



DOI: <https://doi.org/10.38035/jgsp.v3i3>
<https://creativecommons.org/licenses/by/4.0/>

Effectiveness of Investigator and Assistant Investigator Certification at the Special Criminal Investigation Directorate of Bengkulu Regional Police as a Mandatory Instrument to Improve Investigation Quality

Andriyani Merawati¹, Purwadi Wahyu Anggoro², Joko Setiono³

¹Sekolah Tinggi Ilmu Kepolisian, Indonesia, andriyani0642@gmail.com

²Sekolah Tinggi Ilmu Kepolisian, Indonesia, purwadi.tp94@gmail.com

³Sekolah Tinggi Ilmu Kepolisian, Indonesia, joko_setiono@ymail.com

Corresponding Author: andriyani0642@gmail.com¹

Abstract: This study examines the effectiveness of investigator and assistant investigator certifications at the Bengkulu Regional Police Criminal Investigation Unit as mandatory instruments for enhancing the quality of specialized criminal investigations. The certification process is outlined in Perpol No. 6 of 2019 and Perkap No. 99 of 2020, both of which emphasize the importance of competency standards and developing superior police human resources. The study analyzes how certification promotes legal compliance and enhances investigator professionalism through competency-based assessments. The research findings suggest that certified investigators have superior capabilities when conducting investigations by the Criminal Procedure Code (KUHP) and Law No. 2 of 2002 by the National Police of the Republic of Indonesia. The improvement in investigation quality is reflected in investigations' completeness, accuracy, and compliance with legal procedures. This supports case success up to the P-21 stage. However, certification implementation faces obstacles such as limited trainers and competency assessors, an uneven distribution of certified investigators, and suboptimal integration of competency supervision between related work units. The study recommends strengthening internal regulations, digitizing training and competency assessments, and implementing an effective performance evaluation system to uniformly enhance investigator professionalism. These findings are expected to inform the development of human resource policies within the Indonesian National Police, promoting more professional and fair law enforcement.

Keywords: Investigator certification, Criminal Investigation Directorate of the Bengkulu Regional Police, investigation quality, investigator competency

Abstrak: Studi ini mengkaji efektivitas sertifikasi penyelidik dan asisten penyelidik di Unit Penyelidikan Kriminal Kepolisian Daerah Bengkulu sebagai alat wajib untuk meningkatkan kualitas penyelidikan kriminal khusus. Proses sertifikasi diatur dalam Perpol No. 6 Tahun 2019 dan Perkap No. 99 Tahun 2020, yang keduanya menekankan pentingnya standar kompetensi dan pengembangan sumber daya manusia kepolisian yang unggul. Studi ini menganalisis

bagaimana sertifikasi mendorong kepatuhan hukum dan meningkatkan profesionalisme penyidik melalui penilaian berbasis kompetensi. Temuan penelitian menunjukkan bahwa penyidik bersertifikat memiliki kemampuan yang lebih unggul dalam melaksanakan penyelidikan sesuai dengan Kitab Undang-Undang Hukum Acara Pidana (KUHP) dan Undang-Undang Nomor 2 Tahun 2002 tentang Kepolisian Negara Republik Indonesia. Peningkatan kualitas penyelidikan tercermin dalam kelengkapan, ketepatan, dan kepatuhan terhadap prosedur hukum. Hal ini mendukung keberhasilan kasus hingga tahap P-21. Namun, implementasi sertifikasi menghadapi hambatan seperti keterbatasan pelatih dan penilai kompetensi, distribusi penyidik bersertifikat yang tidak merata, serta integrasi pengawasan kompetensi yang kurang optimal antara unit kerja terkait. Studi ini merekomendasikan penguatan peraturan internal, digitalisasi pelatihan dan penilaian kompetensi, serta penerapan sistem evaluasi kinerja yang efektif untuk meningkatkan profesionalisme penyidik secara merata. Temuan ini diharapkan dapat menjadi acuan dalam pengembangan kebijakan sumber daya manusia di Kepolisian Nasional Indonesia, mendorong penegakan hukum yang lebih profesional dan adil.

Kata Kunci: Sertifikasi penyidik, Direktorat Reserse Kriminal Kepolisian Daerah Bengkulu, kualitas penyelidikan, kompetensi penyidik.

INTRODUCTION

Professionalism in the investigation process of special criminal offenses has become an urgent need in Indonesia's criminal justice system (Purwono, 2024). Effective law enforcement depends not only on the presence of legal apparatus but also on the quality of human resources performing those duties (Daeng, 2024). Unprofessional investigations can lead to procedural errors and inaccurate outcomes, which in turn negatively affect subsequent judicial processes (Haniyah, 2024). Many cases fail to reach the P-21 stage or submission of files to the prosecutor due to poor investigative quality, ultimately resulting in failed prosecution in court (Harun, 2023). This condition underscores the need for a system that ensures each investigator possesses adequate competence and capacity. Certification has emerged as a vital instrument, serving as a guarantee that investigators not only meet competency standards but also receive legal recognition as professional officers. With certification, investigator professionalism is expected to increase significantly, thereby improving the overall quality of the investigative process (Alfaisar, 2024).

The definitions of investigators and assistant investigators are clearly outlined in the Indonesian Criminal Procedure Code (KUHP) and Law No. 2 of 2002 on the Indonesian National Police (Sekarsari, 2022). KUHP defines an investigator as an official authorized to conduct investigations into certain criminal offenses. Meanwhile, assistant investigators are support personnel who assist the lead investigator in carrying out their duties (Sanusi, 2022). Within the context of the Directorate of Special Criminal Investigations (Ditreskrimsus), investigators are tasked with handling special criminal cases such as corruption, cybercrime, and economic crimes (Sudarno, 2024). Ditreskrimsus plays a strategic role in combating crimes with complex characteristics that require specific expertise. The authority and responsibilities of investigators in Ditreskrimsus are not only technical in nature but must also ensure that investigations comply with legal provisions and principles of justice (Bancin, 2024). Therefore, a deep understanding of the role and function of investigators is crucial to building a reliable law enforcement system.

Certification as a form of competence recognition holds a strategic position in the development of human resources within the Indonesian National Police (Assidiqi, 2025). Certification not only serves as formal proof that an investigator has met specific competency

standards but also functions as a legal requirement to carry out investigative duties (Inaray, 2024). The certification process includes evaluation and testing of technical, procedural, and ethical competencies to ensure the desired standards are achieved. The link between certification and human resource development is strong, as certification provides a sustainable capacity-building mechanism not merely an administrative formality. A certification-based development system enhances individual quality while simultaneously increasing public trust in the police institution. Thus, certification becomes an integral part of managing professional and competent human resources (Fahli, 2023).

The quality of investigation is a key indicator of success in the legal process, from the initial case handling. Objective measures of investigation quality include several aspects: completeness of the case file, speed of the investigation process, compliance with applicable legal procedures, and the accuracy of investigative substance. A complete case file is essential to proceed with case transfer to the prosecutor without administrative obstacles (Muhammad, 2023). Speed in the investigative process is also vital to avoid delays that could harm legal interests and justice. Procedural compliance ensures the investigation proceeds according to legal norms so the results can be held accountable in court (Permono, 2023). Accuracy in substance ensures that the legal facts discovered reflect reality and can serve as a solid foundation for evidence. All these aspects are closely tied to the investigator's competence, where technical ability and professionalism are primary determinants of investigation quality.

An investigator's competence directly affects the quality and success of an investigation. An investigator with sufficient legal knowledge, strong technical skills, and a proper understanding of procedure can produce high-quality investigations (Kurniasih, 2024). Competence also includes professional demeanor and moral integrity, both of which are crucial for conducting honest and fair investigations. Competent investigators are more thorough in gathering evidence, analyzing facts, and preparing accurate and complete investigation reports (Iswahyudi, 2025). In this context, certification serves as a formal validation of an investigator's competence, ensuring that they meet established standards. High levels of competence reduce the risk of legal errors and strengthen the position of law enforcers in resolving cases (Sinaga, 2023).

The theory of legal effectiveness, developed by Soerjono Soekanto, provides a crucial foundation for understanding how the law must achieve its intended goals through implementation. Law is not merely written regulation; it must be effectively applied to generate positive societal impacts. In the context of investigator certification, this theory emphasizes that legal success is not only measured by the existence of regulation but by how effectively such instruments are applied and their impact on the quality of investigation. Legal effectiveness is closely linked to officers' compliance with certification rules and the application of competencies in daily tasks (Ismoyo, 2025). The greater the effectiveness of certification, the higher the quality of investigations, ultimately supporting a fair and transparent justice process.

The concept of professionalism is a crucial framework to explain the role of certification in investigator development. Professionalism goes beyond technical skills, encompassing commitment to ethical codes, responsibility, and deep mastery of the field. A Professional investigator understands their social function as a guardian of law and justice, ensuring that every action is ethically and legally grounded (Khadjar, 2024). Certification serves as a tool to build and maintain this professionalism, as the process tests not only technical ability but also ethical understanding and social responsibility. Professionalism developed through certification encourages investigators to continuously improve their capacity and maintain integrity in performing their duties.

Human resource management in the police force must be based on a merit system and competence to produce trustworthy and high-performing personnel. The merit system

emphasizes that placement, promotion, and career development must be based on ability and achievement, not non-professional factors. A competency-based approach requires objective measurement of both the technical and non-technical abilities of investigators. Certification is an effective HR management tool because it provides measurable, accountable competency standards (Malik, 2023). Through certification, management can identify strengths and weaknesses in investigators and design targeted development programs. A well-structured HR system directly contributes to improving the quality of investigations and the overall effectiveness of law enforcement.

The relationship between certification, professionalism, and legal effectiveness forms an inseparable unity in the context of special criminal investigations. Certification, as a legal instrument, ensures that investigators meet the required standards; professionalism is the expected outcome of this system; and legal effectiveness is the indicator of the system's success in delivering high-quality, accountable investigations. The three elements reinforce one another, certification provides the legal and technical foundation, professionalism upholds integrity and ethics, and legal effectiveness evaluates the actual impact of the entire process. This integrated framework is key to addressing the challenges of investigative quality that have long plagued law enforcement.

An analysis and understanding of the relationship between investigator competence, the certification system, and investigation quality provide a foundation for reform and development of a more effective legal enforcement system. Effective law enforcement requires synergy between regulations, competent human resources, and a sustainable development system. Monitoring the implementation of certification is also essential to ensure that it goes beyond formalities and genuinely improves investigative quality. A well-managed certification system can become a model for human resource development across other sectors of law enforcement. Improving the quality of investigation is not solely the responsibility of individual investigators but also of the institutions that support and oversee the implementation of their duties in a comprehensive manner.

METHOD

The research method used in this study is a normative juridical method with a regulatory approach and a conceptual approach. The regulatory approach is carried out by analyzing various legal provisions governing investigators, investigator certification, and police human resource development related to the investigation of special crimes. The legal sources examined include the Criminal Procedure Code (KUHAP), Law No. 2 of 2002 on the National Police of the Republic of Indonesia, as well as Police Regulation No. 6 of 2019 on Criminal Investigations and Police Regulation No. 99 of 2020 on the System, Management, and Standards for the Success of Human Resource Development of the Indonesian National Police. A conceptual approach was used to examine relevant theories related to legal effectiveness, professionalism, and human resource management in the context of investigator certification. This research uses a literature review consisting of legal documents, books, journals, and other secondary sources to obtain an in-depth understanding of the legal framework and concept of investigator certification as an instrument for improving the quality of investigations. The data obtained is then analyzed qualitatively by linking legal provisions, applicable theories, and practices at the Bengkulu Regional Police Criminal Investigation Unit. Through this method, the study can produce a comprehensive understanding of the effectiveness of certification, as well as the challenges and solutions in its implementation.

RESULT AND DISCUSSION

Legal Framework and Implementation of Certification Policy for Investigators and Assistant Investigators at the Special Criminal Investigation Directorate of the Bengkulu Regional Police

The main legal basis for the implementation of certification is found in the Indonesian Criminal Procedure Code (KUHAP), as regulated in Law Number 8 of 1981 on Criminal Procedure. Article 1 point 12 of KUHAP states that an investigator is an official authorized to conduct investigations, with duties and authorities detailed from Articles 6 to 12. KUHAP provides the legal foundation for conducting investigations, which must be carried out by competent and professional investigators. Additionally, Law Number 2 of 2002 on the Indonesian National Police regulates the roles and functions of the Police, including the authority to conduct criminal investigations (Article 13 paragraph 1 letter c). This law affirms that police investigators must have adequate competence by their responsibilities.

Perpol Number 6 of 2019 on Criminal Investigations strengthens the legal foundation for investigator certification. Article 4 of this Perpol stipulates that every investigator must undergo training and possess a competency certificate as a legal requirement for carrying out investigative duties. This regulation outlines the procedures, methods, and mechanisms of conducting investigations that must be followed by investigators to ensure professionalism and quality in the investigative process. It also serves as an operational guideline that is binding for all investigators within the Indonesian National Police, including assistant investigators who support the primary investigative functions. Perkap Number 99 of 2020 on the System, Management, and Standards of Success in Developing Superior Human Resources in the Indonesian National Police further reinforces the human resource management framework. Articles 3 to 5 of this regulation define measurable, systematic, and sustainable success standards in HR development, in which certification forms an integral part of investigator competency development.

The standards for successful human resource development outlined in Perkap Number 99 of 2020 are closely related to the implementation of competency testing or investigator certification. Article 6 paragraph 2 states that one of the indicators of successful HR development is the achievement of technical, managerial, and socio-cultural competencies that support professional police duties. The competency testing and certification system is part of human resource management, aimed at ensuring the quality of investigators in optimally performing investigative duties. The implementation of certification is not merely administrative but also serves as a continuous performance measurement tool for police personnel based on national standards. In this way, the police can continuously monitor and evaluate each investigator's capabilities in a measurable manner.

Investigator certification also functions as a key instrument for enhancing competence and legal validity in investigations, which is crucial in the context of professionalism in law enforcement. Certification is a form of competency-based assessment that tests both theoretical and practical aspects of investigations. This process ensures that investigators meet the minimum competency standards required to carry out their duties effectively and lawfully. From a legal perspective, if an investigation is conducted by uncertified personnel, its results may be considered invalid and could negatively impact judicial proceedings. This aligns with the principles of legality and legal certainty as stipulated in Article 6 of KUHAP, which asserts that investigations can only be carried out by authorized officials who meet the required qualifications.

Besides serving as a legal instrument, certification is also a prerequisite for reassignment and appointment to functional investigator positions. This is regulated under Perkap Number 99 of 2020, which emphasizes the importance of competency standards as the foundation for police career management. Investigators who hold a competency certificate have greater

opportunities for promotion and placement in strategic positions requiring specific expertise. This mechanism supports the creation of a fair and transparent merit-based system in human resource management within the police. A competency-based career system is expected to motivate investigators to continuously improve themselves through ongoing training and certification.

The implementation of certification policy at the Directorate of Special Criminal Investigations (Ditreskrimsus) of the Bengkulu Regional Police (Polda Bengkulu) is a real example of regulatory enforcement in the field. The certification mechanism begins with identifying investigators and assistant investigators who must undergo competency testing. This process is carried out in a structured manner and involves various competent parties, including assessors and HR development officers at the Polda. The system integrates technical training and periodic capability evaluations to ensure that investigators meet established standards. Through this mechanism, Ditreskrimsus Polda Bengkulu aims to ensure that all investigators and assistant investigators involved in handling special criminal cases hold valid certification.

Data on certification implementation at Ditreskrimsus Polda Bengkulu shows a significant gap between the number of certified and uncertified investigators. Internal statistics indicate that the number of certified investigators has increased year by year, yet some personnel have still not completed the certification process. This imbalance poses a challenge to optimizing investigative quality in the region. It illustrates that while the certification policy has been implemented, its execution still requires greater attention, particularly in ensuring that all investigators undergo competency testing by applicable regulations. This data serves as a basis for evaluating and improving the certification and HR development system in the future.

Managerial evaluation of the certification implementation at Ditreskrimsus Polda Bengkulu indicates that the policy has had a positive impact on the success of investigations. Competency-based HR management through certification strengthens professionalism and boosts confidence in the outcomes of investigations. However, some obstacles have been identified, such as limited training facilities, time constraints faced by investigators in attending competency tests, and administrative barriers. Polda management must continue to enhance facility support, prepare flexible schedules, and implement continuous development efforts so that certification is not merely a formality but truly improves investigator performance. This evaluation serves as an important foundation for formulating more effective human resource development strategies.

Support from leadership and all personnel is essential to ensure the certification implementation proceeds as intended. The commitment of leadership in integrating certification into the work culture of Ditreskrimsus significantly influences the motivation and participation of investigators. A supportive work environment and appropriate incentives also play a role in encouraging investigators to actively participate in training and certification. The implementation of certification should not be seen merely as compliance with regulations, but rather as a comprehensive and sustainable quality improvement tool. If this synergy is well established, the certification policy will be able to significantly contribute to enhancing the quality of investigations and fair law enforcement in Bengkulu.

Certification, as an internal policy regulated through police regulations, is a concrete manifestation of continuous human resource development efforts. Regulations such as Perpol Number 6 of 2019 and Perkap Number 99 of 2020 provide a strong legal framework for implementing certification as part of the quality management system for investigators. A serious approach to certification reflects the police institution's commitment to improving investigator professionalism and accountability. The implementation of this policy is also aligned with the evolving legal needs and law enforcement challenges of the modern era.

Certification opens opportunities for systematic competency improvement while reducing the risk of procedural and substantive flaws in investigations.

Legal Analysis of the Effectiveness and Identification of Implementation Obstacles of Investigator and Assistant Investigator Certification in the Context of Improving the Quality of Investigations at the Bengkulu Regional Police Criminal Investigation Unit

The effectiveness of certification can be observed through the strong correlation between successful investigations and the certification pass rate of investigators. Investigators who have passed certification tend to carry out more complete, faster, and procedurally correct investigations, which positively impacts outcomes such as achieving the P-21 stage and completing investigations thoroughly. Data indicates a positive trend in which units with a higher percentage of certified investigators also show better investigation success rates. This shows that certification is not merely a formality but a tool capable of enhancing investigator performance in law enforcement processes.

The assessment of investigation quality is not solely based on the number of cases that proceed to prosecution but also includes the legal validity of investigation termination decisions (SP3). Certified investigators are more capable of ensuring that issued SP3s fulfill legal and procedural aspects, making them less susceptible to being overturned in court. It indicates that investigators who have undergone certification possess a deeper understanding and sufficient capability to apply criminal procedure law. High-quality investigations result in sound legal outcomes, providing legal certainty and justice for the involved parties. The evaluation of these outputs becomes the primary benchmark for the effectiveness of certification in supporting investigative duties.

The trend of improved investigative performance observed after implementing the certification system shows an overall increase in the performance of the Special Criminal Investigation Directorate (Ditreskrimsus). Internal statistics record a rise in the percentage of investigations completed thoroughly and forwarded to the prosecution stage. Moreover, certified investigators are better equipped to face technical challenges in special crime investigations such as corruption, cybercrime, and economic offenses. Ongoing training and regular competency evaluations further strengthen investigators' technical skills and integrity. This trend demonstrates that certification positively affects case handling quality, ultimately enhancing public trust in the police institution.

The implementation of certification has not been without challenges that hinder the program's optimal execution. One major obstacle is the limited number of experienced and officially certified trainers and competency assessors. This condition slows down and complicates the certification process, limiting training capacity for all investigators in need. This limitation must be addressed urgently to enable fair and continuous certification processes. The availability of competent trainers and assessors is a crucial pillar in ensuring the quality of the certification process.

The unequal distribution of certified investigators is also a real issue in certain regions, especially in remote areas. In these locations, the number of certified investigators remains significantly low compared to operational investigative needs. This imbalance results in uneven investigation quality across regions, leading to suboptimal investigative outcomes and law enforcement. Addressing this issue requires a strategic approach that considers geographic conditions and local resources, including increased access to training and competency testing through online or mobile training units.

Another challenge is the lack of integration between the Division of Profession and Security (Divpropam), Human Resources (SSDM), and the criminal investigation function in supervising investigator competencies. Poor coordination leads to ineffective oversight of certification implementation and investigator competency development. Fragmented oversight

functions can result in inconsistencies in applying competency standards and a lack of monitoring for investigators who do not yet meet the requirements. Strengthening the oversight system is necessary to ensure the training and certification processes are harmonious, improving accountability and transparency in managing investigative human resources.

Strengthening internal regulations is a key strategy to overcome these various obstacles. The synergy between Police Regulation (Perpol) Number 6 of 2019 on Criminal Investigation and Chief of Police Regulation (Perkap) Number 99 of 2020 on the System, Management, and Success Standards for Superior Human Resource Development of the Indonesian National Police must be emphasized to reinforce the legal and operational framework of certification implementation. Perkap No. 99 of 2020 more comprehensively regulates human resource development success standards, including the establishment of performance indicators and evaluation mechanisms. Enforcing these regulations will affirm the importance of certification as part of the police HR quality management system and bind all levels of the institution to commit to implementing this policy.

Digitizing training and competency testing is an innovative solution to accelerate the certification process and reach investigators in remote areas. Utilizing information technology in the form of e-learning, webinars, and computer-based testing systems enables more flexible and efficient training. Digitalization also reduces operational costs and facilitates the monitoring and evaluation of training and testing implementation. Using digital technology is key to addressing geographic and human resource limitations in the investigator certification process.

Performance-based evaluation is an essential aspect to ensure that certification yields real improvements in investigation quality. An objective and measurable evaluation system can provide an accurate picture of an investigator's ability to apply the knowledge and competencies gained through certification. These assessments can also be used to develop more targeted training and development programs. Thus, certification becomes more than an administrative process, it serves as a continuous development mechanism to enhance investigator quality.

Establishing a reward system for certified investigators is a key motivational factor to boost participation and commitment in the certification process. These rewards may include promotions, special allowances, or opportunities to attend advanced education and training programs. A transparent and fair reward system will encourage investigators to actively improve their competencies and maintain professionalism. Such incentives also help build a positive and competitive work culture within the police institution, ultimately enhancing investigation quality.

Overall analysis shows that the success of certification implementation depends heavily on regulatory support, human resources, technology, and an integrated management system. These challenges must not be underestimated, as they can hinder the primary goal of certification to improve the investigators' quality and professionalism. A comprehensive understanding of these challenges should serve as the foundation for designing continuous improvement strategies. In doing so, the police institution can continue adapting and strengthening its certification system to realize fair and high-quality law enforcement.

CONCLUSION

The conclusion of the study on the effectiveness of certification of investigators and assistant investigators at the Bengkulu Police Directorate of Special Criminal Investigation shows that certification plays a significant role in improving the quality of special criminal investigations. Certified investigators can carry out their duties with higher professional standards, resulting in more complete, accurate investigations, and by legal procedures. It can be seen from the increase in the success rate of investigations, such as the P-21 process, and

more complete investigations achieved. Certification is not only a legality tool but also an instrument for developing competence that ensures that investigators have adequate technical skills and legal understanding. However, this effectiveness still faces various challenges such as limited trainers and assessors, unequal distribution of certified investigators in the regions, and the lack of adequate integration of competency monitoring systems.

Suggestions that can be given are the need to strengthen internal regulations that support the implementation of certification in a comprehensive and integrated manner, especially the synergy between Perpol Number 6 of 2019 and Perkap Number 99 of 2020. Digitalization of training and competency tests must be optimized immediately to reach investigators in all regions, including remote areas so that equal competence can be realized. Increasing the number of competent trainers and assessors is also a priority to facilitate the certification process on an ongoing basis. In addition, the police institution needs to implement a performance-based evaluation system and provide fair rewards for certified investigators to motivate increased professionalism. Implementation of these steps will strengthen the quality of investigations and enforce more effective and equitable law enforcement.

REFERENCES

- Alfaisar, F. R. (2024). Efektivitas Kompetensi Penyidik Terhadap Tindak Pidana Korupsi. *Journal of Lex Philosophy (JLP)*, 5(2), 1871-1886.
- Assidiqi, S. (2025). Efektivitas assessment center dalam seleksi dan promosi jabatan di kepolisian negara republik Indonesia. *Jurnal Konseling dan Pendidikan*, 13(2), 28-38.
- Bancin, J. D. (2024). *PERAN PENGAWAS PENYIDIK (WASIDIK) DALAM PENANGANAN TINDAK PIDANA PENIPUAN PADA KEPOLISIAN DAERAH JAMBI*. Jambi: Universitas Jambi.
- Daeng, Y. S. (2024). Penegakan Hukum Pidana Dari Aspek Sumber Daya Manusia. *Innovative: Journal Of Social Science Research*, 4(4), 12981-12989.
- Fahli, A. (2023). TINDAKAN POLISI RESORT LAMONGAN DALAM PENINGKATAN MANAJEMEN DAN KOMPETENSI SUMBER DAYA MANUSIA MELALUI BINTARA UNTUK MEMBANGUN CITRA KEPOLISIAN REPUBLIK INDONESIA. *SIVIS PACEM*, 1(2), 195-221.
- Haniyah, H. (2024). Legal Reconstruction of Error in Persona Cases: Justice Enforcement Challenges Based on Due Process of Law Principle. *Reformasi Hukum*, 28(3), 168-186.
- Harun, H. W. (2023). Penerapan Asas Contante Justitie Terhadap Efisiensi Pelimpahan Berkas Perkara Dari Penyidik Kepada Penuntut Umum. *Philosophia Law Review*, 3(2), 145-170.
- Inaray, F. Q. (2024). Analisis Pengembangan Sumber Daya Manusia Penyidik pada Subdit II Harda Bangtah Reserse Kriminal Umum di Kepolisian Daerah Sulawesi Utara. *Innovative: Journal Of Social Science Research*, 4(4), 2573-2587.
- Ismoyo, J. D. (2025). *Teori Negara Hukum Modern*. Jambi: PT. Sonpedia Publishing Indonesia.
- Iswahyudi, A. S. (2025). Pengaruh Kompetensi Penyidik dan Kepercayaan Pada Kepemimpinan Terhadap Kinerja Anggota Satuan Reskrim. *Jurnal Portofolio: Jurnal Manajemen dan Bisnis*, 4(1), 104-120.
- Khadjar, I. (2024). MODEL PENINGKATAN PROFESIONAL PERSONIL KEPOLISIAN MELALUI MANAJEMEN KARIR, PENDIDIKAN KEPOLISIAN DAN KOMPETENSI PROFESIONAL. *Jurnal Studi Multidisipliner*, 8(12).
- Kurniasih, D. I. (2024). Pengaruh Kompetensi Dan Leader Member Exchange Terhadap Kinerja Penyidik Dengan Anti Perubahan Sebagai Moderasi Pada Ditreskrim Polda Jateng. *Jurnal Litbang Polri*, 27(3), 228-244.

- Malik, K. J. (2023). Determinant Factors in the Implementation of Merit System: An Overview of Indonesian Case. *Asian Journal of Social and Humanities*, 2(03), 665-675.
- Muhammad, H. (2023). *KEDUDUKAN HUKUM PROSEDUR OPERASIONAL STANDAR DALAM PROSES PENYIDIKAN PERKARA TINDAK PIDANA PADA KEPOLISIAN NEGARA REPUBLIK INDONESIA*. Makassar: Universitas Hasanuddin.
- Permono, Y. S. (2023). Prosedur Penyidikan Tindak Pidana Narkotika Oleh Anak Dibawah Umur Di Satrespolresta Sidoarjo. *Judiciary (Jurnal Hukum Dan Keadilan)*, 12(1), 1-20.
- Purwono, U. H. (2024). Rekonstruksi Paradigma Penyidikan Dalam Sistem Negara Hukum Pancasila untuk Mewujudkan Keadilan Berdasarkan Pancasila. *Binamulia Hukum*, 13(2), 483-499.
- Sanusi, M. A. (2022). Sanusi, M. A. G., Niasa, L., & Faisal, A. *Sultra Law Review*, 4(1), 2063-2079.
- Sekarsari, D. M. (2022). Wewenang kepolisian dalam melakukan penyidikan tindak pidana korupsi. *Jurnal Preferensi Hukum*, 3(3), 578-584.
- Sinaga, M. R. (2023). Tindak Pidana oleh Anak: Suatu Kajian dan Analisis Fungsi Sertifikasi Penyidik Anak di Kepolisian. *UNES Law Review*, 6(1), 484-492.
- SUDARNO, S. (2024). *ANALISIS YURIDIS PENYELIDIKAN DAN PENYIDIKAN TINDAK PIDANA KORUPSI PENGADAAN BARANG DAN JASA MELALUI E-PURCHASING (Studi Berkas Perkara No: BP/60/XI/2022/Ditreskrimsus Polda Jateng)*. Semarang: Universitas Islam Sultan Agung Semarang.