists can serve as expert
witnesses in court, with their assessments as evidence. Handling cases of child sexual violence requires government
regulations, guidelines for the TPKS Law, and operational regulations. Law enforcers need improved competency
through technical guidance and collaboration with UPTD PPA and public service providers. Police psychologists
should focus on assessment, clinical intervention, operational support, and organizational consultation. An ideal
design includes integrated "one-roof" service facilities through an MoU between UPTD PPA and the Police, with
officers on standby at the West Jakarta Metro Police PPA Unit.

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