

## **RECONSTRUCTION OF THE SCOPE SECURITY MANAGEMENT SYSTEM GOVERNMENT IN BONE REGENCY**

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### **ABSTRACT**

*The urgency of reconstructing the security management system within the scope of government in Bone Regency stems from the increasing complexity of governance and the evolving security challenges that threaten institutional stability and public trust. This study examines the legal foundation of the government security management system in Bone Regency, the concretization or practical implementation of the security management system, and the law enforcement of the government security management system in the region. Employing a normative-empirical legal study, this research utilizes a legislative approach, a case approach, and a conceptual approach. The legal materials analyzed include primary legal materials, secondary legal materials, and tertiary legal materials, with data collection methods consisting of observation, interviews, and documentation. Data processing and analysis are conducted through qualitative analysis to assess legal aspects and descriptive analysis to synthesize findings. The study reveals that while the security management system adheres to the principle of legality through standardized procedures based on existing laws and regulations, its practical implementation faces considerable obstacles. Limited infrastructure, technological constraints, and social disparities within institutions hinder comprehensive enforcement. Consequently, an urgent update to the security management system is necessary to foster preventive, responsive, and collaborative measures between leaders and security personnel, ensuring a more effective and resilient governance framework.*

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## INTRODUCTION

The progress of a country, whether developed or developing, is reflected in its security situation and conditions. Security is a fundamental factor that serves as a strong foundation and a benchmark for supporting development in various sectors. Every state policy is always closely related to the prevailing situation and conditions, which are greatly influenced by security factors. In an effort to maintain internal security and create a safe society, the professionalism of the police becomes crucial. Both at the national and regional levels, the police are required to improve the quality of their performance.<sup>1</sup>

According to Law Number 2 of 2002 concerning the Indonesian National Police, the duties and functions of the police are not limited to maintaining public order and enforcing the law; they also include eliminating as many public order disturbances as possible to ensure that law enforcement can truly be implemented, thereby supporting economic and developmental progress.<sup>2</sup>

Community security is not solely the responsibility of the police. It also requires active participation from all members of society in maintaining the safety of their surroundings. This involvement is especially important given the limited number of police personnel, which makes it impossible for them to meet the security needs of Indonesia's vast and archipelagic territory. Therefore, the public must take part in ensuring security in their respective environments. As the main force responsible for public security and order (kamtibmas), the Indonesian National Police cannot fully cover all areas or independently handle every potential security threat.<sup>3</sup>

Community-based security, or Pam Swakarsa, refers to the community's effort to maintain safety and order in their environment based on awareness and collective interest. This form of security receives support and recognition from the Indonesian National Police.<sup>4</sup> Formally, security units are described in Regulation of the Indonesian National Police Number 4 of 2020 concerning Community-Based Security, which defines them as units or professional groups entrusted with limited, non-judicial police functions. They are recruited by security service providers or users of such units to carry out security operations within their respective workplaces.

Regulation of the Chief of the Indonesian National Police Number 24 of 2007 concerning the Security Management System for Organizations, Companies, and/or Government Agencies/Institutions, specifically Article 1 Paragraph 1, point one, defines the Security Management System as part of overall management. It includes organizational structure, planning, responsibilities, implementation, procedures, processes, and resources necessary for the development, implementation, achievement, review, and maintenance of security policies aimed at risk control related to business activities to create a safe, efficient, and productive environment.

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<sup>1</sup>Jonathan Wesley et al., "Law Enforcement Toward Security Units (Security guard) Performing Their Duties and Functions Based on Article 49 of the Indonesian Criminal Code (KUHP)," *Lex Generalis Law Journal*: Volume 04 No.2, February 2023.

<sup>2</sup>Edi Saputra Hasibuan, *Police Law and Criminal Policy in Law Enforcement*, (Depok: PT Rajagrafindo Persada, 2021) p. 69.

<sup>3</sup>Sudahnan, "The Authority of Security guard as Security Personnel in Companies", *Journal of Law*: Volume XVI No. 3, May 2011.

<sup>4</sup>Regulation of the Republic of Indonesia National Police Number 4 of 2020 Concerning Self-Security Chapter I Article 1.

This security management system, as outlined in the aforementioned regulation, is an integral part of the overall management of an organization or company. It addresses not only physical security but also includes broader aspects such as organizational structure, planning, responsibilities, implementation, procedures, processes, and resources. It emphasizes that a security management system is comprehensive and structured, aiming to develop, implement, achieve, review, and maintain security policies. This enables organizations to control risks associated with their operations and create a secure, efficient, and productive environment.

The professionalism of the security unit is a determining factor in the successful implementation of a security management system. A professional security unit not only performs its duties effectively but also contributes to the creation of a safe, efficient, and productive environment. Therefore, investing in the training and development of professional security units is crucial for organizations or institutions seeking to establish an effective security management system.<sup>5</sup>

In the digital era, where advanced security technologies prevail, the role of security personnel as the front line in physical protection remains irreplaceable. The presence of security units in various locations—from shopping centers and hospitals to financial institutions and campuses—not only provides a sense of safety for the public but also serves as an essential liaison between the security forces and visitors, students, and employees. With their skills and experience, security personnel can respond quickly to a variety of emergency situations.<sup>6</sup>

To become a professional security officer, one needs more than just willingness. Comprehensive education and training are key to producing competent security officers who are prepared to face various field challenges and capable of providing excellent security services.<sup>7</sup> A professional security officer who has completed training will understand their responsibilities and duties. Based on preliminary observations, the researcher found that some members of security units were not performing their duties professionally. One such finding was that certain security personnel in a government institution in Bone Regency were assigned additional tasks beyond their core duties. These assignments lacked legal basis or official appointment letters, and those involved did not receive appropriate compensation. Appointment letters and compensation are essential elements in a working relationship, as they play a key role in fostering healthy, productive, and fair employment.

Every worker or laborer is entitled to receive a wage that meets a humane standard of living.<sup>8</sup> Sound wage policies are essential for creating harmonious industrial relations and enhancing workers' welfare. By understanding the fundamental principles and challenges, we can collectively build a better wage system in Indonesia.<sup>9</sup> Another observation made by the researcher was the significant variation in the friendliness and responsiveness of security personnel across different companies and institutions. These discrepancies existed despite the fact that they had received the same basic training, indicating the presence of other influencing factors that contributed to the differences in service quality.

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<sup>5</sup> Sophie Roche, *Central Asian Intellectuals on Islam: Between Scholarship, Politics and Identity*, vol. 32 (Walter de Gruyter GmbH & Co KG, 2021).

<sup>6</sup> Jony Wong, *Internet Marketing for Beginners* (Elex Media Komputindo, 2013).

<sup>7</sup> Arno Van Hootegem, Bart Meuleman, and Koen Abts, "Attitudes toward Asylum Policy in a Divided Europe: Diverging Contexts, Diverging Attitudes?," *Frontiers in Sociology* 5 (2020): 35.

<sup>8</sup> Law Number 13 of 2003 concerning Manpower Article 88 Paragraph (1).

<sup>9</sup> Lalu Husni, *Introduction to Indonesian Employment Law*, (Jakarta: PT. Fajar Interpretama Offset, 2003), pp. 142-143.

## METHODS

This study employs a normative-empirical legal research methodology, integrating a statute approach, a case approach, and a conceptual approach to comprehensively examine the security management system within the government of Bone Regency. The statute approach is used to analyze relevant laws and regulations governing security management, ensuring the study is grounded in established legal frameworks.<sup>10</sup> The case approach allows for the examination of specific instances and precedents to understand practical applications and legal challenges faced by governmental institutions. Meanwhile, the conceptual approach provides a theoretical foundation for evaluating security management principles and policies.

Legal materials utilized in this study are categorized into three types: primary legal materials, which include laws, regulations, and official government documents; secondary legal materials, consisting of books, journals, and legal commentaries that offer interpretations and discussions on primary materials; and tertiary legal materials, such as encyclopedias, legal dictionaries, and reference sources that provide additional context and explanations.

To gather both normative and empirical legal materials, researchers employ observation, interviews, and documentation. Observation allows for firsthand insights into security management practices, while interviews provide perspectives from relevant stakeholders, including government officials and security personnel. Documentation involves analyzing legal texts, reports, and institutional records. Data is processed using qualitative analysis to examine legal aspects and descriptive analysis to synthesize findings, facilitating a comprehensive understanding of the security management system's structure, implementation, and enforcement challenges.

## RESULTS AND DISCUSSION

### Government Security Management System in Bone Regency Based on Legislation

Security management systems are an essential foundation for every organization and institution in terms of protecting assets, preventing risks, and ensuring business continuity. Through the implementation of a comprehensive and sustainable security management system, organizations can create a safer, more secure environment and build strong trust among all stakeholders.<sup>11</sup> The security management system is the main foundation for an organization or agency in protecting assets, reducing risks, and maintaining operational continuity. By continuing to implement a security system, an organization can create a safer and more trustworthy work environment with all parties involved.<sup>12</sup> This will create a sense of trust between fellow security managers. In a government, security units are very important in implementing a security system in their area of duty. Therefore, security units must always be present in every agency or company to create a more comfortable sense of security in the work environment. They play a role in ensuring that security in every agency or company is maintained. They partner with the police who will align it.

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<sup>10</sup> Ralf Dahrendorf, Randall Collins, and Seeing Further, "Conflict and Critical Theories," *Conflict and Critical Theories*, 2006, 211-41.

<sup>11</sup> Charles A Sennewald and Curtis Baillie, *Effective Security Management* (Butterworth-Heinemann, 2020).

<sup>12</sup> Ma'adul Yaqien Makkarateng and Lukman Arake, "The Islamic Perspective on Political Asylum: Analysis of The Rohingya Refugee Issue in Aceh, Indonesia," *Indonesian Journal of Islamic Literature and Muslim Society* 9, no. 1 (2024).

Security units in the government environment are tasked with implementing security systems in the work environment. The existence of security units in every agency and company greatly affects security in the work environment. Security units as assistants to the Indonesian police play an important role in assisting police duties in places such as government agencies/institutions, banks, hotels and so on, with the aim of maintaining order and security in the work environment so that there is no disturbance to public order.<sup>13</sup>

In accordance with the contents of the general provisions in the regulations governing the security unit management system. In Article 1 Paragraph 1 of the Regulation of the Chief of the Republic of Indonesia National Police Number 24 of 2007 concerning the Security Management System in Organizations, Companies, and/or Government Agencies/Institutions, it is emphasized that the security management system is part of the overall management which includes organizational structure, planning, responsibilities, implementation, procedures, processes, and resources to develop, implement, achieve, review, and maintain security policies in order to control activity risks in order to create a safe, efficient, and productive environment.<sup>14</sup>

The process of implementing a security management system requires solid commitment from all levels of the organization, thorough planning and structured, effective implementation, ongoing evaluation, and willingness to make improvements and adapt to threat dynamics security that continues to grow. As explained in Article 4 Regulation of the Chief of the Republic of Indonesia National Police Number 24 of 2007 regarding the Security Management System of Organizations, Companies and/or Government Agencies/Institutions affirm that the management system standards includes<sup>15</sup> :

- a. Determining security policies and ensuring commitment to implementation of security management systems;
- b. Planning the fulfillment of management policy goals and targets security;
- c. Implementation of security management system policies effectively with develop the necessary capabilities and supporting mechanisms to achieve security policies, goals and objectives;
- d. Measuring, monitoring and evaluating security performance and carrying out corrective and preventive actions;
- e. Regular review and improvement of the implementation of the management system continuous security with the aim of improving performance security.

These five points can be represented as essential components in the process of implementing an integrated security management system including policy determination and commitment and active role carried out by the institution in implementing the system, making strategic plans and optimization aimed at achieving goals. As well as security targets, effective policy implementation through development and improvement capacity and supporting mechanisms, evaluation process through measurement activities and continuous performance monitoring. Periodic reviews and remediation and rectification and prevention efforts are also core ingredients in continuity and constant improvement of the security management system in totality and continuously.

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<sup>13</sup>Deni Fredian & Fadlan Kalma, *"The Urgency of the Birth of a Special Law for the Security Guard Profession"*, Journal of Social Sciences and Humanities, Vol. 2, No. 8 (June 2024), p. 105.

<sup>14</sup>Article 1 Paragraph (1) of the Regulation of the Chief of the Republic of Indonesia National Police Number 24 of 2007 concerning the Security Management System for Organizations, Companies and/or Government Agencies/Institutions.

<sup>15</sup>Article 4 of the Regulation of the Chief of the Republic of Indonesia National Police Number 24 of 2007 concerning the Security Management System of Organizations, Companies and/or Government Agencies/Institutions.

"Our role and responsibility as Security guard BRI Watampone Bank Branch Office in supporting the implementation of the Security Management System in the Bone Regency government because it is part of the regional social and economic network, the security carried out by Security guard BRI Watampone Bank Branch Office to support the security ecosystem of the Bone regional government, by maintaining public trust, strengthening social stability, and ensuring the creation of a safe environment for government activities and public services."<sup>16</sup>

Mr. Ihsan said that he fully supports the system. security management. The statement is very accurate and describes it is clear that the role of the Security guard BRI Watampone Bank Branch Office is important in support the implementation of the Security Management System in Bone Regency. Security guards not only function to maintain internal bank security, but also become an integral part of the regional social and economic network. By maintaining public trust. Synergy contributes to the smooth running of activities government and public services. This synergy shows that security the banking sector has a broad positive impact on the security ecosystem the region as a whole. This ability must of course be possessed by every Security unit members are not only in banking but also in every agency as well as companies within the scope of Bone Regency.

"We, as the security guards of The Novena Hotel, of course maintain the order of the security system in the hotel, ensuring the security of the hotel environment is part of the social and economic ecosystem of the region. As we know, hotels are places of community activity, both from within the city and outside the city."<sup>17</sup>

The same thing applies to the statement of Mr. Ikhsan, Security Guard of the BRI Bank Branch Office Watampone, Mr. Aswan also gave the same statement regarding the importance of maintaining and preserving the existence of the management system security while on duty because it is a social and economic ecosystem area. Likewise with the statement from Mr. Irwansyah as Security Commander at the State Islamic Institute (IAIN) Bone Campus stated that:

"The main task of the Security guard at Bone State Islamic Institute certainly includes maintaining security and order throughout the campus area, as much as we work in accordance with the rules, and the standard operating procedures provided are also a form of obedience in maintaining the existence of the security management system".<sup>18</sup>

In the concept of a state based on law, all actions in the implementation of national life, including in the field of security, must be based on applicable legal provisions. This relationship is reflected in the application of the rules and Standard Operating Procedures (SOP) for security at BRI Watampone Bank Branch Office, The Novena Hotel, and the State Islamic Institute (IAIN) Bone, has been in line with the principles of the rule of law, namely by ensuring that every security activity is based on statutory regulations invitation. The implementation of each institution's Standard Operating Procedures does not only meet operational needs, but also maintain the principles legality as mandated in the legal state system.

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<sup>16</sup>Ikhsan (Security Guard Member of BRI Bank Watampone Branch Office), interview by the author, Branch Office BRI Watampone Bank, Watampone, March 20, 2025.

<sup>17</sup>Mus Muliadi (Security Squad Commander of The Novena Hotel), interview by the author, The Novena Hotel, Watampone, March 10, 2025.

<sup>18</sup>Irwansyah (IAIN Bone Security Guard Commander), interview by the author, Campus 1 IAIN Bone, Watampone, March 11, 2025.

## Concretization or Practice of the Scope of Security Management System Government in Bone Regency

The concretization or practice of the Security Management System includes identification of threats and risks, implementation of security procedures, training and awareness, as well as periodic monitoring and evaluation. The management system also includes planning, implementation, monitoring, and corrective action for ensure security runs according to plan, is measurable and sustainable.

Security Management System implemented in government scope, as in Bone Regency, can be understood more deeply through a theoretical approach functional structural theory of Emile Durkheim. In this theory, society includes government organization is seen as a system consisting of parts interdependent parts, where each part has a function certain to maintain social balance and order. These parts are interrelated interdependence with each other and functional, so that if there is something that is not function then it will damage the balance of the system.<sup>19</sup>

Society is a social system consisting of parts. or elements that are interrelated and integrated into one another balance. Changes that occur in a part will bring changes to other parts. The basic assumption is that every structure in a functional system towards others. On the other hand, if it is not functional the structure will not exist or will disappear by itself. In extreme Adherents of this theory believe that all events and all structures are functional for a society.<sup>20</sup>

### 1. Regulatory and Policy Aspects

Regulation is a set of rules or policies created to control or regulate the actions or behavior of a person, group, or organizations in a particular field. The objectives of regulation can vary, for example to maintain security, environmental health, or justice in a society, can also be created by the government or other institutions to protect public interests or prevent detrimental practices.<sup>21</sup>

Policy is a collection of things taken by an actor or by a political group in choosing goals and ways to achieve goals. that purpose.<sup>22</sup> The implementation of security tasks has been directed by a framework normative and procedural which function as standards of professionalism in Security guard work practices. Obligation to understand the guiding principles Security guard and follow formal education until obtaining a diploma and card An active Membership Card is part of the effort formation of competence and legitimacy of security personnel. This is in line with the principles of the Security Management System. emphasizes the importance of integrity, legality, and personnel capabilities as fundamental elements in ensuring safety and order in the work environment, especially in the scope of government. Compliance with these procedures is not only ensure the implementation of tasks in accordance with operational standards, but also reflects the level of discipline and readiness of personnel in facing various potential security threats.

But often there are conditions where the policies set by Agencies or companies are not fully in line with empirical conditions in field, so that in its implementation there is often the

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<sup>19</sup>Rahmat Hidayat, *Emile Durkheim's Sociology of Education*, (Jakarta: PT. Rajagrafindo, 2014), h.77.

<sup>20</sup>B. Wirawan, *Social Theories in Three Paradigms*, (Jakarta: Raja Grafindo Persada 2015), h.42

<sup>21</sup>Bambang Niko Pasla, *Law & Government Regulation Is: Definition According to Experts*, <https://bnp.jambiprov.go.id/regulasi-adalah-pengertian-menurut-ahlinya/> , accessed on April 18, 2025.

<sup>22</sup>Miriam Budiharjo, *Basics of Political Science*, (Jakarta: Gramedia Pustaka Utama, 1992), p.12.

giving of tasks to subordinates who do not comply with regulatory provisions, whether of a legal nature internal or as regulated in applicable laws.

In the practice of Security Management Systems in the banking sector, the task Security guards are not only limited to physical protection and situation control functions, but also includes aspects of customer service. This is as revealed by one of the security guards on duty at the BRI Watampone Bank Branch Office Mrs. Rafdah said:

"Our additional duties as security guards in banking are services, banking security guards are not only security, but also service. 60% service and 40% security, we are also required to test the product every month, and of course we definitely get a bonus".<sup>23</sup>

This statement reflects that banking security guards play a role as the vanguard in building an image of institutional trust, where the function service is the main priority. The balance between service tasks and security shows that Human Resources security in the sector This must have dual competence, both in terms of interpersonal communication and mastery of security procedures. Obligation to take product tests periodically also shows the existence of high demands for professionalism, so that the security guards are able to provide accurate and relevant information to customers. As a form of appreciation for the workload and strategy, banking institutions provide incentives in the form of bonuses, which are part of from performance-based compensation management.

Similarly in banking, security guards in hotels were also found to be There are forms of non-regular compensation that are given as a reward for additional workload outside of normal working hours. One of them is an officer security at The Novena Hotel, Mr Tri said:

"Our additional task is given a day off when we have worked outside the working hours such as when there are activities or events held at the Hotel. We are also given a bonus if at the Hotel there are lots of activities or events going on."<sup>24</sup>

This statement reflects that the institution where the officer works tasked with adopting a Human Resources management approach that considering the aspect of work welfare. In practice, the form of compensation The allowance provided includes a substitute holiday (*rest day*) for security officers. who work beyond the specified time, as well as providing additional incentives when there is increased activity, such as a major event. This policy of course it can be seen as a form of implementing the principle of justice and awards in workforce management, which are in line with practices modern management and able to increase motivation and loyalty of personnel security.

Different from the two institutions above, at Bone State Islamic Institute, on the contrary, the practice is occurring in the Bone State Islamic Institute environment shows contrasting conditions. Based on information obtained from one of the security officers we disguise his identity, there has been an increase in working hours and assignments which goes beyond his main duties and functions as a security officer. Security guard asked to carry out work outside the scope of security work, without a clear legal basis and a written work agreement in this case SK (Letter of Employment) Decisions) given directly by the leader who regulates the assignment This was also confirmed by the Commander of the Bone State Islamic Institute Security Guard, Mr. Irwansyah said:

"It once happened, where one of our members was given additional work hours and assigned to carry out work outside of his main duties and functions. In fact, according to

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<sup>23</sup>Rafdah Erviana (Security Guard Member of BRI Bank Watampone Branch Office), interview by the author, BRI Bank Watampone Branch Office, Watampone, March 20, 2025.

<sup>24</sup>Tri (Security Guard Member of The Novena Hotel), interview by the author, The Novena Hotel, Watampone, March 10, 2025.

regulations, the Security guard task is a form of limited security that only includes security within the scope of the workplace. Even if given such a task, it must be accompanied by a legitimate administrative basis, such as an official assignment letter, as well as the provision of appropriate compensation. However, in reality, the assignment lasted for approximately one year without any assignment letter or appropriate compensation.”<sup>25</sup>

This condition indicates a violation of the principle employment justice and protection of security personnel rights. Unfair assignments accompanied by an administrative legal basis in this case an official letter of assignment, and without accompanied by adequate compensation, indicating a weak management system. Human Resources and the absence of an effective monitoring mechanism in assignments beyond authority. If left unchecked, this practice has the potential to lowers work motivation, creates dissatisfaction, and has negative impacts towards the professionalism of Security guard as a whole.

## 2. Facilities and Technology Aspects

In an era of rapid technological development, security systems are no longer no longer only relying on human resources as the main element, but also increasingly supported by the use of technology and strengthening of physical facilities. Security Management System as an integrated framework requires that there be comprehensive risk mapping and management, including through support adequate technological devices and infrastructure.<sup>26</sup>

The technological aspects of the Security Management System include various tools such as network-based CCTV, HT (*Handy Talky*), and alarms automatic. Meanwhile, the facility aspect includes the design and layout of the building, which pays attention to security, as well as the availability of supporting facilities such as posts guards, fences, safety vests, and effective lighting. Both are the pillars important in ensuring the effectiveness of the implementation of security which is not only reactive but also proactive and preventive. Concretization and practice of the Security Management System in the aspects technology and facilities cannot be separated from the need to answer dynamic security challenges. Therefore, this section will outline forms of real implementation that have been implemented in various agencies or work environment, and examine the extent to which it supports the achievement of the goal of a reliable and sustainable Security Management System.<sup>27</sup> The implemented Security Management System is in accordance with standards operations at the BRI Watampone Bank Branch Office, from the presence of security guards who comply with the applicable Standard Operating Procedures and Support and management from the leadership also supports the implementation The Security Management System can be implemented well.

The experience gained was certainly very positive, not only training practical responses, but also raise crucial awareness and knowledge for all personnel in dealing with real emergency situations. This shows a good commitment from BRI Watampone Bank Branch Office in prepare yourself for various security and safety risks. Of course it will be an example for all agencies in terms of improve a good Security Management System The Novena Hotel the procedures the most important thing is the completeness of security equipment as a form of

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<sup>25</sup>Irwansyah (IAIN Bone Security Guard Commander), interview by the author, Campus 1 IAIN Bone, Watampone, March 11, 2025.

<sup>26</sup> Rodrigo Werlinger, Kirstie Hawkey, and Konstantin Beznosov, “An Integrated View of Human, Organizational, and Technological Challenges of IT Security Management,” *Information Management & Computer Security* 17, no. 1 (2009): 4-19.

<sup>27</sup> Zahoor Ahmed Soomro, Mahmood Hussain Shah, and Javed Ahmed, “Information Security Management Needs More Holistic Approach: A Literature Review,” *International Journal of Information Management* 36, no. 2 (2016): 215-25.

realizing Security Management System. Security tools and systems are tools that created by humans to prevent and minimize the occurrence of incidents that unwanted so that there is a high possibility of damage or not working. Then Therefore, hotel employees and guests should maintain security in the hotel. together. The way is to follow the procedures and regulations set by hotel management.<sup>28</sup>

As the vanguard in maintaining security and order, The effectiveness of the security unit's performance is highly dependent on the availability of adequate security facilities and equipment in order to implement the System Security Management. In addition, the realization of operational standards that comprehensive must be supported by capable security facilities significantly improve the quality of security. The attention and responsiveness of the leadership towards security will certainly be a good opportunity to improve the Security Management System, reflected in their proactive actions to identify and complement vital needs that contribute to the improvement of the System Overall Hotel Security Management.

A surveillance camera system that uses closed *signals CCTV (Closed Circuit Television)* is used to monitor an area . which are considered important or vulnerable, considering the increasing number of criminal acts which is very detrimental.<sup>29</sup> CCTV is usually installed in places that public in nature such as in campus buildings, in official building areas, in parking lot, in the classroom corridor, and in the employee workroom corridor.

### 3. Security Culture Aspects

Security culture is an important part of implementing the System Security Management, because it concerns awareness, attitude and behavior all elements of the organization in maintaining security consistently. This culture not only formed through formal policies, but also through habituation, and training.

In the environment Banking security guards, especially at the BRI Watampone Bank Branch Office, have been formed a strong and positive security culture, both in the personal discipline dimension and customer service. Consistency in terms of attendance, neatness dress, and work attitude that involves hospitality values (smiling, greeting, greetings, politeness and courtesy) shows that the professionalism of the Security guard is not only formed through technical procedures, but also through work culture values which are invested collectively.

There are routine activities such as morning briefings which are monitored directly by The SPO (Security Planning Officer) team, as well as documentation through group photos, reflects the application of operational control and communication principles. Systematic, which is an important part of the Security Management System. This not only maintains the quality of service, but also strengthens the sense of the responsibility of security guards for their duties.

Then, awards are given in the form of certificates, incentives and pins. badges for high-achieving security guards show that the organization has cultural strengthening mechanism through appreciation (*reward system*). This practice of course, it contributes directly to work motivation and the formation of loyalty. and the integrity of security personnel. Overall, Satpem at BRI Watampone Bank Branch Office has been concretized through habituation, active supervision, and systems awards, all of which strengthen the effectiveness of the Management System. Securing and supporting public trust in the Institution.

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<sup>28</sup>Security Journal (Indonesian Security Guard Media), *Getting to Know the Security System in Hotels*, <https://jurnalsecurity.com/mengenal-sistem-keamanan-di-hotel/>, accessed on March 17, 2025.

<sup>29</sup>Security Journal (Indonesian Security Guard Media), *Getting to Know the Security System in Hotels*, <https://jurnalsecurity.com/mengenal-sistem-keamanan-di-hotel/>, accessed on March 17, 2025.

The Novena Hotel has been internalized positively and professionally, especially in the Security guard work environment. Strengthening the security culture is not only manifested in the form of obedience to the duties and instructions of superiors, but also through humanistic service values such as smiles, greetings and salutations to guests. This shows that security in the hospitality sector combined with the *hospitality aspect*, makes the role of Security guard more than just implementer of physical security, but also as part of the Institution's service image.

Regular briefing practices monitored by HR Specialist and Chief Security indicates the existence of active managerial supervision and a system Consistent coaching. Giving appreciation to exemplary Security guard shows that The Novena Hotel builds a work culture based on appreciation and motivation, which has an impact on improving work ethic and loyalty of security personnel. In addition, attention to personal aspects such as neatness and The physical health of the staff shows that The Novena Hotel understands good security quality cannot be separated from welfare and he individual readiness of its officers. Thus, it can be said that Security in the Novena Hotel environment is comprehensive, combining procedural aspects, service ethics, and attention to holistic welfare of officers.

A moral commitment and high professionalism, even though it is not supported by a fair and just system support. Limited technology, minimal facilities, and the absence of objective appreciation or evaluation reflects the institutional culture not yet fully modern and open. This is in line with indications that the management system at Bone State Islamic Institute is still feudal in nature, where power relations are more stands out compared to rational and performance-based organizational mechanisms.

In the feudal system, social status and personal closeness to leadership is often more decisive than competence and contribution real. This feudal culture creates a gap in communication and responsibility. answer, where complaints or reports from security officers do not receive a firm structural response. The warning is only symbolic, without any follow-up clear, and performance rewards are not institutionalized in the system.

This condition is contrary to the principles of the Security Management System, which demands integration between organizational structure, individual roles, and support. Managerial on an ongoing basis. Thus, the transformation of organizational culture at Bone State Islamic Institute becomes urgent matters, including building a healthy security culture. This can only be achieved if the feudal system is replaced by modern management based on professional values, structural justice, and respect for the role of all elements, including Security guard.

## **CONCLUSION**

Within the framework of a state of law, every activity of organizing life state, including in the field of security, must be based on applicable legal provisions. The results of the study show that the System Security Management in Government and Private Institutions in the Regency Bone, namely BRI Watampone bank branch office, The Novena Hotel, and the Institute The State Islamic Institute Bone has implemented the principle of legality through implementation of Standard Operating Procedures (SOP) which refer to regulations Legislation. This reflects awareness and compliance against the basic principles of the rule of law, that every security measure implemented not only for the sake of operational effectiveness, but also to ensure legal legitimacy and institutional accountability. With Thus, a law-based Security Management System becomes an important foundation in maintaining public order, security and trust towards these institutions.

Concretization of the Security Management System within the Government Bone Regency is reflected through structured implementation based on regulations in various agencies. Implementation of security in KC agencies BRI Watampone Bank, The Novena Hotel, and Institute The State Islamic Institute Bone Bone showed there is integration between operational

technical aspects and compliance with legal norms. Thus, the Security Management System does not only administrative in nature, but has also been concretized in the form of preventive, responsive and collaborative actions that support the creation of a safe, orderly working environment and a good governance system.

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