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## **Performance Analysis of the Brimob Training Unit (Satlat Brimob) Using a SWOT Approach**

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### **Abstract**

This research aims to analyze organizational performance measurements at the Brimob Training Unit (Satlat Brimob) using the SWOT method. The study employs a descriptive analysis with a qualitative approach. The findings reveal several strategies derived from the SWOT analysis. The Strengths- Opportunities strategy involves deploying trained resources to address security needs, collaborating with agencies for suitable and renewable equipment and weapons procurement, and conducting HR training with nationally and internationally accredited agencies. The Weaknesses-Opportunities strategy includes coordinating with the Indonesian National Police (INP) Headquarters to fulfill personnel requirements according to the Personnel and Equipment Composition List (DSPP) and seeking additional budget allocations and supporting facilities. The Strengths-Threats strategy focuses on positioning trained human resources in security areas to counter disturbances from radical groups and evolving crime modes, as well as utilizing adequate equipment to prevent security threats and detect sophisticated criminal activities. The Weaknesses-Threats strategy involves assigning the best personnel to maintain security against radical groups and implementing supporting facilities with information systems to detect crime routes. The research highlights the importance of strategic resource allocation, inter-agency collaboration, and continuous improvement in training and equipment to enhance the Brimob Training Unit's organizational performance and address security challenges effectively. These findings provide valuable insights for improving the operational efficiency and effectiveness of the Brimob Training Unit in maintaining public safety and security.

**Keywords:** SWOT Analysis, Organizational Performance, Security Management, Strategic Resource Allocation

### **INTRODUCTION**

The Brimob Training Unit (Satlat Brimob) as the main implementing element at the level of the Brimob Corps of the Indonesian National Police (INP) in carrying out its duties carries out the functions of coaching, maintenance training and improving personnel capabilities in an integrated

manner with the level of the Brimob Corps of the INP and the Brimob of Regional Police as well as carrying out training cooperation with other agencies both within and outside the country, but in fact the performance produced by the Satlat Brimob still does not show optimal results, this is in accordance with research by Heru Susetyo

(2018). This research evaluates the effectiveness of the Brimob training program at the Polda level and identifies areas that require improvement. The findings from this research may be used as a comparison to analyze deficiencies in the Brimob Satlat training program.

The Satlat Brimob currently does not have performance benchmarks that are used to measure the organization's performance as a whole and are needed to evaluate performance so that it can improve the performance of the Satlat Brimob and regularly measure organizational effectiveness. Thus, without performance indicators, it is difficult for Satlat Brimob to assess the level of success and the possibility of failure in strategic policies and other programs in the organization. Wirjana (2007) states that organizations must be able to articulate the organization's vision, mission, and programs, build a framework for performance, make strategic plans for improving performance, ensure there are performance benchmarks based on the needs of various consumers, and collect data systematically to regularly measure organizational effectiveness.

This research is motivated by research gaps in previous research. The study of Elis Susan Dwi (2020) stated that the research results produced 11 strategic alternatives which were translated into 11 strategic targets. Among them, from a financial perspective, there is a measure of return of investment (ROI) with a value of 0.30%, profit margin with a value of 0.31%, total assets turnover with a value of 9 times, from a customer perspective it produces a total customer retention value of 60%. The internal business process perspective focuses on delivering efficiently, consistently and on time in completing product work, while the learning and growth perspective shows that employee satisfaction is at an interval of 316, in order that employee satisfaction can be categorized as satisfied.

Research by Noor, MA (2021) assesses the importance of optimizing performance for the Satlat Brimob, in order to determine the level of achievement of organizational goals, providing personnel learning facilities, improving performance in subsequent periods, providing

systematic considerations in decision making, giving rewards and punishments, motivating personnel, as well as creating public accountability. Seeing the current condition of the Satlat Brimob, a performance evaluation is needed so that the formation and development of the Satlat Brimob meet its objectives. Therefore, strategic direction is needed to find out the right corrective steps in designing a performance measurement system and preparing important indicators in order to achieve organizational goals.

This research is to provide an overview of determining the strategic direction of the police. The most popular and widely used measuring tool currently is a SWOT analysis, which is a performance measurement method that is built from the vision, mission, and strategy of the organization as well as performance indicators that are formed that have a balance between financial and non-financial performance indicators. Cristofoli et al. (2021) stated that a SWOT analysis can be integrated into qualitative research designs to help researchers understand the context and dynamics involved in the research topic. The SWOT analysis is the development of a long-term plan to make Satlat Brimob management effective based on opportunities and threats by considering the strengths and weaknesses of the organization. Using a SWOT measuring tool synergistically will result in speed and ease of monitoring to control the course of a work process and will have a big impact on the strategy and performance of Satlat Brimob. The steps for designing a performance measurement system in this research are measuring the performance of the Satlat Brimob using a SWOT matrix formulation with selected variables, a SWOT analysis (IFAS and EFAS), and determining a grand strategy. According to Oreski (2022), the IFAS and EFAS matrices in a SWOT analysis are used to identify and evaluate internal factors (strengths and weaknesses) and external factors (opportunities and threats) that influence the organization or research object, Lukiasuti et.al (2020).

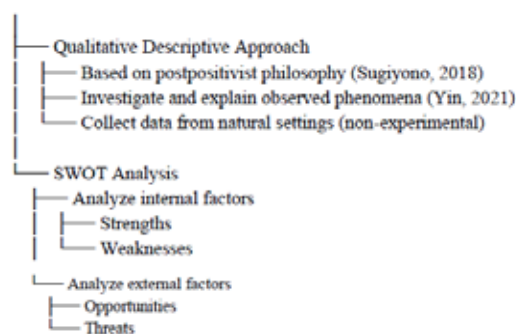
Intrigued by the challenges faced by law enforcement organizations, this research seeks to demonstrate the efficacy of the SWOT method as

a performance measurement tool for the Brimob Training Unit (Satlat Brimob). The study aims to determine the unit's performance and identify crucial strategies for improvement. Starting from the background of the problem outlined above, the researcher was particularly drawn to the potential of SWOT analysis in enhancing organizational effectiveness within the context of security forces. This interest led to a comprehensive examination of how SWOT analysis can be applied to assess and optimize the performance of Satlat Brimob. By utilizing this strategic management tool, the study aims to provide valuable insights into the unit's strengths, weaknesses, opportunities, and threats, thereby informing decision-making processes and strategic planning. Recognizing the significance of this approach in fostering organizational growth and adaptability, the author has chosen to focus on the topic "Performance Analysis of the Satlat Brimob using a SWOT approach."

## INTRODUCTION

This research is categorized as qualitative descriptive. According to Sugiyono (2018), the qualitative descriptive method is a research method based on postpositivist philosophy used to research the natural conditions of objects (as opposed to experiments) Moleong (2018). Descriptive research refers to research that aims to investigate and explain observed phenomena Yin (2021) systematically and accurately.

The method used a SWOT analysis can be used in qualitative research to explore internal and external factors that influence the research subject, furthermore to identify appropriate strategies Chandra and Menezes (2022), as stated in figure 1.



**Figure 1.** Research methodology

This diagram outlines the overall qualitative descriptive approach based on postpositivist philosophy, investigating observed phenomena in natural settings without experiments. It also highlights the use of SWOT analysis as a method to analyze internal factors (strengths and weaknesses) and external factors (opportunities and threats) influencing the research subject. By including this diagram in the research methodology section, it provides a clear visual representation of the research approach and the specific methods employed, supporting the qualitative descriptive nature of the study and the use of SWOT analysis as described in the abstract.

## RESULTS

### General description of the Satlat Brimob

The Satlat Brimob is an element that implements the main duties of the Indonesian National Police (INP), especially the Brimob Corps, which is tasked with developing and training the abilities of the INP, especially the Brimob Corps personnel. In the area of development and training of the Indonesian National Police personnel, Satlat Brimob has succeeded in carrying out capacity building education and training activities for Brimob Corps personnel in a planned manner

every year. In the operational field, the Satlat Brimob plays an active role in organizing training for the Brimob Corps Headquarter and the Brimob of Regional Police personnel in improving the capabilities and dexterity of the Brimob Coprs, in order that personnel of the Brimob Corps and their level are trained and always ready to respond task challenges quickly, precisely and completely, for the sake of realizing the stability of security and social order throughout the Republic of Indonesia. The Satlat Brimob is the main implementing element at the Brimob Corps of the INP level in carrying out its duties to realize a Predictive, Responsible, and Fair Transparency (Precision) of the Indonesian National Police (INP) posture both in the area of training and improving personnel capabilities in an integrated manner. In the area of training and coaching, the Satlat Brimob has succeeded in carrying out capacity building education and training activities for the Brimob Corps HQ and the Brimob of Regional Police personnel in a planned and sustainable manner every year.

In addition, the Satlat Brimob also plays an active role in world peace missions by sending the Satlat Brimob personnel to be assigned to world peace missions, competent instructors who provide material in accordance with the curriculum established by INP educational institutions in order that training for INP personnel is prepared for peace missions, the world is precise, measurable, and understandable.

The vision of the Satlat Brimob is "The realization of the Satlat Brimob which is capable of producing the Brimob Corps personnel who have quick, accurate, and complete responses in realizing security and public order through training to increase the capabilities of Brimob personnel". The meaning of the Satlat Brimob vision is developing the Brimob Corps personnel who have skills and proficiency in carrying out their duties and through guidance and training for the Brimob personnel in dealing with security and public order disturbances, with the result that they can and are able to carry out their duties quickly, precisely, and completely.

"The mission of the Satlat Brimob is to

organize capacity building training for personnel of the Brimob Corps HQ and the Brimob of Regional Police to realize the presence of the state in society through police actions : pre-emptive, preventive, law enforcement, and rehabilitation with a quick, precise, and complete response in accordance with the demands of the task".

### **SWOT analysis**

In "The SAGE Handbook of Qualitative Research" (2021), Denzin and Lincoln state that SWOT analysis can be used in qualitative research to identify strengths, weaknesses, opportunities, and threats related to the phenomenon being studied. Shahmirzadi and Sajadi (2020) proposed using a SWOT analysis in qualitative research to explore and understand the factors that influence the success or failure of a program or policy. According to David et al. (2019) "The SWOT is an abbreviation for Strengths, Weaknesses, Opportunities, and Threats".

### **Strengths analysis**

Well-trained human resources in the area of security and defense

The Satlat Brimob personnel have an adequate number of human resources to carry out their duties in the area of security and defense. The Satlat Brimob continues to develop capabilities and organize capacity building for the Satlat Brimob, central and the Brimob of Regional Police personnel in order to support operational training tasks in the field, which are carried out in the form of routine training and Brimob capacity building in order to overcome high-level security and public order disturbances, high intensity as well as organized crime that uses firearms, bombs, chemical, biological and radioactive materials, counterterrorism, overcoming social conflicts, riots and anarchic masses, crimes of rebellion, implementation of special intelligence functions, search and rescue, as well as other tasks within the scope of duties principle of the Indonesian National Police.

Based on the Government Agency Performance Report for 2023, it shows that Satlat Brimob has conducted training 21 times out of the target set of 10 times. This shows that Satlat Brimob continues to develop the competence of its personnel to

create competent personnel according to needs. Table 1 shows the total training efficiency in 2023.

Indonesian National Police Regulation Number 6/2017 concerning Organizational Structure and Work Procedures of Organizational Units at the

**Table 1.** The comparison of the efficiency of training to increase the capabilities of Satlat Brimob personnel

Key Performance Indicators	Target	Realization	Achievements
Number of training efficiencies to increase the capabilities of Brimob Corps personnel programmed by the Satlat Brimob every year.	10 Times	21 times	210%

Source: The Satlat Brimob (Government Agency Performance Accountability Report for 2023/LKIP 2023).

Adequate equipment and weapons

The Satlat Brimob has adequate equipment and weapons. This is in accordance with the 2023 that the Brimob Corps plan where the Satlat Brimob provides support for military equipment, safety tools and equipment (alpalkam), facilities and infrastructure including building infrastructure are increasing from year to year, especially operational equipment such as : special vehicles for transporting anti riot personnel, SAR vehicles and equipment, weapons, crowd control equipment, sensing equipment, bullet- proof and sharp-weapon-resistant vests, information and communication technology and materials or spare parts and other supporting equipment, in order to support the duties of the Satlat Brimob and provide services to the community quickly, precisely and completely.

### The analysis of weaknesses

Lack of personnel in certain areas

The Satlat Brimob currently has 318 personnel consisting of 9 middle officers, 54 first officers, 173 Non-Commissioned Officers (NCO), 80 private and 2 civil servants. In terms of real numbers, the Satlat Brimob personnel are still far from the List of Personnel and Equipment Composition (DSPP) in accordance with the Regulation of the Head of the Indonesian National Police of the Republic of Indonesia, Regulation of the Chief of Police Number 6/2017 concerning Organizational Structure and Work Procedures of Organizational Units at the Headquarters Level of the Indonesian National Police of the Republic of Indonesia as amended by Regulation of the Chief of Police Number 5/2019 concerning Amendments to the

Indonesian National Police Headquarters Level and the Indonesian National Police Regulation Number 2/2020 concerning Second Amendment to National Police Chief Regulation Number 6/2017 concerning Organizational Structure and Working Procedures of Organizational Units at the Indonesian National Police Headquarters Level concerning The organizational structure and work procedures of organizational units at the Indonesian National Police Headquarters level of the Republic of Indonesia, this has an impact, is that there are multiple tasks carried out by personnel, especially during training (2020-2024 Strategic Plan).

Based on the 2020-2024 strategic plan, it is stated that there are still vacant positions in the Satlat Brimob structure and have not been filled by personnel with the appropriate rank and experience and the level of rejuvenation of the Satlat Brimob personnel that has been carried out is still relatively low compared to the intake received each year, due to limited personnel, instructors and trainers. Based on the 2023 work plan, it is stated that additional personnel have been proposed to the Brimob Corps of the Indonesian National Police to fulfill the List of Personnel and Equipment Composition (DSPP). Supporting facilities that need to be improved

Based on the results of the Government Agency Performance Accountability Report for 2023 (LKIP 2023), the Satlat Brimob shows that the realization of fulfilling the infrastructure and equipment of the Satlat Brimob is 75% of the target of 80%. Details of the comparison of the percentage of infrastructure and facilities as depicted in the table below.

**Table 2.** Comparison of the percentage of infrastructure and special material tools (almatsus) Satlat Brimob in 2023

Key Performance Indicators	Target	Realization	Achievements
Percentage means infrastructural and the increasingly high quality and modern Satlat Brimob special material tools (almatsus).	80%	75%	93.7%

Based on table above, it can be analyzed that the percentage of the Satlat Brimob and infrastructure facilities as well as special material tools (almatsus) which are increasingly high quality and modern in 2023, from the target of 80% and the realization is 75% with the result that the performance achievement is 93.7%, this shows that the performance achievement is achieved according to with predetermined targets.

### Opportunities analysis

Increased security needs in the area

Currently, the need for security is increasing to deal with demonstrations, social conflicts, rebellions, outermost and inhabited islands and border areas still require special security from the Indonesian National Police (INP), as well as readiness to secure the inauguration of the elected President/Vice President in 2024 as well as security for the new national capital. The Satlat Brimob plans and organizes readiness to deploy personnel in the context of securing demonstrations, handling social conflicts, handling insurgency crimes, handling earthquake and disaster prone areas, securing national/international events in 2023, securing the construction of the new national capital and securing the election stages in 2024 as well as strengthening security in border areas and inhabited islands, including in the border areas of the Republic of Indonesia to overcome high-intensity security and public order disturbances.

Collaboration with other related agencies

The Satlat Brimob carries out training collaboration with related agencies and establishes good cooperation/relationships with the mass media and other information facilities to obtain data information and support the implementation

of tasks. Apart from that, the Satlat Brimob optimizes coordination and cooperation with related agencies in the supervision and control of the Brimob Corps personnel (The Satlat Brimob, Government Agency Performance Accountability Report for 2023).

Development of new technology in the field of security

The Satlat Brimob increases the fulfillment of modern special material tools (almatsus) based on the latest technology and information in the context of dealing with high level and intensity domestic security: To realize the achievement of this policy direction, the Satlat Brimob strategy that will be implemented is (The Satlat Brimob, Government Agency Performance Accountability Report for 2023) :

- Prepare a road map and map the needs of the Satlat Brimob special material tools (almatsus) to support education and training activities for the Brimob Corps personnel that are adapted to the geographic location of the region and aligned with the challenges of future tasks;
- Increasing the professionalism of human resource capabilities through education and training as well as improving modern of the Satlat Brimob equipment based on technology and information in order to improve superior public services;
- Preparing a budget based on the critical needs of special material tools (priority scale) based on technical specifications in a bottom up manner; and
- Procurement of goods and services for the Satlat Brimob station is based on the unit's interests in supporting educational activities and personnel training.

### **Threat analysis**

Potential security disturbances from radical groups

The Satlat Brimob faces various potential disturbances from various groups:

- The threat of terrorism in the future will still be influenced by global and regional terrorist activities. After pressure of ISIS movement in Iraq, Syria and Philippines, it does not automatically mean that the threat of terrorism in Indonesia will not subside, in fact acts of terrorism will no longer take place in Middle Eastern countries, but will shift to their respective countries in accordance with the propaganda of ISIS figures to carry out amaliah attacks;
- Influence of global and regional developments, Indonesia will face the threat of transnational crime, terrorism, cyber crime, separatism as well as challenges for defense and the security and social security situation;
- Security threats do not only come from states but also non-state actors, such as companies, certain groups and individuals. The scope of the threat is not only sovereignty and territorial but also focuses on humanitarian issues. The threat is not only in the form of weapon terrorism, but also disease terrorism and environmental terrorism. Global warming, ozone layer depletion, acid rain, loss of biodiversity, and radioactivity are threats to health and the environment;
- In general, the security situation in several post-conflict areas, such as Nanggroe Aceh Darussalam, Poso and Maluku Provinces is relatively safe. Even though in some areas there are still political maneuvers in order to raise enthusiasm for secession from the Republic of Indonesia, these are only political maneuvers that simply show the existence of separatist movements;
- Implementation of special autonomy (autonomy) in West Papua is still not fully accepted by the local community. This indicates that there are still activities by pro-independence groups to realize their separation from the Republic of Indonesia.

The West Papua separatist movement utilizes international political networks through the formation of an international parliamentary caucus for West Papua, which has received support from several members of the British parliament and US Congress. The development of international political networks was carried out with the facilitation and assistance of local and foreign NGOs supporting pro-independence groups;

- Some terrorist networks developing in Indonesia continue to recruit and train new members. The Santoso group collaborates with extreme groups in Philippines, such as Abu Sayyaf and Moro Islamic Liberation Front (MILF) and the JI group, especially former Afghanistan; and
- Cybercrime or crime via the Internet network is a threat to national stability, the government finds it difficult to balance the crime techniques carried out by perpetrators/syndicates with internet and intranet network technology, several cases have emerged in Indonesia such as credit card theft, hacking several sites and tapping other people's data transmissions. . So computer crimes are possible with formal offenses (the act of someone entering another person's computer without permission) and material offenses (the act of causing harm to another person).

The development of modus operandi in increasingly sophisticated crimes

Current technological developments have resulted in the development of increasingly sophisticated crime modes. Cybercrime or crime via the internet network is a threat to national stability. The government finds it difficult to balance the crime techniques carried out by perpetrators/syndicates with internet and intranet network technology. Numerous cases have emerged in Indonesia, such as credit card theft, hacking several sites, and tapping other people's data transmissions. In order computer crimes may include formal offenses (acts of someone entering another person's computer without permission) and material offenses (acts that cause harm to other people) (2020-2024 Strategic Plan).

Competition with other security institutions

Adherents of liberal democracy often take advantage of the momentum of reform, democratization, and protection of human rights to influence politicians, NGOs, intellectuals, and community groups to demand and fight for unlimited "freedom" without paying attention to the values of Pancasila. In line with the development of democratic life, efforts and desires arise from certain groups of society to change Pancasila with other ideologies such as : HTI's understanding of the caliphate, liberal ideology, or socialist/communist ideology.

**Internal strategic factor analysis summary (IFAS) matrix**

Shahmirzadi & Sajadi's (2018) research uses the IFAS and EFAS matrices in SWOT analysis to evaluate internal and external factors that influence policy implementation. Helms & Nixon (2020) outline the steps in compiling the IFAS and EFAS matrices, as well as how to use the resulting scores to determine the right strategy in a SWOT analysis.

Table 4 shows the total IFAS matrix value of 2.9. This shows that the Satlat Brimob is in an above average position in terms of overall internal strength related to human resources, budget, equipment, and supporting facilities.

According to Gurel (2021), IFAS and EFAS scores are the results of calculations from

**Table 3.** Internal strategic factor analysis summary (IFAS) matrix

S/N	Internal Factors	Weight	Ratings	Score
Strength				
1.	Well-trained human resources in the field of security and defense.	0.3	4	1.2
2.	Adequate equipment and weapons.	0.2	4	0.8
Weakness				
1.	Limited budget.	0.2	3	0.6
2.	Lack of personnel in certain areas.	0.15	1	0.15
3.	Supporting facilities that need to be improved.	0.15	1	0.15
Total		1		2.9

**Table 4.** External strategic factor analysis summary (EFAS) matrix

S/N	External Factors	Weight	Ratings	Score
Opportunity				
1.	Increased security needs in the area.	0.15	3	0.45
2.	Collaboration with other related agencies.	0.2	3	0.6
3.	Development of new technology in the field of security.	0.2	4	0.8
Threat				
1.	Potential security disturbances from radical groups.	0.15	2	0.3
2.	The development of increasingly sophisticated crime modus operandi.	0.2	3	0.6
3.	Competition with other security institutions.	0.1	1	0.1
Total		1		2.85

an IFAS and EFAS matrices which show the strategic position of an organization or research object based on its internal and external factors (David,2019). The table shows that the EFAS matrix value is 2.85. The results show that the strategy implemented by Satlat Brimob effectively describes existing external opportunities and avoids the potential negative influence of threats.

## DISCUSSION

### SWOT analysis diagram

Based on the results of the analysis of the IFAS and EFAS matrices, a SWOT analysis diagram is then created which results from the difference in the total scores for each factor or weight and rating (BxR). A SWOT analysis diagram was created to illustrate which strategies could be suggestions for the research object. Calculations to determine the quadrants on the SWOT analysis diagram are:

$$\begin{aligned} \text{X coordinate} &= \text{Total Strengths Score} + \text{Total Weaknesses Score} \\ &= 2 + (-0.9) \\ &= 1.1 \end{aligned}$$

$$\begin{aligned} \text{Y coordinate} &= \text{Total Opportunities Score} + \text{Total Threats Score} \\ &= 1.85 + (-1) \\ &= 0.85 \end{aligned}$$

The main function of a SWOT diagram is as a visualization and communication tool that helps in analyzing, mapping, and presenting the internal and external factors of an organization or research object systematically, as well as facilitating the formulation of appropriate strategies based on the results of the analysis. Based on the diagram above, the Satlat Brimob is in quadrant 1, which means a favorable situation for the Satlat Brimob which has opportunities and strengths so that opportunities can be exploited. The strategy that can be used in this situation is to support an aggressive growth strategy (growth oriented strategy). This research is in line with research conducted by Kumalasari, D., & Al Fatih, S. (2020) by formulating appropriate strategies for the Bandung Police in improving its performance and services to the community.

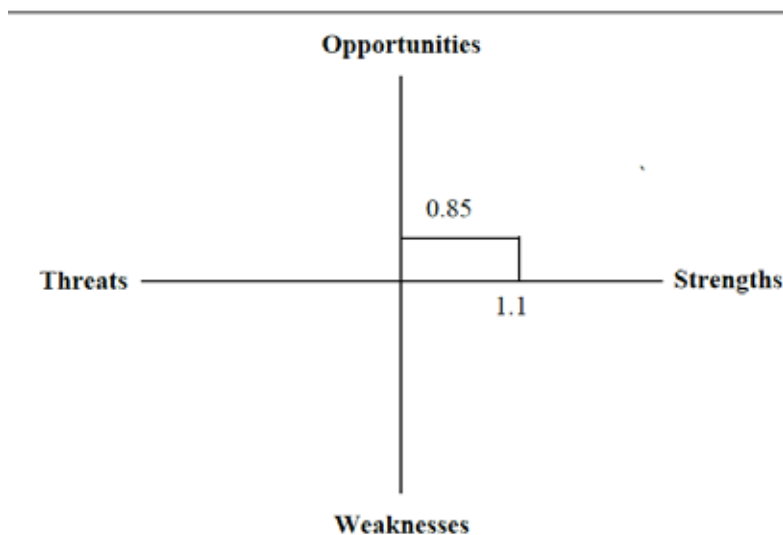


Figure 2. SWOT analysis diagram

**SWOT matrix**

**Table 5.** SWOT matrix

	<b>Strength (S)</b>	<b>Weakness (W)</b>
SWOT Matrix	<ol style="list-style-type: none"> <li>Well-trained human resources in the field of security and defense.</li> <li>Adequate equipment and weapons.</li> </ol>	<ol style="list-style-type: none"> <li>Limited budget.</li> <li>Lack of personnel in certain areas.</li> <li>Supporting facilities that need to be improved.</li> </ol>
Opportunities (O)	<p>SO Strategy (Utilizing strengths to take advantage of opportunities)</p> <ol style="list-style-type: none"> <li>Increased security needs in the area.</li> <li>Collaboration with other related agencies.</li> <li>Development of new technology in the field of security.</li> </ol>	<p>WO Strategy (Using opportunities to improve weaknesses)</p> <ol style="list-style-type: none"> <li>Deploy trained resources to meet security needs.</li> <li>Collaboration with agencies to procure equipment and weapons that suit needs and are renewable.</li> <li>HR training with nationally and internationally accredited training agencies.</li> </ol>
Threat (T)	<p>ST Strategy (Using force to reduce the impact of a threat)</p> <ol style="list-style-type: none"> <li>Potential security disturbances from radical groups.</li> <li>The development of increasingly sophisticated crime modus operandi.</li> <li>Competition with other security institutions.</li> </ol>	<p>WT Strategy (Reducing weaknesses to avoid threats)</p> <ol style="list-style-type: none"> <li>Coordination with the National Police to fulfill personnel who have not been fulfilled according to the List of Personnel and Equipment Composition (DSPP).</li> <li>Coordination with the National Police regarding additional budget allocations and supporting facilities.</li> </ol>
	<p>ST Strategy (Using force to reduce the impact of a threat)</p> <ol style="list-style-type: none"> <li>Trained human resources are placed in security areas who are able to overcome security disturbances from radical groups and modes of crime.</li> <li>Using adequate equipment to prevent security breaches by radical groups and detect sophisticated crime modes.</li> </ol>	<ol style="list-style-type: none"> <li>The best personnel are assigned to maintain security from radical groups.</li> <li>Supporting facilities that can detect crime passes with information systems.</li> </ol>

The Brimob Training Unit (Satlat Brimob) possesses significant strengths in well-trained human resources and adequate equipment, which can be leveraged to address increasing security needs and collaborate with other agencies. However, the unit faces weaknesses such as limited budget, personnel shortages, and facilities requiring improvement. To capitalize on opportunities and mitigate threats, the SWOT analysis suggests several strategies. These include deploying trained resources strategically, enhancing collaboration for equipment procurement, coordinating with the National Police for personnel and budget allocation, and utilizing advanced technology. The unit must also focus on countering security disturbances from radical groups and adapting to sophisticated crime modes. By implementing these strategies, Satlat Brimob can improve its organizational performance, address security challenges effectively, and maintain its competitive edge among security institutions.

## CONCLUSION

By combining a SWOT analysis, Satlat Brimob can identify the strengths, weaknesses, opportunities, and threats faced. Next, they can develop a balanced strategy that takes into account financial perspectives, customers, internal business processes, and learning and growth. This will help improve overall performance in providing optimal security services to the community. The strategies that can be implemented by Satlat Brimob involve a combination of capitalizing on strengths and opportunities, addressing weaknesses by leveraging opportunities, utilizing strengths to mitigate threats, and minimizing weaknesses to overcome threats.

Specifically, Satlat Brimob should deploy their trained resources strategically to meet security needs, collaborate with agencies to procure suitable and renewable equipment and weapons, and provide human resource training through nationally and internationally accredited agencies to take advantage of their strengths and opportunities. To address weaknesses while

seizing opportunities, they should coordinate with the National Police to fulfill personnel requirements based on the Personnel and Equipment Composition List (DSPP) and secure additional budget allocations and supporting facilities.

Leveraging their trained personnel in security areas can help overcome disturbances from radical groups and sophisticated crime modes, while using adequate equipment can prevent security threats and detect advanced crime methods, capitalizing on strengths to mitigate threats. Finally, assigning their best personnel to maintain security from radical groups and implementing supporting facilities with information systems can minimize weaknesses and overcome threats effectively.

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