



Ideal Posture Theorization of Community Police Officer (Bhabinkamtibmas) (Study in Metro Tanah Abang Police Station, Central Jakarta, Indonesia)

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Abstract

Human resources are the main driver of the organization, including the police and one of its units, namely Bhabinkamtibmas. Bhabinkamtibmas basically has a role to manage public security and order through community policing. However, in practice they cannot show active participation and there is a delay in responding. In fact, they are required to show the ideal posture of the Police in providing services to the community. This paper aims to analyze the theory of the ideal posture of Bhabinkamtibmas. The research was conducted using a qualitative approach and descriptive method. Data obtained through observation and document review techniques. Data sourced from books, journals, legal research, etc. The analysis was carried out by condensing data, presenting data, and drawing conclusions. The results showed that the theorizing of the ideal police posture can be seen from two things, namely body posture and attitude in the implementation of policing. Posture shows empathy while attitude shows the ability to regulate emotions and timely responses. Furthermore, the implementation of Bhabinkamtibmas Polsek Metro Tanah Abang met two main obstacles, namely the inaccuracy of response time and the inability to show active participation. So, it is recommended to carry out strategic steps to show the ideal posture in the implementation of community policing.

Keywords: *Ideal Posture; Theorization; Bhabinkamtibmas; Community Policing*

Introduction

Human resources are vital assets of an organization because their role in strategy implementation is very important, namely as the implementing subject of organizational strategy. These human resources are people in the organization who are directly related to their work in the organization. Having strong, qualified and professional human resources is the great hope of an organization, for organizations that have reliable, qualified, tough and professional resources; of course it will easily get the performance expected by the organization, namely optimal and desirable performance by employees individually or in groups. Likewise, if the human resources owned by the organization are qualified and professional, the organizational goals will be easily realized. But what can you do if the condition occurs otherwise when you have unqualified, unprofessional, undisciplined, slow, demanding human resources, and many other negative names. (Rambulangi et al., 2018) As the case with the problems that occurred in Bhabinkamtibmas as the executor of community policing (Polmas).

Bhabinkamtibmas as part of the Indonesian National Police (Polri) is expected to play an active role in preventing various forms of social problems. Bhabinkamtibmas is appointed as the builder of security and public order. (Wahid & Putra, 2021) The goal to be achieved in the Bhabinkamtibmas activity is the realization of a stable and dynamic security and security situation in the context of securing and succeeding in national development. Meanwhile, what is meant by *kamtibmas* (public order and safety) is a dynamic condition of society which is marked by the assurance of order and law enforcement as well as the establishment of peace which contains the ability to foster and develop the potential and strength of the community in preventing, preventing and overcoming all forms of law violations and other forms of disturbance that can be a trouble for the community, which is one of the prerequisites for the implementation of the national development process. (Azhari, 2018)

The main task of Bhabinkamtibmas is to foster the community in order to create favorable conditions for the implementation of Polri's duties in its target villages/district.(Arsyam, 2017) The appointment of Bhabinkamtibmas aims to encourage, direct and mobilize the community to participate in fostering security and security through the form of self-defense and the application of community policing models. A Bhabinkamtibmas is expected to be able to carry out intensive reciprocal communication with the community in his/her fostered village/district in order to identify and facilitate the resolution of security and security issues and to play a role in conflict resolution through Alternative Dispute Resolution (ADR). (Sumino, 2016) Bhabinkamtibmas has a very strategic function and role in realizing police partnerships with the community, so that together they are able to detect symptoms that can cause problems in the community, are also able to find solutions to anticipate problems and are able to maintain security and public order (Hutabarat et al., 2022). Therefore, an ideal Bhabinkamtibmas posture is needed in responding to all forms of challenges in maintaining the security situation and public order.(N. Ramadhan, 2018)

Meliala explains that although a military-style posture is not needed in the context of the police, it seems to be a legacy of the way of thinking when the police was part of the Armed Forces (TNI) that has remained in the Polri community to this day.(Meliala, 2005) The way in which the military builds an organization, maintains the completeness of the organization as well as how to mobilize personnel, is practically still being imitated by the police until now. When the National Police drafted the National Police Grand Strategy 2005-2025, one of the substances was to declare the Police Force Posture which consisted of 5 (five) things, which are (1) Central Executive: in uniform and not in uniform; (2) Auxiliary support in the field of administration (personnel and finance); (3) Polda (local police) as a full parent unit; (4) Polres (resort police) as Basic Operations Command (KOD); and (5) Polsek (sector police) as spearhead, carrying out services and full discretionary authority.

These five things justify the growth of the police force. Police must continue to develop in line with the development of the social environment itself. The ideal police posture can emphasize the image of the National Police as a public institution that should be full of a touch of public service. The Indonesian Thesaurus explains that posture is synonymous with the word figure which has several meanings, including (1) body shape, body, stature, posture, body expression, posture; (2) figure, character, person, persona, portrait, personal, character, face; (3) forms, appearances, forms; (4) will, candidate, beginning. (Endarmoko, 2007) Posture also has a synonym with the word appearance, which means performance, achievement; manifestation, appearance, embodiment, performance. The definition of posture does not only include physical conditions, but also relates to the abilities that must be possessed by the role holder. In relation to the Bhabinkamtibmas posture, a Bhabinkamtibmas is not only required to have a physical condition that supports the implementation of their duties.

Various efforts are directed at optimizing the performance of the Bendunganhilir Police, including briefing the Bhabinkamtibmas in Polsek-Police under the jurisdiction of the Jakarta Police, one of which is in the Bendunganhilir District. However, at this time the ability of Bhabinkamtibmas of Metro Tanah Abang Police is not optimal due to various limitations of various available resources. So that it is

felt necessary to make efforts to optimize the ability of the Bhabinkamtibmas of the Metro Tanah Abang Police. This effort is in line with the policies of the Polda Metro Jaya, namely Optimizing Bhabinkamtibmas, Police Care for Education, Police Care for Unemployment, Little Police and Student Police. Various ways have been implemented to change the community's paradigm regarding the rigid image of Bhabinkamtibmas, one of which is by door to door system activities/programs. DDS (Door to Door System) activities are mandatory activities in the form of visiting people's homes, attending community activities such as mutual cooperation, and counseling to areas such as schools, offices, and entertainment venues within the Bhabinkamtibmas itself. However, Bhabinkamtibmas is still unable to show active participation in every activity. Bhabinkamtibmas Polsek Metro Tanah Abang which should be able to appear close to the community, but is often late or even absent when a problem that requires their presence has occurred.

This then raises the question of (1) how is the theorization of police ideal posture that the police should show? and (2) how is the implementation of Bhabinkamtibmas ideal posture theorizing for the Metro Tanah Abang Police Station, Central Jakarta? Based on these research problem, this study aims to analyze the theorization of the ideal posture of Bhabinkamtibmas.

This research was conducted with a qualitative approach and descriptive method. This research will take data sources with observation techniques and document review. Data comes from various legal sources such as books, legal journals, legal research, legislation and other legal sources. The research was conducted at Metro Tanah Abang Police Station, Central Jakarta using data analysis in the form of data collection, data condensation, data presentation, and conclusions.

Discussion

1. Theorizing Police Ideal Posture

The main task of the police is to maintain security and order in the community. In carrying out such work, there is no doubt that there are physical demands attached to police work at a higher level when compared to other jobs, such as office work. This can be seen from the daily work of the police which is carried out by working shifts, conducting patrols, to providing a quick response to emergencies. This then raises the demand for police officers to be physically able to do the job successfully and at the same time pay attention to the safety and security of all parties involved. (Anderson et al., 2001) This then shows that the police are a type of profession that demands a high degree of physical health, due to mobility and heavy work that must be carried out. Therefore ideal posture is an absolute necessity for a police officer. (Lestrina et al., 2016)

Work posture or attitude is an action taken by workers in doing work. (Nurmianto, 2004) There are 3 classifications of attitudes at work, namely:

- 1) **Sitting Work Posture.** Running a job with a sitting posture causes musculoskeletal problems, especially back problems because there is pressure on the spine. The advantage of working with a sitting posture is to reduce the static load on the legs and reduce energy consumption.
- 2) **Standing Work Posture.** Standing work attitude is an alert attitude, both physical and mental attitude, so that work activities are carried out more quickly, strongly and thoroughly, but various problems working with a standing work attitude can cause fatigue, pain and fractures in the spinal muscles.
- 3) **Sitting Standing Work Posture.** Sitting-standing work posture is a combination of both work attitudes to reduce muscle fatigue due to the attitude in one work position. Sitting standing is a better position than sitting or standing. The application of a sitting posture provides benefits in the industrial sector where the pressure on the spine and waist is 30% lower than the continuous sitting or standing position. (Pramestari, 2017)

The posture shown by the police is very important, because this is part of non-verbal communication with the community it serves. For example, hand movements, body postures, facial expressions and eye boxes made by the traffic police in regulating traffic flow are non-verbal communications that are deliberately given by the traffic police to every road user in order to understand the meaning or message and obey orders given by the traffic police. In this way, it can make it easier for traffic police to regulate traffic flow and do not need to communicate verbally directly to every road user. (Rahardianto, 2012)

The ideal posture shown by the police is also very useful for interpersonal communication with the community. Empathy is one of the qualities that will increase the effectiveness of interpersonal communication. One way to show empathy from police officers with social problems experienced by residents is to show the right posture. This is because empathy can be communicated non-verbally through (1) active engagement through facial expressions and appropriate gestures; (2) concentrated concentration includes eye contact, attentive posture, and physical closeness; and (3) appropriate touch or caress. (Devito, 2011)

The discussion about ideal posture usually relates to the body posture shown when the police make direct contact with the public. The body posture shown by a police officer is related to the attitude of the police body when dealing with members of the public at the time of contact. This posture will give a certain impression to the people who make contact. Police must be able to show their concern which is usually shown by sitting with the body slightly leaning forward and relaxed. The police sitting position should not lean back or bend over because it can give the impression of being reluctant, lazy or insincere. Furthermore, there are several things that must be considered when making direct contact, namely: (1) face the community members brightly, sincerely, and frankly that the police can cooperate with the community; (2) Showing an open and non-defensive attitude (staying in one's stance); (3) Showing a relaxed attitude so that the client also feels relaxed during counseling; (4) Responsive facial expressions (responding) decorated with smiles spontaneously; and (5) Listening to the students' expressions attentively. (Setiawan, 2018)

This then shows how good posture can benefit the police. But then this posture is not only related to body posture but also about how the nature and attitude shown in performing services to the community. This is related to the norms and values that apply in the police organization, which leads to the police occupational culture. This work culture is embedded in tradition and history and contains accepted practices, principled rules of behavior that are applied in various situations based on common reasons and beliefs. (Gottschalk & Gudmundsen, 2009) This will have an impact on the effectiveness of the work of the police.

One of them relates to the attitude shown by members of the police when dealing with members of the public. Attitude towards work effectiveness is the achievement of maximum performance related to the quality, quantity, and time possessed, and in accordance with the targets that have been set, so as to facilitate the achievement of goals. The role of the police as law enforcement, maintenance of security and order, providing protection, protection and services to community members is always faced with situations of various kinds, including various kinds of pressure that arise from within or from outside the police agency so that it can result in ups and downs of emotional stability. Therefore, every member of the police is always required to be able to regulate emotions properly so that they can support their work to be effective and efficient. (Yunis & Rahardjo, 2011)

Apart from dealing with the attitude shown towards people when they make direct contact, another important quality is regarding the timeliness of the response. Being late will show a bad posture for members of the police force. Police officers must demonstrate an attitude that respects the use of time and demonstrates conscious punctuality. Time is an important factor, both in day-to-day policing, especially when the police have to deal with serious and dangerous types of crime. (Glomseth &

Gottschalk, 2009) Timeliness will determine the outcome of the response given by the police in criminal cases. Therefore, in addition to an attitude that can show work effectiveness, punctuality is also important to show the ideal police posture.

2. Implementation of Police Ideal Posture Theorization on Bhabinkamtibmas

The ideal posture of the National Police is an idea that emerged as a result of the public's critical attitude towards the performance of the Police. This is also supported by structural changes to the Police, which used to be part of a military institution that is part of the Armed Forces and is now independent, so that there is a lot of hope from the community so that the Police will be able to build an ideal posture as a police officer with a civilian character and able to become the backbone of the nation in dealing with security and security issues. Since officially separating themselves from the TNI, Polri has tried to build an image as well as a new paradigm. The image of the Indonesian National Police, which was originally militaristic and tends to be repressive, has gradually begun to change with its new paradigm as protector and public servant (to serve and protect). (Dewi, 2018) Therefore the ideal posture of the police in the Polri environment becomes a public demand on how the Polri provides its public services. This includes the way Bhabinkamtibmas carries out community policing.

This then encourages efforts to change the image of the police into servants and partners of the community, by showing an empathetic attitude towards social problems in their environment. Police posture is one of the targets of these changes, the others are management, organization and service to the community. This is expected to be a breakthrough for the police to achieve organizational, management and service reforms. (Putra, 2016)

The main job of Bhabinkamtibmas is to provide security and public order. This is very close to the concept of community policing. Today, community policing has become a philosophy in shifting the conventional paradigm into a new model of policing in civil society. This model basically places the community not only as objects but partners with the police and problem solving (law violations) is more of an interest than just a formal or procedural handling process. The ideal paradigm for Bhabinkamtibmas as a part of Polri are (a) Polri as a professional, modern and moral civilian police officer; (b) Civilian police culture is an orientation of police thinking and acting which consists of perspective and ideological values regarding police attitudes and behavior that are in line with the attitudes and actions of the Indonesian people; (c) Building the police with a civilian character, treating the community as civilians but also how the police act as civilians; (d) Civilian police culture is still at the conceptual level and needs to be further elaborated at the operational level, such as: revamping values, restructuring organizational culture, increasing professionalism including increasing knowledge, skills, and moral and ethical values; (e) Corrective actions at the national level include: the pattern of recruitment of members of the National Police; fulfillment of operating funds; an increase in the salary of non-commissioned officers to officers improving facilities or infrastructure; improvement of supervisory function; (f) The structure remains directly under the President, by prioritizing the supervisory function through the National Police Commission. (Wahyono, 2011)

The National Police as an institution of the Government of the Republic of Indonesia is certainly required to be able to provide and display physical and functional functions in a professional and proportional manner in providing services to the community. This means that the National Police must provide maximum results in supporting the creation of services that are oriented towards the establishment of a National Police posture towards a complete National Police (word class organization) by taking actions that are fast, precise, accountable and efficient in an integrated manner by strengthening partnerships. (Tarigan et al., 2021) One of these is the partnership with the community which is embodied in the idea of community policing and is primarily carried out by Bhabinkamtibmas.

The implementation of community policing by Bhabinkamtibmas which has been carried out so far has encountered various obstacles. In practice, Bhabinkamtibmas Metro Tanah Abang Police has

carried out several community policing efforts through one of them with door to door system activities/programs. However, Bhabinkamtibmas is still unable to show active participation in every activity. Bhabinkamtibmas Polsek Metro Tanah Abang which should be able to appear close to the community, but they often late or even absent when a problem that requires its presence occurs.

This shows that the Bhabinkamtibmas of the Metro Tanah Abang Police has not been able to show the ideal posture in conducting community policing in its jurisdiction. Therefore, it is necessary to improve the quality of the implementation of the ideal policing posture by Bhabinkamtibmas through strategic steps to optimize the community policing function. Strategic steps to realize the community security system can be carried out in several ways as follows: (R. Ramadhan et al., 2021)

1) Applying the Bhabinkamtibmas personnel rolling model

One of the community policing practices that occur at Metro Tanah Abang Police is through a door to door system program based on the principle of one bhabin one village. This means that a Bhabinkamtibmas personnel assigned to one village is responsible for one village. But then the pattern can be changed with the change of responsibility by personnel. By doing rolling (change of personnel from one village to another), with the aim of updating case analysis by personnel, and can create trust between community leaders and members of Bhabinkamtibmas Metro Tanah Abang Police.

2) Implementation of various door to door system activities

The door to door system has a variety of activities such as *binluh* (guidance and counseling), then *sambang*, and *anjangsana*. *Binluh* is used to carry out community development through community activities, while *sambang* and *anjangsana* are activities to come to the homes of residents and community leaders one by one. Bhabinkamtibmas Metro Tanah Abang Police can carry out the various door-to-door activities gradually and alternately with one another.

3) Empowerment of local wisdom in the form of a close sense of kinship

Various vulnerabilities that can hinder the achievement of security and public order must be handled by utilizing the dynamic positive potential that exists in society in an integrated manner. There are several steps used by the Police to detect other potential local wisdom, namely by:

- a) Kapolres makes an order for the Kasat and Kanit of Binmas Polsek to make a training plan to increase the knowledge of Bhabinkamtibmas members;
- b) Kapolres ordered the Kasat and Kanit Binmas to contact and collaborate with community leaders and local village officials to be able to provide social science material, and find out what media can be used to approach and strengthen ties with the community in the local village;
- c) Kapolres ordered the Kasat and Kanit Binmas to make pocket books for Bhabinkamtibmas members as a brief reference in carrying out tasks in the field for bhabins;
- d) Kasat and Kanit Binmas ordered Bhabin members to summarize books related to knowledge about the oral history and culture of the Metro Tanah Abang Police then things about the main tasks of Bhabinkamtibmas in the form of a simple library;

4) The community partner police socialization activities to instill the image of the civilian police

The Door to Door System program is an activity that is carried out in real time by every member of the Indonesian National Police (Polri), in visiting residences, places of worship, schools, offices, shopping places and others by communicating directly with people who visited and record the information from them. The work of Bhabinkamtibmas intends to position itself as a community partner who becomes the actualization of the task of the Police in the midst of society in creating security, in accordance with the basis for the formation of Bhabinkamtibmas itself, namely to build partnerships with

the community, by forming public awareness of security and order, cannot depend on the Police, but also done by themselves. Basically, realizing the ideal relationship between the police and society is not an easy thing. What is important is how the police together with all components of society are able to prevent the occurrence of various forms of crime, by obtaining maximum support from the community. For this reason, efforts to prevent crimes by the police together with community members must be able to have a preventive effect on the emergence and development of further crimes. Furthermore, in accordance with the paradigm of civil policing in civil society as it is today, the applied policing style must also change towards a democratic police, willing to listen and accept what the people want. In dealing with problems that exist, the community members themselves determine and make decisions in dealing with social and security problems in their environment. (R. Ramadhan et al., 2021)

The implementation of the above strategic steps is expected to be able to encourage the achievement of community policing objectives. The direction and policy of implementing the Polmas policy strategy in general is aimed at the realization of cooperation between the police and the local community (community) to tackle crime and social disorder in order to create general peace in the life of the local community. Among the functions included in the Polmas program, it is the function of Bhabinkamtibmas that the community feels the most benefits. Therefore, to show the ideal posture of Bhabinkamtibmas in carrying out community policing, more intensive efforts are needed to optimize it. In the end, the implementation of community policing carried out in accordance with the ideal posture will provide security and public order, as expected from the existing police function.

Conclusion

This paper has analyzed the theorization of the ideal posture of Bhabinkamtibmas in carrying out the management of security and public order. Based on the analysis that has been done there are several conclusions obtained. First, the theorizing of the ideal police posture can be seen in two ways, namely body posture and attitude in the implementation of policing. The ideal policing posture is related to the police posture, in a formal context it is related to sitting work posture, standing work posture, and sitting-standing work posture. Whereas in the daily context this relates to police officers who show empathy when interacting with community members. While the ideal posture related to attitude is an attitude that shows it can regulate emotions and emphasizes the timeliness of responding to problems that occur in society.

The second conclusion is that in implementing the ideal police posture, especially Bhabinkamtibmas, it can be seen from how this unit carries out community policing. Community policing has been considered as a philosophy that must be applied in policing, in Indonesia this task is in the hands of Bhabinkamtibmas. The implementation of community policing by Bhabinkamtibmas Metro Tanah Abang Police encountered two main problems, namely the inaccuracy of response times and the inability to show active participation. This shows that the Bhabinkamtibmas of the Metro Tanah Abang Police has not been able to show the ideal posture in conducting community policing in its jurisdiction. Therefore, to improve the quality of the implementation of the ideal policing posture by Bhabinkamtibmas, several strategic steps are suggested, including: applying the bhabinkamtibmas personnel rolling model, implementation of various door to door system activities, empowerment of local wisdom in the form of a close sense of kinship, and the community partner police socialization activities to instill the image of the civilian police. The implementation of these strategic steps is expected to ensure that the Metro Tanah Abang Police Sector Bhabinkamtibmas can carry out community policing in accordance with the ideal police posture.

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