

The Influence Of The Optimization Of Human Resources Ability Of Community Policing Officers Through Training, Transfer Of Knowledge And Capacity Building On The Improvement Of Security Stability In The Country Through The Police And Community Partnerships In Surabaya

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Abstract

The aim of this research is to analyze the influence of the ability optimization of community policing officers in the form of training, transfer of knowledge and capacity building on security stability through the community policing partnership in Surabaya. The research method used is quantitative approach which is intended to analyze relation among variables. This study explains the variables influence of training, transfer of knowledge, and capacity building on community policing Partnership in security stability. The data collection uses questioners. To test hypotheses, there are 136 community policing officers as samples in Polrestabes Surabaya. The results of this research show that: First, Training has significantly influence on community policing partnership. Second, transfer of knowledge significantly influence community policing partnership. Third, Capacity Building significantly influence community policing partnership. Fourth, community policing partnership significantly influence security stability. Fifth, training significantly influence security stability. Sixth, transfer of knowledge significantly influence security stability. Seventh, capacity building significantly influence security stability. New finding of this research reveals that community policing Partnership as strategy in improving security stability can be achieved by good training, transfer of knowledge, and capacity building. Those three variables have a positive role in community policing partnership and security stability.

Key words: Human resource optimization, community policing, stability security

1. Introduction

The national objective as stated in the Constitution of 1945 implies the meaning needs of the situation and conditions that can ensure the implementation of the whole process in conducive. To achieve the national objectives, necessary conditions that is safe and properly maintained sustainably through the national security stability. The harmony achievement between stability and national prosperity is believed to be able to realize a strong national defense and tough.

The government is the key for the implementation of the process in achieving the national security which the implementation is held by the police. However, the embodiment of the security not only relies on government institutions but also the support and cooperation with community. The maintenance of security stability in the country is a shared responsibility of all citizens while the Indonesian National Police becomes one of the institutions who responsible for carrying out the main tasks of ensuring the security and community order. In addition, the Police are also responsible for the implementation of protection, shelter and services to the community in accordance with the Constitution No. 2 of 2002 about the Police.

In order to maintain a presence at once to carry out their duties, the Police should be able to build a strong strategy as a priority in the role maintaining security stability in the country with community. Because it can not be done by the police unilaterally, then it needs a partnership with the community. To realize the partnership over the efforts to strengthen the commitment to the role and function, the Police must develop some programs and strategies. One of the programs is through the Community Policing, the main community policing program is formulated by empower the community through community and police partnerships. The implementation of community policing is supported by a legal basis in the form of the issuance of the Decree of the Indonesian

Head of the National Police (Kapolri) Number Pol: SKEP / 737 / X / 2005, which is then refined through the issuance of Police Regulation No. 7 of 2008 on the Basic Guidelines and Implementation of Community Policing Strategy. In SK quote Chief of Police No. 7 of 2008 showed three (3) pillars of community policing forming, they are community, policing officers (police), and local government. Each of the parties has the same right and degree as members or equivalent. This equality can be created if one another are not in a higher position in a hierarchy structure such as an advisory or protector (Narwaya, 2010).

This study put policing partnership as an intervening variable that is influenced by other variables and eventually will influence or form a certain behavior towards the security stability. Other determinant factor for community policing in this study is the ability to transfer knowledge based on the assumption that the ability of community police officers in managing knowledge such as knowledge member, tools, tasks, and subnetworking and includes tacit knowledge and hard knowledge reflects the level of knowledge concerned about the community policing. Capacity development factor (capacity building) has a role in community policing partnership in this study. Each organization realizes that to achieve success and excellence can be achieved by increasing the capacity of the organization.

Therefore, it is necessary a study to see if there is an influence of Training, Transfer of Knowledge, and Capacity Building on the capabilities of human resources in the Regional Community Policing Officers Polrestabes Surabaya in improving the security stability through the Community Police partnership. The aim of this study is to analyze the influence of the optimization capabilities of human resources in the form of training, Transfer of Knowledge, and Capacity Building to increase security stability through the Community Police Partnership in Region Polrestabes Surabaya.

2. Literature Review

2.1. Community Policing

Community Policing can be defined as the involvement of the police in society to realize the security and order. With the restructuring of the police organization and also change the orientation of the activities of the police task involving the community, resulting in policing becomes "many things to many people" (Cordner, 1998, Mastrofski, 1998). Police program requires intensive cooperation with the community. The main problem for the police organizations when implementing community policing is the presence of strong personalities and groups that may dominate the discussion and control the direction of the initiative (Thurman et al., 2001). This is very common problem and relevant when there are variations in the problems identified by the different members of the community.

2.2. Education and Training

Education and Training is a unity word which contains a definition. To give a theoretical description of the education and training, Sastrohadiwiryo (2002: 200) argues that education is something to build and develop the ability of human personality, physical and spiritual that lasts a lifetime, both inside and outside the school, for the development of unity and prosperous and equitable society and always in balance. Training is part of the education that involves learning to acquire and improve skills outside the education system that applies in a relatively short time and with a method that is more about practice than theory. Training on community policing officers can be effective when the state and the government set through the decision support and policy (Hontz, 1999). Training can basically be seen as a result of human resource management policies aimed at improving the competence and effectiveness of work. Training in this case is a major dimension of the development of the ability of community policing officers namely able to influence the improvement of communication and coordination capabilities (Dennis, 1995), changes in work behavior (Mastrofsky, 2000), met a lot of values and culture (Davis, 1999), is able to adapt to a variety of culture and values in a diverse society (Morehead and Morehead, 1999), is an important element in the successful implementation of community policing (Zhau, et al., 1995).

2.3. Transfer of Knowledge

Analogic the knowledge transfer mechanisms (Gentner, Holyoak, and Kokinov, 2001) consists of three sub-processes, namely: taking a structure the knowledge, creating a mapping of current problem or situation, and then using the mapping of to generate new the knowledge structures relevant to the application context needed. The mechanism of the transferring the knowledge has widespread application can be applied to variety of problems that may require different strategies or actions to produce the correct solution. Because of the problems

facing community policing officers are very complex and require specific strategies in handling, the community policing officer must be able to perform well the transferring knowledge. Knowledge becomes an important resource in improving the capacity and achievement of competitive advantage (Grant, 1997; Szulanski, 1996; Conner and Prahalad, 1996). For these achievements, it takes a certain effort for the management of the knowledge (Nonaka, 1994), transferring (Kogut and Zander, 1993), and integrating or using the knowledge (Grant, 1996). Empirically proven that a strong relationship in performance is the capacity to transfer the knowledge (Zander and Kogut, 1995), which is caused by factors of internal the knowledge transfer (Szulanski, 1996) or the transfer of the knowledge between the company and its environment (Inkpen, 2000).

2.4. Capacity Building

Capacity building is a process that can improve the ability of a person, organization or system to achieve goals to be achieved (Eichler, 2002). The improvement of capacity building aims at improving performance, because the success of community policing requires a combination of good planning and a collaborative (Skogan and Hartnett, 1997). Capacity building is believed to be a process to improve the ability of the resources involved in community policing. Resources include individuals, groups and organizations involved. One of individual capacity development of community policing officer is through the efforts of the community policing officer attitudes change (Sun and Chu, 2008), and the attitudes are influenced by gender, educational background (roberg et al., 2000, the Sun and Payne, 2004). Embedded in the policy development capacity to address social issues, build social cohesion and expand quality services and processes, namely through the development of related resources in the community policing to be decisive in partnership community policing.

2.5. Security Stability

National security stability is not a static thing, but is dynamic in which the dynamics of national stability greatly affected by strategic environmental conditions which continue to evolve and change. The development of the strategic issues such as globalization, democratization, human rights enforcement, and phenomenon of terrorism has broadened the perspective of looking at the complexity of the existing threats and affecting the development of the conception of national security stability. The threat is not only a military threat, but also includes the threat of political, economic, social, cultural and environmental (ecological). Development of a security system is generally carried out in accordance with the nature of threats, harassment, obstacles or actual challenges faced (Darmono, 2010). Various studies on security stability has been widely associated with the role of the police because the police are regarded as public servants and provide the community security protection (Davis et al., 2004, Frank et al., 2005), and the assessment of community into a measure of how well the police in ensuring the community security (Tufts, 2000). The effort of improving security stability requires strategies in problem solving and prevention of problems, which by forming a community (Ford, et al., 2003). Community policing has had great development and it demonstrates the resurrection of the police role in improving security stability (Fielding, 1995).

2.6. Community Policing Partnership

Community Policing becomes an important issue in the implementation in maintaining security and community order (Rosenbaum and Luingio, 1994). Police-community partnership is part of a partnership between various agencies within and outside the system that has been used for everything of the increasing of law enforcement (Evans, 1997), to share information (Brazeau and Petersen, 2000) and improve the relationship with the community (Pressman et al., 2002). The goal is to gradually improvement in size of the community trust and satisfaction with the police work (Hough *et al*, 2010). Significant relationship between the officers towards the cooperation with the community in the form of collaborative to maintain law and order in community, so that the officer had like seeing the community as a partner in realizing the objectives of community policing (Reiner, 2010).

Framework of causal relationships is built on a foundation of thought or paradigm Environment-Strategy-Performance. This study therefore focuses on the relationship chain environment that impact on the realization of the strategy and performance of Community Policing.

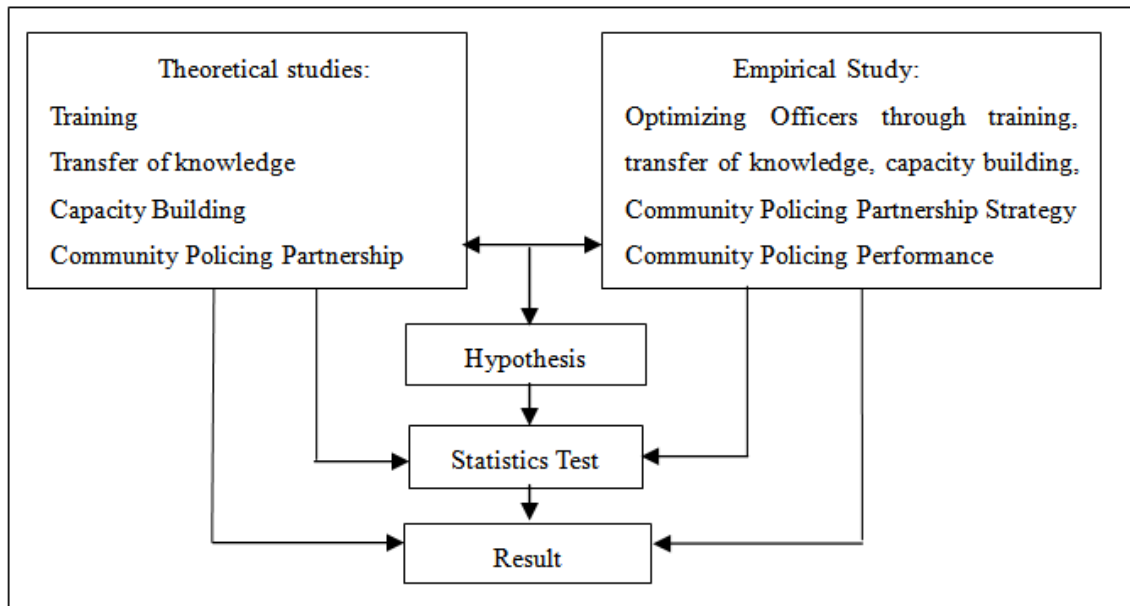


Figure 1. Framework of Thought Process

Based on the framework of thought process in Figure 1, it can develop a conceptual framework as can be seen in Figure 2.

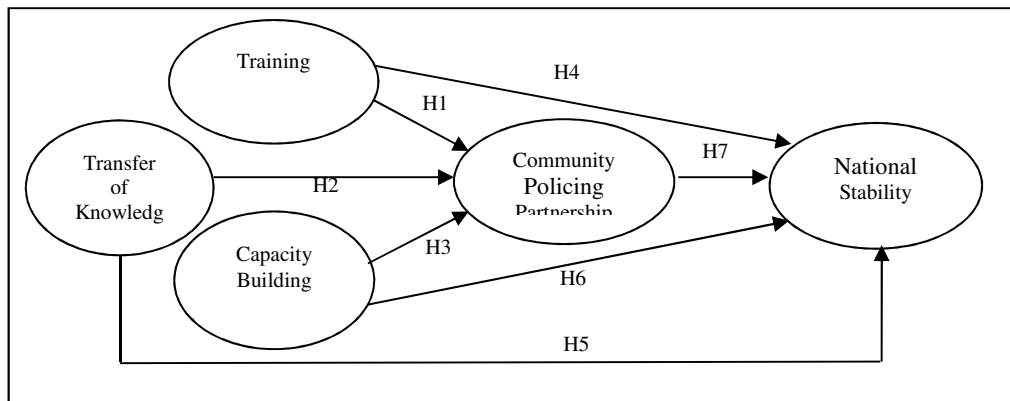


Figure 2. Conceptual Framework

Sources:

H1 (Feldes, 2002; Cheurprakobkit, 2002; Palmioto, 2000, Chappell, 2007); **H2** (Priestley, 2004; Gau, 2010); **H3** (Wu, *et al.*, 2011; MyHill and Ben, 2013; Lee and Lee, 2011), **H4** (Lee and Vaughn, 2010); **H5** (Sun *et al.*, 2009; O'Connor, 2008; Caldero,*et al.*, 2001); **H6** (Falcone, 2002, Liederbach *et al.*, 2008); **H7** (Moon, 2006; Breci, 1997).

Hypothesis is formulated as follows:

- 1) Hypothesis 1: Training significantly influence Community Policing partnership
- 2) Hypothesis 2: Transfer of Knowledge significantly influence Community Policing Partnership
- 3) Hypothesis 3: Capacity Building significantly influence Community Policing Partnership
- 4) Hypothesis 4: Training significantly influence Security Stability
- 5) Hypothesis 5: Transfer Of Knowledge significantly influence Security Stability
- 6) Hypothesis 6: Stability Capacity Building significantly influence Security Stability
- 7) Hypothesis 7: Community Policing Partnership significantly influenc Security

3. Research Method

This study uses a quantitative research approach to test the hypotheses that has been compiled. In this study, the relationship among variables is the relationship among variables of Training, Transfer of Knowledge, Capacity Building on community policing partnerships and security stability. Questionnaire used for data collection, then the data collected in the analysis uses an analysis tool Structural Equation Modeling (SEM). The population in this study is all community policing officers working in the area of Surabaya Polrestabes totaled 136. The number of the population is considered relatively small and includes the amount that could be covered in its entirety by the researchers then the entire population becomes the study sample size (census).

Operational definitions and indicators of the research described in the following Table 1.

Table 1. Definition of Operational Variable

Variable	Operational	Indicator
Training (X1)	The activities carried out by institutions in improving the capability / competence of the officers	Objectives and targets, Trainer Materials and achievements
Transfer of Knowledge (X2)	The process done in acquiring knowledge, identifying knowledge structural change and transferring knowledge into the task practice or in execution job	Acquisition process, Assimilation process, Transformation process
Capacity Building (X3)	The efforts made by Polrestabes Surabaya institution for capacity development of all of the resources owned by the institution in achieving the objectives	The role of individual, Institutional, System
Community Policing Partnership (Y1)	Interpreting the Community Policing with philosophical, strategic, tactical and organizational of Community Policing	Philosophical, strategic, tactical, Organizational
Security Stability (Y2)	The presence of his duties in protecting, nurturing and enforcing the law in community	Ensuring security, ensuring order, ensuring law enforcement

Measurement of the variables is done through a questionnaire by using the answer options based on the five-scale. For the answer of each point (a) the value 5 = strongly agree (b) the value 4 = agree (c) the value 3 = doubtful (d) the value of 2 = disagree and (e) the value of 1 = strongly disagrees.

The validity and reliability test is conducted on 30 respondents the results of testing the validity and reliability of this instrument study, is known that all the items in the variable has correlation value more than 0.3 and coefficient alpha value of all variables is greater than 0.6, so that the validity and reliability of the instrument in the study is fulfilled.

4. Result Of Research

4.1. Descriptive Statistics Analysis

a. Characteristics Of Respondents

Characteristics of respondents in this study relates to the individual characteristics that include Gender, Status, Duration tasked, Rank / NRP, Position, Public education and POLRI education which can be seen in Table 2.

Table 2. Characteristics of Respondent

Individual Characteristics		Total (people)	%
Based on Gender	Male	136	100
	Female	0	0
Based on Status	Married	112	82.3
	Unmarried	22	16.2
	Widowed	2	1.5
Duration Tasked	≤ 5 years	15	11.1
	5 – 15 years	25	18.4
	> 15 years	96	70.5
Rank/NRP	Aipda	3	2.2
	Bripka	24	17.6
	Brigadir	18	13.2
	Aiptu	83	61.1
	Briptu	8	5.8
Position	Bhanbinkamtibmas	136	100
Public Education	Junior High School	8	5.8
	Senior High School	98	72.1
	Bachelor's degree	30	22.1
POLRI Education	Dikmaba	16	11.7
	Tamtanas	8	5.8
	Reguler	12	8.8
	Sebareg	41	30.2
	Bintara	14	10.3
	Secaba	45	33.2

Source: Primary Data Processed

Based on Table 2 can be explained that the respondent characteristics of Community Policing officers are dominated by male with a Senior High School Education / STM having married status and the duration tasked is more than 15 years, with the rank Aiptu.

b. Research Variable

The following table is the mean value of the respondents perception in the study variables. Based on Table 3, it can be seen that according to respondents,

Training activities organized Polrestabes Surabaya for community policing officers, Transfer of Knowledge process conducted by the community policing officers Polrestabes Surabaya, Capacity Building attempted Polrestabes Surabaya to community policing officers, partnership that exists between the police and the community (community policing) in Polrestabes area of Surabaya, and Security Stability in the region Polrestabes Surabaya generally stated as already good, as shown by the average value of each variable that has value above score 3 (good).

Table 3. Mean Value of Respondents Perception

Variable	Mean
Training	3.99
Transfer of Knowledge	3.99
Capacity Building	3.84
Community Policing Partnership	3.71
Security Stability	3.74

Source: Primary Data Processed

4.2. Inferential Statistical Analysis

4.2.1. Confirmatory Factor Analysis

The measurement results of the indicator of the variables that can formulate a latent variable with CFA was found that the items on all variables have a value loading factor > 0.5, so it can be concluded that all of the items in each variable is able to provide significant contributions to the indicators in the study.

4.2.2. Testing Assumption SEM

Based on the results of normality test can be known that all indicators in the studied variables have a value cr between -2.58 to 2.58 so that all items in the variable are normally distributed. Testing the linearity assumption is conducted by Curve Fit method, calculated by SPSS. Based on the results of linearity test is known that all of the effects produce a significant linear model so that the linearity assumption is fulfilled. Based on the Mahalanobis distance table, it can be seen that the most distant observation point is point of 43 with the value of Md = 79 302. When compared to a value of 82.3 the value of Md = 79 302 < 82.3, it is concluded that if the furthest point only is not an outlier, so it can be concluded that all points of observation are not an outlier.

4.2.3. Goodness of Fit SEM Analysis

The theoretical model on the conceptual framework of the study is said to be fit if supported by empirical data. Based on the Goodness of Fit criteria evaluation on early stages can be seen that the model is not fit for use, only the criteria of CMIN / DF and RMSEA that fulfils. So, it is necessary to conduct modification to improve the model to be valid for evidentiary a hypothesis. The modification preferred model is only on the correlation between the items and or error and does not modify influence pathways. After conducted the modification of model, then Goodness of Fit criteria evaluation final stage and the critical value that has a data consistency can be seen in Table 4.

Table 4. Goodness of Fit criteria evaluation of SEM Model Final Stage

Goodness of fit index	Cut-off Value	Result of Model	Description
X ² – Chi square	Expected Small (Approaching DF)	1482.966	Not Good Model
Sign Probability	≥ 0.05	0.000	Not Good Model
CMIN/DF	≤ 2.00	1.154	Good Model
GFI	≥ 0.90	0.745	Moderat Model
AGFI	≥ 0.90	0.715	Moderat Model
TLI	≥ 0.95	0.956	Good Model
CFI	≥ 0.95	0.959	Good Model
RMSEA	≤ 0.08	0.034	Good Model

Source: Primary Data Processed

Goodness of Fit Test results Overall based on Table 4 can be known that model can be categorized suitable and feasible to be used, so that the interpretation can be conducted to further discussion.

4.2.4. Hypothesis Testing Results

Analysis of Structural Equation Model (SEM) was used to test the hypothesis proposed by researchers. Where the hypothesis will be accepted if the p value <of significance of 5%, the null hypothesis is rejected. The result of the analysis set out in Table 5.

Table 5. Regression Weight Analysis Result

			Path Coefficient	p value	Description
Training	→	Community Policing Partnership	0.210	0.010	Significant
Transfer of knowledge	→	Community Policing Partnership	0.171	0.049	Significant
Capacity Building	→	Community Policing Partnership	0.271	0.003	Significant
Training	→	Security Stability	0.350	0.000	Significant
Transfer of knowledge	→	Security Stability	0.090	0.042	Significant
Capacity Building	→	Security Stability	0.735	0.000	Significant
Community Policing Partnership	→	Security Stability	0.157	0.001	Significant

Source: Primary Data Processed

5. Discussion

The discussion of the results of this study can not be separated from research objectives that have been established and are based on an analysis of the theoretical framework and empirical studies that have been described. Thus the variable relationship model has answered the purpose of the research, with the following description:

5.1. The influence of Training on Community Policing Partnerships

The result of testing a hypothesis about the influence Training on Community Policing Partnerships produces p-value of 0.010. Since the p-value is smaller than statistically significant at $\alpha = 5\%$, so Training significantly influence the Community Policing Partnerships. This result can be explained that the higher the intensity in following Training, the better the role of Community Policing Partnerships. Based on the field (based also on the analysis on the leading factors of the indicators and items) is obtained descriptors that this training is successful because of Training will be effective if the material presented has been adjusted with the implementation of tasks / work of Community Policing, the accuracy and appropriateness of Training policy viewed from the elements of the goals and objectives emphasis more on the efforts of the working attitude change. The trainer will success in delivering training material if it has a deeper understanding about Community Policing. An increasing skill after attending Training is the strongest point as a shaper of achievements indicator. This condition indicates that the achievements in the implementation of Training will be effective if there are increased skills after attending Training. This condition also explains that the accuracy and appropriateness of Training policy viewed of elements of the targets and objectives put forward on the work attitude change efforts. This means that the targets and objectives done by the Training as an improvement effort in changing the work attitudes have been as expected. Thus, this study confirms previous research conducted by Feltes (2002), bahwa diklat membawa perubahan terhadap peran kemitraan Polmas. Dan mendukung juga hasil penelitian dari Cheurprakobkit (2002) also supports, that Training brings a change of behavior and character of Community Policing officers.

5.2. The influence of Transfer of Knowledge on Community Policing Partnerships

The result of testing hypothesis about the influence of Transfer of Knowledge on Community Policing Partnerships produces p-value of 0.049. Since the p-value is smaller from the statistically significant at $\alpha = 5\%$, so the Transfer of Knowledge significantly influence Community Policing Partnerships. This means that the Transfer of Knowledge is able to participate in Community Policing Partnerships, which was formed from the acquisition process indicators. This is punctuated on the following description: based on the data analysis result that the Transfer of Knowledge process of Community Policing officers, largely determined by the acquisition process, is obtained through attending various training related to their duties as Community Policing. Community Policing officers who are able to do Transfer of Knowledge shows also the ability in classifying the various problems in the implementation of the task and able to explain the problems encountered while working for the boss / co-worker / community, so they can work as Community Policing officers who perform well. The ability to Transfer of knowledge is formed from the work experience as an officer (over 25 years experience), of course, has been ingrained the Community Policing tasks in everyday life of these officers. Thus, this study is in line with of the research Birzer (2003), that Transfer of Knowledge impact on the performance of Community Policing. And Gau (2010) ie Transfer of Knowledge will bring usefulness for the legitimacy of Community Policing.

5.3. The influence of Capacity Building on Community Policing Partnerships

The result of testing hypothesis about the influence of Capacity Building on Community Policing Partnerships produces p-value of 0.003. Since the p-value is smaller from the statistically significant on $\alpha = 5\%$, so Capacity Building significantly influence Community Policing Partnerships. It can be explained that the greater the Capacity Building, so the better the role of Community Policing Partnerships. Institutional system is the strongest indicator as a variable former of Capacity Building. Namely the ability of institutions in responding to the changes through policies those focus on the efficiency, effectiveness and responsibilities on the sustainability of institutions as a learning process and development institutions. The ability to of these institutions is determined from the leadership role in creating an efficient policy for the development of the institutions, facilitating _in the working of Community Policing, and providing the opportunity for Community Policing officers to master technology associated with the execution of tasks. Thus, the results of this study are consistent with Myhill & Ben (2013) that the development of Community Policing institutional capacity is obtained through the leadership commitment, the role of organizational and individual personality changes of Community Policing officers on duty. In addition, the research of Lee & Lee (2011) stated that the development of capacity is done through increasing the Community Policing officers creativity, so it will improve the performance of Community Policing.

5.4. The influence of Training on Security Stability

The result of testing a hypothesis about the influence of Training on Security Stability produces p-value of 0.000. Since the p-value is smaller from the statistically significant on $\alpha = 5\%$, so Training significantly influence Security Stability. It can be explained that the higher the intensity in attending Training so the better the Security Stability. This is in line with the research of Lee and Vaughn (2010) stated that the crime rate is a significant factor as contextual environment variable and Training becomes a significant factor on the level of the police officers capabilities in the use of its power to maintain order and security. Based on the results of research in the field shows the reality happened that Training followed by the Community Policing officers have provided some materials directly related to the execution of tasks, given by qualified trainers, so in the Training enables easy the Community Policing officers in working, ie to maintain order , security in society and state.

5.5. The influence of Transfer of Knowledge on Security Stability

The result of testing hypothesis about the influence of Transfer of Knowledge on Security Stability produces p-value of 0.042. Since the p-value is smaller from the statistically significant on $\alpha = 5\%$, so Transfer of Knowledge significantly influence the Security Stability. This can be explained that the higher the Transfer of Knowledge so the better the Security Stability. This is in line with the research of Moon (2006) that the police have a high participation level and knowledge management on doing duty namely keeping the non-occurrence of conflict in the life of the surrounding community. The research of Breci (1997) stated that Community Policing officers know their duties and role as Community Policing officers, it is the impact of Knowledge management previously received from Training. The transfer of this knowledge strengthen the Community Policing officers to work more effectively. Based also on the reality (loading factor) that the process Transfer of Knowledge plays a role in the working of Community Policing officers ie maintaining Security Stability, because in this process is decided from Training obtained and this illustrates the Community Policing officers abilities to classify the problems and resolve the problems related to their duties as Community Policing officers to maintain Security Stability in their work environment.

5.6. The influence of Capacity Building on Security Stability

The result of testing hypothesis about the influence of Capacity Building of on Security Stability produces p-value of 0.000. Since the p-value is smaller of statistically significant on $\alpha = 5\%$, so Capacity Building of significantly influence Security Stability.. It can be explained that the greater the Capacity Building of so the better Security Stability.. This is in line with the research of the Sun *et al.* (2009) that the capacity the development of conducted through physical ability will tend to give a role on the work patterns and build the capacity in the community and a resources of security. The research Gau (2010) that seriousness of the resource capacity development is a resources of security improvement, research Caldero (2001) that the development of value is one of the efforts to develop the capacity to improve the community a resources of security, as well O'Connor (2008) that the safety and a resources of security the community arise due to improvement the capacity improvement of Community Policing officers. Based on the on the reality that Capacity Building of Community Policing officers is formed through the development of individual capacity, namely through Training, institutional capacity building that is shown by the seriousness of the leadership and institutions in providing facilities on Community Policing officers on duty. This makes the Community Policing officers really love their job and commit to do the job well that is to maintain order, safety and security in their duties environment and state.

5.7. The Influence Of Community Policing Partnerships On Security Stability

The result of testing hypothesis about the influence of Community Policing Partnerships on Security Stability produces p-value of 0.001. Since the p-value is smaller of statistically significant on $\alpha = 5\%$, so Community Policing Partnerships significantly influence Security Stability. It can be explained that the more closely the Community Policing Partnerships, the better Security Stability. This is in line with the research of Falcone (2002) stated that the crime that exists in the community is reduced and gives a positive assessment on the performance of Community Policing in maintaining order and security. As well research Liederbach *et al.* (2008) that community is satisfied with the performance of Community Policing in handling legal issues and community environmental security.

6. Conclusion And Recommendation

Community Policing Partnership is an important factor in Security Stability. This Community Policing Partnership becomes the basic in improving Security Stability. Meanwhile, the Community Policing partnership is determined by Training, Transfer of Knowledge, and Capacity Building. This indicates that Security Stability

will increase if the happen of the Community Policing partnership (the police-community) is supported by institutional and the role of the Community Policing officers themselves, that through Capacity Building and Training is an effort to optimize the institutional the role of the Community Policing officers themselves , and transfer knowledge is the optimization of the Community Policing officers themselves in managing the Knowledge that they have on duty. The most important findings that Community Policing partnership as a strategy in improving the Security Stability can be achieved if there are good Training, Transfer of Knowledge and Capacity Building, these three variables contribute positively to the Community Policing partnership and Security Stability.

Security Stability is required for life of society, nation and state, so continuous efforts are needed to authorities, especially with regard to Community Policing officers that are focused on the optimization of human resource capabilities in performing their duties as the Community Policing officers. Optimization of human resources with other supporting factors, for example, increasing the incentive and rewarding to the Community Policing officers. This management is harmonized with other factors, such as finance, technology, safety assurance, and others. This alignment is believed to contribute to the overall efforts to achieve the objectives of Community Policing partnership and Security Stability.

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