



Implementation of The Police Professional Code of Ethics In Handling Violations of Member Discipline In Propam Polresta Deli Serdang

Maria Erlinda Silalahi*, H. Abdul Razak Nasution, Rahul Ardian Fikri

Universitas Pembangunan Panca Budi

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*Correspondence: Maria Erlinda Silalahi

Email: Sidebanginda85@yahoo.com

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Abstrak: Penelitian ini membahas penerapan Kode Etik Profesi Kepolisian dalam penanganan pelanggaran disiplin anggota di Seksi Profesi dan Pengamanan (Propam) Polresta Deli Serdang. Tujuan dari penelitian ini adalah untuk mengetahui sejauh mana implementasi kode etik dilaksanakan oleh Propam dalam menangani pelanggaran disiplin, serta hambatan yang dihadapi dalam proses tersebut. Penelitian ini menggunakan pendekatan yuridis empiris dengan teknik pengumpulan data melalui wawancara, observasi, dan studi dokumentasi. Hasil penelitian menunjukkan bahwa Propam Polresta Deli Serdang telah menerapkan Kode Etik Profesi Kepolisian sesuai dengan peraturan yang berlaku, termasuk Perkap Nomor 14 Tahun 2011 tentang Kode Etik Profesi Kepolisian Negara Republik Indonesia. Namun demikian, dalam pelaksanaannya masih ditemukan kendala seperti kurangnya kesadaran etis sebagian anggota, keterbatasan sumber daya dalam pengawasan, serta tekanan internal maupun eksternal yang mempengaruhi proses penegakan disiplin. Oleh karena itu, dibutuhkan upaya penguatan pembinaan mental dan etika anggota, peningkatan kualitas SDM Propam, serta penerapan sanksi yang tegas dan konsisten untuk menumbuhkan budaya disiplin dan profesionalisme di lingkungan kepolisian.

Kata Kunci: Kode Etik, Profesi Kepolisian, Pelanggaran Disiplin, Propam, Penegakan Hukum Internal

Introduction

The Indonesian National Police (Polri) is a law enforcement institution that has a central role in maintaining public security and order. As the vanguard in law enforcement, Polri is required to always uphold professionalism, integrity, and public trust (Meliala, 2017). However, in its journey, this institution has not escaped various internal challenges, one of which is disciplinary violations committed by its own members. This phenomenon does not only occur at the central level, but also at the regional level, including at the Deli Serdang Police, North Sumatra.

To address this issue, the Indonesian National Police has established the Indonesian National Police Professional Code of Ethics as a guideline for behavior and action for all its members. This code of ethics serves as a moral, ethical, and behavioral basis expected of every member of the Indonesian National Police in carrying out their duties and obligations. The implementation of this code of ethics is the responsibility of all levels of the Indonesian

National Police, but is specifically carried out by the Indonesian National Police Propam (Professional and Security) Division (Rahardi, 2014).

Propam has a vital role in enforcing discipline and implementing the Police Professional Code of Ethics. This task covers various aspects, from preventing violations, handling cases, to imposing sanctions on members who are proven to have violated. However, in its implementation, Propam Polresta Deli Serdang faces various complex challenges.

One of the main challenges is the lack of in-depth understanding among Polri members regarding the substance and urgency of the Code of Professional Ethics. Although the code of ethics has been established and socialized, there is still a gap between theoretical understanding and practical implementation in the field. This can result in unintentional violations or even neglect of ethical principles that should be upheld (Utomo, 2019). In addition, inconsistency in enforcing the rules is also a significant problem. There is a tendency that the handling of disciplinary violation cases is not always uniform and consistent. Factors such as seniority, personal relationships, or pressure from outside parties sometimes influence the disciplinary enforcement process, which can ultimately reduce the effectiveness of the implementation of the code of ethics (Sadjijono, 2018).

The complexity of the cases faced is also a challenge for Propam Polres Deli Serdang. Along with the development of technology and social change, the forms of disciplinary violations are increasingly diverse and complex. For example, the unwise use of social media by Polri members or involvement in cybercrime requires a more *sophisticated approach and handling* compared to conventional violations.

This problem is further exacerbated by internal resistance to the disciplinary enforcement process. Some members of the National Police still consider that taking action against disciplinary violations is a threat to corps solidarity, not an effort to improve the professionalism of the institution. This attitude can hinder the investigation and action process carried out by Propam (Cahyono, 2016). On the other hand, public expectations of the performance and integrity of the National Police are increasing, especially in the current era of open information. Every act of disciplinary violation committed by members of the National Police can be quickly spread widely through social media and other digital platforms, which has the potential to create a crisis of public trust in the National Police institution as a whole (Prasetyo, 2020).

In the context of Polresta Deli Serdang, these challenges become increasingly relevant considering the strategic position of this district which directly borders the city of Medan, the capital of North Sumatra province. The high economic activity and population mobility in this area have the potential to increase the complexity of police duties, which can indirectly also increase the risk of disciplinary violations. Therefore, the effective and consistent implementation of the Police Professional Code of Ethics is the main key to maintaining the professionalism and integrity of the Polri institution, especially in the Polresta Deli Serdang environment. A comprehensive and systematic approach is needed in overcoming the various challenges that exist, starting from increasing members'

understanding of the code of ethics, strengthening internal monitoring mechanisms, to increasing transparency in handling disciplinary violation cases.

Methodology

Types of research

This study uses normative legal research. This method was chosen because the research was conducted on articles of legal regulations to determine legal principles, find out vertical/horizontal synchronization, find out aspects of legal history and find out comparisons between legal systems. In the context of implementing the Police Professional Code of Ethics in handling disciplinary violations of members at Propam Polresta Deli Serdang, this normative approach allows researchers to analyze in depth the legal framework and regulations governing the code of ethics and discipline of Polri members.

Problem Approach

The problem approach used in this study is the statute approach . This approach is used because what will be studied are legal regulations related to the implementation of the Police Professional Code of Ethics and handling of disciplinary violations. This approach is carried out by examining all laws and regulations related to the Police code of ethics and discipline, especially in the context of Propam Polresta Deli Serdang. In this process, researchers will understand the hierarchy and principles of relevant laws and regulations, and analyze how these regulations are implemented in practice in the field.

Source of Legal Material

This study uses three types of legal sources. First, primary legal materials consisting of laws and government regulations, court decisions that have permanent legal force, and other related regulations such as the Criminal Code, Criminal Procedure Code, and specific regulations regarding the Police Professional Code of Ethics and handling of disciplinary violations. Second, secondary legal materials, namely materials that provide explanations regarding primary legal materials such as research and proceedings related to the implementation of the code of ethics and handling of disciplinary violations in the Police environment. Third, tertiary legal materials, namely materials that provide instructions or explanations for primary legal materials and secondary materials such as legal dictionaries, encyclopedias, and other sources relevant to the object of research regarding the Police Professional Code of Ethics and handling of disciplinary violations in the Propam Polresta Deli Serdang.

Result and Discussion

Implementation of the Indonesian Police Professional Code of Ethics in Handling Disciplinary Violations by Propam Polresta Deli Serdang

The implementation of the Indonesian National Police Professional Code of Ethics in handling disciplinary violations by Propam Polresta Deli Serdang is a complex and multidimensional process. Propam Polresta Deli Serdang has developed a comprehensive reporting system to detect disciplinary violations. This system includes a 24-hour complaint hotline, an online portal for anonymous reporting, and complaint boxes in strategic

locations. In addition, Propam also conducts proactive monitoring through routine inspections, analysis of performance reports, and coordination with intelligence units. This *multi-faceted approach* allows for early detection of violations and creates an environment that encourages accountability.

The investigation process of Propam Polresta Deli Serdang is carried out systematically and professionally. After receiving a report of a violation, an investigation team is formed with personnel who have relevant expertise. Evidence collection is carried out through witness interviews, document analysis, and if necessary, the use of forensic technology. This process is carried out by upholding the principle of presumption of innocence and protection of the reporter and witnesses, ensuring the integrity of the investigation.

For cases that require it, Propam Polresta Deli Serdang holds a code of ethics hearing. This process involves the formation of a hearing panel consisting of Propam representatives, senior officials, and legal experts. The hearing is conducted by paying attention to the principles of justice and transparency, including summoning the reported party and witnesses, examining evidence, and deliberation of the panel. This process provides an opportunity for the reported party to defend themselves, ensuring procedural justice in handling ethical violations.

The application of sanctions by Propam Polresta Deli Serdang is carried out by considering the level of violation. Sanctions vary from verbal or written warnings for minor violations, to dismissal for serious violations. The application of these sanctions considers aspects of coaching and deterrent effects, as well as maintaining consistency with previous similar cases. This approach aims to enforce discipline while maintaining fairness and proportionality in handling violations.

Propam Polresta Deli Serdang also runs a rehabilitation and coaching program for members who have served sanctions. This program includes psychological counseling, retraining on the code of ethics, and a mentoring program by senior members who have achieved. The goal is to ensure that members who have violated can return to being personnel with integrity and professionalism, supporting positive reintegration into the institution.

Evaluation and reporting are important components in the implementation of the code of ethics by Propam Polres Deli Serdang. Periodically, analysis of violation trends, preparation of annual reports, and recommendations for system improvements are carried out. This evaluation process ensures that the implementation of the code of ethics continues to improve and adapt to emerging challenges, supporting organizational learning and continuous improvement.

Preventive efforts are carried out through a comprehensive socialization and education program. This includes regular training on the code of ethics, internal campaigns on integrity and professionalism, and publication of cases of violations as learning. This program aims to build awareness and commitment to the code of ethics among all members of the Deli Serdang Police, creating a strong ethical culture within the organization.

Factors Influencing the Effectiveness of the Implementation of the Indonesian Police Professional Code of Ethics in Handling Disciplinary Violations of Members at the Propam Polresta Deli Serdang

The effectiveness of the implementation of the Indonesian Police Professional Code of Ethics in handling disciplinary violations of members at Propam Polresta Deli Serdang is influenced by various complex and interrelated factors. The following is an in-depth analysis of these factors:

1. Internal factors of the organization

Internal organizational factors play a crucial role in the effectiveness of the implementation of the Police Professional Code of Ethics at Propam Polresta Deli Serdang. Leadership and commitment of leaders are the main foundations, where consistency in supporting the implementation of the code of ethics, both through policies and personal examples, creates a conducive environment for enforcing ethics. An organizational culture that emphasizes integrity and professionalism also supports the effectiveness of implementation, while a culture that is permissive of minor violations can erode overall effectiveness. A balanced and fair *reward and punishment system* influences the motivation of members to comply with the code of ethics, where rewards for those who uphold ethics and sanctions for violators must be applied consistently.

2. External factors

External factors also have a significant influence on the effectiveness of the implementation of the Indonesian Police Professional Code of Ethics. Public support, reflected in the level of trust and participation in reporting ethical violations, greatly influences the effectiveness of violation detection. An active and critical public can be an important partner in enforcing ethics.

Socio-economic conditions in the Deli Serdang region, including the level of community welfare and the complexity of social problems, also play a role in influencing the intensity and types of violations that occur. Meanwhile, technological developments, especially social media and digital platforms, bring new challenges in enforcing ethics, but also provide new tools for detecting and investigating violations.

3. Regulatory and policy factors

Regulatory and policy factors have a direct impact on the implementation of the Indonesian Police Professional Code of Ethics. Clarity and comprehensiveness of the code of ethics are the main keys, where a clear, comprehensive, and easy-to-understand code of ethics will be easier to implement. Conversely, an ambiguous or overly general code of ethics can cause difficulties in its implementation.

Synchronization with other regulations is also important, where the conformity between the code of ethics and other regulations applicable in the Polri environment and national law affects the consistency of implementation. The flexibility of adaptation of the code of ethics to changing situations and new challenges also affects its relevance and effectiveness in the long term.

4. Resource factors

The resource factor plays a vital role in supporting the implementation of the Indonesian Police Professional Code of Ethics. The availability of adequate budget for training programs, investigations, and supporting technology greatly affects Propam's capacity to implement the code of ethics. Without sufficient financial support, ethical enforcement efforts can be hampered. In addition, supporting infrastructure and technology, such as an integrated database system and modern investigative equipment, can improve the efficiency and effectiveness of case handling.

5. Psychological and behavioral factors of members

Psychological and behavioral factors of members are equally important aspects in the effectiveness of the implementation of the Indonesian Police Professional Code of Ethics. The level of understanding and internalization of the code of ethics by members of the Indonesian Police directly affects their compliance. Effective education and socialization programs can improve this aspect, ensuring that each member not only knows but also internalizes ethical values in their work. *Peer group pressure* also has a significant influence, where colleagues and informal norms within the work unit can encourage or hinder compliance with the code of ethics. Therefore, it is important to create a work environment that supports ethical behavior.

Conclusion

The implementation of the Indonesian National Police Professional Code of Ethics in handling disciplinary violations by members by Propam Polresta Deli Serdang is a complex and multidimensional process, including a comprehensive reporting system, systematic investigations, code of ethics hearings, application of sanctions, rehabilitation programs, periodic evaluations, and preventive efforts through socialization and education. The effectiveness of this implementation is influenced by various interrelated factors, including internal organizational factors such as leadership and organizational culture, external factors such as community support and technological developments, regulatory and policy factors, resource factors, and psychological and behavioral factors of members. The success of the implementation of the code of ethics is highly dependent on good management of all these factors to create an environment that supports integrity and professionalism in the Polresta Deli Serdang environment.

To improve the effectiveness of the implementation of the Indonesian National Police Code of Ethics, it is recommended that Propam Polresta Deli Serdang strengthen ethical leadership development programs, increase community involvement in supervision, adopt the latest technology for detection and investigation of violations, and develop a sustainable character development program for all members of the Indonesian National Police. This will help build a strong and sustainable ethical culture within the organization.

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