

THE STRATEGY OF THE BANDUNG CITY'S NATIONAL UNITY AND POLITICS AGENCY IN REALIZING EXCELLENT HUMAN RESOURCES

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Abstract – The strategy of the Bandung National Unity and Political Agency (Bakesbangpol) in realizing excellent human resources is still conventional. This can be seen in the form of education and training for the community without using technological advances to develop community digital literacy as an effort to create excellent society and protect from internal threats in the form of radicalism, terrorism, and intolerance; and externally, in the form of territorial security and digital security. The purpose of this study is to analyze the strategy of the Bandung City Political and National Unity Agency in realizing excellent human resources to face the various threats facing Indonesia. This research uses a qualitative approach with case study methods, data collection techniques using interviews, observation and documentation, then analyzed using reduction, data presentation and drawing conclusions. The results showed that the strategic concept carried out by the Bandung City Political and National Unity Agency in the form of education and training to defend the state for the community. The implementation carried out was still conventional, an alternative to realizing excellent human resources carried out by the National Unity and Political Agency, namely by optimizing the use of technology, create a sustainable curriculum and focus on developing digital literacy in society to prevent various external and internal threats.

Keywords: The National Unity and Political Agency, defend the state indonesia, society, human resources

Introduction

The strategy of the Bandung National Unity and Political Agency (Bakesbangpol) in the program to improve the quality of human resources in the City of Bandung is to direct the public to have positive instincts, ideas, and activities to face various threats in the digital era. This strategy is carried out by disseminating material about the dangers of the digital

era to provide understanding or socialize the threat of hoaxes. This socialization can be done through social media owned by Bakesbangpol.

Another strategy is to provide material specifically about the use and utilization of social media in everyday life as well as the dangers and threats of misuse of social media. The implementation of the strategy is carried out by various parties, both

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Bakesbangpol and state defense cadres. Bakesbangpol also conducts outreach and provides specific understanding in activities to improve human resources through awareness of the dangers of the digital era. In addition, socialization is carried out through whatsapp groups of communities that have participated in human resource improvement programs every time hoax news is spread in the community, as well as providing information through social media owned by Bakesbangpol.

The strategy carried out by Bakesbangpol to improve human resources in Bandung is very important to prepare a excellent generation who is willing to defend their country. Building the capacity of human resources in the city of Bandung is also important because Bandung is the center of economic activity in West Java and the large number of newcomers who study or work create a high threat of conflict in the city. In addition, the development of information and communication technology makes social media interactions in the city of Bandung prone

to hoax or information issues that can lead to social instability.

Human resources are a very important aspect in the progress of an urban area, because the progress and decline of an urban area is very much determined by the quality of its human resources. Threats to the quality of human resources are internal and external. This condition indicates that realizing excellent quality of human resources is an obligation. In dealing with external threats, the city government has an interest in maintaining community harmony and safety from various forces that can pose a threat.

The government's interest and urgency in realizing excellent human resources has not been matched by the condition of the Indonesian nation. Indrawadi stated that currently, people's life tends to decline in terms of the fading of the sense of nationalism or love for the country caused by various factors both internally and globally⁴.

Furthermore, Indrawadi stated that this condition was proven by the existence of various problems that occur in society today such as efforts to

⁴Junaidi Indrawadi, "Nasionalisme Warganegara Indonesia: Tinjauan Kritis terhadap Pasal 2, 3 dan 37 UU No. 20 tahun 2003 tentang

SISDIKNAS", *Jurnal Demokrasi*, Vol. 7, No. 2, 2008, p. 148-149.

disintegrate the nation, conflicts between ethnic groups, rampant brawl both between residents and between students. On the other hand, the mental attitude of the nation's politicians does not reflect a sense of nationality and love for the country.

Toruan's research shows that "The lack of awareness of the function of the Head of Local Government as a role model for the citizens indicates that the Head of Local Government does not apply the values of State Defense Education in the behavior of daily life." Toruan research shows the low awareness of public officials who functions as role models for society.⁵

This view shows that, in this era of globalization, especially in the era of the industrial revolution 4.0, people are facing various multidimensional threats. Current threats are not only military or conventional in nature, but have developed into various aspects of people's lives and even use a variety of sophisticated information technologies, such as digital threats.

One of the digital threats is shown by the results of a survey from the Indonesian Internet Service Providers Association (APJII) and the 2018 Indonesian Poll on the Penetration and Behavioral Profiles of Indonesian Internet Users, in which the percentage of internet users exposed to pornographic content is 55.9%. Not to mention other forms of digital threats which include hoax information in the community, bullying and hate speech on social media, rampant prostitution and online gambling, and other cyber crimes.⁶

Of course, these various actions can be a real threat to the life of the nation and state in today's digital era. For this reason, efforts must be carried out comprehensively and systemically in dealing with various threats in the digital era. In this case, the Bakesbangpol program can be a solution for realizing excellent human resources based on awareness of the importance of maintaining security and order.

Specifically, problems in the city of Bandung have various potential threats, challenges, obstacles, and interferences

⁵Gerald Theodorus Toruan, "The Implementation of State Defense Education for The Heads of Local Government as An Effort to Prevent Corruption", *Asia Pacific Fraud Journal*, Vol. 3, No. 1, 2018, p. 73.

⁶See Asosiasi Penyelenggara Jasa Internet Indonesia (APJII) and Polling Indonesia, *Laporan Survey Penetrasi dan Profil Perilaku Pengguna Internet Indonesia*, (Jakarta: APJII, 2018).

(ATHG) that occur in society. For example, the cases of terrorism and radicalism in the city of Bandung. Based on the notes of the DPR RI Commission III Hearing Meeting with the National Counterterrorism Agency (BNPT), one of the terrorism case that occurred in Bandung was carried out by suspect affiliated with an international terrorism network that formed small groups in Indonesia.⁷

Another incident that occurred in the city of Bandung which could be a threat to the survival of the community was the frequent occurrence of socio-religious conflicts. Based on the results of research conducted by Rahmana, several socio-religious conflicts that occurred in the city of Bandung were related to the construction of houses of worship.⁸ Although the dominant factor that caused the conflict was due to permits for the construction of places of worship, this could certainly threaten religious harmony and social order in society.

Other research by Hermawati, et al regarding tolerance between religious

communities in Bandung found that religious issues are still a strong factor in triggering ingroup and outgroup identity-based sentiments, making them prone to triggering conflicts.⁹

Based on this literature review, we argue that there is an urgency to create excellent human resources based on state defense awareness. In the context of Bandung City, the problems of radicalism, terrorism and intolerance are internal threats that are currently faced by the Bandung City government.

This study aims to analyze the strategies for building human resources carried out by Bakesbangpol Bandung, in order to find its strengths and weaknesses. Furthermore, this study will propose an alternative strategy that optimizes the Bandung City Bakesbangpol program to improve human resources in Bandung City.

Strategy is defined as a program to determine and achieve organizational goals and implement a mission or response pattern. In other words, the organization's response to its

⁷DPR RI, *Catatan Rapat Dengar Pendapat Komisi III DPR RI dengan Badan Nasional Penanggulangan Terorisme (BNPT)*, (Jakarta: DPR RI, 2018), p. 13.

⁸Zulfiqri Sonis Rahmana, "Resolusi Konflik Sosial Keagamaan di Kota Bandung", *Religious: Jurnal*

Studi Agama-agama dan Lintas Budaya, Vol. 2, 2018, p. 163.

⁹Rina Hermawati, Caroline Paskarina, Nunung Runiawati, "Toleransi antar umat beragama di Kota Bandung", *Umbara*, Vol. 1, No. 2, 2017, p. 122.

environment over time,¹⁰ or a tool to transmit the objectives, vision, mission of the organization into an organized and systematic operational activity¹¹.

Reymen, et al.¹² defined strategy as a set of decisions and actions that result in the formulation and implementation of plans designed to achieve a goal. Meanwhile, Wahyudi¹³ defined strategy as an art and science of formulating, implementing, and evaluating strategic decisions between functions that enable an organization to achieve its future goals.

In an effort to realize excellent human resources, strategy is understood as the methods and procedures adopted by students and teachers in the learning or training process in order to achieve instructional goals based on certain teaching materials and with the help of specific supporting elements¹⁴.

The explanation of strategy has many aspects and dimensions in scientific categorization. In detail, Sanjaya

categorizes strategy as a plan, but the definition of various strategies shows that strategy is an activity. Furthermore, strategy as an approach or model. This shows that even though there is a clear conception of strategy and method, in practice it is not easy to make a demarcation boundary between the two concepts. As a result, in practice there is an overlap.¹⁵

There is another way to define strategy, namely by mapping the elements of the learning strategy into four things: 1. Identifying and determining the specifications and qualifications of the results that must be achieved and being the target of the effort, taking into account the aspirations of the people who need them; 2. Considering and selecting the main approach that is effective in achieving goals; 3. Consideration and determination of the steps taken from beginning to end; 4. Consideration and determination of benchmarks and standard measures that

¹⁰Fandy Tjiptono, *Strategi Pemasaran*, (Yogyakarta: ANDI, 2011), p. 2.

¹¹Chris Rowley and Keith Jackson, Penerjemah: Elviyola Pawan, *Manajemen Source Daya Manusia*, (Jakarta: Rajawali Press, 2012), p. 393.

¹²Isabelle Reymen, dkk, "Understanding dynamics of strategic decision making in venture creation: a process study of effectuation and causation", *Strategic Entrepreneurship Journal*, Vol. 9, No. 4, 2015, p. 351.

¹³Agustinus Sri Wahyudi, *Manajemen Strategik: Pengantar Proses Berpikir Strategik*, (Jakarta: Binarupa Aksara, 1996), p. 15

¹⁴Oemar Hamalik sebagaimana dikutip oleh Yatim Riyanto, *Paradigma Baru Pembelajaran: Sebagai Referensi Bagi Guru/Pendidik Dalam Implementasi Pembelajaran Yang Efektif dan Berkualitas*, (Jakarta: Kencana, 2010), p. 140.

¹⁵Wina Sanjaya, *Strategi Pembelajaran Berorientasi Standar Proses Pembelajaran*, (Jakarta: Kencana, 2012), p. 277-278.

will be used to assess the success of the business.¹⁶ Human resources are the human potentials needed such as personnel, managerial talents, personal expertise, who manage the organization.¹⁷

Human resources are considered the most important asset of an organization, but very few organizations are able to fully use their potential. Lado and Wilson define human resources as a set of different but interrelated activities, functions and processes that are directed at attracting, developing, and maintaining (or disposing of) the company's human resources.¹⁸

Maykel Verkuyten and Kumar Yogeeswaran revealed the importance of human resources in social life, that differences between humans require tolerance and mutual respect so that society can continue to develop.¹⁹ In the process of creating excellent human resources, schools have an important role

in teaching humans to live in tolerance and create peace in society. This shows that human resources are a very dominant aspect in the implementation of learning and education, as well as directing the importance of realizing excellent Human Resources for the progress of a society.

Marchington argues that to be able to make human resources achieve excellence (champion), institutions must consider the application of strategic human resource management, which focuses on integrating human resource strategies and activities with institutional strategies.²⁰ Human resources are directed to become partners in implementing institutional strategies. A group of people may have resource advantages in terms of foreign language skills, proficiency in using technology, leadership, ability to conduct research and technology, and other advantages, all of which can be used as a strategy to

¹⁶Ahwan Fanani, "Mengurai Kerancuan Istilah Strategi dan Metode Pembelajaran", *Nadwa*, Vol. 8, No. 2, 2014, p. 182.

¹⁷Bret Crane and Christopher J. Hartwell, "Global talent management: A life cycle view of the interaction between human and social capital", *Journal of World Business*, Vol. 54, No. 2, 2019, p. 82.

¹⁸Augustine A. Lado dan Mary C. Wilson, "Human resource systems and sustained competitive advantage: A competency-based

perspective", *Academy of Management Review*, Vol. 19, No. 4, 1994, p. 701.

¹⁹Maykel Verkuyten and Kumar Yogeeswaran, "The social psychology of intergroup toleration: A roadmap for theory and research", *Personality and Social Psychology Review*, Vol. 21, No. 1, 2017, p. 72.

²⁰Mick Marchington, "Human resource management (HRM): Too busy looking up to see where it is going longer term?", *Human Resource Management Review*, Vol. 25, No. 2, 2015, p. 176.

achieve a competitive advantage in the society²¹.

Methodology

This research uses a qualitative approach that seeks to examine various phenomena that occur in a research subject comprehensively. The method used is a case study. Narbuko and Achmad explained that case study is an in-depth study of a particular case whose results are a complete and organized picture. Regarding the case, this study covers the entire life cycle, sometimes covering only certain segments of the case factors.²²

Case study research focuses on raising a research case that is limited and unique to a particular unit. The research case in question is an effort to foster awareness of public state defense to create excellent human resources in preventing internal and external threats. This research was conducted at the Bandung City Political and National Unity Agency, which is on Jl. Wastukencana No. 2 Kota Bandung, West Java and Dodik Secaba Rindam III/Siliwangi Bihbul

located on Jl. Sindanglaya No. 1 Sindanglaya Village, Cimenyan District, Bandung Regency, West Java.

The determination of research informants was carried out by means of purposive sampling. In this study, the participants or research subjects included: 1) The Bandung City National Unity and Political Agency; 2) People who participate in the awareness building program for state defense organized by Bakesbangpol Bandung; 3) state defense instructor from Secaba Rindam III/Siliwangi.

Data collection techniques in this study include interviews, observation, and documentation study. The data analysis technique uses the Miles and Huberman analysis model which includes three processes, namely data reduction, data presentation, and drawing conclusions or verification.²³

Table 1. List of Research Person

Initial	Interview Date
FL	5 February 2020
ID	5 February 2020
AS	5 February 2020

²¹Siu Cheung Kong, "Partnership among schools in e-Learning implementation: Implications on elements for sustainable development", *Journal of Educational Technology & Society*, Vol. 22, No. 1, 2019, p. 28-29.

²²Cholid Narbuko dan Abu Achmadi, "Metodologi Penelitian", (Jakarta: PT. Bumi Aksara, 2007), p. 46.

²³Matthew Miles and Michael Huberman, (Terjemahan), *Analisis Data Kualitatif*, (Jakarta: Universitas Indonesia, 1992), p. 16.

EG	4 February 2020
HN	5 February 2020
AM	4 February 2020
MS	12 February 2020
ST	12 February 2020
BD	14 February 2020
AT	14 February 2020
YG	19 February 2020
SP	22 February 2020
AV	12 February 2020
DH	15 February 2020
AI	11 February 2020

Source : Author

All interviews with resource persons were carried out in Bandung City.

The research data test used credibility test, transferability test, dependability test, and confirmability test which were carried out continuously during the research process.

The steps in this research include preparation, implementation and post-implementation stages. In the preparation stage, the research team compiles a research proposal which includes a study of research problems, literature review, research methods. This proposal is useful as a reference basis for problems that are the focus of this research study.

At the research implementation stage, researchers conducted interviews with various participants or research informants including the Head and Secretary of the Bandung City Bakesbangpol, the Head of Bakesbangpol Bandung City Division and Sub Division, the community who participated in the Bakesbangpol program, as well as instructors at Secaba Rindam III Siliwangi. Researchers also made observations of educational and training activities indirectly. Observations were made by observing people's behavior after participating in the Bakesbangpol program.

Researchers also conducted a documentary study of documents related to Bakesbangpol Bandung City institutions, education and training activities agenda, modules and manuals for Bakesbangpol Bandung City Human Resources improvement programs.

In the post-research stage, the research team reduced the results of interviews from various informants which were recorded through a recorder into the transcript, and transcribe the observation and documentation study found on the field. Then, the team compiled all of them into proper academic paper.

Research Results and Discussion

Based on the results of an interview with FL as the Head of Bakesbangpol City of Bandung, the strategy to produce excellent human resources in the City of Bandung is to direct the public to have positive instincts, ideas, and activities to face various threats in the digital era.²⁴ Meanwhile, ID stated that the strategy, apart from providing material about the dangers the digital era, was also by providing understanding or disseminating the dangers of hoaxes. This socialization can be done through social media owned by Bakesbangpol of Bandung.²⁵

Another strategy was also put forward by the US that in the future, there should be the provision of materials specifically about the use of social media in everyday life as well as the dangers and threats of social media abuse.²⁶ Meanwhile, EG provides strategies that must be carried out by various parties, both Bakesbangpol Bandung City and the people who participate in the Bandung City Bakesbangpol program. According to

him, Bakesbangpol Bandung should conduct socialization and provide specific understanding in the activities of realizing excellent human resources in Bandung regarding the dangers of the digital era. Socialization through the whatsapp group of communities that follows the Bandung City Bakesbangpol program if there is hoax news spread in the community, as well as providing information through social media owned by the Bandung City Bakesbangpol. In addition, the public should also provide and disseminate information about the dangers of hoax news that can threaten the lives of the surrounding community.²⁷

The same thing was also stated by HN that Bakesbangpol Bandung must socialize the importance of the spirit of nationalism and patriotism to the community through social media, in addition to providing material on various threats including digital threats²⁸. Meanwhile, AM stated that the strategy carried out by Bakesbangpol in Bandung was to provide an understanding of the importance of digital literacy in state defense education and to form a whatsapp group for communities that

²⁴Interview with FL, in Bandung, 5 February 2020.

²⁵Interview with ID, in Bandung, 5 February 2020.

²⁶Interview with AS, in Bandung, 5 February 2020.

²⁷Interview with EG, in Bandung, 4 February 2020.

²⁸Interview with HN, in Bandung, 5 February 2020.

took part in the Bandung City Bakesbangpol program to share about various problems that occurred in Bandung.²⁹

TNI Secaba Rindam III Siliwangi, as an education and training instructor in realizing excellent human resources, also provides input to Bakesbangpol Bandung City. MS said that Bakesbangpol Bandung should provide special training on digital literacy, namely how to use social media positively. Bakesbangpol of Bandung City must keep the materials presented up to date.³⁰

Another opinion was also put forward by ST that Bakesbangpol Bandung should target young people to participate in the program to create excellent human resources and provide them with an understanding of the importance of nationalism and patriotism in the digital era like today. This will give them provisions, because young people are those who often use social media in their daily activities.³¹

Based on the results of interviews with the community who participated in the program to realize the quality of human resources held by Bakesbangpol

of Bandung City, they also felt that the provision of material about threats in the digital era had not been given specifically even though it was discussed in the ATHG material. BD stated that Bakesbangpol Bandung City should have provided special digital literacy training in the state defense program even though the issue of digital threats was more or less discussed in the presentation, so that the program was more up-to-date with the times.³²

The same thing was also stated by AR and AT, that the strategy is to provide materials and training specifically on digital literacy. AT stated that whatsapp group from the alumni of the program to create excellent human resources of Bakesbangpol Bandung City can be used as a forum by Bakesbangpol Bandung to provide an understanding of the dangers of hoaxes.³³

Youth participants of the program to create excellent human resources organized by Bakesbangpol Bandung also gave similar suggestions. YG said that Bakesbangpol Bandung should take advantage of various social media to provide an understanding of the

²⁹Interview with AM, in Bandung, 4 February 2020.

³⁰Interview with MS, in Bandung, 12 February 2020.

³¹Interview with ST, in Bandung, 12 February 2020.

³²Interview with BD, in Bandung, 14 February 2020.

³³Interview with AT, in Bandung, 14 February 2020.

importance of defending the country in the digital era. In addition, provide special materials should or conduct digital literacy training in the program to create excellent human resources.³⁴

A similar view was also expressed by SP that Bakesbangpol Bandung must socialize the state defense program to the community through its social media. In addition, a special explanation must be given about the threats in the digital era when implementing the program to realize excellent human resources. Bakesbangpol Bandung City must also take advantage of the whatsapp group of program to create excellent human resources as a forum or means of exchanging information, and provide a positive understanding of the use of social media.³⁵

The importance of realizing excellent human resources and digital literacy for youth was stated by AV, that the strategy should focus on youth because youth are the ones who are more vulnerable to threats in the digital era. In addition, the strategy must specifically teach how to counter these various misinformation that are spread on social

media. Bakesbangpol of Bandung City must also utilize social media to instill the importance of defending the country so that it can avoid various threats or bad influences from social media.³⁶

Meanwhile, DH, who is a member of the RT/RW Forum emphasized that in education and training for state defense, digital literacy training must be held specifically to provide an understanding of the dangers of the digital era such as how to ward off hoaxes, how to check and recheck information. He also suggested that RT/RW heads should be facilitated by Bandung Government with a cellphone to coordinate.³⁷

Another strategy mentioned by AI is that in the program to realize excellent human resources, there must be special training to hone digital literacy skills. Bakesbangpol of Bandung City must adapt the material to the times, how to defend the country in the digital era like today. Bakesbangpol of Bandung City must provide examples of forms of real threats in the digital era and how to deal with these various threats. In addition, Bakesbangpol of Bandung City can also create a special website on programs to

³⁴Interview with YG, in Bandung, 19 February 2020.

³⁵Interview with SP, in Bandung, 22 February 2020.

³⁶Interview with AV, in Bandung, 12 February 2020.

³⁷Interview with DH, in Bandung, 15 February 2020.

create excellent human resources, and every alumni of the program to create excellent human resources can fill various contents such as contributing opinions or ideas. Thus, the current digital era can be more positively beneficial, namely the use of digital technology can be used as a means to ward off various threats in the digital era.³⁸

Based on the results of the research, the strategy used by Bakesbangpol Bandung City to realize excellent human resources in the City of Bandung in order to overcome various threats in the digital era is to direct and shape the community of positive instincts, ideas, and activities that can be carried out through state defense efforts. These various things were formed through education and state defense training organized by Bakesbangpol of Bandung City.

Through education and training to defend the country, it can form a spirit of nationalism and various national characters for the community, so that it becomes a strong and solid foundation to

face various threats, especially in the digital era. The importance of the spirit of nationalism was stated by Bonikowski that "nationalism as a perception of national superiority and an orientation toward national dominance."³⁹ Thus, the formation of a spirit of nationalism through education and training to defend the country, can form a public perception that prioritizes national interests and an orientation to build the excellence of the nation and state.

Education and training for state defense can be a strategy for Bakesbangpol Bandung to build awareness of state defense for the community to overcome various threats in the digital era. The awareness of defending the country is the attitude and behavior of the community which is based on their awareness of the life of the nation and the state, their loyalty to the homeland, and supported by their belief in the state ideology, namely Pancasila, thus creating a self-sacrificing attitude for the country⁴⁰. Thus, if people have awareness of defending the country, of

³⁸Interview with AI, in Bandung, 11 February 2020.

³⁹Bart Bonikowski. "Nationalism in Settled Times", *The Annual Review of Sociology*. 42, 2016, p. 429.

⁴⁰Endang Purwaningsih, "Pembinaan Kesadaran Bela Negara Sebagai Salah Satu Upaya

Mencegah Disintegrasi Bangsa (Studi Kasus Di Provinsi Nanggroe Aceh Darussalam)", Tesis, Program Studi Kajian Ketahanan Nasional, Program Pascasarjana, Universitas Indonesia, 2005.

course they will be more aware and vigilant to overcome various threats in the digital era.

In the process, for people who take part in the Bakesbangpol Bandung City program to realize excellent resources, education and training in state defense are carried out with various materials regarding threats, challenges, obstacles and general interferences that have the potential to threaten the integrity, sovereignty and safety of the nation and state.

The various forms of threats as mentioned in Article 4 Paragraph (3) of Law no. 23 of 2019, can take the form of aggression, terrorism, communism, separatism, armed rebellion, natural disasters, environmental damage, border area violations, piracy and theft of natural resources, disease outbreaks, drug trafficking and abuse, cyber attacks, nuclear attacks, biological attacks, chemical attack, or a form of threat that endangers the country's sovereignty, the territorial integrity of the Unitary State of the Republic of Indonesia, and the safety of the entire nation. However, threats in the digital era is not specifically conveyed in education and training to defend the country to realize excellent human resources. Threats in the digital era are

only alluded to as a form or example of threats that can disrupt public order.

Based on the results of this study, the strategy carried out by Bakesbangpol Bandung is still limited to providing conventional state defense education and training. The strategy to provide understanding to the public regarding the dangers of digital threats is not carried out in a comprehensive or specific manner by the Bandung City Bakesbangpol. Even though several studies have shown complex problems concerning digital threats that can be an obstacle to efforts to develop awareness of state defense.

As an illustration, for example, the research conducted by Subagyo concluded that the obstacles faced in increasing state defense awareness were quite complex, starting from the stream of globalization, developments in information technology and social media, hoax news, hate speech, to budget allocation problems, synergy between institutions, weak socialization, and methods of education and training for state defense that are still monotonous

and less interactive.⁴¹ In addition, the lack of continuous education and training is the reason why the quality of excellent human resources for national defense cadres has not been optimal.⁴²

Hartono also conducted a similar study in his research on the phenomenon of state defense awareness in the digital era, which shows that there are still issues, including: (1) the educational curriculum and coaching for the national defense of the younger generation in the digital era have not been optimal; (2) the low awareness of defending the state for the younger generation in the digital era; and (3) Ministries/Institutions and Regional Governments have not been synergized in the implementation of material for awareness building for state defense in the digital era.⁴³

Alternatively, Bakesbangpol of Bandung City can create excellent resources to overcome threats in the digital era with more modern approaches.

First, formulate a special curriculum about the dangers of digital

threats to people who take part in education and training for state defense from Bakesbangpol of Bandung City. These efforts can provide understanding to the public about the various types, classifications and levels of digital threats, legal knowledge of digital offenses and crimes, and the wise use of social media in everyday life, so that people can avoid the negative impacts of social media.

Second, use digital technology to provide socialization and education about efforts to defend the country in overcoming digital threats. Bakesbangpol of Bandung City can take advantage of various digital technologies or digital platforms such as religious social media to provide positive and interesting content for the wider community about defending the country in the digital era. Various social media such as WhatsApp, Facebook, Twitter, YouTube, Instagram and so on can be used as a place for sharing or discussion as well as socializing the state defense program owned by Bakesbangpol Bandung City.

⁴¹Agus Subagyo, "Rencana Aksi Nasional Bela Negara", *Jurnal Academia Praja*, Vol. 2, No. 1, 2019, p. 15.

⁴²Wahyudi, "Peran Kader Bela Negara Di Kawasan Perbatasan Dalam Dinamika Hubungan Lintas Batas Negara: Studi Tentang Peran Forum Bela Negara di Sebatik, Kabupaten Nunukan,

Provinsi Kalimantan Utara", *Jurnal Pertahanan & Bela Negara*, Vol. 7, No. 3, 2017, p. 35.

⁴³Dwi Hartono, "Fenomena Kesadaran Bela Negara Di Era Digital Dalam Perspektif Ketahanan Nasional", *Jurnal Kajian Lemhannas RI*, Vol. 8, No. 1, 2020, p. 32.

Third, empower people who have participated in previous activities by providing digital facilities. Bakesbangpol Bandung can form a website that can be managed by alumni of state defense program to provide socialization and education to the community and express their ideas and thoughts on the importance of understanding the dangers of the digital era. This effort can be a form of sustainable empowerment after participating in education and training organized by Bakesbangpol of Bandung City.

Fourth, conduct digital literacy education and training specifically for the community, and include digital literacy skills in the state defense awareness development curriculum from Bakesbangpol Bandung. With the current digital era, Bakesbangpol Bandung should provide specific knowledge and understanding of digital literacy as one of the capabilities of defending the country to face various threats in the digital era.

The formation of digital literacy skills as a competence to defend the country can strengthen state defense strategies in the digital era to realize

excellent human resources in the city of Bandung. For this reason, this digital literacy capability will encourage and support other efforts as research studies from Manihuruk and Tarinayang emphasize the importance of defending the country in the digital era through strengthening cyber law to tackle various digital threats such as hoaxes. Likewise with Sa'diyah and Vinata's research which examined the importance of establishing a national cyber defense or cyber army in an effort to defend national sovereignty.⁴⁴

Conclusion

The strategy used by Bakesbangpol Bandung to create excellent human resources to overcome various threats in the digital era is to direct and shape the community for positive instincts, ideas, and activities that can be carried out through efforts to defend the country. However, the strategy adopted by Bakesbangpol in Bandung is still limited to organizing conventional state defense education and training. The strategy to provide understanding to the public about the dangers of digital threats is still

⁴⁴Nur Khalimatus Sa'diyah dan Ria Tri Vinata, "Rekonstruksi Pembentukan National Cyber Defense sebagai Upaya Mempertahankan

Kedaulatan Negara", *Perspektif: Kajian Masalah Hukum dan Pembangunan*, Vol. 21, No. 3, 2016, p. 168.

not carried out in a comprehensive and specific manner by the Bandung City Bakesbangpol.

Recommendation

In making a strategy to realize excellent human resources in the City of Bandung, Bakesbangpol of Bandung City needs to create a systematic and sustainable curriculum. Furthermore, Bakesbangpol of Bandung City needs to utilize social media in the process of implementing programs to realize excellent human resources and conduct early detection of digital threats that can have an impact on the social integration of the community in Bandung City

This research is limited by its focus on the programs carried out by Bakesbangpol Bandung City. Thus, further research should study different cases in order to find new findings that can add up to the state of the art.

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Interview

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Interview with EG, in Bandung, 4 February 2020.

Interview with HN, in Bandung, 5 February 2020.

Interview with AM, in Bandung, 4 February 2020.

Interview with MS, in Bandung, 12 February 2020.

Interview with ST, di Kota Bandung, tanggal 12 February 2020

Interview with BD, di Kota Bandung, tanggal 14 February 2020

Interview with AT, di Kota Bandung, 14 February 2020

Interview with YG, di Kota Bandung, 19 February 2020

Interview with SP, di Kota Bandung, 22 February 2020

Interview with AV, di Kota Bandung, 12 February 2020

Interview with DH, di Kota Bandung, 15 February 2020

Interview with AI, di Kota Bandung, 11 February 2020

