



Efficiency of the Sanction Determination Process for Members of the Republic of Indonesia Police Who Have Violated the Code of Ethics

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ABSTRACT

Enforcement of the code of ethics in the Indonesian National Police (Polri) is an important aspect of maintaining the professionalism and integrity of the institution. This study aims to analyze the efficiency of the process of enforcing the code of ethics in the Polri with a focus on the speed of case resolution, accuracy and consistency of sanctions, and its impact on the discipline and professionalism of Polri members. This study also identifies steps that can improve efficiency, such as simplifying administrative procedures, strengthening the capacity of the Profession and Security Unit (Propam), and utilizing information technology. The results of the study indicate that efficiency in enforcing the code of ethics can be achieved by accelerating the administrative process, improving the quality of human resources in Propam, and integrating information systems that facilitate coordination between units. This study provides recommendations for strengthening internal procedures and increasing transparency and accountability in the law enforcement process in the Polri.

Keywords: Code of Ethics Enforcement, Efficiency, POLRI Code of Ethics, Propam.

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INTRODUCTION

The Police Professional Code of Ethics has a strategic role in maintaining the integrity, discipline, and professionalism of every member of the Police. As a normative guideline, this code of ethics provides direction on how a member of the Police must act in accordance with applicable moral, legal, and ethical values (Bao et al., 2021). The high integrity of every member of the Indonesian National Police is an important pillar in creating justice and public trust in the police institution. In addition, the code of ethics also functions to regulate the limits of acceptable behavior, thus preventing abuse of authority that can damage the image of the institution.

As a moral and legal basis, the code of ethics is the main guideline in carrying out the daily duties of members of the Indonesian National Police. This includes how they interact with the community, handle conflicts, and maintain public order. With the code of ethics, Polri members are expected to be able to carry out their duties with full responsibility, without violating norms or harming other parties (Cai et al., 2021). The code of ethics also ensures that every decision taken by Polri members is in line with the principles of justice, transparency, and professionalism, thus creating a more conducive work environment.

The implementation of the code of ethics is also very important to maintain public trust in the National Police institution. The public has high expectations of the behavior and actions of police officers as law enforcers with integrity (Chen et al., 2020). When the code of ethics is enforced consistently, it can increase the credibility of the Police in the eyes of the public. Conversely, violations of the code of ethics, such as abuse of power or unprofessional behavior, can damage public trust and trigger dissatisfaction with the police institution. Therefore, the implementation of a firm and fair code of ethics is key to maintaining the legitimacy of the Police as a responsible law enforcement institution. The code of ethics is also an important tool to strengthen the governance and accountability of the Police. By enforcing the code of ethics, the Police not only build internal integrity but also provide a good example to the public about the importance of complying with legal and ethical norms. This not only improves the quality of the Police's services to the public but also strengthens the position of the Police as a professional and trusted institution (Chong et al., 2022). Thus, the code of ethics is not just a formal rule, but a foundation that determines the sustainability of the credibility and legitimacy of the Police institution. Violations of the code of ethics by members of the Police are a serious problem that can affect various aspects, both internally and externally.

Based on the Regulation of the Republic of Indonesia National Police Number 7 of 2022, violations of the code of ethics that often occur include various aspects such as abuse of authority, violation of discipline, unprofessional behavior to deviations in personal and state ethics. Some real examples are abuse of authority in law enforcement, such as fabricating evidence (Article 10 letter h), giving orders that violate legal norms (Article 11 paragraph 1 letter a), and impolite behavior in serving the public (Article 12 letter j). These violations not only tarnish the integrity of individual Polri members but also weaken the credibility of the police institution as a whole. The impact of violations of the code of ethics on public trust in the Polri is very significant. For example, discriminatory actions in providing services to the public (Article 12 letter i) or the behavior of Polri members who show off their wealth and luxurious lifestyle on social media (Article 13 letter g number 2) can create negative perceptions and disappointment among the public (Chu et al., 2021). Cases like this can create a gap between the Polri institution and the public, which ultimately reduces the level of public trust in the Polri as law enforcers. In the long term, this loss of trust risks weakening the effectiveness of the police's duties in maintaining public order and security.

Violations of the code of ethics also have a direct impact on the credibility of the Polri institution as a law enforcer. For example, acts of intimidation or violence during the examination process to obtain a confession (Article 10 letter e) violate the principles of fair law enforcement. When violations like this are revealed, the credibility of the Polri as an institution that should uphold the supremacy of law can be doubted by the public. This also affects public perception of the integrity of the justice system as a whole.

In addition, the internal stability of the Polri organization can also be disrupted due to violations of the code of ethics. Disharmony between superiors and subordinates, for example, due to irresponsible giving of orders (Article 11 paragraph 1 letter b) or incorrect reports from subordinates (Article 11 paragraph 2 letter b), can cause internal conflicts that affect the performance and productivity of the institution (Cui et al., 2020). Organizational stability is very important in ensuring that every Polri member can carry out their duties and responsibilities properly in accordance with established standards.

Regulation of the Republic of Indonesia National Police Number 7 of 2022 concerning the Code of Professional Ethics and the Commission of the Code of Ethics of the Republic of Indonesia National Police is the legal basis that regulates the procedures for handling violations of the code of ethics by members of the National Police (Fang et al., 2020). This regulation provides normative guidance on what is considered an ethical violation and the mechanisms for handling it. With this regulation, the National Police has a clear legal framework to assess, process, and impose sanctions on violations committed by its personnel, both in the fields of state ethics, society, and personality. This regulation stipulates the flow of resolving violations of the code of ethics from the investigation stage to the implementation of sanctions. The process begins with an investigation into the alleged violation, which includes collecting evidence and clarifying reports from the public or the results of internal supervision. Furthermore, an investigation is carried out by the Code of Ethics Commission, which is tasked with examining the facts in depth. If a violation is proven, the code of ethics hearing will determine the appropriate sanctions.

The sanctions stipulated in Regulation Number 7 of 2022 include rehabilitation measures, dishonorable discharge, to revocation of certain rights according to the level of violation. This regulation plays an important role in creating a fair, transparent, and consistent mechanism for enforcing the Polri Code of ethics. The principle of justice is reflected in the procedures that guarantee the right of every Polri member to provide clarification before a decision is made (Gao et al., 2022). Transparency is realized through a code of ethics hearing which is carried out formally with a mechanism that can be monitored. Consistency is maintained by referring to the ethical standards that have been set out in this regulation so that any similar violations can be handled with the same approach.

Regulation Number 7 of 2022 also encourages accountability in handling violations. With detailed procedures, the public can assess that the National Police institution not only imposes strict sanctions but is also committed to maintaining professionalism (Gu et al., 2021). The implementation of this regulation not only strengthens the credibility of the National Police in the eyes of the public but also improves the internal integrity of the

organization by preventing repeated violations. Therefore, this regulation is very relevant to ensure effective enforcement of the code of ethics, with integrity and in accordance with legal and moral values.

This study aims to evaluate the efficiency of the process of determining sanctions for violations of the code of ethics within the Indonesian National Police (Hu et al., 2020). This objective includes an analysis of the various stages of the process, from investigation, and inquiry, to the implementation of sanctions, taking into account factors such as speed, accuracy, and compliance with the procedures stipulated in Police Regulation Number 7 of 2022. This evaluation is important to ensure that the process of determining sanctions not only runs according to procedure but also maintains the principles of fairness and transparency.

Efficiency in determining sanctions is a crucial aspect to avoid unnecessary delays or complicated procedures, which can harm the parties involved, both victims and perpetrators of violations. An efficient process can encourage legal certainty and provide a deterrent effect to violators without ignoring their right to receive fair treatment (Jiang et al., 2022). By evaluating this efficiency, it is hoped that obstacles that have disrupted the smooth running of the process can be identified, such as lack of coordination between units, complicated administrative procedures, or lack of resources.

This evaluation is also important as a reform of the Polri institution. Efficient and fair enforcement of the code of ethics is one indicator of the success of reforms that aim to improve the quality of service and credibility of the Polri in the eyes of the public (Jošt et al., 2020). By evaluating the efficiency of the sanction-setting process, this study can provide strategic recommendations to improve the existing system, such as simplifying procedures, digitizing the process, or increasing training for officers involved in handling the code of ethics.

The results of this study are expected to contribute to improving the overall code of ethics enforcement system. The recommendations produced can be the basis for the Polri to develop more effective policies and procedures, which can ultimately improve the professionalism of the organization (Kim et al., 2020). In addition, improvements in the efficiency of the sanction-setting process will also strengthen public trust in the Polri institution as a law enforcer with integrity and accountability. Thus, this research has significant relevancy in supporting the efforts of the Indonesian National Police to continue transforming into a modern and professional institution.

RESEARCH METHODOLOGY

This study uses a normative legal method, which focuses on the analysis of legal norms in laws and regulations and relevant legal concepts (Konda et al., 2020). The statute approach is used to examine in-depth Police Regulation Number 7 of 2022 as a legal basis in the process of determining sanctions for violations of the code of ethics, including how the regulation regulates the stages of investigation, investigation, and implementation of sanctions (S. Li et al., 2020). Meanwhile, the conceptual approach is applied to understand the principles of justice, efficiency, and transparency that are the basis for enforcing the

code of ethics, as well as to identify gaps between legal theory and its implementation practices (X. Li et al., 2021). This method aims to produce a comprehensive analysis of the effectiveness of regulations in creating a fair and efficient code of ethics enforcement process while also providing recommendations that can support the improvement of professionalism and accountability of the National Police institution.

RESULT AND DISCUSSION

The purpose of the Police Professional Code of Ethics is to place police ethics proportionally in relation to the community, while at the same time providing confidence to police members that internalization of correct, good, and solid police ethics will be a means to achieve several goals. These goals include: first, realizing a sense of self-confidence and pride as a member of the police, which in turn will be a source of pride for the community; second, achieving success in carrying out duties; third, fostering togetherness and partnership as a basis for building community participation in law enforcement; and fourth, creating a police force that is professional, effective, efficient, modern, clean, authoritative, and respected and loved by the community (Lin, Firdaus, et al., 2020). Therefore, this code of ethics not only functions as a moral guideline but also as a tool to improve the quality of service and integrity of the police institution in the eyes of the public.

The police professional code of ethics is a set of principles and norms that serve as guidelines for the behavior and morals of police members in carrying out their duties and responsibilities. This code of ethics is designed to ensure that the actions and decisions of police members reflect integrity, honesty, professionalism, and respect for the law and human rights. The code of ethics aims to maintain the reputation of the police institution in the eyes of the public while protecting the rights of the community from potential abuse of authority (Lin, Nugraha, et al., 2020). The code of ethics has an important function as an instrument for controlling behavior and professional standards for members of the Indonesian National Police. The code of ethics functions to build public trust in the institution by ensuring that each member acts in accordance with established norms. Its main goal is to create an organizational culture that is oriented towards justice, transparency, and accountability. In addition, the code of ethics also plays a role in preventing violations and providing a strong legal basis for enforcing sanctions against members who violate. Thus, the code of ethics not only functions as an internal control tool but also as a commitment from the Indonesian National Police to realize professionalism and fair service to the community.

As part of the government system, members of the Indonesian National Police (Polri) are civil servants who are appointed and dismissed in accordance with applicable laws and regulations. In this regard, Article 30 paragraph (1) of Law Number 2 of 2002 affirms that Polri members may be honorably or dishonorably discharged. Meanwhile, Article 34 paragraphs (1) and (2) state that the attitudes and behaviors of Polri officers must adhere to the Police Professional Code of Ethics, and this code of ethics can serve as a guideline in the development of other police functions in carrying out their duties.

Furthermore, Article 35 paragraph (1) stipulates that violations of this code of ethics must be resolved by the Police Professional Code of Ethics Commission.

Police Regulation Number 7 of 2022 regulates in detail the structure and procedures for handling violations of the Polri professional code of ethics. This regulation covers the authority of investigators, as well as authorized officials in the process of handling code of ethics cases, from the stage of receiving reports to the imposition of sanctions (Liu et al., 2020). This regulation also governs the role of the Police Code of Ethics Council (DKPP) in determining the appropriate type of sanction based on the level of violation. With a clear structure, Police Regulation Number 7 of 2022 aims to create a transparent and accountable system for enforcing the code of ethics.

This regulation establishes systematic steps in the process of handling code of ethics violations. Starting from the initial investigation stage, investigators collect evidence supporting the reported violation. Subsequently, the results of the investigation are submitted to the DKPP for an ethics hearing (Luo et al., 2020). The DKPP has the authority to determine the type of sanction, which may include reprimands, postponement of promotion, or even dishonorable discharge (PTDH), depending on the severity of the violation. This regulation also grants the alleged violator the right to present a defense, ensuring that the sanctioning process adheres to the principle of due process of law.

Efficiency in administrative law refers to the ability of a system to achieve optimal results by utilizing resources effectively and without wasting time. In the enforcement of the code of ethics, efficiency can be interpreted as a legal process capable of resolving violations quickly, without sacrificing justice and transparency (Peng et al., 2022). An efficient legal process is crucial to maintaining public trust in the police institution and preventing the accumulation of unresolved violation cases. Several factors influence efficiency in the enforcement of legal regulations, including clarity of regulations, competence of law enforcement officers, availability of resources, and effective oversight mechanisms. Ambiguous regulations or overly bureaucratic procedures can hinder the case resolution process, while a lack of trained human resources can reduce the quality of investigations. Additionally, weak internal oversight can create potential deviations in the legal process, thereby reducing efficiency and accountability. Therefore, evaluation and improvement of these factors need to be carried out continuously to ensure optimal efficiency in the enforcement of the code of ethics.

Government Regulation Number 2 of 2003 regulates the discipline of Polri members, which includes the imposition of administrative sanctions and disciplinary sanctions for violations committed by Polri members. These sanctions vary from verbal reprimands to more severe actions such as removal from office or dishonorable discharge. Violations of disciplinary regulations and the police professional code of ethics will be examined by the Police Professional Code of Ethics Commission (KKEP) and may be subject to ethical and/or administrative sanctions (Qi et al., 2020). Ethical sanctions are imposed for minor violations and may include a statement of misconduct, an apology to the aggrieved party, and an obligation to undergo coaching for one month. Administrative

sanctions, on the other hand, may include transfers, postponement of promotion or education, or even dishonorable discharge, depending on the level of violation.

To oversee the performance of duties by Polri members, the Profession and Security Division (Propam) of the National Police plays an important role in ensuring compliance with the code of ethics and discipline. Before the establishment of Propam, the oversight of Polri members was carried out by the Provost, who worked independently. However, with the formation of Propam, oversight is now more structured and effective, involving various levels of units from the National Police Headquarters to the Police Stations. Propam has the task and mission to improve the image of the National Police through professional, disciplined, and transparent law enforcement. Additionally, Propam is also tasked with providing services for public complaints regarding the behavior of Polri members and providing protection and guidance to the community.

The imposition of sanctions on Polri members who violate the code of ethics or disciplinary regulations is not only aimed at enforcing the law but also at ensuring that Polri members act in accordance with the principles of ethics and integrity (Shi et al., 2020). Sanctions are cumulative and can be in the form of ethical or administrative sanctions, depending on the level of the offense committed. Nevertheless, the sanctions imposed do not eliminate the possibility of criminal or civil charges that may arise as a result of the violation. This emphasizes that the enforcement of discipline within the Polri institution serves as an effort to ensure that Polri members always comply with applicable rules and the code of ethics, as well as to maintain public trust in the police institution.

The investigation stage is the initial step in the process of handling code of ethics violations within the National Police. An investigation is conducted to gather preliminary information regarding alleged code of ethics violations by a Polri member. This mechanism begins with the receipt of a report or complaint from various sources, such as the public, fellow Polri members, or through internal oversight. The report is then analyzed by authorized officials to determine whether there are indications of a code of ethics violation that needs to be followed up. Investigating officers have an obligation to act objectively and professionally, in accordance with the principle of due process of law. This includes a preliminary examination of relevant documents or evidence, interviews with the complainant or witnesses, and the collection of facts that may support or refute the alleged violation. This process is carried out while maintaining the confidentiality of the parties involved to protect them from potential pressure or intimidation.

The investigation is carried out by a team or individuals who have been granted authority in accordance with Police Regulation Number 7 of 2022. Investigating officers typically come from units that have an internal oversight function, such as the Propam Division of the National Police. In carrying out their duties, investigators are required to comply with established standard operating procedures (SOP) to ensure that every action taken is within the bounds of the law. During the investigation, officers must also avoid conflicts of interest that could affect the independence and integrity of the investigation results (Song et al., 2021). If sufficient initial evidence is found to support the alleged violation, the investigation results will be reported to the authorized superior, such as the

Head of the Propam Division or the Police Code of Ethics Council (DKPP), for further processing to the investigation stage. Conversely, if insufficient evidence is found, the report may be closed with official notification to the complainant. The investigation stage plays an important role as a basis for determining the continuation of the legal process against code of ethics violations. An investigation conducted professionally and comprehensively will provide a strong foundation for the investigation process and ethical hearings. Moreover, an effective initial investigation can also prevent procedural errors that could potentially create injustice or damage the reputation of the Polri institution.

The investigation stage is a follow-up step after the preliminary investigation, aimed at delving deeper into the allegations of code of ethics violations that were discovered in the initial stage. At this stage, the unit authorized to conduct a more in-depth examination is the Profession and Security Division (Propam), which has full authority to investigate and examine Polri members suspected of violating the code of ethics. Propam will conduct investigations into more serious violations, such as abuse of authority, violence, or other violations that tarnish the image of the police institution. Investigations by Propam are carried out by collecting further evidence, including examining witnesses, gathering documents, and obtaining recordings or electronic evidence relevant to the committed violation. Propam officers on duty have an obligation to work independently and objectively, ensuring that the rights of the Polri members being examined are respected, and avoiding conflicts of interest that could affect the investigation results. If sufficient evidence is found during the investigation process, the case will proceed to the next stage, namely examination by the Police Code of Ethics Commission (KKEP). During the investigation process, Propam has broad authority to collect relevant evidence (Sun et al., 2022). This evidence can include witnesses, documents, video or audio recordings, and other evidence that supports the occurrence of a code of ethics violation. Propam can also examine the behavior of the Polri member suspected of the violation and interrogate related parties to obtain clear and accurate information. This authority is crucial to ensure that the examination is carried out in accordance with the existing facts and can be legally justified.

After the investigation is completed, the case of the code of ethics violation will proceed to the code of ethics adjudication stage, conducted by the Police Code of Ethics Commission (KKEP). The KKEP has the duty to examine and adjudicate violations of the code of ethics committed by Polri members. The examination by the KKEP will involve an open hearing, where the Polri member suspected of the violation is given the opportunity to defend themselves, either by presenting witnesses or evidence that can support their claims (Tcharkhtchi et al., 2021). This commission consists of high-ranking Polri officials who have experience and competence in handling code of ethics violations. During this examination, the KKEP will evaluate all the evidence collected by Propam and hear statements from both parties (the alleged violator and witnesses). Based on the results of the examination, the KKEP will make a decision on whether the Polri member is found guilty or not guilty of violating the code of ethics. If found guilty, the KKEP will

decide the appropriate type of sanction, which can be administrative sanctions, light, moderate, or severe sanctions, depending on the seriousness of the violation committed.

Code of ethics hearings are conducted openly and transparently, involving various parties, including legal counsel representing the violator if needed. This adjudication process aims to ensure that every Polri member who violates the code of ethics receives a fair and objective process. After all the evidence and statements have been examined, the KKEP will make a decision. This decision may include the imposition of sanctions, such as a reprimand, transfer of duties, demotion, or even dismissal from the police force, depending on the level of offense committed by the violator (Xin et al., 2021). Dishonorable Discharge (PTDH) is the most severe form of sanction given to Polri members who are proven to have committed very serious code of ethics violations that damage the image of the police institution. The dismissal process begins after going through the investigation, examination, and hearing at the KKEP, which shows that the violation committed truly violates the basic values of the police profession and affects public trust in the Polri.

The PTDH procedure begins with a recommendation from the KKEP stating that the violation is serious enough to warrant dismissal. The PTDH decision is then submitted to the leadership of the Polri, who will conduct a final evaluation before the decision is implemented. If approved, the member concerned will be permanently dismissed from police duties and will not receive the rights normally granted to honorably discharged Polri members. After the decision regarding sanctions is handed down by the KKEP, the Polri member who feels aggrieved by the decision has the right to appeal (Wang et al., 2020). The appeal is submitted to a higher level within the police force or through a mechanism determined in Polri regulations. This appeal process aims to provide an opportunity for members who feel the KKEP decision is unfair or not in accordance with the existing evidence to get a review. The appeal mechanism involves a re-evaluation of all existing evidence and legal processes. The party authorized to handle the appeal will consider whether the decision made by the KKEP is in accordance with applicable legal procedures and whether the sanction imposed is proportional to the violation committed. If the appeal is accepted, the sanction imposed may change, be reduced, or even revoked, depending on the existing considerations. This process provides a sense of justice for Polri members who feel the initial decision is not in accordance with their rights.

The speed in resolving cases of code of ethics violations is one of the most important indicators of efficiency in the police's law enforcement system. A swift process allows problems to be resolved without undue delay, thus preventing damage to the image of the National Police (Polri) and reducing the negative impact on the morale of police officers (Xi et al., 2020). The promptness of resolution also indicates that the existing system is capable of working effectively and on time, providing clarity for the parties involved, both the violators and the victims. With rapid resolution, Polri members suspected of violations can quickly know the status of their cases, while the public can see that Polri is committed to enforcing the law without unnecessary delays.

Accuracy and consistency in enforcing sanctions are also key indicators in evaluating the efficiency of the system. Accuracy refers to the appropriateness of the type of sanction given to the severity of the violation committed, ensuring that the sanction imposed is precise and fair. Consistency means that sanctions imposed on Polri members who commit similar violations must be uniform, without any discrimination or inequality in their application (Xu et al., 2020). Accurate and consistent enforcement of sanctions is crucial in maintaining the credibility of the Polri institution and increasing public trust in the judicial process carried out. If the sanction enforcement system is not accurate and consistent, it can lead to dissatisfaction among Polri members and the public as well as weaken the overall enforcement of the code of ethics.

The efficiency of the sanctioning process can also be measured by its impact on the professionalism and discipline of Polri members. Sanctions that are applied appropriately and efficiently are expected to have a strong deterrent effect, increase discipline, and improve the quality of professionalism within the Polri. Sanctions that are firm and commensurate with the level of violation are expected to encourage Polri members to always adhere to the code of ethics and carry out their duties with integrity and responsibility (L. Yang et al., 2022). On the other hand, sanctions that are ineffective or delayed can have a negative impact, namely low disciplinary awareness among members, and damage the image of the Polri as an institution that upholds the values of justice and professionalism. Therefore, efficient sanction enforcement must be able to positively influence the behavior of Polri members, encouraging them to always act in accordance with applicable ethical and legal standards.

Simplification of administrative procedures is an important step in increasing efficiency in the imposition of sanctions for code of ethics violations. Overly layered bureaucratic processes often hinder the smooth enforcement of the law within the Polri. Therefore, it is necessary to map and streamline administrative procedures to ensure that every step, from investigation to final decision, can proceed more quickly and simply without sacrificing justice (L. Yang et al., 2022). This simplification will not only speed up the time to resolve cases but will also reduce the potential for administrative errors that can harm the legal process. Moreover, with more efficient procedures, Polri members can also focus more on the substance of the case rather than being trapped in complex administrative processes.

Strengthening the capacity of the Profession and Security Division (Propam) is a vital strategy to improve the efficiency of the code of ethics enforcement in the Polri. Propam plays a very important role in conducting investigations into violations of the code of ethics by Polri members. Therefore, Propam needs to be equipped with more intensive training and access to adequate resources, both in terms of competent personnel and supporting facilities such as technology and good information systems (Z. Yang et al., 2020). This capacity strengthening also includes improving coordination mechanisms between related units, as well as ensuring that Propam has clear and reliable authority in making firm and objective decisions. Thus, Propam will be more effective in handling code of ethics violations quickly, accurately, and transparently.

Optimal utilization of information technology can increase efficiency in the entire process of enforcing the code of ethics. Technology can be used to facilitate administrative processes, speed up the collection and analysis of evidence, and increase transparency in the investigation process. Technology-based case management systems allow all parties involved in handling code of ethics violations to access information quickly and accurately, thereby minimizing the possibility of errors or abuse of authority. In addition, technology can also be used to monitor the progress of the legal process in real time, which helps in assessing the extent to which the implementation of procedures is in accordance with applicable regulations (Ye et al., 2020). The use of more efficient communication platforms and integrated data management systems will help speed up decision-making and ensure that the process of enforcing the code of ethics is carried out more transparently and accountably.

Simplifying administrative procedures is crucial to increasing efficiency in the imposition of sanctions. By reducing excessive bureaucracy and unnecessary procedures, the investigation process can proceed more quickly and effectively (Yu et al., 2021). This can be achieved by designing clearer and more structured procedures, minimizing irrelevant stages, and introducing a more direct workflow. This simplification will reduce obstacles in decision-making, allow for shorter case resolution times, and reduce inefficiencies in the performance of duties.

Strengthening the capacity of the Profession and Security Division (Propam) is key to ensuring that the process of enforcing the code of ethics runs smoothly and efficiently. This can be done by providing more intensive training to Propam personnel, adding experts with specializations in certain fields, and providing more adequate facilities and equipment to support their duties (Zhan et al., 2021). By improving the human resource capabilities in Propam, the Polri institution can ensure that every violation of the code of ethics can be investigated and processed with adequate expertise, reducing errors and speeding up the imposition of sanctions.

Technology plays a major role in increasing the efficiency of code of ethics enforcement. By integrating information systems connected between various units involved in this process, administrative processes can be accelerated and minimize dependence on time-consuming physical documentation (Zhou et al., 2020). This system can also improve coordination between units, facilitate access to relevant data, and reduce the potential for human error in information management. The use of technology will support transparency and accuracy in every step of enforcing the code of ethics, speed up case resolution, and enable more systematic evaluations.

CONCLUSION

The Police Professional Code of Ethics plays a very important role in maintaining the integrity, professionalism, and public trust in the police institution. By establishing ethical principles that govern the behavior of Polri members, this code of ethics serves as a moral guideline, internal control, and instrument to improve the quality of service to the community. Enforcement of the code of ethics through transparent and efficient

procedures, as well as the imposition of appropriate sanctions, aims to create a police force that is professional, authoritative, and loved by the community. Supervision carried out by the Polri Professional and Security Division (Propam) also plays an important role in ensuring compliance with the code of ethics and discipline, thereby building a positive image and public trust in law enforcement officers. The process of handling violations of the code of ethics within the Polri environment through the stages of investigation, inquiry, and trial of the code of ethics aims to ensure that every violation committed by Polri members is processed professionally, objectively, and in accordance with the principle of due process of law. The investigation stage serves as a basis for identifying indications of violations, while the investigation further examines the evidence to support the continuation of the case.

The transparent and fair code of ethics trial process at the Indonesian National Police Code of Ethics Commission (KKEP) ensures that every member of the Indonesian National Police who is proven guilty receives a sanction that is proportional to the violation committed. This system also includes an appeal mechanism that provides an opportunity for members of the Indonesian National Police who feel aggrieved to obtain a review, in order to maintain the justice and integrity of the Indonesian National Police institution. Efficiency in enforcing the code of ethics in the Indonesian National Police is greatly influenced by the speed, accuracy, consistency, and positive impact on the professionalism of members. Simplifying administrative procedures, strengthening the capacity of the Professional and Security Unit (Propam), and optimal utilization of information technology are strategic steps to achieve this efficiency. By accelerating the investigation process, improving the quality of human resources, and utilizing an integrated information system, the Indonesian National Police can be more effective in enforcing the code of ethics, maintaining the credibility of the institution, and improving the image and discipline of members. In addition, these steps are expected to increase transparency, accountability, and legal certainty in every stage of the code of ethics enforcement process.

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