

Program Planning of Security Unit Basic Training (SATPAM) Gada Pratama Qualification Based on Local Wisdom in the Era of the Industrial Revolution 4.0

Siti Saropah¹, Agung Dharmawan Buchdadi¹ & Zahara Tussoleha Rony²

¹ Program Doktor Ilmu Manajemen, Universitas Negeri Jakarta, Jakarta, Indonesia

² Faculty of Education, Universitas Bhayangkara Jakarta Raya, Jakarta, Indonesia

Correspondence: Agung Dharmawan Buchdadi, Associate Professor, Program Doktor Ilmu Manajemen, Universitas Negeri Jakarta, Jakarta, Indonesia. E-mail: abuchdadi@unj.ac.id

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Abstract

GADA Pratama is a mandatory basic education & training for prospective members of the Security Unit (SATPAM) so that they can be more responsible and professional in carrying out the duties of security and public order in their work environment. The research purpose is to reveal and analyze the program planning of the basic security guard training. The method used is qualitative with a case study that explores the results achieved in a report that will be used in the basic security guard training program. The implication is that the company will have digital data that can be used as a reference in the next training process.

Keywords: basic training, Gada Pratama, Industrial Revolution 4.0, local wisdom

1. Introduction

Management of training programs in a more general sense implies the management of training programs so that training programs can run well and succeed effectively and efficiently. Participants of the training program are conditioned through a process systematically designed (Anggraini, Muna, & Ardiasih, 2012) to meet the evaluation indicators. Conceptually, training program management is defined as the process of planning, organizing, mobilizing, and evaluating training program activities by utilizing aspects of the training program to achieve the objectives of the training program effectively and efficiently.

Security guards are front liners, namely frontline officers who are very influential on the image of the agency (Leliana, 2020) (institution image). The better the services provided by members of the Security Guard, the better the image of the agency and company. If riots, demonstrations, bomb threats occur and thwart theft or robbery as well as other threats, then the function and role of the security guard will be felt by various parties, and the importance of the presence of a security guard will be felt. Security guards are required to be more professional both in terms of organizational structure, planning, responsibilities, procedures, processes, and human resources.

Security guards who are recruited do not go through the recruitment stages according to procedures, and only through recommendations, local government regulations, and other policies without going through a selection, among others based on: Regional regulations that require recruitment and selection of 40% from local residents, CSR Law on Limited Liability Companies, which must pay attention to the environment and local residents, recommendations from local residents, namely from traditional leaders, community leaders, youth leaders and non-governmental organizations (NGOs), so that the security resources obtained are sometimes not following what is expected (Ingratubun, 2017) and they do not have the knowledge competencies needed in this era of the 4.0 industrial revolution. To get security guard resources by the needs of the institution or company, a plan is needed in recruiting new security guards. Existing planning starting from the registration process until the completion of the training period will combine with information technology so that it is hoped that the prospective security guard can know the basic things needed to work professionally.

This is very necessary because all institutions or companies that will use the services of security guards have almost entirely obtained information technology knowledge in carrying out work activities.

In the process of recruiting security guards, the company as the organizer is expected to fully understand the implementation of information technology that will be used by security guards to carry out work. Therefore, the implementing agency is required to have information technology-based planning, by applying it in the recruitment process, both physical and non-physical training so that the security resources produced can be professional, both physical and knowledge.

Basic training program Generally, the term learning has been used to describe either a process, product, or function. If learning is viewed as a process, its success is defined in terms of the method used to modify behavior. If learning is viewed as resulting in a product, its success is defined in terms of the outcome, if learning is viewed as a function, then its success is defined in terms of specific critical aspects of the process, such as motivation. Learning is a relatively permanent process, resulting from practice and reflected in a change of performance.(Flint et al., 1993)

The role of SATPAM is carried out in shifts due to the high desire of companies and organizations in achieving the expected goals, making existing human resources (HR) try their best to achieve the expected performance (Badriyah, 2016).

The basic training program for security units (security guards) is carried out to improve the quality of SAPTAM due to problems with CSI security personnel who are complained by users/customers due to weak competencies, attitudes, and behavior in performance in the field (VITRIYANTO, 2005).

GADA Pratama qualification, the issuance of the National Police Chief Regulation No. 24 of 2007 is what strengthens the pattern of education, training, and guidance for security guards based on the curriculum made by the National Police Headquarters (Ni'am, Irawan, & Dewanto, 2021). The pattern of security education and training is still carried out in stages starting from the Gada Pratama level (Restiva, 2020) with a minimum pattern of 232 JP, Madya Gada with a minimum pattern of 160 JP, and the Gada Utama with a minimum pattern of 100 JP. Per-JP or per hour lessons are carried out in 45 minutes, and 1 unit of subjects consists of 2 (two) JP or a duration of 90 minutes.

Local wisdom found in several indigenous groups/communities in Indonesia contains many noble values of the nation's culture (Maridi, 2015) (Abdillah, 2020) which is still strong as the identity of the citizen character. But on the other hand, the value of local wisdom is often ignored, because it is considered not following the times. In fact, from this local wisdom, noble values can be promoted that can be used as models in the development of Indonesian culture. (Priyatna, 2017)

The concept of the Industrial revolution 4.0 which was first proclaimed by Prof. Klaus Schwab through his book *The Fourth Industrial Revolution*, said that the concept has changed the human life and the way people work. Changes that occur starting from technology and information, economics, socio-culture, and education require young Indonesian generations to be able to adapt to such rapid changes. (Ningsih & Rohman, 2018)

Industrial Revolution 4.0. triggering change takes place very quickly. Therefore, according to John Pieris, the people and government of each country must have legal intelligence to respond to the 4.0 Revolution. Law enforcement takes place in every era of the Industrial Revolution and law enforcement officers are required to be professional in completing heavy tasks in the field of law in the future. (Sanusi, Kus Rizkianto, 2019)

The reason for the research is that the planning of the basic training program for the GADA Pratama qualification based on local wisdom can be following user expectations, especially in the era of the industrial revolution 4.0 because, in the class, there are multiple levels of graduates ranging from Elementary School (SD), Junior High School (SMP). Senior High School (SMA) to Higher Education (PT) involving local wisdom in the selection process.

Program planning of the basic security unit training (SATPAM) for the GADA Pratama qualification based on local wisdom is an innovation carried out by utilizing the development of information technology as the main tool in the recruitment process so that all participants will have basic knowledge in using information technology in the era of the industrial revolution 4.0.

The recruitment process that has been used so far is to follow the basic requirements of the Indonesian National Police by prioritizing local culture such as Betapung Tawar, the ingredients of Pasak Bumi Kalimantan, Kuntau Martial Arts. Along with the development of information technology in the era of the industrial revolution 4.0, the use of information technology has become mandatory knowledge that needs to be developed by a security guard.

The purpose of this study was to obtain the quality of the security guards to be recruited, with prioritizing local culture and the use of information technology.

This research can contribute to filling the existing gaps, if all elements, starting from the local community, remember the company's need to work together to find a suitable pattern.

The method that will be used for local cultural communication (interviews / Focus Group Discussion FGD) and the requirements needed by a company with you take advantage of all existing information technology developments.

The proposed innovation combines all local cultural capabilities, which will be converted into digital data so that all participants can take advantage of information technology. If the agency or company has a professional security guard, this will help improve a positive image (Ingratubun, 2017). For agency customers and companies in general, which is characterized by security guards who are friendly, polite, agile, thorough, but still authoritative, firm, and fast in action. Realizing the importance of the duties and functions of security guards, to improve the knowledge, attitudes, and skills of security guards, they must go through standardized and competent training programs, it is necessary to plan a process for recruiting security guards who can perform their duties in the era of digital technology in the industrial revolution 4.0.

After the security guard candidate is declared to have passed the recruitment and selection process and is accepted by the company or agency that needs it, and before carrying out his main duties and functions as a limited police officer, the security guard is required to attend a training program before actively working to carry out his duties and responsibilities professionally and proportionally, in addition to the obligation of the security guard to have a membership card (KTA) so that its legality is recognized and legalized by the police, with the following requirements: (Indonesia, 2007)

- a. Indonesian citizens;
- b. Passed the Health and Eligibility Test;
- c. Passed Psychotest;
- d. Drug-free;
- e. Include a Police Record Certificate (SKCK);
- f. The least educated is Senior High School (SMA);
- g. A minimum height of 165 (one hundred and sixty-five) cm for men and a minimum of 150 (one hundred and fifty) cm for women;

The minimum age is 20 (twenty) years, and the maximum age is 30 (thirty) years.



Figure 1. Flow of SATPAM Profession (Indonesia, 2007) Researcher Data Processing

In the era of the industrial revolution 4.0, the main purpose of recruitment is to find qualified and well-selected applicants (Sandi Sopian, 2021), who will stay with the company at the least or cheapest cost and have knowledge in the implementation of information technology in carrying out their job. Likewise, the recruitment and selection of

security guards in the province of East Kalimantan are mostly carried out by companies through recommendations to be more effective, efficient, and safe based on local wisdom with an understanding of basic information technology.

Program Planning of Security Unit Basic Training (SATPAM) Gada Pratama Qualification Based on Local Wisdom (Leliana, 2020) including services. In the Industrial Revolution Era 4.0, you will get maximum results and quality that is following user expectations if collaboration is carried out professionally.

2. Literature Review

Security guards not only have a function as security but also as customer service, which has the motto: "not suspicious but always be alert".

The basis for the security guard (SATPAM) training program to be conducted is by the following regulations: Law no. 2 of 2002 concerning the Indonesian National Police, Government Regulation no. 43 of 2012 concerning Procedures for Implementing Coordination, Supervision and Technical Guidance of the Special Police, Civil Servant Investigators, and Forms of Self-Security. Decree of the National Police Chief Number: Kep/678/IX/2013, September 30, 2013, regarding Technical Guidelines for the Implementation of Training for Members of the Security Unit, Permit Letter of the Chief of Police Number: SI/5639/IX/YAN 2.14/2020 dated September 16, 2019, regarding Permits as a Security Training Service Business Entity. (Rini, 2020)

The Indonesian National Police realizes that the Police cannot work alone in creating security and order in society, the environment, and its assets, which stretch from Sabang to Merauke with a composition of around 123.2 thousand members of the National Police and a total population of around 147.5 million Indonesians, and other assets. This is what drives the formation of security guards in Indonesia. The National Police Chief (at that time held by the Police General (Ret.) Prof. Dr. Awaloeddin Djamin) issued a Decree of the National Police Chief Number: SKEP/126/XII/1980 dated December 30, 1980, regarding the Pattern of Development of the Security Unit (Satpam) which was contained in this legal aspect. (PT, 2021)

Gada Pratama training is basic security guard training for members or prospective members of security guards who have never attended training in the field of basic security guards (Gada Pratama), which is mandatory basic training for prospective security guards. The length of the training is two weeks with a pattern of 160 hours of lessons. Security Manager (Gada Utama) is a training that can be followed by anyone at the manager level, namely the chief security officer or security manager.

Industrial Revolution 4.0, Security 4.0 is a security standard in the era of industrial revolution 4.0 when the business world has adopted disruptive technologies, such as big data, artificial intelligence (AI), and the Internet of Things (IoT) in their business practices. As the first brand in Indonesia to provide training and consulting services for security 4.0., Setia Sekuriti has four main services, namely Security Management Training with competency standards from the National Professional Certification Agency (BNSP), international standard training facilities, teaching staff from professionals who have decades of experience in the security field. Second, security consulting by experienced experts, especially for company security in the industrial era 4.0. (Bisnis.com, 2019). In the current digital era, everything has utilized high technology, so there are so many and unlimited access and the number of accessors in the digital world. Not all the accessors are good people because every security gap can be exploited for profit, ranging from data theft to system destruction (Widiasmara, 2021) who do not forget the performance of the security guard.

Security guards have a vital role as security personnel to carry out

their duties and obligations to assist the role of the National Police in the company in anticipating any disturbances in the security and social order in the event of violations and criminal acts in the workplace, so that security officers are needed who have the ability (skills) and intelligence and intelligence (intelligence) better, then Security education and training are needed so that they can be responsible for their duties (Alreadnan, 2011) while still prioritizing local people who are very aware of the conditions of the place. In utilizing local wisdom, it is also implemented in the Borobudur tourist area (Emy Wuryani, 2013)

3. Method

Management of training programs is an activity to optimize management functions related to learning in training programs

The steps taken by researchers using qualitative analysis of this case study method are:

1. Observing the behavior of participants and the process during the Security Guard training program;

2. Conducting interviews with instructors from Police officer at East Borneo District;
 3. Conducting interviews with participants regarding the training program following the interview guidelines that have been made;
 4. Read and describe statements from instructors and coaches as well as other participants, looking for suitable definitions and postulates, by noting important things related to key concepts that have been determined in the statements, definitions, elements, and so on;
 5. Categorize taken records from data sources and then classify them into the same category;
 6. Categorize, categories that have been compiled and linked with other categories so the results will be obtained in a systematic arrangement and relate to each other;
 7. Examine the relevance of the data by examining the systematic structure of the discussion and its relevance and research objectives;
 8. Complete the data by reviewing the contents of the data in the observations and interviews as well as the results of documentation in the field;
 9. Making answers, which means that the results of the data study are used as answers after being analyzed;
- Compile reports, this process is after describing the answers in detail, then compiling them in the reports.

The implementing method of existing training in the basic training program for the Gada Pratama Qualification Security Guard. i.e., participants are required to follow and comply with the provisions that apply during the training by the PUD (Internal Affairs Regulations) and other written or unwritten provisions. After the training program is completed then the Security Guard members are handed back to the company or government agency/Security user who has sent them.

Research Subjects at the Center for Security Training Program PT. PKM Samarinda

Research Ethics, The researcher has obtained written permission from PT PKM Samarinda and research permission from the Postgraduate Program at the State University of Jakarta (UNJ) to publish research results.

Data collection techniques were carried out using several techniques, such as interviews, participant observation, and documentation. Researchers themselves are key instruments, so they can measure the accuracy and adequacy of data and when data collection should end. Researchers also determine the right informants to be interviewed, when and where interviews are conducted from data sources that have been selected and determined.

The way of processing the data is by checking the correctness of the data, compiling the data, coding (coding), classifying the data, correcting unclear interview answers. The results of the interview data were typed in the transcripts and the data were analyzed using Nvivo 11 software.

The way the analysis is carried out is by giving meaning or interpreting the data by arranging, sorting, grouping, coding, or marking, and categorizing them into parts based on certain groupings so that a finding is obtained on the formulation of the problem posed. After the data was processed, transcripts of interviews and observations, pictures and photos, subject diaries were considered complete and perfect, the researchers conducted data analysis. In the data analysis stage, among others:

- a. Data Reduction: reducing unimportant data, determining categories, concepts, themes, patterns, and coding (researchers associate data with research problems).
- b. Data Presentation: Interpreting the selected data for further interpretation and coherence of the interview results, observations, and document analysis.
- c. Interim Report: Confirming the integration of the results of data presentation by making suggestions and considerations from parties related to this research.

The requirements for participating in the training of the National Police Chief Regulation Number 24 of 2007 in Article 14 paragraph 2 combined with local culture and industry 4.0 needs are that all participants must register online (registration can be done from a laptop or cellphone), can describe local culture to solving problems,

The curriculum used is the basic security training program curriculum for the Gada Pratama qualification based on local wisdom carried out using a minimum pattern of 232 (two hundred and thirty-two) lesson hours, if there are additions, it must be adjusted to the needs of industrial security developments.

4. Result and Discussion

Gada Pratama Qualification Security Basic Training is used to improve the abilities and skills of Security Guard officers who will become members of the Security Unit (Satpam) who are skilled and professional in carrying out self-defense tasks in their respective work environments.

The program participants who take part in the basic security guard training are members of company security guards or government agencies/institutions as well as security guards who come from the general public in the province of East Kalimantan.

The trainers consist of a. The educators/instructors and supervisors, as well as caregivers of the basic security training program, consist of Officers and Bintara DitBinmas Polda East Kalimantan, Officers and Bintara SatBrimobda Kaltim, Officers and Bintara SatBinmas Polresta Samarinda, related agencies (DisnakerTrans, etc.), and PT. Putri Kaltim Mandiri, who received a warrant (Sprin) from the East Kalimantan Regional Police Chief. b. Medical/Health Personnel Handled by medical personnel/doctors from the Regional General Hospital (RSUD) AW. Syahranie Samarinda, Sempaja Health Center and the Health Team from the SatBrimob Polda Kaltim.

Table 1. Training Data

NO	DESCRIPTION	Amount	Condition	Information
1	2	3	4	5
1	Personal			
	a. Program Executor			
	• Person responsible (GM)	1		
	• Staff and support	3		
	• Operations	4		
	• Nurturing	3		
	b. Certified Instructor			
	• Limited Police Instructor (Organik)	1		
	• Mental & physical formation instructor (Organik)	1		
	• Industrial Security Instructor (Organik)	1		
3	Equipments			
	a. Office Inventory Tool		Well	
	1) Desktop PC/Notebook	3	Well	
	2) Printer/Photocopy Machine	3	Well	
	3) LCD projector	2	Well	1 service
	4) Sound system	1 set	Well	
	5) Handycam and Digital Camera	4	Well	
	6) Sticks and Handcuffs	40 & 15	Well	
	7) Filling Cab/File Cabinet/Safe	3	Well	
	8) LAN/WAN/InternetAlat	1 set	Well	
	b. Transport/Mobility			
	1) Support - R4	1	Well	

NO	DESCRIPTION	Amount	Condition	Information
1	2	3	4	5
	- R2	1	Well	
	2) Opsional - R4	1	Well	
	- R2	1	Well	
c. Communication Tools				
	1) Desk phoneFax	2	Well	
	2) Communication Radio:	1	Well	
	o Base	4		
	o Mobile Phone	5	Well	
			Well	
d. Facilities				
	1) Barracks/dormitory	1		Capacity 70 people
	2) Study Room	3		
	3) Hall room	1		
	4) Library	1		Capacity 70 people
	5) Dining room	1		
	6) Practice Field	2		
e. Teaching Material				
	1) Syllabus	10		
	2) Standard Module			
	o Limited Police	5		
	o Industrial Security	5		
	o Local Content	3		
	3) Specialization Module	2		

Table 2. Lesson Program Unit (SAP) basic training program for security guard qualification Gada Pratama

No	Subjects/Activities	Amount JP	Steps		
			I	II	III
1	<u>Introduction:</u>	(18)			
	A. Introduction of Lemdik	2	2		
	B. Pattern	2	2		
	C. Internal Affairs Regulations	2	2		
	D. Interpersonal Skill	12	12		
II	<u>Personality Development</u>	(18)			
	1. Professional Ethics	8	8		
	2. Main Duties, Functions and Roles of Security Guards	10	10		
III	<u>Knowledge and Skills</u>	(146)			
	3. Limited Police Ability	6		6	
	4. Self Defense (Khuntau Silat)				
	5. Introduction of Explosives, Valuables	12			12

No	Subjects/Activities	Amount JP	Steps		
			I	II	III
6.	Knowledge of narcotics, psychotropic and other addictive substances.	12			12
7.	Use of Police Sticks and Handcuffs				
8.	Knowledge of Marching Rules and Respect	4		4	
9.	English	12		12	
10.	Knowledge of Occupational Safety, Health and Environment	12		12	
11.	Basic Knowledge of Radio Communications and Security Equipment	4		4	
12.	Knowledge of each institution	4		4	
13.	Arrangement, Guard, Patrol and Escort				
14.	First Action at the Crime Scene				
15.	Report/Information Cancellation	4		4	
16.	Ability to Provide Excellent Service				
17.	Mass Psychology	4		4	
18.	Arrest and Search	4		4	
		20		20	
		12		12	
		8		8	
		8		8	
		8		8	
		12		12	
IV	<u>Legislation</u>	(10)			
19.	Capita Selektta Hukum (WHP, KUHP and other regulations as needed)	6		6	
20.	Human rights	6		6	
V	<u>Equality</u>	(16)			
21.	Medical examination	8	4		4
22.	Fitness and Physical Test	8	4		4
VI	<u>Others</u>	(22)			
23.	Technical Training	12			12
24.	Briefing / Lecture	6			6
25.	Opening / Closing Ceremony and others	4	2		2
	Total	232	46	134	52

Local security guard training stages:

Basic training for security guard qualifications of the Gada Pratama consists of 3 stages: The first stage is the stage of forming the personality mental attitude and physical development to form the mental attitude, personality, and physical appearance of the security guard; The second stage is the stage of providing knowledge and technical skills of the security guard profession so that they have the ability and skills to carry out their duties as members of the

security guard; the third stage is the rounding stage, namely the application of all knowledge and skills that have been received during the training which is manifested in the form of technical training and debriefing- supplies.

Security guards will be formed as security personnel who are reliable and have good control over the capabilities of the Limited Police and can provide excellent service to guests and anyone who wants to ask for information or assistance. By not abandoning the culture that has been passed down from generation to generation in the basic security guard training, it is combined with local culture. In addition to preserving regional culture, our future generations should not forget or even don't know the customs of their region.

The basic training curriculum for the Gada Pratama qualification security guard based on local wisdom is created and determined at the National Police Headquarters by the National Police Chief (Head of the Indonesian National Police).

Article 14 paragraph 3 of Perkap 24 of 2007 reads that the basic security training curriculum for the Gada Pratama qualification is carried out using a minimum pattern of 232 (two hundred and thirty-two) lesson hours, the additions are adjusted to the needs of industrial security development itself. (PKM: 191-194)

This training is aimed at everyone who works as a security guard in all areas of East Kalimantan and Kalimantan, both in government and private agencies who have never attended basic training for the security unit qualification of the Gada Pratama (not yet certified Gada Pratama). profession or work as a security unit officer (Satpam) wherever located and while a security officer (Satpam), even though he has worked for quite a long time (many years), but if he has not attended and is declared to have passed the basic training for security guard qualifications, he has not been able to say or referred to by security guards as carrying limited police functions, but only as night guards (Wakar). (PKM: 197-208). Following developments, all training is carried out digitally as the implementation of information technology.

The basic training program of security guards based on local wisdom in addition to improving the professionalism of trainees, can also improve personality competencies, social competencies and managerial competencies (Yohanes Harsoyo and Catharina Wigati RA., 2017). Trainees not only learn expressly from the training curriculum, but at the same time learn from implied things, such as procedures for twisting with time, obeying all rules, routinely carrying out religious orders and on timely implementation, respecting and respecting friends in all conditions, respecting the opinions of others, and many more that can be used as lessons and motivations in their daily lives later if they return to duty. So that the frequency of attendance of security guard members and the timeliness of work, compliance with work regulations, vigilance while working and unit work discipline becomes better, as stated by Feri Syaputra (2016). So that the local-based training model leads to an increase in the professionalism of the trainees, (Duludu and Ummysalam A.T.A. 2014).

5. Conclusion

The model of local wisdom in the basic training program of the primary mace qualification security guard, namely the basic training of the Security Guard combined between the syllabus or curriculum of the National Police with local traditions, namely fresh bricks, Kalimantan earth peg potions and kuntau silat (local martial art) to be used in the basic training of the next Security Guard. Thus, the implementation of basic training of the primary mace qualification security guard can provide an increase in knowledge or cognitive, affective and psychomotor skills for basic security guard trainees without having to leave the local culture.

This training model is the right training model implemented in the basic training program of security guards in areas that are minimally populated and lacking in education, in addition to not deviating from the existing curriculum of the National Police, can also preserve ancestral heritage culture. In addition, as a solution to the problem of recruiting security guard members under regulatory standards, which have been running for many years and become permanent employees of the company, in order to obtain the recognition and legality of security guards from the National Police in the form of security guard member card (KTA) Security Guard. So that the interests of the company can be accommodated properly without violating the rules, besides that the local culture is maintained and sustainable.

Furthermore, the impact of basic security guard training, that the Security Guard becomes more confident, disciplined, how to behave, say hello, manners, and become better prepared to face all possible security problems that occur at any time in his workplace. Therefore program planning of the Basic Security Unit Training (SATPAM) with Gada Pratama qualifications is very necessary for the use of information technology in the era of industrial revolution 4.0 while still prioritizing local culture.

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