



Implementation of the Student Scholarship Program as Human Resource Development for Inmates at Madiun Class I Penitentiary

Herlambang Prasista Adiyatma¹, Andi Kurniawan²

^{1,2} Politeknik Ilmu Pemasaryakatan, Indonesia

e-mail: ¹⁾ herlambang.prasista@gmail.com

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Abstract. Fulfillment of educational rights is one of the efforts to improve the quality of prisoners in prisons. There are three categories of educational programs in prisons, namely formal, non-formal, and informal education. However, most prisons only implement non-formal and informal education, while formal education is limited to the A and B package catch-up programs. Therefore, it is necessary to fulfill educational rights to improve the quality of prisoners in prisons by providing undergraduate education to prisoners. The problem in this study concerns the implementation and obstacles in the student scholarship program as a development of human resources for prisoners in Class I Madiun Prison. This study aims to determine the implementation and obstacles of the student scholarship program as a development of human resources for prisoners. The theory used in this study is the theory of policy implementation. This study uses a qualitative method. The results of this study are that there are already standards and policy targets; there are already potential resources and there is an assessment in the selection of prisoners; there is good communication and commitment between the Class I Madiun Prison, the Madiun City Government, and the Open University; there are implementing agents who have good relationships; positive responses from prisoners to attend lectures; free tuition for prisoners, prisons that are improving to provide the best service and scholarship programs that are flagship programs and support from the Madiun City Government. In addition, the obstacles experienced are the lack of information about standards and policy targets; prisoners' hesitation to follow scholarships; forums and supervision that are still lacking; officers who are not ready at the beginning of lectures; lecturers who feel awkward and afraid when teaching; prisoners find it difficult to receive material; limited lecture facilities and infrastructure; there is no clarity if prisoners get integration rights.

Keywords: *Implementation, Scholarship, Convict*

INTRODUCTION

Fulfillment of the right to education is a right of all citizens, which is given by the state as the organizer of education. As stated in the Preamble to the 1945 Constitution of the Republic of Indonesia, paragraph four. Contains the goals of the Indonesian Nation which reads "Enlightening the Life of the Nation".

So one way to implement the goals of the Indonesian Nation is to provide the right to education to all Indonesian Citizens. The right to education must also be given to people who have special limitations such as physical retardation, psychological disorders, and other limitations that have been present since birth or from certain conditions.

Education must also include remote areas such as people who have not received a good education, people who are limited by customary rules, and children who are in conflict with the law. Equalization of education is not only carried out for the general public, where they should indeed receive educational services as their rights and needs.

There are also people who should also receive their right to education, but because of their conditions in conflict with the law, they are required to undergo coaching to be held accountable for their mistakes in the Correctional Institution. As a form of state concern for the people, people with these conditions should also get the right to education, because whatever the crime committed, they are still part of the country's citizens.

In Indonesia, perpetrators of crimes will be given guidance in Correctional Institutions, where Correctional Institutions use a correctional system that is the result of the thoughts of a legal expert, namely Dr. Sahardjo. He said in a speech when he received the title of Doctor Honoris Kausa from the University of Indonesia on July 5, 1963, that "the purpose of imprisonment is correctional". The correctional system that adheres to the principle of social reintegration by prioritizing the element of humanity aims for society to be able to accept them back with their condition that has changed for the better. (Samosir, 2020).

Based on Law Number 22 of 2022 concerning Corrections, Article 1 paragraph (1), it is explained that correctional institutions are places for law enforcement as a subsystem in the criminal justice system in the field of treatment for prisoners, children, and inmates. The main priority is to place humanity and the protection of Human Rights as rights that must always be upheld and respected.

So that with the existence of a correctional system, it can carry out correctional functions in an integrated manner, both in direction, boundaries, and methods. So that this is the task and responsibility of correctional officers. The purpose of holding correctional institutions as written in Law Number 22 of 2022 concerning Corrections, Article 2, is to explain that children and prisoners have the right to guaranteed protection, provide personality and independence development to improve the quality of life so that they become whole human beings, and the overall goal is to protect society.

Therefore, in the new law, correctional institutions assist the criminal justice process starting from pre-adjudication, adjudication, to post-adjudication. This aims to welcome the function of correctional institutions as a place to change lawbreakers (prisoners, children, and prisoners) with proper and humane treatment. (Yulianto & Muhammad, 2021) Therefore, increasing guidance for prisoners should be done to improve the quality of life of prisoners. One of the efforts to improve the quality of prisoners in prisons is by providing the right to education. In Law Number 22 of 2022 concerning Corrections in Article 9 it is explained that one of the rights of prisoners is that prisoners are given the opportunity to develop themselves by improving education, teaching, and recreational activities.

And before that in Government Regulation Number 32 of 1999 concerning the Terms and Conditions for the Implementation of the Rights of Correctional Residents in Article 9, it is explained that the right to education must be able to be organized in prisons which will be given to prisoners and children in custody. With these legal bases, it has become an obligation that every prison must issue policies in organizing education for prisoners and children in custody as a form of fulfilling their rights.

In the education program in the prison, it is categorized into three parts. Among them are formal education, non-formal education, and informal education. Formal education is a tiered education from elementary school education, secondary school education, and higher education, carried out systematically and in a structured manner through official education channels. Non-formal education is supporting education from formal education.

And informal education is education through independent activity learning or interaction with the surrounding environment. So that the education program in the prison/detention center from formal education is package catch-up education with the criteria of package A education for elementary and middle schools, package B catch-up education for high schools.

And college education if the prison/detention center carries out an MOU with the relevant college. While non-formal education held in the prison/detention center includes spiritual

education according to their respective religions and to maintain their physical and spiritual health, there is also education and training. And for informal education, including skills training, ethics education, social community education, and national and state awareness education. (& Jamiliya Susantin, 2020).

Recently, innovations regarding the fulfillment of educational rights, especially higher education for prisoners in prisons/detention centers, have returned. By always striving to demonstrate excellent service quality, Madiun Class I Prison has again organized Higher Education by opening undergraduate lectures majoring in agribusiness, all tuition fees of which are borne by the Madiun City Government. The undergraduate agribusiness education was attended by 20 prisoners from Madiun Class I Prison in collaboration with universities from Surabaya Open University.

This undergraduate education scholarship program is a strategic program of the Mayor of Madiun to provide scholarships to 1000 students from Madiun City, and the target is also extended to prisoners in prisons. Not only scholarships, supporting facilities and infrastructure are also provided by the Madiun City Government in the form of 22 laptops along with internet networks as support. Thus, this undergraduate agribusiness education scholarship program is a means of improving Human Resources, especially for prisoners of Madiun Class I Prison.

LITERATURE REVIEW

Implementation

Implementation can be defined as a program that is determined by a policy by an agency or institution that in its implementation involves public facilities and infrastructure to support success. According to KBBI, implementation is the implementation or application. So the purpose of the implementation is so that the policy is right on target, so that it can be accepted and felt by the recipient of the policy.

Corrections

In Law Number 22 of 2022 concerning Corrections, Article 1 paragraph (1). Explains that correctional institutions are places for law enforcement as a subsystem in the criminal justice system in the field of treatment for prisoners, children, and inmates. The initiator of correctional institutions is Dr. Sahardjo, which he stated in his speech when conferring the title of Doctor Honoris Causa at the University of Indonesia.

Scholarship Programs

In the world of education, it is not uncommon for scholarship programs to be given to students or students with certain conditions. The scholarship program itself is defined as an educational program given to students in the form of a program to pursue their education according to their field and with certain terms and conditions. Scholarships can be provided through institutions such as scholarships from the government, non-governmental institutions, foundations, companies, or organizations.

Education

According to Ki Hajar Dewantara, education is a guide in human life starting from children. In addition, according to Langeveld, education is a maturity given to humans starting from children, to help humans in speaking themselves to complete tasks in their lives. So that in the process it requires effort, influence, and protection and programs. And based on Law Number 20 of 2003 concerning the National Education System, the definition of education is an activity

carried out by students by implementing a learning atmosphere and a process for carrying out learning with the aim of developing the quality of these students.

Higher Education

After graduating from high school, students will continue to higher education. In Law Number 12 of 2012 concerning Higher Education, article 2, explains the definition of higher education, namely the continuation of students graduating from high school, to continue to higher education programs such as diplomas, bachelor's, master's, doctoral, or specialist doctorates based on the culture of the Indonesian Nation.

Bachelor of Agribusiness In college there is a study program called the Agribusiness Department. The agribusiness department is a study program that focuses on the fields of agriculture and business in the management of modern agriculture and the food industry for the management of MSMEs to companies. The agribusiness department will later have a Bachelor of Agribusiness degree (S.Agr.)

Human Resource Development According to (Silalahi, 2020) Human resource development is an activity to increase and improve the potential of human resources on an ongoing basis in the form of education, training, and coaching activities that cover the broadest possible meaning. Meanwhile, according to (Bangun, 2012) Human resource development is a process to increase and improve the potential of human resources with the aim of achieving the goals of the organization.

Personality Development

In Article 50 paragraph (3) of Law Number 22 of 2022 concerning Corrections, what is meant by personality development is a program organized by the Correctional Institution that aims to foster mental and spiritual development. In Article 38 letter a, what is included in personality development includes religious awareness, morals and ethics, national and state awareness, national defense, legal awareness and others.

Correctional Officers

In Article 1 paragraph (21) of Law Number 22 of 2022 concerning Corrections, it is explained that correctional officers are people who carry out law enforcement duties in the criminal justice system in the correctional sector who are functional officials and are assigned based on the law.

Inmates

In Article 1 paragraph (3) of Law Number 22 of 2022 concerning Corrections, inmates are divided into three parts, namely prisoners, juveniles, and clients. So in article 6 it is explained that the definition of a prisoner is a convict who has gone through a court decision so that he must undergo guidance in a correctional institution and will be released when the criminal period has been completed in accordance with the decision that has been determined.

Correctional Institutions

In Law Number 22 of 2022 concerning Corrections, Article 1 paragraph (18), Correctional Institutions are a place in the form of an institution that has a function as a place for prisoners to be given guidance.

METHODS

This study uses a qualitative method approach in conducting its research. Qualitative research is research that focuses on the problem of process and meaning/perception. In this

study, all information obtained is processed using descriptions - analysis with full accuracy and meaning, and qualitative research also does not reject qualitative information in the form of numbers or amounts. So that qualitative research can be said to be a study that uses scientific methods in providing a description of data and facts to reveal a phenomenon as a whole for a study. According to Sugiyono, qualitative research is a research method by looking at the conditions of the facts in the field that are currently occurring so that the nature of the research is natural and in this study the researcher is the core instrument in the research. (Setiawan & Et al., 2019, pp. 4–6).

RESULTS

Based on the results of the research that has been carried out by the researcher. The researcher has found data and findings in the field that are based on the results of the researcher's research. The results of the research were obtained by the researcher using interview and observation methods. The data and findings of this research contain data and information related to the implementation of student scholarships as human resource development for prisoners in Class I Madiun Prison.

The basis of these observations comes from the dimensions of the theory that has been chosen by the researcher, namely policy standards and targets, resources, communication between organizations, characteristics of implementing agents, dispositions, and economic, social and political conditions. Thus, the following are the results of data and information from field observations and interviews with researchers regarding the implementation of student scholarships as human resource development for prisoners in Class I Madiun Prison:

Dimensions Of Standards And Policy Targets

From the results of observations and interviews conducted by researchers, that related to the implementation of student scholarships at the Class I Madiun Penitentiary, there are standards and targets for policies that have been made. That this scholarship is assistance from the Madiun City Government in collaboration with the Class I Madiun Penitentiary and Surabaya Open University. The collaboration was marked by a meeting of the three parties held at the Class I Madiun Penitentiary with the agenda of signing a Memorandum of Understanding for cooperation with the three parties.

Resource Dimensions

From the results of interviews and observations conducted by researchers, that there are potential resources to implement policies on the implementation of student scholarships for prisoners in Madiun Class I Prison, this can be seen from the initial seriousness of the prison to receive assistance from the Madiun City Government by preparing competent officers as implementers of the policy. The division of tasks is under the control of the Community Guidance and Care Section of Madiun Class I Prison. And prisoners who attend lectures will take attendance by signing the attendance paper for each course. As well as lecturers or tutors who provide learning in lectures.

Dimensions of Inter-Organizational Communication

From the results of observations and interviews, it shows that the cooperation process between Class I Madiun Prison with the Madiun City Government and the Open University is running well, marked by several meetings held by the three parties in discussing the development of undergraduate scholarship lectures to evaluating activities to be better. In addition, there is also an online communication forum via WhatsApp to support communication between the three parties to run quickly and well.

Characteristics Dimensions of Implementing Agents

From the results of observations and interviews. On the policy on student scholarships as human resource development for prisoners in Madiun Class I Prison. According to the results of observations from researchers who are implementing agents of the policy are officers on duty at the S-1 Agribusiness school and lecturers appointed from the Open University to fill learning at Madiun Class I Prison.

Dimension of Tendency

From the results of interviews and observations conducted by researchers, namely that the tendency is an attitude of acceptance from policy implementers, from the data that has been obtained that prisoners who take the scholarship lectures follow the lectures well even though there are also those who are still lazy to follow the lectures. In addition, for lecturers who teach, they have an attitude of accepting to teach the lectures, but at the beginning of the meeting there is a sense of awkwardness and fear of lecturers or tutors to give lectures.

Dimensions of Conditions, Economic, Social, and Political

From the results of observations conducted by researchers, the environmental conditions of this student scholarship policy are within the scope of correctional institutions which in fact have special regulations and all binding limitations. So that these limitations make a difference with the economic, social, and political conditions between conditions outside the prison and conditions inside the prison.

This was also felt at the Class I Madiun Penitentiary when the correctional institution had to implement the policy with time and conditions that had to be ready for the policy. Initially, the S-1 Agribusiness scholarship lectures were held temporarily in the meeting room at the Class I Madiun Prison. With conditions that were still limited and required adjustments, officers were still hesitant to carry out each lecture.

In addition, prisoners who took the S-1 Agribusiness scholarship lectures were in residential blocks that were still scattered in several residential blocks. So this made it difficult for officers to call prisoners when they were going to carry out lectures. and also the supporting facilities and infrastructure for lectures that are still limited are also obstacles for prisons in carrying out lectures at that time. However, the commitment of Class I Madiun Prison to provide excellent service, especially for the S-1 Agribusiness scholarship policy, is very good. Little by little, improvements to provide lectures that meet standards continue to be made. By building classrooms that will be permanent places for lectures.

And basically, lectures also require several supporting facilities to support the sustainability of the teaching and learning process. one of which is the need for laptops. So with this, the Madiun City Government through the Mayor of Madiun provided assistance in the form of 22 laptops for the needs of the S-1 Agribusiness scholarship learning at Class I Madiun Prison. And also Class I Madiun Prison built several supporting facilities and infrastructure such as literacy corners, learning schedule information boards, and motivational boards in the special education housing block.

DISCUSSION

Implementation of Student Scholarship Program as Human Resource Development for Prisoners in Class I Madiun Prison

Basically, the student scholarship program provided by the Madiun City Government for inmates at the Madiun Class I Penitentiary already has clear and official policy standards. In this case, the Madiun Class I Penitentiary uses policy standards through Memorandum of

Understanding Number W.15.PAS.PAS3.PK.05.01-772 Between the Madiun City Government and the Madiun Class I Penitentiary and the Open University Concerning the Implementation of Madiun City Student Scholarship Assistance.

There is No Difference in Learning Standards Between Open University Students Outside and Open University Students in Class I Madiun Prison

Basically, education providers have their own learning standards in providing learning materials. In this case, this student scholarship program also collaborates with education providers, namely the Open University. So that everything related to academics is borne by the Open University. The selection of the Open University as the party collaborating on this scholarship program is also related to the conditions at the Class I Madiun Prison.

This policy is implemented in conditions that are not common. The implementation of education by providing scholarships carried out in prisons which are places with limitations due to the binding regulations in them. So with this, there needs to be an education provider that is more flexible in providing its academic regulations but does not reduce the regulations of the education provider. For this reason, the Open University is an education provider that is suitable for the conditions of organizing undergraduate education in prisons. With academic requirements that are not too many and also the availability of the Open University to fill the undergraduate education at the Class I Madiun Prison.

With this statement, there is a concern that the provision of education provided to students outside prisons is different from those inside prisons. However, in reality, the implementation of undergraduate education in Madiun Class I Prison is not differentiated from the implementation of undergraduate education outside prison. The teaching materials and materials given to students in prison are also given the same. And the learning procedures are also given in the same learning standards. However, what is different for face-to-face learning is because of prison regulations that prisoners cannot leave prison so that teaching tutors must come to prison to fill the learning.

The existence of potential human resources between officers from Madiun Class I Prison, lecturers from the Open University, and the Madiun City Government

In this case, related to the student scholarship program as a human resource development for prisoners in Madiun Class I Prison. that the resources related to this program are officers of Madiun Class I Prison as recipients of the program, officers from the Madiun City Government as scholarship facilitators, and tutors from the Open University as education providers. these three resources work together and are committed to the sustainability of this student scholarship program policy. So that all three carry out their respective duties as written in the memorandum of understanding.

Facts in the field can be analyzed that there is synergy between the leaders, namely the Head of Madiun Class I Prison and the Mayor of Madiun City in this program, both have the same goal of providing equal education, especially for prisoners in Madiun Class I Prison. basically, in the potential of each leadership, they have good management in the policy-making process. Included in the selection of Madiun Class I Prison as a place to implement this student scholarship program is that the program launched by the Mayor of Madiun is not only for prisoners in Madiun City, but also targets prisoners who are economically disadvantaged, so that their education is hampered by economic obstacles.

In addition, resource management in the student scholarship program is also seen in the implementation of lectures, where in this program the one responsible for implementing this program is Madiun Class I Prison, especially the community guidance section. In this section there is a division of tasks carried out to monitor each implementation of this scholarship program. so that from the tasks of each officer, they focus on their respective responsibilities.

So that in the implementation of lectures, all officers are mutually responsible for the success of the student scholarship program.

The Existence of an Assessment in the Selection of Prisoners to Participate in the Student Scholarship Program as a Human Resource Development for Prisoners

Based on the results of observations and interviews conducted with inmates who attended lectures, as well as observations through knowing the initial process of the existence of policies related to student scholarship programs as human resource development for inmates at Madiun Class I Prison.

What needs to be known is the process of preparing this program policy, namely preparing inmates who will attend undergraduate lectures. inmates who participate in the student scholarship program which is specifically given to inmates domiciled in Madiun City. So that seen from this, that inmates at Madiun Class I Prison are also dominated by residents of Madiun City.

Establishing communication between the three parties, so that the cooperation process runs well

Basically, if the cooperation process has been running well, then in the cooperation process there is good communication between the parties working together. In connection with the student scholarship program as a human resource development for prisoners at Madiun Class I Prison, cooperation was established starting from the initial process of the program until the program could be implemented at Madiun Class I Prison. That there were findings stating that there was good communication online through the coordination group and there were several meetings between Madiun Class I Prison and the Madiun City Government and the Open University which were held at Madiun Class I Prison.

Commitment built to realize a student scholarship program that is in accordance with standards and objectives.

Good communication between organizations can also create a commitment in building a goal between related parties. Related to the student scholarship program as a human resource development for prisoners in Madiun Class I Prison. Based on the results of the interview, Madiun Class I Prison with the Madiun City Government and the Open University are committed to providing the best learning with the established learning standards.

With the hope that the cooperation established by the three parties can have a positive impact on prisoners who attend lectures. In addition, it is also a form of good commitment from the Madiun City Government based on the results of observations, namely the provision of 22 laptops for prisoners who participate in the student scholarship program to support the learning process received by prisoners.

There are implementing agents in the student scholarship program as human resource development for prisoners.

That in implementing the policies that have been made, then in each policy there will be an agent who is tasked as the implementer of the policy. There is a student scholarship program as a human resource development for prisoners in Madiun Class I Prison, based on the findings that have been obtained from the results of observations and interviews there are implementing agents in the program policy, the implementing agents are Class I Madiun Prison officers in the community guidance section and also lecturers or tutors from the Open University.

There is a harmonious relationship between the three parties in implementing the student scholarship program as a human resource development for prisoners.

From the findings obtained from the results of observations and interviews, that the officers of Class I Madiun Prison always provide assistance to the teaching lecturers who will carry out learning. Moreover, this is carried out when the teaching lecturer in the second semester holds the first meeting with the inmates, because the teaching lecturer is different from the first semester and is the first to carry out learning in the prison so that there is a sense of fear felt by the lecturer. So that the officers of Class I Madiun Prison try to provide assistance and help in the learning process so that the lecturer feels safe and also becomes a bridge for the inmates to easily adapt again to the new lecturer.

There is a Positive Response from Prisoners to Accept and Participate in the Student Scholarship Program at Class I Madiun Prison

In a policy that becomes the estuary of the policy is the recipient of the policy. So the response from the recipient of this policy determines the implementation of the policy in the future. Based on the results of observations at the implementation of the first meeting of prisoners attending lectures in the second semester.

From the beginning of the first time the prisoners came to class, the prisoners were seen on time to come to class. And when the implementation of the activities, the prisoners listened to the explanation from the tutor well. A serious expression was seen on the prisoners' faces with the occasional joking atmosphere also brought by the tutor to lighten the atmosphere in the class.

From an Economic Perspective, Prisoners Are Not Charged Tuition Fees During the Implementation of the Student Scholarship Program at Class I Madiun Prison

In the student scholarship program at Madiun Class I Prison, there are certainly economic conditions that influence the policy, these economic conditions can be the background for the existence of the program. That based on the findings from the results of interviews and observations, it was found that the implementation of the student scholarship program at Madiun Class I Prison is a support from the Madiun City Government which empathizes with inmates who basically have potential within themselves. So that from this potential it is necessary to explore so that when the inmates are released from prison they can provide minimal welfare for their families. So to explore this potential, it is necessary to provide education to the inmates.

From the Social Side, Madiun Class I Prison is Always Improving to Provide the Best Educational Services, Especially the Student Scholarship Program

That the student scholarship program as a human resource development for inmates at Madiun Class I Prison is implemented in a place that has limitations due to binding regulations. So from these limitations it is necessary to know the social conditions in the implementation of the program. The results of the observations that have been carried out found that basically Madiun Class I Prison is still continuing to improve everything related to the student scholarship program.

At the beginning of the lectures, Madiun Class I Prison carried out lectures still using temporary rooms with some supporting facilities for lectures that were still limited. So from these limitations, start from the prison building supporting facilities periodically, such as permanent classrooms, arranging special residential rooms for inmates who take S-1 Agribusiness lectures, as well as supporting facilities and infrastructure to support the running of lectures. This is done to improve services, especially for this student scholarship program to run better.

From a political perspective, the Student Scholarship Program was a program of the Madiun City Government at that time.

Based on the results of the interview, it can be explained that the political conditions referred to in the student scholarship program as human resource development for prisoners in Madiun Class I Prison are that this program is a collaboration between Madiun Class I Prison and the Madiun City Government, which currently has a Madiun City leader with a program, namely 1000 scholarships for children and poor families in Madiun City.

That is why the student scholarship program at Madiun Class I Prison can also be implemented. And for the availability of the Open University to be able to organize undergraduate agribusiness education at Madiun Class I Prison is also an encouragement from the Mayor of Madiun, who previously from the Open University objected and was not willing to carry out learning in prison, but in the end was willing to carry out learning at Madiun Class I Prison. So with the condition that there are political conditions regarding the existence of a student scholarship program at Madiun Class I Prison, based on the results of the interview with the Head of Madiun Class I Prison, he also explained that the practice of this S-1 Agribusiness scholarship education is a good practice that must be brought to the national level so that central regulations are formed to cooperate with the regional governments of each UPT - Corrections throughout Indonesia.

Obstacles in the Implementation of the Student Scholarship Program as Human Resource Development for Prisoners at Class I Madiun Prison

Lack of Information About Student Scholarship Program Policy Standards

In the implementation of lectures in the first semester, there were several prisoners who received semester one achievement index values that were still below the standard of the student scholarship program policy that had been determined. In addition, this policy standard will have different perceptions between officers and lecturers. Lecturers better understand the policy standards regarding the lecture standards that will be taught by each course.

Policy Targets Only for Prisoners from Madiun City

In the implementation of the student scholarship program as a human resource development for prisoners in Madiun Class I Prison, those who take the S-1 lectures are prisoners who are domiciled in Madiun City. This is because this scholarship program comes from funds from the Madiun City Government. So that in the assessment process for prisoners who take part in this program is also limited. In addition, with the scholarship program participants only from prisoners domiciled in Madiun City, in the end it is not possible to filter for prisoners who are truly interested and have the potential to take part in this scholarship program.

Prisoners Who Are Still Hesitant to Follow the Student Scholarship Program During the Assessment Process

Basically, from the results of interviews conducted by researchers, it was found that at the beginning of the assessment and selection process for prisoners who participated in the student scholarship program, there were obstacles, namely that prisoners domiciled in Madiun City were still reluctant to be interested in participating in the program. This was due to the lack of confidence of prisoners if they participated in the undergraduate program, they were able to participate because they had not received education for a long time in prison. And also prisoners were reluctant to participate in the program, namely that prisoners still thought that if they did not participate in any coaching activities, prisoners would still get their integration rights.

Joint Forum Held Between Madiun Class I Prison, Madiun City Government, and Open University Is Still Minimal

During the implementation of undergraduate lectures in semester 1, a joint forum was held by Madiun Class I Prison, Madiun City Government, and Universitas Terbuka. The forum was held only at the end of semester one. The purpose of the forum was for evaluation during the implementation of lectures in semester 1.

So that a joint meeting between the three parties was also only held once during lectures in semester 1. Also, from the results of observations and interviews that have been carried out, no joint forum was found by the three parties during the implementation of undergraduate lectures in semester 1.

Regular Supervision from Madiun City Government and Open University is Not Working Well

There are obstacles in the implementation of the undergraduate student scholarship program at Madiun Class I Prison in the dimension of inter-organizational communication, namely the lack of supervision carried out by the Madiun City Government and the Open University. Based on the Memorandum of Understanding that has been made by the three parties. The party responsible for monitoring or supervising the implementation of the lectures is the Madiun City Government. And the need for supervision from the Open University is as a solution provider if there are obstacles during learning. So that if there are obstacles, they can be resolved immediately without waiting for an evaluation at the end of the semester.

Prison Officers Were Underprepared When Classes Started

Data was obtained that the obstacle at the beginning of the implementation of the undergraduate agribusiness scholarship program was that the prison officers were still hesitant in carrying out their duties to carry out lectures. The prison officers who were appointed as the implementers of the scholarship program felt confused and troubled at the beginning of the lectures. From the results of the statements from the officers, the trouble and confusion at the beginning of the lectures were due to officers who did not yet understand their respective duties and functions and the student scholarship program which was a new program so that adjustments were needed in carrying out their duties.

Lecturers Who Still Feel Afraid and Awkward When Providing Lessons

When the researcher conducted observations at the beginning of the introduction of lectures in semester 2. There was a lecturer who provided direction and teaching to start lectures in semester 2. The lecturer was also assisted by prison officers who were also waiting in the classroom. However, the lecturer who came was a new lecturer who was not the lecturer who had come in semester 1. So the lecturer was also teaching in prison for the first time.

With the first time teaching in prison. The class conditions at that time still felt very awkward. The lecturer's expression still looked scared when giving direction and the prisoners who also still felt unfamiliar with the lecturer. So the class atmosphere could not be relaxed or looked tense between the lecturer and the prisoners. Therefore, the officers also helped the lecturer as a bridge to the prisoners, so that the explanation given by the lecturer could be accepted and changed the atmosphere to be more relaxed.

From this explanation, according to the lecturer's explanation, there was a sense of fear when starting to learn in prison. The lecturers thought negatively about the conditions and circumstances in prison. So at the beginning of the lecture meeting there were obstacles for lecturers who felt afraid when they wanted to interact more closely with prisoners. In addition, the lecturers who teach will be different when the semester changes. So there needs to be time for lecturers to be able to adjust to the conditions in the prison.

The Open University's Difficulty in Convincing Lecturers to Teach in Prisons

Lecturers or so-called tutors are teachers who receive a letter of assignment to provide learning for a scholarship from Universitas Terbuka. At the beginning of the appointment to fill the learning at Madiun Class I Prison, many of the lecturers expressed their anxiety when they received the assignment.

The anxiety was because the lecturers were afraid to provide learning to prisoners and especially the learning was carried out in prison. This was one of the reasons for the postponement of the learning schedule in semester 1 in prison. Universitas Terbuka felt constrained in convincing the lecturers who would provide learning in prison. So to convince them, the lecturers were given the opportunity to visit the prison before carrying out the assignment. As a result, the lecturers were able to accept the assignment because the conditions in the prison were not as they had thought.

There Are Some Prisoners Who Are Still Lazy To Attend Lectures

When the researcher conducted observations to follow the implementation of lectures at the beginning of the 2nd semester meeting. All prisoners who attended the lectures came to class right on time. Officers from the community guidance officers and also the security team on duty at that time helped remind prisoners to be on time in entering the class. However, a unique thing that happened was when the briefing given by the lecturer was taking place, there were several prisoners who looked less enthusiastic and seemed to be more lazy to attend lectures.

Heavy Learning Materials and Some in Video Form Cause Prisoners to Have Difficulty Accepting the Material

In the implementation of the undergraduate student scholarship program at Madiun Class I Prison, there is one obstacle experienced by prisoners, namely that prisoners feel difficulty when following the learning given by lecturers or tutors. Undergraduate lectures with agribusiness majors have dominant material that discusses agriculture, development and agricultural business, and there is also material on calculations in the agricultural sector. From the weight of the material, it is certainly something new for prisoners who follow the program.

Limited Laptop Usage Causes Information on Materials and Assignments Through Applications to Reach Prisoners Late

In the implementation of the undergraduate student scholarship program at Madiun Class I Prison. That prisoners receive assistance in the form of laptops from the Madiun City Government for supporting facilities during the implementation of the learning process. The laptops are also used by prisoners when receiving learning from lecturers. In addition, the use of the laptop for prisoners is to access applications from open universities related to attendance, lecture assignments, and learning materials. So the existence of laptops is indeed important for prisoners who take the undergraduate program.

Still Limited Facilities and Infrastructure to Support Lectures

In the implementation of the undergraduate student scholarship program at Madiun Class I Prison, there are obstacles in the infrastructure to support learning which are still lacking, unlike the facilities and infrastructure for lectures in general. This can be seen when researchers conducted observations of several facilities and infrastructure that already exist at Madiun Class I Prison. Such as classrooms that have been built in residential blocks. The classroom is basically suitable for use for implementing lecture learning. However, with the number of prisoners attending lectures as many as 20 people, of course the size of the classroom is not large enough.

Lack of Discipline of Prisoners in Attending Lectures

Based on the results of the researcher's interview with officers in charge of implementing the undergraduate student scholarship program. Obstacles that are one of the obstacles in the implementation of the program are officers who still have difficulty in organizing prisoners to be disciplined in attending undergraduate lectures. Forms of lack of discipline among prisoners include prisoners who are difficult to call from their rooms to attend lectures on time and if there are three lectures in one day, there are still prisoners who do not attend learning in one of the lectures.

There is no clarity regarding the continuation of study scholarships if prisoners receive integration rights

Based on the Regulation of the Minister of Law and Human Rights Number 7 of 2022 concerning the Second Amendment to the Regulation of the Minister of Law and Human Rights Number 3 of 2018 concerning the Requirements and Procedures for Granting Remission, Assimilation, Leave to Visit Family, Parole, Leave Before Release, and Conditional Leave in Article 2 paragraph 1 that every prisoner and child has the right to receive remission, assimilation, leave to visit family, parole, leave before release, and conditional leave. So that with the existence of this regulation, it has become the right of every prisoner to obtain their integration rights. Also included are prisoners who participate in the undergraduate student scholarship program at the Class I Madiun Prison.

In the assessment and selection process for prisoners who participate in the program. In addition to the requirements that prisoners are domiciled in Madiun City, the Class I Madiun Prison selects prisoners domiciled in Madiun City who have a long sentence so that they can complete the program to completion.

CONCLUSION

Implementation of the Student Scholarship Program as Human Resource Development for Prisoners at Class I Madiun Prison, namely:

1. There are already standards and policy targets regarding the student scholarship program as human resource development for inmates at Madiun Class I Prison, namely in the form of a Memorandum of Understanding Number W.15.PAS.PAS3.PK.05.01-772 between the Madiun City Government and the Madiun Class I Penitentiary and the Open University concerning the Implementation of Madiun City Student Scholarship Assistance.
2. There are already potential human resources between officers from Madiun Class I Prison, lecturers from the Open University, and the Madiun City Government and there is an assessment carried out in selecting inmates to participate in the scholarship program.
3. Communication between Madiun Class I Prison, the Madiun City Government, and the Open University so that the cooperation process runs well, thus there is a commitment built to realize a student scholarship program that is in accordance with standards and objectives.
4. There is an implementing agent in the student scholarship program as human resource development for inmates and there is a good relationship between the three parties in implementing the student scholarship program as human resource development at Madiun Class I Prison.
5. There is a positive response from prisoners to accept and participate in the student scholarship program at the Class I Madiun Prison.
6. From the economic side, prisoners are not charged tuition fees during the implementation of the student scholarship program and from the social side, Class I Madiun Prison always improves to provide the best educational services, especially the student scholarship

program and from the political side that the student scholarship program is a flagship program of the Madiun City government at that time.

Obstacles to the Implementation of the Student Scholarship Program as Human Resource Development for Prisoners at Class I Madiun Prison, namely:

1. Lack of information about the standard policies of the student scholarship program and the targets of the policy which are only specific to prisoners domiciled in Madiun City.
2. Prisoners who still have doubts about participating in the student scholarship program during the assessment process.
3. Joint forums held between Madiun Class I Prison, Madiun City Government, and the Open University which are still minimal and lack of supervision carried out by both the Madiun City Government and the Open University.
4. Lack of readiness of prison officers when the lectures began and lecturers who still felt afraid and awkward when providing lessons.
5. The Open University which found it difficult to convince lecturers to teach the lectures in the prison and there were still some prisoners who were lazy to attend the lectures.
6. Prisoners found it difficult to receive material from the lecturers besides that there were some materials in the form of videos which also made it difficult for prisoners to understand them. In addition, the use of laptops provided by the Madiun City Government was still limited for use by prisoners.
7. The limited supporting facilities and infrastructure for lectures and prisoners who are still less disciplined in attending lectures.
8. There is no clarity regarding the continuation of lecture scholarships if prisoners get integration rights.

LIMITATION

Basically, this study discusses the implementation of the student scholarship program that is currently being implemented in Madiun Class I Prison which is a scholarship assistance from the Madiun City Government. There are several limitations in this study, the first is that this study focuses on the provision of undergraduate scholarships that are only carried out in Madiun Class I Prison, so the research process can only be carried out in Madiun Class I Prison.

Second, that the scholarships received by prisoners in Madiun Class I Prison are given by the Madiun City Government, not necessarily all prisons in Indonesia if they want the same program will get scholarships for their prisoners. The last is that further research is needed regarding the provision of educational rights to prisoners in prisons, so that this program can become a national program.

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