

**BUILDING A TRAINING MODEL FOR MEMBERS OF THE MUSIC
UNIT POLICE IN THE *SUB DETASEMEN KORPS MUSIK DETASEMEN
MARKAS KORPS BRIMOB POLRI***

Dwi Yan Okvarianto

Public Administration,
STIA LAN, Jakarta,

ianvarian93@gmail.com

Bambang Giyanto

Public Administration,
STIA LAN, Jakarta,

bambang_giyanto07@yahoo.com;

ABSTRACT

This research focuses on how to build a music unit training model for *Polri* members at the Music Corps Sub-Detachment Detachment of the Police Mobile Brigade Corps Headquarters. The main problem raised was the absence of guidelines for a model for implementing music unit training at the Sub-Department of *Korsik Denma, Brimob Polri* Corps. The training that has been carried out has not been fully effective in equipping members with the skills needed when carrying out their duties, so this research aims to identify and analyze the implementation of Music Training for Police Members which has been carried out at the Sub-Department of *Korsik Denma Brimob* Corps and Determine the relevant Training Model. To achieve this goal, researchers used descriptive research methods with a qualitative approach. This research involves collecting data through in-depth interviews with informants consisting of coaches and music unit members as well as other supporting informants. The data obtained is then analyzed to find relevant patterns and context. A qualitative approach was chosen because it can provide an in-depth understanding of phenomena that occur in the field, as well as facilitate interpretation of the experiences and perspectives of informants. The research results show that there are several important aspects in music unit training that need to be considered, including the design of the training curriculum, the use of teaching methods and materials as well as leadership support regarding the sustainability of the training program and infrastructure. This research found that well-designed training not only improves individual skills but also builds synergy within the unit, which has a positive impact on the overall performance of the music unit. Apart from that, structured training and supported by an ongoing program encourages members to achieve the expected standards and the importance of the availability of facilities, which in this case is support and attention from the leadership, such as a practice hall and renewal of facilities and infrastructure such as musical instruments that are more than fifteen years old to support a comfortable practice environment and good musical instruments so that they can increase their enthusiasm for practice and carry out tasks more professionally. This research provides recommendations, namely a structured and clear music unit training model for music unit training in

the Sub-Department of *Korsik Denma*, *Brimob Polri* Corps so that they have the same understanding of the objectives and methods or training materials. Then the training program needs to be designed to be sustainable. Once the basic training is complete, it is important to continue the music coaching program periodically, such as advanced training or workshops every one or two years. This aims to maintain and improve the skills that have been acquired by providing opportunities for further learning and sharing experiences between more senior and junior members and is expected to attract more attention from the leadership.

Keywords: *Training, training model, music unit*

A. PRELIMINARY

Human resource management is an important part of primary management which is oriented towards managing individual skills and abilities in carrying out their role as workers in order to achieve organizational goals (Brantasari & Hanita, 2020). Effective human resource management policies in improving HR strategies include appropriate recruitment, continuous professional development, competitive compensation and benefits, clear career paths, transparent performance evaluations, and a supportive work environment (Idrus, Ruhana, Amalia, Rosyid, & Kuswandi, 2023).

Employee training is a planned and ongoing effort by management to improve their competency and performance. Training functions as a method for developing employees' physical abilities to support the achievement of organizational goals. Apart from that, training also equips employees with skills and knowledge that are relevant to their current jobs. The main aim of training for human resources is to increase employee work effectiveness and productivity by deepening insight, improving skills, and most importantly, forming a better attitude and mentality in carrying out their duties and responsibilities (Rindaningsih & Khalilurrahman, 2022).

The position, duties and functions of the National Police Mobile Brigade Corps according to the *Peraturan Kepala Kepolisian Nasional Nomor 6 Tahun 2022* are that it is an element of carrying out the main tasks of the National Police in the field of Mobile Brigade at the level of National Police Headquarters which is under the National Police Chief. The *Brimob* Corps is tasked with developing and mobilizing forces to overcome security and public order of high levels and intensity which threatens the Unitary State of the Republic of Indonesia.

In the organizational structure of the *Brimob Polri* Corps, the *Brimob Polri* Corps Headquarters Detachment is a service element in the *Brimob* Corps work unit and within it there are four Sub-Detachments, namely the General Services Sub-Detachment, Protocol Sub-Detachment, Transportation Sub-Department and Music Corps Sub-Detachment. Music Corps Sub Detachment or what is generally called *Subden Korsik* is tasked with organizing Music Corps troops in order to support activities, ceremonies and fostering traditions regarding *Polri* music or general music within the Mobile Brigade Corps environment.

According to *Peraturan Kepala Kepolisian Nasional Nomor 9 Tahun 2015* concerning the Music Unit of the National Police of the Republic of Indonesia, the

National Police Music Unit is a composition of implementing units in the field of National Police music which organizes support activities to raise and maintain enthusiasm, togetherness, discipline, pride in unity and a spirit of patriotism using musical instruments.

As is known, the survival of an organization depends on the abilities, skills, knowledge and seriousness of the employees concerned. So the importance of competency factors and infrastructure to support the performance of *Polri* members in the *Korsik* Sub-Detachment of the *Brimob* Corps, especially at the beginning of the formation of the Music Corps Sub-Detachment until now, personnel recruited in the *Korsik* Sub-Detachment do not have a background in musical skills and this is compounded by the absence of programmed and ongoing training for the music unit of *Polri* members in the *Korsik* Sub-Detachment of the *Brimob* Corps.

This research focuses on how to design an optimal training model for the music unit at the Sub-Department of *Korsik Denma*, *Brimob Polri* Corps. The context of this research arises from the vital need to increase the effectiveness of training, in line with the development of task dynamics and challenges faced by the *Brimob* Corps. Training that not only provides practical knowledge but also builds character, teamwork and leadership values among members is very necessary.

The main problem raised in this research is the absence of standards and systematic training models in music unit training. The success of training is not only determined by the quality of the material, but also leadership support, which is an important factor in providing facilities and infrastructure. This research will provide direction and recommendations that are expected to be able to answer these challenges, by creating training that is not only oriented towards technical skills, but also towards the values of leadership, cooperation and team spirit which are vital in carrying out tasks in the field.

B. METHOD

This research uses descriptive research with a qualitative approach. The descriptive method is a method for researching the status of a human group, an object or set of conditions, a system of thought or a class of events in the present (Karmanis, 2020). The characteristic of descriptive is not only describing a situation or event but explaining a relationship, testing, making predictions and getting meaning from the implications of a problem (Rukajat, 2018). Furthermore, the qualitative approach refers to the use of positivism philosophy, used to research the conditions of natural objects as opposed to experiments where the researcher is the key instrument. This type of approach is to explain certain social phenomena, carefully measuring these phenomena (Sugiyono, 2019). The argument for using this type and research approach is because the type of data uses written or spoken words and takes into account the opinions of other people who are usually referred to as selected sources. This research strategy is used to develop theories built through data obtained in the field.

In qualitative research, the role of the informant or subject is very important in searching and collecting data. During the data collection process, researchers

conducted in-depth and focused and thorough interviews with informants or research subjects, so that the data obtained was more accurate and valid. To enrich and complete the information from in-depth interviews, researchers also made observations and examined relevant documents.

Based on this explanation, the researcher chose a descriptive research method with a qualitative approach to describe the phenomena or symptoms that occurred in the research carried out, namely Building a Music Unit Training Model in the *Korsik* Sub-Department of the National Police Mobile Brigade Corps.

Data collection techniques are an important step in this research. The aim of this technique is to obtain valid, accurate, reliable and objective data. The data collected must be factual or in accordance with reality and can be accounted for. This data will be used as a basis for research to answer the problems that have been identified. Then the techniques that researchers will use Interview.

Researchers choose in-depth interviews to obtain detailed information, including arguments, actions, and learning from experience, in order to obtain a thorough and complete understanding. The informants selected were from several parties, including personnel serving in the Sub-Department of *Korsik Denma, Brimob* Police Corps, current and former superiors and parties related to the training and music unit at the Police. So that in this way they can explain the implementation of activities that have been ongoing and are able to explain the conditions and information regarding the main problem of the research, namely about building a music unit training model at the Sub-Department of *Korsik Denma*, Police Mobile Brigade Corps. The following are the informants who will be interviewed in this research and are explained in the table below:

Table 1: List of informants as sources in research

No	Position	Amount	Information	
1.	Sub-Department Commander <i>Korsik</i> (Period 2004 up to 20..)	1 Person	He was chosen because he was the leader at the beginning of the formation of the Subden Corsican.	K1
2.	<i>Korsik</i> Sub-Department Commander (Period 2021 to Present)	1 Person	Chosen because he is responsible for the activities and services of the <i>Korsik</i> Sub-Department in Police Mobile Brigade Corps.	K2
3.	Head of Yanma Music Sub-Division, Police Headquarters	1 Person	Chosen because he has long service experience in the Yanma <i>Polri</i> Music Sub-Section.	K3

4.	Commander of the National Police Mobile Brigade Training Unit	1 Person	Chosen because the official in question has responsibility for supervising, organizing and controlling training activities in the <i>Brimob</i> Corps National Police.	K4
5.	Detachment Commander of the National Police Mobile Brigade Corps Headquarters	1 Person	Chosen because the official in question has responsibility for supervision, administration and control service activities at the Indonesian Police Mobile Brigade Corps which includes there is <i>Subden Korsik</i> .	K5
6.	Member of <i>Subden Korsik</i>	2 Person	Chosen because they have experience working in the field so they have experience of what is needed at the time tasks in the field.	-K6 -K7

Researchers use document review methods to collect data directly and relevantly, with the aim of understanding and reviewing documents related to the research focus. This aims to ensure that the data obtained is more abundant and complete, in order to support the success of the research. If the interview method is not effective, the researcher will turn to document review as an alternative to collect information about events that have occurred. Reviewing relevant documents can serve as a primary or additional method in qualitative research.

Table 2: Documents reviewed

No	Document	Information
1.	National Police Chief Decree Number 10 of 1996 concerning Ratification of the National Police Mobile Brigade Corps.	As a basis and initial overview administrative formation of a music unit in the National Police Mobile Brigade Corps.
2.	National Police Regulation Number 6 of 2022 concerning the Fourth Amendment to National Police Regulation Number 6 of 2017 concerning Organizational Structure and Work Procedures of Organizational Units at the Level Police Headquarters.	To find out a general overview of the current Organizational Structure and Main Duties of the Indonesian Police Mobile Brigade Corps.
3.	National Police Chief Regulation Number 19 of 2010 concerning the Implementation of Training	To get an overview of the training implementation to the National Police.

	National Police.	
4.	Police Regulation Number 9 of 2015 About the National Police Music Unit.	To get information about organizing the National Police Music Unit.

Researchers provide a detailed description of the data that has been collected as part of the data processing and analysis process. Data analysis is an interactive process that takes place continuously until the final stage. This analysis activity includes reducing data, presenting data, and drawing conclusions.

Data reduction is the process of compiling and selecting important information, including numbers and upper and lower case letters. This process aims to direct each analysis to the goals to be achieved. The reduced data provides researchers with a clearer picture, making it easier to collect and search for data at a later date. The information collected is then selected to suit the problem formulation and research focus. In the context of research on the music unit training model at the *Korsik Denma* Sub-Department of the National Police Mobile Brigade Corps, the focus of the research includes aspects of planning, implementation and evaluation. The process of reducing primary data or main data is carried out by adding the necessary complementary information to ensure that the data summarized and collected is quite complete and clear.

In the context of qualitative research, data presentation can be done through simple and structured descriptions. The information obtained from interviews with informants is then arranged according to the problem formulation that has been determined. At this stage, the data required includes information related to the training of the music unit for police members at the Sub-Department of *Korsik Denma*, *Brimob Polri* Corps and the training model for the music unit for police members at the Sub-Department of *Korsik Denma*, Corps for *Brimob Polri*.

In this research, researchers present conclusions that are temporary and may change if new evidence is discovered in the field. Before formulating a final conclusion as a whole, the researcher first drew up several small conclusions. The data that has been presented and categorized is used to strengthen research findings. At this stage, each important point is given its own conclusion. These conclusions will then be used as a basis for comparing theory with the research results obtained.

This research requires a research instrument, which functions as a tool to measure the natural and social phenomena being studied. In the context of qualitative research, instruments act as a means and method for collecting data during the research process, which includes various forms of interviews and document review. In this qualitative research, the researcher himself is the main instrument, supported by several additional instruments.

An interview guide is a frame of reference used in conducting in-depth interviews with informants to collect data on certain topics. This tool helps in the ongoing process of sorting relevant and irrelevant information. This guide contains the main points related to research problems which are used as reference

by researchers when asking questions to informants. In this research, the interview guide focuses on two main aspects, namely music unit training for members of the Indonesian National Police at the Sub-Department of *Korsik Denma*, *Brimob Polri* Corps and the music unit training model for members of the National Police at the Sub-Department of *Korsik Denma*, Corps of *Brimob Polri*.

The document review guide was used by researchers as a guide in analyzing the implementation of training activities for the music unit for members of the National Police at the Sub-Department of *Korsik Denma*, Police Mobile Brigade Corps in the form of operational standards for implementing activities, reports on the results of activities and so on. The function of a document review guide is to obtain information on a variable that is appropriate and relevant based on the research objectives.

C. RESULTS AND DISCUSSION

This research was conducted through interviews and document analysis involving key informants who have in-depth knowledge of music units within the *Brimob* Corps. Through interviews with leaders, trainers and members directly involved in music training, researchers got a clear picture of developments, challenges and needs in music training.

Implementation of Music Unit Training

Music unit training at the *Korsik* Sub-Detachment of the *Brimob* Corps Headquarters Detachment from the time of its initial formation, namely from 2004 to 2024, was only conducted once, namely at the beginning of its formation in 2004. The training was also verbal from the leadership of the *Brimob* Corps, who at that time led it without the support of good administration, so here the researcher encountered obstacles in terms of searching for data and was limited to digging up information on personnel who served from the start at the *Korsik* Sub-Detachment, Corps Headquarters Detachment. *Brimob*. Based on the information obtained, the implementation of the training was also less effective and optimal because the implementation time was too short, namely one month. There is no continuity in the training program and it only continues with routine training without any guidelines and professional training instructors so that some personnel have limited basic technical abilities in practice and theory and in carrying out their duties use rote memorization. This results in limited personnel to pass on knowledge to their juniors and learn about song updates.

It is hoped that the standardized music unit training will be able to provide competent knowledge for the personnel of the *Korsik* Sub-Detachment Detachment of the Police Mobile Brigade Corps Headquarters. However, currently there are no training guidelines for music units in the *Brimob* Corps work unit and the implementation of routine training and carrying out tasks seems monotonous and they only carry out routines and repeat material that has been memorized and there is no progress in terms of updating songs. So there is a need for standardized and sustainable training guidelines which will later become a provision for the next regeneration of personnel in the *Korsik* Sub-Detachment, Police Mobile Brigade Headquarters Corps Headquarters.

There are several junior personnel under 35 years of age in the *Korsik* Sub-Detachment, *Brimob* Corps Headquarters Detachment and they have never carried out music unit training at all and have only learned practical techniques for playing musical instruments themselves and taught by their seniors. With limitations in the abilities of the seniors, the results obtained are the same as those known by the seniors who still use rote memorization and are not very fluent in terms of basic theoretical techniques for reading musical notes, scales or basic techniques in the practice of playing musical instruments so that the results obtained between one member and another are not the same.

From the results of observations, Sub *Denma Korsik Denma Korsik Brimob* Corps every Monday and Wednesday for 3 hours a week carries out routine training to maintain the ability to play their respective musical instruments but the results are not optimal. This is because the implementation of routine training only carries out routine activities, techniques or songs that have been memorized and there is no development and there is no guidance in directed training and there is no professional trainer to accompany so that the training carried out makes no progress. Based on the results of the explanation above, it can be seen that there are obstacles to the training pattern at the Sub-Department of *Korsik Denma, Brimob Polri* Corps, which researchers have explored using information provided by informants.

The obstacles to the training pattern at the Sub-Department of *Korsik Denma, Brimob Polri* Corps, namely:

- a) There are no guidelines regarding a training model that is appropriate to the conditions of personnel in the Sub-Department of *Korsik Denma* Corps, *Brimob Polri* Corps.
- b) There is no regular training in order to develop the abilities of personnel who are trained by professional trainers.
- c) There is a lack of infrastructure such as a good training ground at the Sub-Department of *Korsik Denma, Brimob Polri* Corps.

The most basic thing that needs to be paid attention to, especially regarding the management of human resources in an organization, is regarding training guidelines which do not yet exist in the Sub Detachment of *Korsik* Detachment of the Police Mobile Brigade Corps Headquarters.

Factors Affecting Training

Several factors influence the effectiveness of the training carried out, including:

- a) Leadership Support; Leadership support plays an important role in empowering human resources through skills training instructions that are guided by regulations, including objectives, implementation techniques and expected results. Leadership support is very important in planning training and facilities for the *Korsik* Subden music unit to support music service activities. The challenge at *Subden Korsik* is that the personnel do not have a background in musical skills, so systematic training guidelines are needed.

Training needs to be designed with professional instructors, adequate materials, and a curriculum as needed to overcome personnel constraints. Limited facilities, such as the absence of a training building, hampered *Subden*

Korsik's training. Leadership support is needed to prioritize facility development so that training is more optimal and scheduled. Musical instruments that are more than 20 years old affect the sound quality and performance of the musical unit. Leadership support is needed for procurement or maintenance of equipment so that *Subden Korsik* can perform optimally. Leadership support in providing facilities and teaching staff will overcome training challenges, increase the professionalism of *Subden Korsik* in serving music within the *Brimob* Corps environment.

- b) Training Materials; Determining the right training materials according to your needs is very important to achieve the expected goals. Therefore, in building a training model for the music unit at the *Korsik* Sub-Detachment, Police Mobile Brigade Headquarters Corps Headquarters, the material must be adapted to the needs and background of the personnel who will take part in the training.

The success of the music training model at the *Brimob* Corps *Korsik* Sub-Department is greatly influenced by the training material provided, which can also be seen from the initial training that has been carried out which can then be adapted to the needs and background of existing personnel. This is different from personnel in the National Police Headquarters music unit who are recruited based on competency specifically music with a music education background, *Brimob* Corps personnel generally do not have a foundation or experience in music.

This is a big challenge in designing material that is easy to understand and apply. The first training carried out was actually quite good, but it was too difficult for lay personnel to understand, especially the theoretical material, and the absence of further training caused the personnel's musical abilities to stagnate or decline. Therefore, it is necessary to evaluate and re-arrange training materials that are simpler, according to personnel characteristics, and accompanied by regular capacity building to maintain and improve musical abilities optimally.

Facilities and Infrastructure

The availability of adequate facilities and infrastructure plays an important role in supporting the smooth and efficient implementation of an activity or activity. Facilities such as equipment, supporting facilities and equipment that suit your needs, as well as infrastructure in the form of infrastructure and a conducive environment, can help ensure that each stage of activities can run well and optimally.

By having complete and high-quality facilities and infrastructure, obstacles that may arise in the process of implementing activities can be minimized, so that time, energy and resources are used more efficiently. Apart from that, good facilities and infrastructure can also increase productivity and provide comfort for the parties involved, which will ultimately contribute positively to achieving the objectives of the activity.

Training Program Design

To determine training, it is necessary to prepare a program design that includes the type of training, objectives to be achieved, material to be provided, methods used, participant qualifications, instructor qualifications, and training

time. Suggestions and input from several sources are needed in building a music unit training model at the *Korsik Denma SubDenma Brimob Corps* to later become a proposed study to the leadership regarding a music unit training model.

Type of Training

In designing the music unit training program at the Indonesian Police Mobile Brigade Corps *Korsik Denma Sub-Detachment*, it is important to identify the types of training that suit the skills and professionalism needs of the personnel. Technical training plays a major role, including mastery of musical instruments such as wind, percussion, and strings, as well as mastery of ensemble techniques for harmonizing collective performance. Apart from that, basic music training such as reading notation, understanding music theory, and developing musical interpretation skills is also an important part of building a strong foundation in personnel's musical abilities.

Apart from technical training, this program also needs to include non-technical training that supports the professionalism of the music unit. This training includes the development of soft skills such as leadership, time management, and effective team coordination during rehearsals and performances. No less important is physical and mental training to ensure each member is ready to face challenges in various formal and operational activities.

Training Objectives

Training design also includes the formulation of objectives to be achieved through the training. Training at *Subden Korsik Denma KorBrimob Polri* has the main aim of increasing personnel competency in the field of music, especially considering the background of most members who do not have basic knowledge about music. *Subden Korsik* is tasked with providing musical support so that the abilities of his personnel greatly determine the quality of the performance. Without adequate training, it is difficult to meet the expected standards of professionalism, especially in playing a musical instrument with correct harmony and technique.

Apart from that, the training aims to optimize the use of existing facilities and infrastructure, even though the condition of the musical instruments in *Korsik Subden* is more than 15 years old. These tools require special attention and updating, but training can be a temporary solution to maximize their utilization by teaching maintenance techniques and play adaptations. The lack of supporting facilities, such as training halls, is also a challenge that must be overcome. Through training, members can be directed to practice with more flexible and efficient methods, even though the available facilities are limited.

This training is also a step to revive the learning tradition that has existed since the *Korsik Sub-Department* was formed in 2004. After the first training was carried out in the year of its formation, the absence of further training has caused personnel skills to decline, or even disappear completely. With ongoing training, it is hoped that the members' musical abilities can be re-honed and maintained consistently, so that *Subden Korsik* is able to fulfill his duties optimally and professionally.

Training Materials

Training materials are a crucial part of any training program, as they play a significant role in determining its success. In this case, the materials for the 2023 music unit training program for the Timor Leste National Police (Polisi Timor Leste), which were created by the National Police Headquarters' Music Unit (Mabes *Polri*), serve as a reference for developing the training materials for the *Subden Korsik Denma Brimob* Corps. Unfortunately, the materials in the program are not detailed and only provide the key points.

Based on the training materials for the Timor Leste Police music unit, it is evident that some topics received a larger share of teaching hours, making them a priority in the training program. Topics such as blowing and playing 4, 2, and 1 beat notes, which accumulate to 66 hours of lessons; playing scales, which total 48 hours; and learning songs, which accumulate to 71 hours, were prioritized.

This highlights the importance of skills such as blowing wind instruments, playing scales, and learning songs in music unit training, given the crucial role of wind instruments in supporting ceremonies and traditions in the Police force. Additionally, music theory (18 hours) and percussion techniques (22 hours) received a significant portion of teaching hours, although not as many as those dedicated to wind instruments. This demonstrates the importance of basic music knowledge and the role of percussion instruments in maintaining rhythm and energy in songs for police activities.

Other materials, such as instrument recognition (4 hours), breathing techniques (4 hours), and mouthpiece playing on brass or woodwind instruments (6 hours), also play a role in supporting musical knowledge and foundational skills in playing wind instruments to produce quality sound. Meanwhile, topics such as triads, basic rhythm learning, and final evaluations, although receiving fewer teaching hours, remain crucial for understanding technical and theoretical aspects of song learning and evaluation.

Overall, the training materials for the Mabes *Polri* music unit program are adequate, but administratively, the learning stages are not detailed, and they rely on the development of each instructor. The materials do not include a scheme for individual, group, or combined (ensemble) practice, nor a breakdown of time for each stage. Instead, the total time is given as 40 days or 240 hours of lessons, which gives the impression that the training is solely aimed at preparing personnel to play songs for ceremonies, without clear guidelines. A structured training plan would help improve both administrative and practical aspects of the training.

Training Methods

The choice of training methods for *Subden Korsik Denma Brimob Polri* should be adapted to the personnel's conditions, as most have no musical knowledge and face limitations in available resources. Considering that many of the instruments are over 15 years old and there are no dedicated training rooms or halls, the training methods should be simpler and more focused on hands-on practice. This method aims to help personnel quickly grasp the basics of playing music through direct practice, even with less-than-ideal conditions. To address space limitations, training can be conducted in open areas or small rooms suitable for group practice with intensive guidance from instructors.

Additionally, a phased training approach with skill-level-specific modules could be applied. The initial phase could focus on introducing basic music theory, such as notation and rhythm, through lectures and brief demonstrations. In later phases, small group practice would be prioritized to develop ensemble skills and coordination. In situations where there are not enough instruments, a rotating practice system could be implemented so that each personnel has an equal chance to practice. This flexible and phased approach is expected to help personnel master musical skills despite facility limitations and minimal previous experience.

For music unit training, demonstration and ceremony simulation methods could be employed. Demonstrations allow instructors to show the correct way of playing instruments, while ceremony simulations help personnel train in conditions similar to real-life formal events. Combining these methods, the music unit training is expected to enhance personnel's skill quality and readiness for operational and ceremonial duties. In designing the training program, it is important to outline the methods that will be used during the music unit training for *Polri* members at *Subden Korsik Denma Brimob*.

Participant Qualifications

Participant qualifications play an important role in ensuring that participants have sufficient initial abilities to understand the training materials effectively and contribute maximally to the learning process. According to Mangkunegara, participant qualifications in a training model refer to the characteristics, background, and basic competencies that an individual should have before undergoing training. However, given that most of the *Subden Korsik* personnel do not have a music background or basic music competencies, the training must be specifically designed to account for this condition.

The training materials should begin with the basics, such as an introduction to music theory and basic instrument-playing techniques, and use methods that are easy to understand, such as demonstrations and hands-on practice. With this approach, even participants with limited initial knowledge can gradually develop their music skills to the expected level. Personnel in the *Mabes Polri* music unit generally have good basic music skills, as they are graduates of music schools or music degree programs. On the other hand, personnel in the *Brimob* music unit do not have a background in music education or training. To address this limitation, personnel selection is carried out by considering musical ability and body anatomy. Personnel with good musical test results are directed toward melodic instruments such as trumpets, saxophones, and clarinets, while those with average skills are directed to percussion instruments. In addition, the anatomy of the body is also taken into account, for example, trumpet players are prioritized to have thin lips and straight teeth to support optimal wind instrument playing. This strategy is expected to improve the effectiveness of training and the performance of the *Brimob* music unit.

Instructor Qualifications

The ideal qualifications for instructors or trainers for the music unit training at *Subden Korsik Denma Korps Brimob Polri* should include technical proficiency in playing various types of musical instruments and sufficient experience in teaching personnel with no background in music. Trainers should have effective

and flexible teaching methods that can adapt to the varying levels of understanding among the members. Furthermore, trainers should have good communication skills to build motivation and enthusiasm for learning, considering that the skill level of personnel has declined due to a lack of training since 2004.

In addition to technical and communication skills, instructors should also have expertise in the maintenance and care of musical instruments, as most instruments in *Subden Korsik* are over 15 years old and have not been replaced. This skill is essential for trainers to teach how to maintain the quality of instruments and ensure they remain in good condition for training and official duties. Trainers are also expected to have creativity in organizing training methods, given the lack of facilities, such as a dedicated rehearsal hall. With these qualifications, trainers will be able to overcome existing challenges and help personnel achieve the required skill standards.

According to Mangkunegara, an instructor or trainer must meet certain qualifications to effectively conduct training. These qualifications include expertise in the training materials, professionalism in the related field, and the ability to motivate participants through participatory teaching methods.

In the initial formation of the *Brimob* music unit, trainers from the Mabas *Polri* music unit conducted training. Each instructor was appointed by the Head of the Music Subdivision of Yanma Mabas *Polri*, based on their capability to deliver training materials to the *Subden Korsik Denma* Korps *Brimob* personnel.

Training Duration

The effective training duration for the music unit at *Subden Korsik Denma* Korps *Brimob Polri* should be adjusted to the complexity of the materials, the initial abilities of the participants, and the limitations of available facilities. Considering the background of most personnel who lack basic music knowledge, the training should be carried out over a minimum period of three to six months, gradually. This duration allows participants enough time to understand basic music theory, learn to play instruments well, and develop skills through regular practice.

Furthermore, the training should be designed to be ongoing, with regular evaluations to ensure that each participant can maintain the skills they have acquired. After completing basic training, it is important to conduct advanced training or periodic development programs every one or two years. This program aims to maintain and improve the acquired skills and help personnel overcome technical challenges when using the available instruments. With the proper duration and continuity, the training is expected to achieve optimal results, with skilled and professional personnel handling music duties at *Subden Korsik*.

According to Mangkunegara, the training duration in a training model refers to the time allocated based on the objectives and needs of the training. The duration must be designed efficiently to align with the materials being taught and ensure that participants understand and master the skills without overwhelming them. Mangkunegara emphasizes that the duration should be adjusted to the difficulty of the materials, the participants' abilities, and available resources to ensure effective training and maximize the results.

Referring to the duration of the music unit training held by Mabes *Polri* for the *Brimob* music unit in 2004 and for the Timor Leste Police Music Unit, which had a two-month duration (Monday to Friday) and 40 days for the Timor Leste Police Music Unit training, some weaknesses are evident, such as overly dense material delivery and the lack of connection between training stages. Furthermore, there was no continuous evaluation, such as pre- and post-tests, making it difficult to measure personnel understanding at each stage.

Ideal Training Model for the Music Unit at Korps *Brimob Polri*

Table 3: Design of the Music Unit Training at *Subden Korsik Denma Korps Brimob*.

Goal	Training Needs Analysis	Training Design	Planning & Preparation	Implementation & Evaluation
	Identifying field findings regarding skill gaps.	Ensuring the expected skills and selecting appropriate training methods.	Studying and preparing the training needs and creating a training plan..	Preparing the training environment and applying evaluations at specific training stages.
Activities	Holding Working Group meetings to identify field findings regarding personnel capabilities seen from personnel data who have never participated in music unit training.	• Creation of a working framework of reference : training objectives, type of training, training materials, training methods and training time.	• Planning. - prepare a training calendar assisted by official staff/Team Chief on.	• Implementation of structured training according to schedule. • Classification of participants according to provisions.

		<ul style="list-style-type: none"> • Organic participants in the music unit at the National Police Mobile Brigade Corps, non-commissioned officers and enlisted officers. • Collect the names of qualified instructors. 	<ul style="list-style-type: none"> - organize training activities. - Create training directives based on training events. • Preparation. <ul style="list-style-type: none"> - Learn practice directives. - Learn the goals and objectives of the exercise. - Study practice material - Determine the type, method and nature of training. - Determine the training location. - Prepare training support. - Compile training organization. 	<ul style="list-style-type: none"> • Classification of instructors according to training competency. • The training will be carried out within 10 weeks with the following details: <ul style="list-style-type: none"> - Individual level: 4 weeks (3 weeks individual level training stage and 1 week individual level exam) - Musical instrument group level: 2 weeks. - Ensemble level : 2 weeks. - Music unit level: 3 weeks (2 weeks of music unit level practice phase and 1 week of music unit level exam)
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D. CONCLUSION

The implementation of duties and music training for members of the Indonesian National Police at the Sub-Detachment of the Music Corps Detachment of the National Police Mobile Brigade Headquarters experienced many challenges. One of the main problems is limited facilities and infrastructure, including the lack of an adequate hall for practice. The personnel have been using the terrace of the multi-purpose building which is less than ideal for carrying out training. This affects the quality of the training and the results that can be achieved by participants, as stated by several informants who emphasized the importance of a comfortable place and good acoustics to support the learning process.

Based on interviews with informants, the success of the music training model in *Subden Korsik* is very dependent on the training materials provided. Most personnel do not have a musical background, so the training provided must be well structured to meet the needs of participants who still have minimal musical knowledge. Efforts to improve the quality of training include preparing a

clear program plan, including the type of training, objectives, material taught, as well as criteria for participants and instructors.

The optimal music training model in *Korsik* Subden should focus on a basic introduction to music theory and techniques for playing musical instruments. Through training that is oriented towards basic needs, it is hoped that personnel can have a solid foundation to develop their musical skills. By prioritizing the introduction of theory and practice, this training will not only improve members' musical skills but also eliminate existing limitations resulting from lack of previous experience.

Training duration is an important factor in an effective training model. Currently, it is recommended that training be carried out over a minimum period of two to four months so that participants can understand the material well. An ongoing training program, which includes regular evaluations, is also important to maintain and improve the skills that have been achieved. The hope is that after basic training, further training will be carried out every one or two years to maintain and develop further skills.

As a consultation effort in designing training programs, it is important to involve suggestions and input from various parties to adapt it to the real needs faced in the field. This will ensure that the training provided is relevant and can be directly applied to daily tasks. By involving resource persons in the design process, the quality of training materials and methods can be improved.

In addition, it is important for personnel who have gone through training to be able to act as coaches or mentors for their juniors. In this way, the process of regenerating knowledge and skills can take place in a sustainable manner. A programmed training model is also important so that members become professionals in the field of music. Looking at the music unit training that has been carried out, clear guidelines are needed to maintain the development and progress of the music unit in the *Brimob* Corps.

From all these factors, it can be concluded that an ideal model of music training implemented at the National Police Mobile Brigade Corps Sub-Department of *Korsik Denma* must consider all aspects, starting from program design, human resources, to ongoing evaluation. The structure of this training system is expected to improve members' skills in carrying out their duties and form quality musical talent in the music unit. Through that approach planned and standardized, it is hoped that not only musical competence will increase, but also the professionalism of members as a whole.

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