

Implementation of Correctional Institutions in Guidance for Inmates (Study at Class II A Binjai Prison)

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Abstract

Correctional Institutions (Lapas) in Indonesia have shifted their function. Initially, they were prisons (bui) intended to punish criminals. When the name was changed to Penitentiary Institutions (LPs), their function was no longer solely to punish criminals but rather to improve the correctional system for convicts.

This research was conducted in Binjai City, specifically at the Class II A Binjai Correctional Institution (Lapas) Office. This study used an empirical juridical approach. Data obtained in the field were presented descriptively using an empirical normative approach. This study aimed to determine the legal basis for inmate development in the Class II A Binjai Correctional Institution and the implementation methods for the inmate development program within the Class II A Binjai Correctional Institution.

Based on the results of the author's research, it was found that Law Number 12 of 1995 was updated to Law Number 22 of 2022 concerning Corrections by referring to the PP (Government Regulation) Number 32 of 1999 concerning the requirements and procedures for implementing the rights of correctional inmates and Regulation of the Minister of Law and Human Rights of the Republic of Indonesia Number 8 of 2024 concerning the Implementation of Security and Order in Correctional Work Units. The process of implementing the guidance program for inmates in the Class II A Binjai Correctional Institution is to provide guidance to inmates to be developed into good people by preparing themselves with personal skills learned in the Prison.

Keywords: Optimization, Correctional Institutions, Prisoners

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Introduction

Employee performance is one of the indicators of organizational success, especially in service sectors such as pawnshops. PT Budi Gadai Medan Branch, as one of the largest private pawnshops in North Sumatra, faces challenges in maintaining and improving employee performance. Based on performance data from 2021–2023, there was a declining trend in achieving targets for indicators of work quality, work quantity, time utilization, and innovation. Additionally, pre-survey results indicated problems with leadership, non-physical work environment, and job satisfaction. Therefore, this study was conducted to analyze the extent to which these three variables affect employee performance.

Performance reports from 2021 to 2023 show a declining trend in the achievement of key performance indicators, including work quality, work quantity, time utilization, and innovation. This decline highlights potential internal issues that may hinder employees from performing optimally. To further understand these challenges, a pre-survey was conducted and revealed notable problems related to leadership practices, the non-physical work environment, and levels of job satisfaction among employees.

Leadership plays an essential role in shaping employee behavior, providing direction, and fostering motivation. An ineffective leadership approach can reduce employee engagement and weaken performance outcomes. Additionally, the non-physical work environment such as interpersonal relationships, communication patterns, and psychological comfort has a strong influence on employees' emotional well-being and productivity. Job satisfaction, which reflects employees' emotional responses to their job conditions, is also considered a key determinant of motivation and performance levels.

Given these conditions, it becomes important to investigate how leadership, the non-physical work environment, and job satisfaction contribute to employee performance at PT Budi Gadai Medan Branch. This study aims to analyze the extent to which these three variables influence employee performance, providing empirical insights that can support the company in formulating strategies to improve human resource effectiveness.

Literature Review

According to Barda Nawawi Arief, the purpose of criminal policy is to establish a punishment that is closely related to the objectives of criminal politics and to protect society with the aim of achieving welfare. Therefore, it is important to understand both the objectives and the functions of criminal sanctions, which are inseparable from the existing theories of punishment. Theories of punishment are directly related to criminal law in a subjective sense, meaning the right or authority of the state to impose and execute penalties on individuals who are proven to have violated criminal law.

After the 19th century, reformatory theories regarding the purpose of punishment emerged. There are three reformatory theories of punishment: the Retributive Theory (Absolute), the Utilitarian Theory (Relative), and the Combined Theory.

The implementation of punishment has developed and evolved conceptually within the correctional system. Currently, Indonesia has adopted the Combined Theory. Prof. Van Hamel explains that, according to the combined theory, punishment aims to protect society by creating order and combating crime as a societal phenomenon. Punishment no longer relies solely on imprisonment systems that are inconsistent with the correctional system, which is based on Pancasila and the 1945 Constitution of the Republic of Indonesia.

Law will always require state authority to have binding power that compels legal subjects to comply. State authority, or what can also be interpreted as political power, is the ability to influence government policies according to the objectives of officeholders. Legal politics can be defined as a critical study to obtain a comprehensive understanding of the purpose of legal products based on the relationship between politics, law, and legal products. One function of

legal politics is to create limits that must be observed by those in power when forming legal products in accordance with the concept of a state governed by law.

As public law, criminal law gains its significance within the legal discourse in Indonesia. Criminal law contains rules that determine prohibited actions accompanied by threats of penalties, as well as the conditions under which punishment may be imposed. The public nature of criminal law implies that it is national in scope. Therefore, Indonesian criminal law applies throughout the territory of Indonesia.

Based on the correctional system conception, punishment is not intended as an act of revenge but as an effort to rehabilitate offenders while also serving as a preventive measure against crime. Law No. 22 of 2022 concerning Corrections explains that the correctional system is an arrangement regarding the direction, limits, and methods of rehabilitating correctional inmates based on Pancasila, implemented in an integrated manner between the officers, the inmates, and society, with the aim of improving the quality of correctional inmates so that they realize their mistakes, reform themselves, do not repeat criminal acts, and can be reintegrated and actively participate in society..

Research Methodology

In this study, the approach used to solve the problems is the empirical juridical method. The juridical approach refers to viewing the law as a norm (das sollen), because in discussing the issues in this study, legal materials are used (both written and unwritten law, including primary, secondary, and tertiary legal materials). On the other hand, the empirical approach views the law as a social and cultural reality (das sein), since in this study, the data used are primary data obtained directly from the research location.

The empirical juridical approach in this study means that the analysis of the formulated problems is conducted by combining legal materials—whether primary, secondary, or tertiary (which constitute secondary data)—with primary data collected in the field. In this case, the data focus on legal regulations regarding the provision of guidance at Class II A Binjai Correctional Institution..

Results and Discussion

4.1 Legal Regulations on the Guidance of Prisoners in Class II A Binjai Correctional Institution

Correctional services are activities carried out for the rehabilitation of correctional inmates based on the correctional system. According to Article 1 paragraph (1) of the Correctional Law, correctional services are a subsystem of the criminal justice system that administers law enforcement in the treatment of detainees, children, and correctional inmates.

The correctional system is guided by the philosophy of Pancasila as the foundation for the rehabilitation of prisoners. Naturally, the shift from a liberal system to a Pancasila-based system affects all components within the system. Regulations no longer in use reflect liberal perspectives, such as the treatment of prisoners under the silent system, which isolated prisoners in individual cells and prohibited interaction with fellow inmates.

The legislation previously used in the prison system was the prison regulation (Reglement Penjara), which had been in effect since 1917. This law, originating from Dutch colonial law, was no longer suitable for application. With the enactment of the Correctional Law, the prison regulation ceased to be applied, as it did not consider the welfare of prisoners.

The correctional system is a process of rehabilitation for prisoners aimed at making changes that lead to positive life outcomes. Correctional officers play a crucial role as facilitators, guides, and supporters to ensure the process runs smoothly and achieves its objectives efficiently. The correctional system is an arrangement regarding the direction, limits, and methods of inmate rehabilitation based on Pancasila, implemented in an integrated manner among officers, inmates, and society, to enhance the quality of inmates so they realize their

mistakes, improve themselves, refrain from repeating criminal acts, and can be reintegrated into society, actively contribute to development, and live as responsible citizens.

The correctional system can also be defined as the treatment of prisoners sentenced to deprivation of liberty, particularly imprisonment, through education, guidance, and direction, so that upon completion of their sentence, they can return to society as productive and law-abiding citizens.

Article 1 paragraph (2) of Law No. 22 of 2022 on Corrections states that the correctional system is organized to develop inmates into whole human beings, aware of their mistakes, improving themselves, and not repeating criminal acts. The correctional system functions to prepare inmates to re integrate into society effectively so that they can act as responsible citizens. According to PAF Lamintang, treating prisoners requires a foundational correctional system, ensuring that society is protected from reoffending while providing guidance and skills for inmates to become useful members of society. Punishment is not an act of revenge but a means of guidance. Repentance cannot be achieved through torture, but through guidance. Prisoners are deprived of freedom, not subjected to cruel treatment. The state, having taken a person's liberty, has a responsibility toward both the prisoner and society.

Principles of guidance and rehabilitation according to PAF Lamintang include:

1. Individuals who have gone astray should be guided and provided with life skills as good and useful citizens.
2. Punishment is not an act of revenge by the state.
3. Repentance cannot be achieved through torture, but through guidance.
4. The state has no right to make a prisoner worse than they were before incarceration.
5. During deprivation of liberty, inmates should remain connected with society and not be isolated.
6. Work assigned to inmates should not merely fill time or serve institutional or state needs; it should contribute to national development.
7. Guidance and education must be based on Pancasila.
8. Every person is human and must be treated as such, even if they have gone astray; inmates should not be labeled as criminals.
9. Prisoners are sentenced only to deprivation of liberty.
10. The physical facilities of the institution may pose obstacles to the implementation of the correctional system.

The correctional system is the initial step in rehabilitating inmates. If there are deficiencies or setbacks, such as a lack of skilled staff including medical personnel, psychiatrists, psychologists, or religious teachers, the rehabilitation process may not be implemented effectively. Therefore, the correctional system must be properly managed to develop inmates into complete human beings.

Based on research analysis, the data obtained at Class II A Binjai Correctional Institution as of October 30, 2025, shows a capacity of 857 inmates, with 169 detainees and 1,634 convicted prisoners, consisting of: terrorism crimes (0), narcotics (1,130), corruption (8), money laundering (0), human trafficking (0), and general crimes (496). This data indicates a high number of narcotics inmates and that the institution is experiencing overcrowding.

Inmate rehabilitation is conducted through two types of treatment: intramural treatment and extramural treatment. Intramural treatment is carried out within the correctional institution to improve and enhance piety toward God, intellectual development, attitudes, behavior, and physical and mental health, including personality development and independence training. Extramural treatment occurs outside the institution to develop inmates' skills, including assimilation programs, family visit leave, pre-release leave (CMB), and parole (PB).

The rehabilitation of narcotics offenders at Class II A Binjai Correctional Institution is primarily aimed at users/addicts who are victims of suppliers/dealers. After legal proceedings,

rehabilitation is managed by the correctional institution where they serve their sentence. This responsibility is shared by the government and society.

According to Article 9 of Law No. 22 of 2022 on Corrections, the rights of inmates include:

1. Practicing their religion or belief.
2. Receiving physical and mental care.
3. Access to education, teaching, recreational activities, and opportunities to develop potential.
4. Receiving healthcare and nutritious food.
5. Access to information services.
6. Legal counseling and assistance.
7. Filing complaints or grievances.
8. Access to reading materials and permissible mass media.
9. Humane treatment and protection from torture, exploitation, neglect, violence, and other harmful acts.
10. Work safety, wages, or work-related premiums.
11. Social services.
12. Accepting or refusing visits from family, lawyers, or society.

Additionally, inmates' rights are regulated in Government Regulation No. 32 of 1999 on Conditions and Procedures for Implementing Inmate Rights ("PP 32/1999"), as amended by Government Regulation No. 28 of 2006 ("PP 28/2006") and further amended by Government Regulation No. 99 of 2012 ("PP 99/2012").

4.2 Methods of Implementing the Rehabilitation Program for Narcotics Inmates in Class II A Binjai Correctional Institution

Rehabilitation methods refer to the ways in which rehabilitation materials are delivered so that they can be effectively and efficiently received by inmates, resulting in changes in their thinking, behavior, or conduct. Correctional officers must be familiar with various rehabilitation methods before implementing them. Rehabilitation cannot be standardized for all inmates, as they come from heterogeneous backgrounds.

Class II A Binjai Correctional Institution implements the following inmate rehabilitation methods:

1. Individual Treatment

Individual rehabilitation is provided to inmates on a one-on-one basis by correctional officers. Individual treatment does not necessarily mean total isolation; it can also occur within group settings while addressing each inmate separately. In correctional institutions, the intellectual, emotional, and logical maturity of each inmate varies. This diversity requires individualized treatment to assess each inmate's intellectual, emotional, and logical development.

Individual treatment is most effective if the inmate has the willingness to change. Without such willingness, achieving optimal rehabilitation outcomes is difficult, although willingness can develop through the individual rehabilitation process. This method emphasizes development both internally and externally:

a. Internally (Within Oneself)

The motivation to improve oneself must originate internally. If a person is not self-aware, the desire to improve will not arise. Once inmates recognize themselves, the correctional institution must provide the facilities and infrastructure for rehabilitation according to individual needs. Without such facilities, the motivation to change may disappear, and the inmate lacks the drive for self-improvement. Inmates who are motivated to rehabilitate themselves can define life goals, reflect on a purposeless past, and envision a constructive future. Inmates have the right to choose to live as ordinary

humans rather than as prisoners. Self-awareness and recognition lead to positive mental development, enabling inmates to become better individuals accepted back into society. Effective individual rehabilitation grows from within, and the more inmates engage in self-improvement, the more they recognize gaps in their knowledge and skills.

b. Externally (From Outside Oneself)

External rehabilitation is provided according to the needs identified by the correctional officer. It may include general programs such as appreciation and practice of Pancasila, legal awareness, ethics, religious education, and other aspects. Specialized programs may include personal counseling, psychological guidance, legal education, ethics, skill development, and other areas. External rehabilitation is often based on personal assessments of inmates, with correctional officers determining the appropriate interventions.

2. Group Treatment (Classical Treatment)

Group rehabilitation involves active participation from both the group and the correctional officers. Passive inmates are encouraged to engage and participate. Rehabilitation materials may come not only from officers but also from inmates or mutually agreed-upon topics. To achieve maximum results, inmates may design their own rehabilitation plans, individually or collectively. Group rehabilitation fosters understanding of positive societal values, which will be valuable once inmates reintegrate into society and family groups.

3. Rehabilitation Methods Based on Law No. 22 of 2022 on Corrections

Article 3 of Law No. 22 of 2022 states that the correctional system is implemented based on the principles of:

- a) Protection (Pengayoman)
- b) Non-discrimination
- c) Humanity
- d) Mutual cooperation (Gotong royong)
- e) Independence
- f) Proportionality
- g) Deprivation of liberty as the sole form of suffering
- h) Professionalism

Article 6 states:

1. The implementation of the correctional system and functions, as referred to in Article 5, shall be carried out in detention centers, LPAS, correctional facilities, LPKA, Bapas, or other designated locations.
2. These facilities serve specific functions within their areas.

Based on these provisions, rehabilitation conducted according to these methods enhances the quality and potential of inmates. Collaboration between the Minister and government agencies ensures comprehensive rehabilitation programs and improves the quality and image of correctional institutions.

Rehabilitation and guidance of personality and independence, as stated in Article 2 of Government Regulation No. 32 of 1999, cover aspects such as:

- a) Devotion to God
- b) Awareness of nationality and state
- c) Intellectual development
- d) Attitudes and behavior
- e) Physical and mental health
- f) Legal awareness
- g) Healthy reintegration into society
- h) Vocational skills
- i) Work training and production

4. Independence Training Methods

- a) Skills supporting independent enterprises, such as handicrafts, home industries, machine repair, electronics, etc.
- b) Skills supporting small-scale industries, including processing raw agricultural or natural materials into semi-finished or finished products (e.g., rattan furniture, food processing and preservation, brick-making).
- c) Skills developed according to individual talents. For example, inmates with artistic abilities may join artist communities to develop their talents and earn income.

The implementation of imprisonment within the correctional system considers not only past offenses but also the inmates' future after release. Rehabilitation focuses on personality development and independence (skills). The approach is fundamental, aiming to increase faith and awareness, enabling inmates to recognize past mistakes and legal violations. Inmates are also allowed to develop skills and ideas, with freedom to participate in programs both inside and outside the institution under supervision.

Based on the above explanation, the author concludes that rehabilitation can be effectively carried out by correctional officers through various programs. Inmates are not left unattended but are educated, guided to develop their personality and independence, and encouraged to interact with society.

Conclusion

1. The legal basis for conducting rehabilitation for narcotics inmates is regulated in several provisions. It is stipulated in Article 9 of Law No. 22 of 2022 on Corrections, which addresses the rights of correctional inmates and the correctional system used to carry out rehabilitation within correctional institutions. Additionally, it is regulated in Government Regulation No. 32 of 1999 on the Conditions and Procedures for Implementing Inmate Rights ("PP 32/1999"), as amended by Government Regulation No. 28 of 2006 ("PP 28/2006") and further amended by Government Regulation No. 99 of 2012 ("PP 99/2012"). These regulations serve as the reference for implementing the correctional rehabilitation system at Class II A Binjai Correctional Institution..
2. The implementation of the rehabilitation program for narcotics inmates at Class II A Binjai Correctional Institution is carried out through individual treatment, focusing on development both internally and externally for each inmate; group treatment (classical treatment); and independence training, which provides guidance in soft skills to prepare inmates to be productive and reintegrate into society after leaving the correctional institution.

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