



Original Article

Leveraging HR Analytics to Strengthen Strategic Workforce Planning and Talent Acquisition

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Abstract:

The relocation of Indonesia's capital city to the Archipelago Capital (IKN—Ibu Kota Nusantara) in East Kalimantan has brought about a number of security challenges that need to be systematically addressed, even during the construction phase. Among these challenges, the threat of terrorism stands out, especially given the importance of the new capital as a national asset. This article aims to explore how to prevent terrorist attacks on the archipelago's capital by applying the principles of Crime Prevention Through Environmental Design (CPTED). Employing a qualitative research methodology, this study draws on a range of literature, including books, journals, and various sources. The concept of CPTED serves as the foundational framework for the analysis. The findings identify two main sources of potential terrorist threats in the new capital: firstly, cross-border terrorism and secondly, the vulnerability to attacks due to the fact that security and defense measures are predominantly concentrated in the surrounding buffer cities. To mitigate these risks, the research suggests several strategies for preventing terrorism, including enhancing access control through the deployment of security personnel, implementing comprehensive surveillance methods that integrate communication systems and visitor monitoring, and bolstering community engagement to foster a sense of territoriality among local residents.

Keywords: Archipelago capital, terrorism, CPTED, national vital objects, terrorism prevention strategy

Introduction

The national capital has long been regarded as the place where state administration is conducted. Based on its etymology, the capital city depicts the location where the central government of a country is organized, thus becoming the place where government leaders gather as one. This underscores the importance of the capital city's role in administration and governance. Therefore, the status of the national capital is viewed as a fundamental symbol in running a country, given its position as the center of



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power, government, and sometimes business within a nation.

Policies concerning the national capital become crucial, especially when considering relocating its location, which must be carefully deliberated. The enactment of Law Number 3 of 2022 on the National Capital (UU IKN) serves as the legal basis for moving Indonesia's capital from Jakarta to East Kalimantan, specifically to Kutai Kartanegara Regency and North Penajam Paser Regency. This area is now referred to as the Nusantara Capital City (IKN). The relocation process is part of a national strategic priority project. The development of IKN is directed toward a sustainable modern city paradigm to support the Sustainable Development Goals (SDGs).

As an ideal capital, Nusantara must be a secure place for conducting national governance. This necessitates appropriate security efforts against all potential threats, including terrorism. IKN is potentially a target for terrorist acts because terrorists tend to select vital objects with high activity intensity as targets. As the government center, IKN will naturally be crowded, making it a prime target for terrorism, especially since such attacks aim to quickly spread fear and threats to the broader public.

This indicates that Nusantara, as a vital national object, is at risk of future terrorist attacks. According to [Kapiarsa \(2020\)](#), this highlights the importance of analyzing terrorism threat potentials in the area. From a defense geography perspective, there is a significant terrorism threat potential, making it essential to develop defense cooperation, religious education, and civic education. Socially, empowering and enhancing the roles of local residents and indigenous communities is also necessary.

From the defense-security and geopolitical perspective, terrorism is an inherent challenge in the context of national defense and security. Terrorism is viewed as a non-traditional security threat to the defense of the state present in IKN. Strategic responses include strengthening military capabilities, enhancing diplomatic relations with neighboring countries, and increasing cooperation with international organizations to address non-traditional security threats. Research by [Wirawan \(2022\)](#) shows that terrorism threats in IKN will differ significantly from those in Jakarta, necessitating tailored counterterrorism strategies by the government.

This underscores the importance of developing terrorism countermeasures adapted to IKN's specific conditions. [Apriliasari and Priyanto \(2024\)](#) analyzed counterterrorism strategies in IKN from a welfare perspective, finding that strategies must go beyond cyber-based mechanisms and involve local communities through natural surveillance. Therefore, policies should consider local wisdom and community contexts.

Current analyses of Nusantara's capital city remain limited, especially regarding terrorism prevention strategies. Most existing studies focus on national security and defense perspectives, with some examining defense geography and welfare perspectives. This reveals a research gap in terrorism prevention strategies for Nusantara, which this paper aims to address by examining counterterrorism strategies in IKN using Crime Prevention Through Environmental Design (CPTED) theory.

Methods

A qualitative method was employed to conduct this research. Qualitative research is a multifaceted method that requires an interpretative and natural approach to each subject being studied. This means that qualitative research takes place in a natural setting and seeks to understand and interpret phenomena through the meanings that people assign to them. This approach is useful in this study for translating research findings and analyzing them further. The approach used is library research. The library data collected

comes from various literature sources, electronic media, and websites. The author also gathered journals that were used as material to clarify the writing.

Crime Prevention Through Environmental Design (CPTED) is the concept and theory applied in this research. Crime, disorder, antisocial behavior, and feelings of insecurity or fear of crime can all be prevented with the help of CPTED. CPTED primarily focuses on opportunistic crimes such as theft, robbery, public violence (including terrorism), pickpocketing, vandalism, and others.

Results

a. Terrorism Threats to the Nusantara Capital City (IKN) as a National Vital Object

In recent years, the topic of "critical infrastructure protection" has emerged as an increasingly important framework for understanding and mitigating threats to security. Critical infrastructure refers to material resources, services, information technology systems, networks, and infrastructure assets that, if damaged or destroyed, would have serious impacts on essential societal functions, including supply chains, health, security, and the economic or social welfare of the country and its population. Protecting critical infrastructure is increasingly vital because disruption or damage can weaken a nation's economic defense and security.

The capital city is a national symbol of its country. It holds the center of government and thus political power, and in many cases, the capital is also the main social and economic hub. Because the capital dominates the country's primary activities, it becomes a strong attraction socially and economically. In some countries, the capital holds the highest authority and is the most successful city in the nation. This implies the complexity of the capital's internal functions as well as its role within the national framework alongside other cities. The important functions of the national capital also bring a series of consequences, making it a critical national asset in governance.

Critical infrastructure has been identified as one of the primary targets of terrorist acts. Terrorism involves the deliberate use of violence through targeted attacks aimed at spreading fear and intimidation for specific political purposes. Terrorism threats against national strategic critical infrastructure are carried out by attacking important locations and state officials. Internationally, terrorist attacks on critical national infrastructure have occurred, such as the attack on the Aramco company in Saudi Arabia. This highlights the importance of securing critical national assets.

As a vital object in governance, the national capital—including the Nusantara Capital City (IKN)—will face a range of security threats, among which terrorism is prominent. Identified terrorism threats to Nusantara include cross-border terrorism. It has been recognized that buffer cities around IKN, such as Balikpapan and Samarinda, have the potential to become destinations for cross-border terrorism, primarily due to their location within the Sulu, Sabah, and Poso triangle. Sabah, in particular, should be a major concern regarding cross-border criminal activities, such as those involving the Abu Sayyaf Group, a terrorist organization operating in Mindanao, Philippines. Sabah has also become an operational area for groups involved in terrorist activities orchestrated by Jemaah Islamiyah (JI) and the Moro Islamic Liberation Front (MILF).

The national capital is a geographical area but can also be viewed through other instruments, such as military and strategic vital objects. However, one crucial aspect that must be considered is security. This leads to the second issue regarding security against terrorism: the lack of adequate security support in the Nusantara Capital City (IKN),

making it vulnerable to various types of security threats, including terrorism. The selection of Kutai Kartanegara Regency and North Penajam Paser Regency as the location for the national capital or IKN did not prioritize security considerations, particularly the potential for terrorism in the area, based on several studies conducted by Bappenas.

The relocation of Indonesia's national capital to IKN has created defense geography challenges, especially considering that IKN is located quite far from the main buffer cities that have well-developed defense and security infrastructure. Essentially, IKN does not yet have mature defense and security support, which causes the area to depend on the defense and security infrastructure available in its buffer cities. This situation indicates IKN's vulnerability to terrorist attacks.

This highlights the main security problems related to terrorism threats in IKN: first, the threat of cross-border terrorism, which may occur due to its location in the Sulu, Sabah, and Poso triangle, making its buffer cities important transit points in terrorist networks; second, the lack of sufficient security support in Nusantara, rendering it vulnerable to various security threats, including terrorism. This is because IKN currently relies solely on the defense and security infrastructure of its buffer cities, which could result in delayed responses in the event of terrorism in IKN.

This clearly shows IKN's vulnerability to terrorist attacks. Furthermore, in providing protection for Nusantara as a vital national object, several aspects must be considered: (1) attention to critical systems that underpin society, the economy, and modern political systems; (2) identification of vulnerabilities in these systems and threats that could exploit these vulnerabilities as national security issues; and (3) efforts to develop techniques to reduce system vulnerabilities.

b. CPTED (Crime Prevention Through Environmental Design) Approach in Preventing Terrorism in IKN

The previous analysis has demonstrated the important function of Nusantara Capital City as a national vital object. Critical infrastructure (CI) is part of the built environment in urban areas and is vulnerable to impacts that can damage its capacity to operate normally. The complexity of such objects has evolved to the point where there are complex, reciprocal interactions among different elements of the object. This special feature is known as interdependence. This indicates the interdependence between IKN as an area and urban complex with its surrounding regions as satellite areas.

Furthermore, global counter-terrorism strategies have employed situational approaches aimed at preventing terrorism through environmental engineering. These efforts have been implemented by various countries to protect their national vital objects. This underscores the importance of using environmental design in counterterrorism efforts. CPTED (Crime Prevention Through Environmental Design) involves crime control through physical environmental design and the application of social policies that reduce the rewards of criminal behavior while increasing the risks involved in committing crimes.

CPTED is a set of design guidelines used to combat crime, enhance building protection, and improve physical security. It is a problem-solving approach that considers environmental conditions and possibilities that may lead to criminal or undesirable behavior. CPTED is a multidisciplinary approach to crime prevention and deterrence involving modifications to several physical environmental features and the

development of safer environments and cities through design. By eliminating one or more factors necessary to commit a crime, this strategy aims to enhance the safety of developments and reduce crime opportunities.

Crime Prevention Strategies According to CPTED and Their Application in Securing IKN

The crime prevention strategies based on CPTED (Crime Prevention Through Environmental Design) can be divided into several parts, which are explained below along with their context in securing the Nusantara Capital City (IKN):

i. Access Control

Based on the access control strategy, public spaces should naturally indicate where people are allowed to enter and exit within the building environment. This strategy aims to create clear, visible pathways for visitor circulation inside buildings. The use of other spaces by guests is generally not permitted. In short, the common application of this strategy is seen as defining natural-looking routes for building access by differentiating pathways using materials such as stone, asphalt, and others. These pathways can also be reinforced with additional fences and lighting for nighttime visibility.

Access control according to CPTED is about limiting the possibility of unauthorized persons entering areas they are not permitted to access, thereby reducing risks to others. Control provides 'direction' and guides the flow of entry and exit to the building, making it visible who is coming and going. It is important for a building not to have too many entry points. By reducing the number of entrances, unauthorized individuals can be prevented from accessing restricted areas. Physical and symbolic barriers can be used to attract, channel, or restrict people's movement, thereby reducing opportunities for criminals.

An access control strategy that can be implemented in IKN is the presence of security personnel, either individually or in organized groups. This is called authorized access supervision to cover the perimeter of IKN's security zone. This can be achieved by strengthening the authority of security personnel. Additionally, the number of security personnel in the area can be increased to anticipate escalation of threats. Personnel selection should be based on skills and qualifications, and regular rotation is necessary to maintain the morale of security officers in the field.

ii. Natural Surveillance

This strategy can be seen as a traditional approach based on the idea of placing legitimate surveillance on the streets. Placing windows on ground floors and eliminating blind spots is the most common method of natural surveillance. Of course, improving lighting is another important dimension to consider. Increasing positive pedestrian activity on streets by placing new shops that encourage dense customer circulation in problematic areas is a new method related to this strategy.

Natural surveillance is the concept of placing "eyes on the street" to make places undesirable for criminal activity. Good surveillance allows people to see what others are doing and prevents criminals from committing crimes in monitored locations. Surveillance effectiveness can be natural or mechanical, and internal or external. Natural surveillance depends on street design, landscaping, and lighting, while mechanical surveillance can include CCTV, security guards, security fences, and more.

This strategy can be applied in IKN by monitoring visitors through facial recognition tools for profiling and early detection. This requires police involvement with lists of suspicious individuals linked to organized crime groups. Communication networks are essential tools that IKN management must provide. With such communication and coordination, information related to the prevention and handling of terrorism threats can be shared incidentally. Therefore, besides surveillance, an integrated communication network system is needed.

iii. Territorial Reinforcement

Increasing ownership and territorial behavior is the main point of this strategy. Any indicator that shows ownership of a structure is an expression of this, such as flags, emblems, landscaping fences, and similar markers. Maintenance and target hardening are further CPTED approaches developed in later years. Both are important applications to provide safer areas. However, this study limits its main propositions to the three natural CPTED strategies.

This principle encourages social control to ensure that employees feel a sense of control over areas where they feel comfortable. It promotes a sense of ownership because employees who “own” a space are more likely to respond quickly to potential crimes or risks within or near that space by reporting or avoiding them. According to territorial reinforcement principles, physical design can create or extend boundaries of private or semi-private spaces that signal territorial influence to intruders. Thus, this concept clearly defines transitions and boundaries between public and private areas in buildings.

A territoriality strategy that can be applied in IKN is organized territoriality, while efforts to enhance territoriality are linked to social factors and the groups or individuals inhabiting the area. This requires the involvement of local communities in airport security management to realize genuine social integration in carrying out duties in the area. Furthermore, implementing territorial reinforcement in IKN should not only focus on physical aspects but also social aspects, such as joint activities with local residents. Intense interaction between IKN management and the community will foster integration in safeguarding the area.

Resilience of IKN as a National Vital Object Against Terrorist Attacks

The resilience of the Nusantara Capital City (IKN) as a national vital object against terrorist attacks is extremely important. Kulawiak and Lubniewski (2014) note that the first step in protecting critical infrastructure is to identify and evaluate potential negative factors, commonly referred to as risk assessment or security vulnerability assessment. With the shift in terrorist attack strategies toward low-capability, easy-access tactics targeting crowded places, such locations must be considered the frontline of counter-terrorism mitigation. Public places with high activity levels are crucial for the socio-economic performance and reputation of a city, especially for critical areas like IKN. The strategy proposed in this study uses the CPTED (Crime Prevention Through Environmental Design) approach, which is expected to prevent the emergence of terrorist acts.

Conclusion

This paper examines strategies for preventing terrorist attacks on the Nusantara Capital City (IKN) using the CPTED theory (Crime Prevention Through Environmental

Design). Based on the principles of protecting national vital objects, the vulnerabilities of IKN as a national vital object against terrorist attacks were first identified. It was found that the potential terrorism threats to IKN manifest in two ways: first, cross-border terrorism, which could cause IKN's buffer cities, Balikpapan and Samarinda, to become transit points for terrorist networks from the Sulu, Sabah, and Poso triangle; second, threats arise from the lack of adequate defense and security support in IKN, as it currently relies solely on the defense and security infrastructure of its buffer cities.

Based on these identified threats, a terrorism prevention strategy was designed based on environmental design through CPTED. The findings include: Access control strategy: providing security personnel to conduct regular patrols; Natural surveillance strategy: involving an integrated communication network and visitor monitoring; Territorial reinforcement strategy: enhancing the role of local communities residing in the area to identify signs of terrorism.

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