

## Effectiveness of Recruitment of Honorary Staff at the Civil Service Police Unit and Wilayatul Hisbah, Gayo Lues Regency, Aceh Province

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### Abstract:

The effectiveness of recruitment of honorary workers at the Civil Service Police Unit can improve the service performance of the Wilayatul Hisbah of Gayo Lues Regency. The purpose of writing this scientific paper is to analyze and recommend how to implement the recruitment of Honorary Workers at the Civil Service Police Unit and Wilayatul Hisbah of Gayo Lues Regency, Aceh Province. Subjects of the study The data sources in this study were the Assistant for Government and Social Welfare of Gayo Lues Regency, Head of Civil Service Police Unit and WH of Gayo Lues Regency, Head of BKPSDM Gayo Lues, Head of Public Order and Public Security Division of Civil Service Police Unit and WH Gayo Lues, Head of Human Resources Division of Apparatus and Community Protection Unit, Head of General and Personnel Sub-Division of Civil Service Police Unit and WH Gayo Lues and Head of Human Resources Section. The data collection technique for this study was conducting in-depth interviews in general, which is a process of obtaining information in research objectives and observation is part of one of the data collection techniques for qualitative research, where comprehensive researcher insight is needed to find field phenomena and symptoms that may occur in a study. The results of the study are: the effectiveness of recruitment of honorary personnel in the Civil Service Police Unit and Wilayatul Hisbah of Gayo Lues Regency is studied considering the priority of its main tasks and functions as enforcers of regional regulations or district qanuns, regional regulations (perda), especially in the field of public order, security and protection of the community which is the authority of the region so that it requires the apparatus of the Civil Service Police Unit and WH Gayo Lues to have a reliable and quality attitude and management. Carrying out matters of public order, security, protection of the community, the field of policy enforcement carrying out coordination, administrative and technical services for the preparation of planning, management, legislation, correspondence and archiving, public relations, households, performance reports, documentation, finance and assets, reporting and evaluation and affairs of the State Civil Apparatus within the Region, Islamic Law, Human Resources and Community Protection.

**Keywords:** Effectiveness of Honorary, Personnel of the Civil Service Police.

### Introduction

The effectiveness of the recruitment of honorary staff at the Civil Service Police Unit can provide changes in improving and achieving the function of the Civil Service Police in carrying out the task of protecting the community and assisting in the implementation of the Gayo Lues Regency government program. The recruitment of the Civil Service Police Unit and Wilayatul Hisbah is a complement to the Gayo Lues Regency Government Apparatus Organization. The Civil Service Police Unit and WH in Gayo Lues Regency have quite complex duties, main tasks and functions. This is indicated by various social ills, regional regulations that have not been optimally enforced and also the still low implementation of developing the implementation of Islamic law in the midst of an increasingly advanced digitalization era. For this reason



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reliable apparatus are needed to carry out performance responsibilities as enforcers of regional regulations, so recruitment is necessary. This statement is in accordance with [Tabrani's view. \(2022\)](#).

The problem in the recruitment of SATPOL PP and Wilayatul Hisbah Police Units is an obstacle at this time requiring all contract workers in the local government environment to be recruited through the recruitment process of Government Employees with Work Agreements (P3K), which is very much in the attention of local governments, in addition to the costs needed to organize these activities, the contract workers recruited must also meet very clear and measurable recruitment standards, in terms of the ability of Human Resources in Gayo Lues Regency is still very minimal. Several obstacles that occur in the recruitment of SATPOL PP and WH in Gayo Lues Regency, require effective governance related to the recruitment of honorary workers at SATPOL PP and WH in Gayo Lues Regency, namely as an effort to answer these problems, the right theory to use is the theory of effectiveness and recruitment which will be linked to the local culture, considering that the local culture of the Gayo Lues community has its own way which is stated in the village reusam or village regulations. This suggests that the enforcement of regional regulations that are based on Islamic teachings needs to be carried out by SATPOL PP and WH whose main duties are as enforcers of regional regulations or district qanuns. Of course, it must be enforced by competent personnel who have good capabilities. Recruitment is the process of searching for and "charming" prospective employees (applicants) who are able to apply as employees. In accordance with what [Handoko \(2008:69\)](#)

Effectiveness indicators describe the range of consequences and impacts (outcomes) of program outputs in achieving program objectives. The greater the contribution of the output produced to the achievement of goals or Effectiveness Theory, the specified targets, the more effective the work process of an organizational unit. Effectiveness is the relationship between the output of a responsibility centre and the targets that must be achieved, the greater the contribution of the output produced to the value of achieving the target, the more effective the unit can be said to be. Both statements have similarities where the purpose of the effectiveness of an organization or institution is to achieve the goals of the organization itself. Supriyono (2000) After the process of recruiting someone, the next recruitment must be based on the purpose for which the recruitment is carried out. In recruitment, it is known that there are applicants and recruiters, applicants as explained above must follow the terms and conditions and comply with the application procedure. So in the recruitment process, applicants will follow the recruitment process to get competent employees. The purpose of recruitment is to get as much supply of prospective applicants as possible so that the company will have a greater opportunity to make choices for prospective workers who are considered to meet the company's qualification standards [Siagian, \(2005\)](#).

The workforce recruitment system is: (a) Patronage System (friend) is an employee recruitment system based on subjective relationships, namely: relationships that are calculated between the subjects, both political and non-political relationships. Political relationships are the appointment or designation of employees

based on personal taste or based on the interests of a group. While non-political relationships are relationships that are not parties or non-political or often called nepotism systems. This system in practice recruits employees based on family, friends, close friends or good friends. (b) Merit system (skill) is the recruitment of employees based on skills, talents, experience, health according to previously made criteria. (c) Career system (increase) is providing employees with the opportunity to develop talents and skills as long as they are able to work with the hope of being promoted to the limit of their abilities.

Selection of media to create job vacancies, according to the segmentation of the media concerned. The selection of this media will also give the impression of the company's bonafide. Qualified applicants usually only apply to media that are considered bonafide. Attaching brochures in colleges and training institutions that have high quality and reputation. This is important because usually universities that have a high reputation will produce graduates who can be accounted for. The time given should not be too short, so as to maximize the number of applicants. For example, 1 week or 10 days. Selection is a material part of the operational management of human resources, namely procurement, while procurement itself consists of: planning, recruitment, selection, placement, and production. Companies to visit and obtain explanations about the company. [Garaika, \(2019\)](#).

## Methods

The research location is at the Secretariat of the Civil Service Police Unit and Wilayatul Hisbah of Gayo Lues Regency, Aceh Province. The reason the researcher chose this location for the research was because he saw a problem regarding the ineffectiveness of the Recruitment of Honorary Staff at the Civil Service Police Unit and Wilayatul Hisbah of Gayo Lues Regency, Aceh Province. The method used by the researcher in this study is a qualitative research type. Qualitative research is research that emphasizes quality and the most important thing about the nature of a good/service. Qualitative research is explored and deepened from a social phenomenon or a social environment consisting of actors, events, place and time. Satori, (2020). The approach used in this study is research with a phenomenological approach, research that relies on or understands the meaning behind the phenomenon (noumena) which is described in detail. This research approach was developed from phenomenological philosophy. The purpose of phenomenological research is to understand the response to the existence of individuals in society, as well as the experiences understood in carrying out interactions with others in this case is how researchers will see the phenomenon of recruitment of honorary SATPOL PP and WH personnel in Gayo Lues Regency which will be adjusted to the problems and theories that will be used in this study. [as Novita's view,\(2022\)](#)

The data sources in this study are divided into two, namely primary data and secondary data. This primary data is obtained by finding answers to questions presented through direct interviews with informants consisting of: Assistant for Government and Social Welfare of Gayo Lues Regency, Head of Civil Service Police Unit and WH of Gayo Lues Regency, Head of BKPSDM Gayo Lues, Head of Public

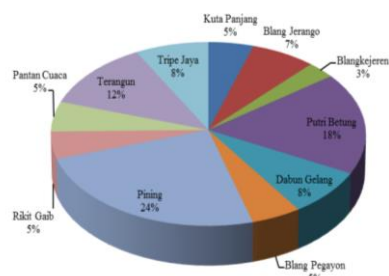
Order and Public Order of Civil Service Police Unit and WH Gayo Lues, Head of Civil Service Resources and Community Protection Unit, Head of General and Personnel Sub-Division of Civil Service Police Unit and WH Gayo Lues and Head of Civil Service Resources Section. In addition to the data from the informants that have been described above, the data needed in this study will also be taken from literature, journals and other references that are considered to have a correlation with this research in the future. Data collection techniques are how a researcher begins the most important step in research because the main goal is to obtain accurate and precise data. Without knowing the data collection technique, the researcher will not get data that meets the data standards set by [Sugiyono \(2005\)](#)

## Results

### Description of Research Location

Gayo Lues Regency is a regency located in the central region of Aceh, formed through Law Number 4 of 2002 concerning the Establishment of Southwest Aceh Regency, Gayo Lues Regency, Aceh Jaya Regency, Nagan Raya Regency, and Aceh Tamiang Regency, in the Province of Nanggroe Aceh Darussalam on April 10, 2002. Gayo Lues Regency is located at  $03^{\circ} 40'26'' - 04^{\circ} 16'55''$  N and  $96^{\circ} 43' 24'' - 97^{\circ} 55' 24''$  E, with an area of 5,789.67 km<sup>2</sup>. Regional boundaries, Gayo Lues Regency has the following administrative boundaries: East side borders Aceh Tamiang Regency and Langkat Regency, North Sumatra Province, West side borders Southwest Aceh Regency, Nagan Raya Regency and South Aceh Regency, North side borders Central Aceh Regency, Aceh Tamiang Regency and East Aceh Regency and South side borders Southeast Aceh Regency, South Aceh and Southwest Aceh Regency.

Kecamatan dengan wilayah terluas adalah Kecamatan Pining dengan luas wilayah 1.350,09 km, atau 24,33 persen dari luas wilayah, sedangkan kecamatan dengan luas wilayah terkecil adalah kecamatan Blangkejeren dengan luas wilayah 166,06 km atau 2,99 persen dari luas wilayah Kabupaten Gayo Lues. Kecamatan terjauh dari Ibukota Kabupaten Gayo Lues adalah Kecamatan Tripe Jaya dan Kecamatan Pining yang berjarak sekitar 55 km, sedangkan ibukota kecamatan terdekat dari ibukota Kabupaten Gayo Lues adalah Kecamatan Dabun Gelang dengan Ibukota Kecamatan Kampung Badak Burjumpe. Kecamatan Blangkejeren merupakan Ibukota Kabupaten Gayo Lues.



Source: Gayo Lues RKP 2023-2026

Figure 1. Percentage of Area in Each District (percent/km)

### Administrative Condition of Gayo Lues Regency

Gayo Lues Regency consists of 11 sub-districts, 25 mukim governments and 148 villages consisting of 136 definitive villages and 12 preparatory villages. For more details on the administration of Gayo Lues Regency can be seen as follows:

Table 1. Administrative Area of Gayo Lues Regency

No	Subdistrict Name	Name of District Capital	An area	
			Ha	%
1	Blangjerango	Buntul Gemuyang	38.241,70	6,89
2	Blangkejeren	Blangkejeren	116.605,63	2,99
3	Blangpegayon	Cinta Maju	27.218,09	4,90
4	Dabun Gelang	Burjumpe	44.471,13	8,01
5	Kutapanjang	Kutapanjang	26.952,72	4,86
6	Pantan Cuaca	Kenyaran	29.506,51	5,32
7	Pining	Pining	135.008,35	24,33
8	Putri Betung	Gumpang	99.686,09	17,96
9	Rikit Gaib	Ampa Kolak	26.407,84	4,67
10	Terangun	Terangun	67.180,27	12,10
11	Tripe Jaya	Rerebe	43.722,73	7,88
	Amount		554.991,06	100,00

**Data Source: Gayo Lues Regency RTRW 2012-2032**

Based on table 1 above, the area of Gayo Lues Regency is 554,991.06 Ha, the largest sub-district is Pining sub-district with an area of 135 Ha. Reaching 24.33% of the area of Gayo Lues Regency. The sub-district with the smallest area is Ampa Kolak sub-district with an area of 26,407.84 Ha, reaching 4.67%. Based on the area, the population in each sub-district in Gayo Lues Regency can be stated as follows:

Table.2 Population of Gayo Lues Regency by District in 2022

No	Sub-district	Male	Female	Total
1	Blangkejeren	15.582	15.605	31.187
2	Kutapanjang	4.986	4.999	9.985
3	Rikit Gaib	2.350	2.417	4.767
4	Terangun	4.852	4.669	9.521
5	Pining	2.673	2.542	5.215
6	Blangpegayon	3.502	3.369	6.871
7	Putri Betung	4.771	4.601	9.372
8	Dabun Gelang	3.441	3.480	6.921
9	Blangjerango	3.831	3.758	7.589
10	Teripe Jaya	2.984	2.884	5.868
11	Pantan Cuaca	2.304	2.154	4.458
	Amount	51.276	50.478	101.754

Source: Sectoral Statistical Profile of Gayo Lues Regency 2022

Based on the data in table 2 above, the population of 11 sub-districts in Gayo Lues Regency is 101,754 people experiencing varying conditions, the most densely populated sub-district is Blangkejeren District with the most densely populated population of 31,187 people and the least population is in Pantan Cuaca District with a population of 4,458 people. the welfare conditions of the community in Gayo Lues Regency in this case are related to the livelihoods in general, the Gayo Lues community depends on the government sector (ASN) and agriculture as stated in the Gayo Lues Regent Regulation Number 3 of 2022 concerning the Gayo Lues Regency Development Plan for 2023-2026 that in 2017-2021 overall Gayo Lues' economic growth showed fluctuating developments and there was a contraction in growth in several business fields. To see the growth rate of each GRDP growth indicator, we can see the following table:

Table 3. GRDP ADHK Growth Rate by Business Field in Gayo Lues Regency 2017-2021 (Percent)

Category	Business Field	year				
		2017	2018	2019	2020	2021
A	Agriculture, Forestry and Fisheries	7,52	-4,32	-0,95	3,92	0,37
B	Mining and Quarrying	-	-	-0,71	0,91	0,1
C	Manufacturing Industry	16,69	15,32	-3,79	-1,70	3,42
D	Electricity and Gas Supply	8,70	7,47	6,93	4,50	1,94
E	Water Supply, Waste Management, Construction Waste	8,52	8,31	14,27	1,69	2,04
F	Construction	10,89	5,03	0,58	0,54	1,38
G	Wholesale and Retail Trade; Automobile and Motorcycle Repair	6,39	5,89	4,87	-0,99	2,55
H	Transportation and Warehousing	3,13	2,00	-0,06	-21,41	18,24
I	Provision of Accommodation and Food and Beverages	22,38	24,53	27,05	-8,13	0,03
J	Information and Communication	3,91	2,70	7,16	13,76	9,62
K	Financial Services and Insurance	4,51	0,47	13,01	13,01	-5,37
L	Real Estate	3,57	6,09	7,40	0,11	0,28
MN	Company Services	8,55	6,61	8,86	-8,67	1,66
O	Government Administration, Defense, and Mandatory Social Security	6,21	6,13	0,39	-2,81	4,66
P	Educational Services	4,82	7,79	10,49	1,80	1,65
Q	Health Services and Social Activities	5,21	5,78	8,88	5,73	9,15
RSTU	Other Services	5,25	5,13	8,67	0,36	2,58

Gross Regional Domestic Product	4,70	1,28	1,26	0,88	2,32
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Source: Central Statistics Agency of Gayo Lues Regency, 2022

Based on the data in table 3 above, it explains that the available business fields are still very minimal, so that the Gayo Lues community prefers to work in the public transportation sector, government with a percentage of 4.66 and health services and social activities at 9.15 percent. Seeing the data above is very relevant to this study where the recruitment of honorary workers at the Civil Service Police Unit and Wilayatul Hisbah of Gayo Lues Regency is very much needed so that the honorary workers recruited have the capability and the recruitment carried out must be effective and good.

#### A Brief History of the Civil Service Police and the Wilayatul Hisbah of Gayo Lues Regency

The Civil Service Police itself has existed since the Dutch era under the name Pangreh Praja. This Pangreh Praja was a traitor to the nation who at that time became a tool of the colonizers and worked as oppressors of the people and exploited the natural resources of the archipelago. After independence, Pangreh Praja continued to carry out government duties, but was then intended for the interests of certain groups only. To eliminate the negative impression and image of the colonial era, the name Pangreh Praja was then changed to Pamong Praja which is claimed to have the nature of protecting, guiding, fostering, directing, empowering, giving enthusiasm or motivation, and must work with the principle of selflessness. As per the Regulation of the Regent of Gayo Lues Number 43 of 2016 concerning the Position, Organizational Structure, Duties and Functions and Work Procedures of the Civil Service Police Unit and the Wilayatul Hisbah of Gayo Lues Regency which was later abbreviated as Satpol PP and WH has the task.

#### Effectiveness of Honorary Staff Recruitment at the Civil Service Police Unit and the Wilayatul Hisbah of Gayo Lues Regency

Related to the effectiveness of honorary staff recruitment at the Civil Service Police Unit and the Wilayatul Hisbah of Gayo Lues Regency, it is interesting to study considering the priority of its main tasks and functions as enforcers of regional regulations or district qanuns, regional regulations (perda), especially in the field of security, public order and protection of the community which is the authority of the region so that it requires the apparatus of the Civil Service Police Unit and WH Gayo Lues to have a reliable and quality attitude and management. The Civil Service Police Unit is to assist the Regional Head in enforcing Regional Regulations and organizing public order and public order. Then in carrying out its duties, the Civil Service Police Unit is regulated in government regulations. The many burdens of tasks and main tasks and functions of Satpol PP and WH, then effective recruitment is needed which is expected to bring the Satpol PP institution to get quality human resources and uphold ethical values and can implement the principles of good governance in the community. As governance needs to involve stakeholders in public administration by

prioritizing the principles of accountability, transparency, responsiveness, participation and so on. [Muluk, \(2006\)](#)

The civil service police in Gayo Lues Regency have a very important role in the midst of high social ills and regulatory changes that continue to occur. Satpol PP and Wilayatul Hisbah in Aceh play a different role from other regions, this is because with special autonomy for Aceh with its Islamic law, the role of enforcing Islamic law really needs manpower and thoughts from Satpol PP and Wlayatul Hisbah apparatus. In implementing policies, it is inseparable from the resources as the implementers. The view of good governance, the role of the civil service police and wilayatul hisbah is not only related to defense, security and policing alone. However, it has developed into other functions such as allocation function, distribution function and stability and execution function. Given the weight of the main task and function to provide a sense of security for the community, it provides its own assessment of how the community can assess the performance of the civil service police unit and wilayatul hisbah. Government officials are the center of resolving community affairs, because decisions and policies are in their authority. The community depends on officials, not officials who depend on the community. Therefore, service to the community must be placed as the main consideration. This is in line with what was conveyed by [Sueztra. \(2016\)](#)

#### Document on the Recruitment Planning for Honorary Personnel of the Civil Service Police Unit and Wilayatul Hisbah in Gayo Lues Regency

After the formation of the Civil Service Police Unit and Wolayatul Hisbah in Gayo Lues Regency based on the Regulation of the Regent of Gayo Lues Regency Number 43 of 2016 concerning the Position, Organizational Structure, Duties and Functions and Work Procedures of the Civil Service Police Unit and Wilayatul Hisbah of Gayo Lues Regency, since then the recruitment of honorary personnel has been carried out. In the implementation of the recruitment of honorary workers as stated in the problem in the previous chapter, recruitment for honorary workers did not go through the stages of the proper recruitment mechanism, this was expressed by the Head of the Civil Service Police Unit, Syabri, S. Pd stated that: "The recruitment of honorary workers at the Civil Service Police Unit and Wilayatul Hisbah of Gayo Lues Regency has not been carried out through the proper mechanism, since the establishment of Satpol PP and WH, this is more due to the fact that in planning the budget and what kind of recruitment model has not been carried out and thought about, but in the future Satpol PP and WH must improve considering that the right recruitment pattern will produce superior human resources in Satpol PP and WH" (Interview, July 25, 2023). Based on the statement above, since the establishment of Satpol PP and WH in Gayo Lues Regency in 2016 until now, the recruitment pattern carried out has only been limited to receiving files and announcing honorary workers who are accepted according to the ability of the Budget Planning Document (DPA) at the Civil Service Police Unit and Wilayatul Hisbah of Gayo Lues Regency. Regarding this, what was conveyed by the Assistant for Government and Social Welfare of Gayo Lues Regency, Muslim, SE, M.AP that: Judging from the performance of Satpol PP and WH of Gayo Lues Regency, it has been quite good, apart from being public servants, Satpol PP and WH must be able to be examples in the midst of society as

enforcers of qanun. However, the current obstacle is that not all of the honorary workers currently available meet the qualifications as a civil servant, this is because of the low level of education and the absence of an ideal recruitment pattern carried out by the SKPK, perhaps due to the lack of budget or costs "(Interview, August 3, 2023).

Recruitment of honorary workers at the Civil Service Police Unit and the Gayo Lues Wilayatul Hisbah is not included in the planning and budgeting documents. The only things that are budgeted are salaries or honorariums in enforcing regional regulations. So that the expected recruitment process cannot be implemented because it was not planned at the beginning of the budget preparation and is not in the Activity Implementation Document. As the Head of the Planning and Finance Sub-Division of the Civil Service Police Unit and the Gayo Lues Wilayatul Hisbah Ahmad, SE as follows: In the initial planning stage, we had proposed funds to be provided for the recruitment of Satpol PP and WH, but the proposals were always ignored by the relevant SKPK and what always emerged were the same programs and activities every year". (Interview, September 4, 2023). The statement above indicates that there have been efforts by the Civil Service Police Unit and the Gayo Lues Wilayatul Hisbah to plan recruitment for honorary workers, but these activities have always not been mentioned in the Civil Service Police Unit and the Gayo Lues Wilayatul Hisbah DPA, so that recruitment programs and activities cannot be carried out.

#### Implementation Pattern of Honorary Staff Recruitment for Civil Service Police Unit and Wilayatul Hisbah in Gayo Lues Regency.

The recruitment pattern currently in effect in the recruitment of honorary staff at the Civil Service Police Unit and Wilayatul Hisbah of Gayo Lues Regency is very simple, where the secretariat teams announce that applicants are given the opportunity to register with the secretariat team for accepting honorary staff. The recruitment stages by the secretariat team of the Civil. After the interview, the data of all honorary staff is submitted to the Civil Service, Training and Human Resources Agency of Gayo Lues Regency to be used as general non-ASN data in Gayo Lues. The recruitment pattern that has been implemented provides hope for honorary workers that those who are accepted are honorary workers who are still active at that time and some are new comers. Related to this, Head of Civil Service Police Unit and WH of Gayo Lues Regency, Syabri, S.Pd stated that: "Recruitment of honorary workers at Civil Service Police Unit and WH is held every year in a simple way, so we also hope that in the future it will be better and must be budgeted so that the recruitment pattern that is carried out is ideal according to our expectations" (Interview, July 25, 2023). Then related to this, the Head of the Human Resources Division, Habibie, S.St.Pi also stated that: "We have summoned prospective honorary workers before they are placed, we instruct them to complete the files and fill in the attendance". (Interview, September 7, 2023). From the two statements, recruitment based on the simple version has been carried out, but in its implementation there is the latest information from the Head of Civil Service Resources, Nurana, S,Pd, who stated that: "In the recruitment that we carry out every year, it is just a form of formality, because on

average what we will accept are honorary workers who have been applying to return to being honorary workers" (Interview, August 5, 2023).

#### Recommendations for recruitment of honorary workers in the Civil Service Police Unit and Wilayatul Hisbah of Gayo Lues Regency, Aceh Province

The effectiveness of recruitment of honorary workers in the Civil Service Police Unit and WH Gayo Lues, in the framework of this research, the direction of the recruitment process of honorary workers is very clear, until now the reference to lead to an ideal recruitment pattern considering the conditions in Gayo Lues Regency has not been implemented effectively, so through this research the local government must think of smart steps so that the recruitment pattern of honorary workers in the Civil Service Police Unit and WH can be implemented. Regarding the recommendations offered in the effectiveness of recruitment in the Civil Service Police Unit and WH of Gayo Lues Regency, the Assistant for Government and Social Welfare of Gayo Lues Regency, Muslim, SE, M.AP that: the local government should have thought long and hard about the recruitment pattern of the Civil Service Police Unit and WH in Gayo Lues, but until now it has not been realized, in my opinion, the pattern that must be carried out in the recruitment process must refer to a comprehensive pattern starting from the determination of the selection committee to the determination and development of the careers of honorary workers, this must be considered ". (Interview, August 3, 2023).

#### Planning Stages

Planning a big program is the same as completing half of the program, in the recruitment process planning is something urgent to determine in which direction the recruitment will be used and produced. As stated by (Saputra, 2020:188) explains that Human resource planning is designed to ensure that the needs of the organization or company regarding employee needs will be met appropriately. Human resource planning is the first function that must be implemented in an organization. The purpose of planning in the recruitment process, especially for honorary Satpol PP and WH personnel in Gayo Lues Regency, is a necessity both in terms of personnel planning, budgeting, the recruitment process itself, to coaching and deepening service values and the spirit of building. To produce effective recruitment, plans are required at the planning stage because without planning it will be very difficult for the selection team to map and implement the recruitment process itself. human resource planning is a process that seeks to ensure that the right number and type of employees will be available in the right place, at the right time for the future, capable of doing the things necessary for the organization to continue to achieve its goals. According to Moekijat (2016).

#### Positions needed

To determine and compile the positions needed in a job design, the selection committee must be able to map out what positions or positions are needed in the Civil Service Police Unit and Wilayatul Hisbah in Gayo Lues Regency. Judging from the organizational structure of the Civil Service Police Unit and WH Gayo Lues consisting

of 3 (three) fields, in accordance with the main tasks and functions of this recruitment, the field that has full authority is in the Human Resources field, but in the placement of their positions, the Honorary Workers will work as enforcers of regional regulations, regulate security and services, so they will be directly under the coordination of the Security and Order Sector and the Enforcement of Regional Policies and Islamic Law. Based on the conditions in the field observed by the researcher, the condition of the position of honorary workers does not have a standard position, when needed, honorary workers carry out according to orders without knowing what position they are on duty in. However, there are several basic service locations where honorary workers are placed to carry out their duties. As conveyed by the Head of the Habibie Human Resources Division, S.St.Pi stated that: Honorary workers are placed at several points that have been instructed such as night guards at the Regent's office, the Regent's Hall the Deputy Regent's Hall the Finance Office and the General Hospital. We instructed this because these places need extra security, for others, see the conditions according to needs only" (Interview, September 7, 2023).

Table 4. Number of Civil Servant & Non Civil Servant Employees of SATPOL PP and WH According to Position Level in the Organization SATPOL PP and WH Work Units

Details	Descriptions	Number Of Employees	
Position (PNS & Non PNS)	Structural	32	Person
	Non-structural	-	Person
	Honorary Workers	170	Person
	Service Workers	-	Person

Data Source: SATPOL PP and WH 2023

#### Job Description

A job description is the responsibility, authority and accountability that will be carried out in the position. Job descriptions can be written and used by contract workers to complete work tasks, improve performance, and help employees achieve their goals. The job outlines the essential duties and requirements of the position, the skills and abilities required, and explains the duties, responsibilities, and relationships with the organization, containing information about what is expected of an employee in a particular role, including the tasks to be completed, the skills and training required, and working relationships with others in the organization. Job descriptions help contract workers clearly understand their responsibilities, assist management in recruitment and selection, and provide a basis for evaluating the performance of contract workers.

#### Conclusion

The current recruitment pattern in the recruitment of honorary workers at the Civil Service Police Unit and the Wilayatul Hisbah of Gayo Lues Regency is very simple, where the honorary workers accepted are old honorary workers and recruitment is not carried out openly, this can be seen from the absence of open announcements either through the website, social media and other media. The Civil Service Police Unit and the Wilayatul Hisbah of Gayo Lues Regency only rejuvenate

the data along with the addition of several new honorary workers who are permitted to become honorary workers at the Civil Service Police Unit and the Wilayatul Hisbah of Gayo Lues Regency, not recruitment as it should be. Recruitment for Honorary Workers at the Civil Service Police Unit and the Wilayatul Hisbah of Gayo Lues Regency is not planned in the budget item of the Budget Implementation Document (DPA) so that ideal and gradual recruitment cannot be carried out as it should. The Qanun and Regulation of the Gayo Lues Regent regarding the recruitment of honorary workers at the Civil Service Police Unit and the Wilayatul Hisbah of Gayo Lues Regency are still general, just like the recruitment of other honorary workers, so that specifics such as opportunity tests and instilling values of devotion have never been implemented.

### **Suggestion**

The local government must think of smart steps so that the recruitment pattern of honorary workers at the Civil Service Police Unit and Wilayatul Hisbah of Gayo Lues Regency can be implemented. The government must design and plan more specific regulations for honorary workers at the Civil Service Police Unit and Wilayatul Hisbah of Gayo Lues Regency, this is because to obtain reliable honorary workers, not only are they intellectually proficient but they must also be physically very supportive of their performance in the field. Stakeholders in this case are the ranks of the Civil Service Police Unit and Wilayatul Hisbah of Gayo Lues Regency must have a clear determination and commitment related to the recruitment of honorary workers which must be far from politicized values so that honorary workers can carry out their work and performance in accordance with the recruitment results that should be.

### **Acknowledgment**

The author acknowledges the results of our research on the effectiveness of recruitment of honorary workers at the Civil Service Police Unit and Wilayatul Hisbah of Gayo Lues Regency, Aceh Province. Recruitment of honorary workers at the Civil Service Police Unit and Wilayatul Hisbah of Gayo Lues Regency takes place routinely every year with established procedures. The selection process for prospective honorary workers involves several stages including vacancy announcements, administrative selection, competency tests, and interviews. Honorary workers who are recruited are expected to be able to fill vacant positions and make significant contributions in carrying out administrative and operational tasks at the Civil Service Police Unit and Wilayatul Hisbah. Evaluation of the effectiveness of recruitment of honorary workers is carried out periodically to ensure that the recruitment process can produce quality human resources and in accordance with the needs of the organization. Thus, we acknowledge the results of this research truthfully to be used as material for further consideration and evaluation regarding the effectiveness of recruitment of honorary workers at the Civil Service Police Unit and Wilayatul Hisbah of Gayo Lues Regency, Aceh Province.

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