Improving the Competence of North Jakarta Police Personnel through Predictive Policing in Dealing with the Dynamics of Social Change in Society

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Abstract

This study aims to analyze the factors that influence the non-optimal competence of North Jakarta Police personnel in dealing with the dynamics of social change in society and formulate appropriate strategies to improve it through predictive policing. The research method used a qualitative approach with a case study design, involving North Jakarta Police personnel involved in predictive policing. Primary data was obtained from interviews, while secondary data was used as reference. The results identified factors such as lack of understanding of social change, high levels of stress, role vagueness, lack of resources, and unsupportive leadership as causes of suboptimal competence. The suggested strategy involves the Polri PROMOTER approach with the implementation of RW Police, technology training, data analysis, and engagement with the community to improve the efficiency and responsiveness of North Jakarta Police personnel in the face of complex social and technological changes, with a focus on predictive policing, responsibility, transparency, and fairness. This approach is expected to improve security and social order in the community.

Keywords: *Personnel Competency Improvement; North Jakarta Police; Predictive Policing*

Introduction

Today, the communities of North Jakarta and other major cities in Indonesia are grappling with significant social changes. These transformations encompass technological advancements, urbanization, population migration, economic development, and various other social shifts. These changes exert a profound influence on the dynamics of community life, including crime rates and security disruptions. The dynamics of social change in society represent a form of transformation that occurs in the structure, values, norms, and patterns of social interaction within a group or community. As noted by Spencer (1898), society evolves from simplicity to complexity, concomitant with changes in social structure, functions, and the complexity of social organization. Social change can encompass various facets of life, including culture, economy, politics, technology, and the environment.

In the context of this research, the dynamics of social change in the North Jakarta community mirror the ongoing transformations within the region. Some instances of these dynamics include:

Urbanization and Population Growth: The rapid population growth and high level of urbanization in North Jakarta have far-reaching implications for social change. These effects encompass increased population density, alterations in family structures, shifts in migration patterns, and modifications in social interactions among residents. Secondly, economic change: economic advancement, industrialization, and the growth of the business sector in North Jakarta can influence social structures and interaction patterns among individuals. Such changes may manifest as shifts in occupations and professions, the expansion of the informal sector, and economic disparities that impact wealth distribution and resource access. Third, technological developments: advances in information and communication technology have fundamentally altered how people interact, access information, and carry out daily activities. Technological innovations can also impact the realm of crime, giving rise to cybercrime, identity theft, and the proliferation of illicit content. These social changes possess the potential to introduce new challenges related to security, crime, inequality, and social tension. Consequently, the North Jakarta Police must address these dynamics of social change with an adaptive and proactive approach, such as predictive policing, to safeguard community safety and well-being.

One of the main challenges faced by North Jakarta Police personnel is the increasing complexity of crime and security threats in the midst of these social changes. Crimes and law violations are no longer limited to conventional methods such as street crime or other conventional crimes. The emergence of cyber crime, drug trafficking, terrorism, and other new forms of crime demands a smarter and more proactive approach in handling them. To deal with the evolving dynamics of social change, North Jakarta Police have adopted a predictive policing approach. Predictive policing involves the use of technology and data analysis to identify crime patterns, predict places or areas prone to crime, and direct police resources more efficiently and effectively. Predictive policing is an approach in law enforcement that uses data and analysis to identify crime patterns, forecast future crime risks, and take appropriate preventive measures. It utilizes advanced technology and analytical methods to provide law enforcement with more accurate and in-depth information, allowing them to allocate resources more efficiently and effectively (Braga et al., 2014). Predictive policing seeks to combine factors such as past crime patterns, neighborhood factors, demographics, and other variables in a complex analytical model. These models can then be used to predict the location, time, and type of crime that may occur in the future. With this information, police officers can take proactive measures to prevent crimes before they occur or catch perpetrators more efficiently (Manda et al., 2023; Saputra et al., 2023). Furthermore, theoretically Meijer & Wessels (2019) suggests that Predictive Policing Theory is the concept of using data analysis techniques and algorithms to predict future crime events and take preventive or remedial action. The concept is based on the assumption that police can prevent crime by targeting areas or individuals deemed to be at high risk of committing crimes. The theory also includes the use of technology such as surveillance cameras, sensors, and data analysis software to assist the police in gathering information and making predictions. However, the theory of Predictive Policing is still a controversial topic as some people are concerned about privacy and racial discrimination that may occur in its implementation.

Improving the competence of North Jakarta Police personnel through predictive policing is crucial because it necessitates specific knowledge and skills in utilizing technology and analyzing data to comprehend crime patterns and take appropriate actions. Police personnel must possess proficiency in operating technological devices, understanding data analysis algorithms, and interpreting analysis results to make informed strategic decisions. By enhancing the competency of North Jakarta Police personnel in predictive policing, we anticipate that they can become more effective in preempting crimes, reducing crime rates, and enhancing community safety. In an ever-evolving environment, this heightened competency will empower North Jakarta Police personnel to confront complex challenges with adaptive and responsive strategies. To enhance the competence of North Jakarta Police personnel, concerted efforts are imperative, including intensive training, the development of relevant technologies, and the updating of operational policies. The emphasis on technology usage and data analysis in predictive policing also necessitates increased collaboration between North Jakarta Police and government agencies, academia, and the private sector, which possess pertinent expertise and resources.

North Jakarta Police, as one of the areas with a significant crime rate, needs to improve the competence of its personnel in dealing with the dynamics of the strategic environment in order to realize the desired security. Predictive policing is an effective tool in providing a deeper understanding of crime patterns, factors that influence crime, and crime-prone places in the region. The North Jakarta Police is responsible for the security and public order in the administrative city of North Jakarta, which covers 6 sub-districts and 31 villages. The vision of the North Jakarta Police is "The realization of a safe, orderly, and conducive North Jakarta", while the mission of the North Jakarta Police is "Improving excellent service to the community, Improving the professionalism of police members, Improving synergy with relevant stakeholders, Improving the welfare of police members and their families" (Suhariyanto, 2023).

However, for the effective implementation of predictive policing, it is essential to enhance the competence of North Jakarta Police personnel. These personnel need to possess a comprehensive understanding of the concept of predictive policing, skills in collecting and analyzing crime data, and the ability to take appropriate preventive measures. The human resources (HR) challenges faced by North Jakarta Police in the context of improving personnel competence through predictive policing while addressing the dynamics of societal change can include the following aspects:

First of all, lack of understanding of the concept of predictive policing: North Jakarta Police personnel may lack a sufficient understanding of the fundamental concepts and principles of predictive policing. This knowledge gap could limit their capacity to effectively apply predictive policing methods and techniques. Second, limited crime data analysis skills: North Jakarta Police personnel may not possess adequate skills in collecting, processing, and analyzing crime data. A deficiency in analytical skills could impede their ability to identify crime patterns, assess risks, and undertake suitable preventive actions. Third, inadequate training and education related to predictive policing: North Jakarta Police may have limited access to training and education tailored specifically to predictive policing. The absence of relevant training opportunities may hinder personnel in developing the skills and knowledge required for the effective implementation of predictive policing approaches. Fourth, limited use of supporting technology and software: North Jakarta Police might encounter constraints in employing the technology and software necessary for predictive policing. The availability of crime data analysis software, police information management systems, or monitoring technology may constrain personnel from efficiently processing and utilizing data. Fifth, insufficient collaboration and knowledge exchange: The absence of collaborative initiatives and knowledge exchange between North Jakarta Police and academic institutions, research organizations, and relevant government agencies may impede the advancement of predictive policing. Limited access to the latest information and best practices in the field of predictive policing can hinder efforts to enhance personnel competence.

To address these challenges, measures such as providing specialized training and education on predictive policing, enhancing crime data analysis skills, investing in supporting technology and software, and strengthening collaboration with relevant stakeholders are necessary. These endeavors will contribute to the improvement of the competence of North Jakarta Police personnel in effectively implementing predictive policing, enabling them to effectively navigate the dynamic environmental developments.

Until now, there has been a noticeable absence of research and development on predictive policing in Indonesia, particularly within North Jakarta Police. As a result, this research endeavor aims to provide a deeper understanding of predictive policing and its implications for enhancing the competence of North Jakarta Police personnel in addressing the evolving dynamics of the strategic environment to ensure security. This research will involve the analysis of existing crime data, the engagement of North Jakarta Police personnel in training and education related to predictive policing, and the identification of steps that can be taken to enhance personnel competence in the application of this approach. The outcomes of this research are anticipated to make a significant contribution to the realization of public security in the North Jakarta area and serve as a foundation for further research development in the field of predictive policing in Indonesia.

With predictive policing as an adopted approach by the North Jakarta Police and the heightened competence of personnel in this regard, we expect to create a safer and more conducive environment amidst the dynamic social changes occurring in the North Jakarta community. Predictive policing is a data-driven policing approach that seeks to make forecasts and take actions aimed at preventing or reducing crime and disruptions to public order. This approach utilizes algorithms, analysis, and technology to pinpoint potential targets for criminal activity and optimize the allocation of police resources. To ensure transparency, responsibility, and fairness in every police action taken within predictive policing, qualified human resources are a necessity.

Based on this premise, the research questions guiding this thesis are as follows: First, why has the competence of North Jakarta Police personnel not yet reached its optimal potential in addressing the dynamics of social change in society? Second, how can personnel competence be improved through predictive policing to effectively navigate the dynamics of social change in society?

The objectives of this study encompass two primary goals: First, to identify and analyze the factors contributing to the suboptimal competence of North Jakarta Police personnel when dealing with the dynamics of social change in society. Second, to formulate appropriate strategies for enhancing the competence of North Jakarta Police personnel through predictive policing as they confront the dynamics of social change in society.

Literature Review

Predictive Policing Theory

According to Perry (2013), predictive policing involves the utilization of technology and data analysis to identify crime patterns, predict potential crime events, and support law enforcement decision-making. This approach aims to enhance the efficiency and effectiveness of law enforcement by strategically allocating police resources.

On the other hand, Meijer & Wessels (2019) explain that the theory of Predictive Policing is centered on the concept of employing data analysis techniques and algorithms to forecast future crime events and take preventive or remedial actions. This concept operates on the premise that law enforcement can deter crime by targeting areas or individuals deemed to be at a high risk of committing criminal acts. The theory also encompasses the use of technology, such as surveillance cameras, sensors, and data analysis software, to assist the police in gathering information and making predictions. However, the theory of Predictive Policing remains a contentious topic, as some individuals express concerns about privacy issues and the potential for racial discrimination in its implementation.

Human Resource Management (HRM) Theory

Human Resource Management (HRM) is a field concerned with the management of the human aspects within organizations. The book "Human Resource Management" by Gary Dessler provides a comprehensive understanding of the concepts, theories, and practices in human resource management. In his work (Dessler, 2011), the author discusses the importance of human resource planning, which encompasses workforce needs analysis, succession planning, and career planning. The goal is to ensure that the organization maintains a qualified and sufficient workforce to achieve its strategic objectives. Additionally, he also delves into effective recruitment strategies and methods, including the utilization of both internal and external resources, along with appropriate selection methods to choose employees who align with the organization's requirements.

Competence

One of the experts who contributed significantly to the development of competency theory is Richard Boyatzis. Boyatzis is a professor of management and psychology at Case Western Reserve University, recognized for his contributions to competency theory and leadership development. According to Boyatzis (2008), competence is a fusion of knowledge, skills, and attitudes that empower an individual to attain superior performance in a specific field or role. He conceives competence as a composite of three primary components:

1. Knowledge: Knowledge comprises an understanding of facts, concepts, theories, or principles pertinent to a particular field or role. It encompasses a grasp of fundamental concepts and principles, along with the ability to apply that knowledge effectively in practical situations.

2. Skills: Skills encompass the practical capacity to execute specific tasks or activities. This includes the physical, mental, or interpersonal abilities required to achieve desired outcomes. Examples encompass skills in communication, problem-solving, leadership, or proficiency in using particular tools or technologies.

3. Attitudes: Attitudes encompass an individual's viewpoints, values, beliefs, and motivations that shape their behavior. Positive attitudes toward work, cooperation, innovation, responsibility, and a willingness to learn and develop are examples of attitudes that hold significance in achieving a high level of competence.
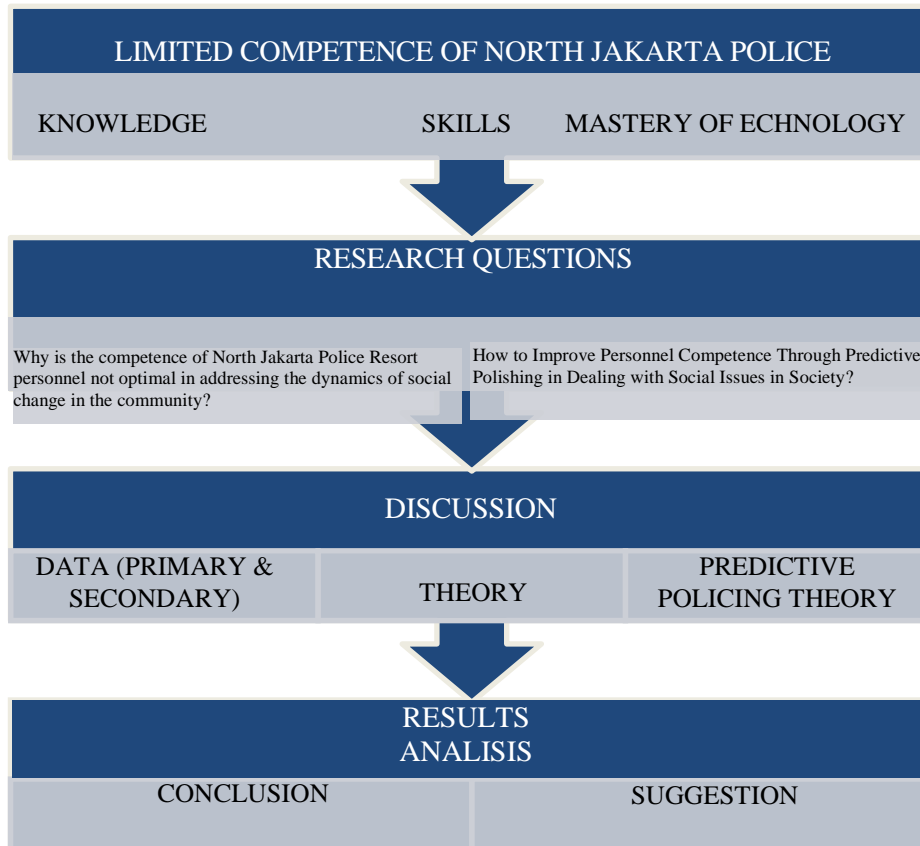
Conceptual Model

Figure 1. Conceptual Model
Source: processed by the author

Based on the visualization of the conceptual model above, it becomes clear that this research commences by identifying the limited competence of North Jakarta Police personnel, including deficiencies in knowledge, skills, and technology proficiency. Consequently, two research questions emerge that require answers: Why is the competence of North Jakarta Police personnel not optimal in addressing the dynamics of social change in society? and How can efforts to enhance personnel competence through predictive policing be applied to deal with the dynamics of social change in society? To address these questions, this research will encompass data collection, including both primary and secondary data. Primary data will be gathered through field observations, interviews, and questionnaires directed at North Jakarta Police personnel. Meanwhile, secondary data will be sourced from relevant materials such as literature, statistical reports, and related documents.

The data analysis process will be conducted using Human Resource Management (HRM) theory to comprehend the factors influencing personnel competence. Additionally, Predictive Policing theory will be employed to assess the utilization of predictive policing in managing the dynamics of social change in society. It is anticipated that the results of this analysis will yield constructive conclusions and valuable recommendations, both theoretically and practically. These conclusions and recommendations are expected to make a significant contribution to improving the competence of North Jakarta Police personnel in addressing the social changes occurring in society.

Method

The qualitative research method employed in this study was a case study design. This method was utilized to gain an in-depth understanding of how the competence of North Jakarta Police personnel was enhanced through predictive policing when dealing with the dynamics of social change in society. The chosen research design was a case study, which was a suitable approach for investigating detailed information about a particular case or phenomenon within a real-world context. In this case, the subject of study revolved around the enhancement of competence among North Jakarta Police personnel through predictive policing in response to the dynamics of social change in society.

The participants in this research consisted of North Jakarta Police personnel actively involved in the implementation of predictive policing and competence improvement. Participant selection was carried out purposively, taking into account their experience, knowledge, and roles within the context of this research. The specific number of participants was determined based on data saturation, signifying that the data collected had reached a saturation point, providing sufficient information to address the research questions adequately.

The data and data sources employed in this research encompassed both primary and secondary data. Primary data was acquired through interviews with informants within the North Jakarta Police environment. In contrast, secondary data, used as reference material, was collected indirectly by the researcher through intermediaries like media sources. This secondary data may have taken the form of evidence, records, or historical reports that had been archived or documented. The author obtained this secondary data by conducting a literature review (Library Research) and seeking relevant journals pertinent to the research. Typically, the combination of primary and secondary data sources was employed in research to attain a more comprehensive and in-depth understanding of the phenomenon under investigation. The use of primary data enabled researchers to gather specific information tailored to the research objectives, while secondary data furnished an existing frame of reference for data analysis and interpretation.

In this study, the researcher employed two data collection techniques: interviews and document analysis. These methods were employed separately or in conjunction within qualitative research, depending on the research's purpose, available data sources, and intended research objectives. The

selection of appropriate techniques was contingent on the research topic, available data sources, and the desired research objectives.

The presentation of data, or data display, involved the researcher describing data in the form of tables, charts, brief narratives, and other formats that facilitated an understanding of the research analysis. Data presentation was organized according to thematic categories related to enhancing the competence of North Jakarta Police personnel through Predictive Policing when addressing the dynamics of social change in society. In the final phase, the researcher drew conclusions from the data, aligning them with the research questions established at the outset of the study. The data, once described, were synthesized into overarching conclusions.

Results and Discussion

Factors That Cause Not Optimal Competence of North Jakarta Police Personnel in Facing the Dynamics of Social Change in Society

The main focus in reforming the police bureaucracy is to improve the capabilities of Human Resources (HR) in the midst of the industrial revolution 4.0. In its implementation, there is a shift from physical assets to digital assets in one digital ecosystem, in accordance with the Police HR Strategic Plan 2020. This is important to keep up with the development of global information and communication technology. However, it is also important to remember that following digital trends must be in line with the ability of qualified human resources to master the system. This is a strategic step to compete in the Revolution 4.0 era. This effort aims to optimize Polri's strategic role in utilizing the latest technology with superior human resources.

As the entity responsible for government functions related to national defense and security, Polri is obligated to carry out bureaucratic reforms. The National Medium-Term Development Plan (RPJMN) 2020-2024 and the Polri Bureaucratic Reform Roadmap 2020-2024 serve as the foundation for these initiatives. One of the key strategies proposed is the reform of professional human resource management. Police human resources are invaluable assets that must be efficiently and effectively managed, starting from personnel education to position appointments. This is particularly critical as Polri's bureaucratic reforms are contingent on having competent and qualified personnel. Such reforms will have a positive impact on enhancing the nation's competitiveness and ensuring stability in national defense and security at both macro and micro levels (Silamukti et al., 2022). Consequently, enhancing Polri human resources' capabilities represents a strategic step in the endeavor to reform the Indonesian police bureaucracy.

One of the primary factors affecting the competence of Polres personnel is their limited understanding of the social dynamics within the North Jakarta community. This includes ongoing changes in culture, values, and norms. This limited comprehension can hinder personnel's ability to respond appropriately to these dynamics. The lack of competence among police personnel regarding social dynamics within the community is a significant issue that can affect the effectiveness of community policing (Muladi & Suparno, 2021). Research by Savarimalai et al. (2023) indicates that police personnel often experience high levels of stress due to the nature and demands of their roles. This stress can impede their capacity to interact effectively with the community and comprehend the social dynamics within it. Moreover, the lack of clarity in roles and responsibilities among various agencies involved in multi-agency prevention efforts can give rise to ethical and professional dilemmas, especially concerning work transparency and client confidentiality (Haugstvedt & Tuastad, 2023). To address the issue of police personnel's lack of competence in understanding social dynamics within the community, it is essential to provide training and support for officers to develop their communication and social interaction skills (Sergeeva et al., 2019). This can aid officers in gaining a deeper understanding of the communities they serve and building positive relationships with community members. Additionally, offering resources for

officers to manage stress and develop positive coping strategies can mitigate the impact of stress on their ability to engage with the community (Savarimalai et al., 2023). Finally, clarifying roles and responsibilities among different agencies involved in multi-agency prevention efforts can reduce ethical and professional dilemmas and enhance the effectiveness of prevention work (Haugstvedt & Tuastad, 2023).

Their workload is incomparable due to the low ratio of civilian police and the additional responsibilities that the police have to shoulder. Stress-causing factors include the unpredictability of certain work situations, crime scene investigations, undercover operations, fear of life and death, dealing with the death or injury of others, mass protests, and many more. In recent times, police organizations demand more from their workforce than ever before due to the changing structure of society and the changing needs of the times. These changes have brought about drastic changes such as longer working hours, multi-tasking responsibilities, frequent task shifts, and a work culture that creates many adjustments and demands on their workforce. In the long run, police personnel experience higher rates of morbidity and mortality, higher rates of coronary disease, and higher rates of alcohol abuse and clinical depression compared to the general population (Shiozaki et al., 2017). Unfortunately, these issues are not widely considered in police stress assessments (Ragesh et al., 2017).

A lack of resources is one of the significant challenges in addressing social change. Limited budgets, insufficient personnel, and inadequate equipment are constraints that can hinder the ability of organizations or individuals to cope with dynamic social change. Limited budgets can restrict the capacity to undertake necessary initiatives and programs to address such social changes. Personnel shortages mean that tasks and responsibilities can become overwhelming, resulting in workload imbalances and a shortage of time and energy available to monitor important social developments.

Additionally, leadership that does not support the development of personnel competencies in dealing with social change is also a limiting factor. Leadership that pays little attention to developing the skills and knowledge of personnel in the face of social change can result in a lack of motivation and support in efforts to cope with these changes. Therefore, it is crucial for organizations or individuals to identify and address resource deficiencies and ensure that leadership supports efforts to develop personnel competencies for dealing with social change more effectively.

Other factors that may play a role in diminishing the drive to develop new competencies in the police force include low motivation and poor job satisfaction. Low motivation can stem from various factors, such as dissatisfaction with unfair reward and promotion systems, an excessive workload, or a lack of recognition for their achievements. Poor job satisfaction can result from workplace tension, conflicts among coworkers, or discontentment with management. Furthermore, incompetence in the use of technology presents a significant challenge. In an era where technology continues to rapidly evolve and reshape the way we work and communicate, a police force that fails to keep pace may find itself isolated.

Low motivation and poor job satisfaction within the police force can dampen the enthusiasm for developing new competencies (Bibire, 2015; Demirkol, 2021; Namukema, 2018; Raharjo, 2021; White et al., 2022). Incompetence in technology use is also a concern, particularly in light of technological advancements driving social change (Demirkol, 2021). Research by Demirkol (2021) indicated that social cohesion, loyalty, and autonomy were significant and positive predictors of police officers' job satisfaction, whereas alienation and cynicism were negatively associated with job satisfaction. Regarding motivation, alienation and authoritarianism were found to have a negative impact on police officers' work motivation, while social cohesion had a positive correlation with motivation. Another study revealed that alignment with top management, public service motivation, and an officer's self-legitimacy were all positively linked to job satisfaction (White et al., 2022). Additionally, job satisfaction and motivation have been recognized as crucial elements in maintaining organizational growth and development (Bibire, 2015). In the broader context, it is imperative to address issues related to the police work culture, job

satisfaction, and work motivation. Efforts to enhance the job satisfaction and work motivation of police officers can contribute to the improvement of their competencies, including their proficiency in adapting to evolving technologies. Consequently, initiatives aimed at creating a more positive and motivating work environment can significantly advance policing in the face of technological change and the increasingly complex demands of society.

The Right Strategy for Enhancing the Competence of North Jakarta Police Personnel through Predictive Policing in Addressing the Dynamics of Social Change in Society

The Kapolri (Chief of Police) policy, implemented through the Polri PROMOTER approach, represents a problem-oriented policing strategy. Under the leadership of Polri PRESISI, the significance of the predictive policing approach is emphasized, allowing Polri to assess the level of disruption to public security and order (both in specialized field police services). This assessment is conducted through knowledge-based analysis, data utilization, and appropriate methods, enabling early preventive measures to be taken through specialized field police services.

Predictive policing is a law enforcement strategy that employs spatial and temporal predictions along with crime profiling to prevent criminal activities (Hutama et al., 2023). In Indonesia, the implementation of predictive policing is currently facilitated through the "One Police One Village" program, which can be further strengthened via the Polisi RW program. The RW Police program assigns police personnel to villages or neighborhoods (at the RW level) in proximity to their residences or duty stations, enhancing human resource efficiency by placing them in areas that require more vigilant monitoring of public order at the RW level. This approach aligns with the daily dynamics of the local community.

To enhance the competence of North Jakarta Police personnel in utilizing predictive policing to address the dynamics of social change in the community, the RW Police program can be introduced in the area. This initiative can enhance human resource efficiency by deploying personnel to areas requiring heightened supervision of public order at the neighborhood level, which closely aligns with the daily dynamics of the community. Additionally, this program can harness spatial and temporal predictions and crime profiles to proactively prevent criminal activities. By implementing this program, police personnel can take a more proactive stance in preventing crimes and maintaining public order in the region.

The three primary strategies for effectively training North Jakarta police personnel in the utilization of crime prediction patterns encompass technology training, data analysis, and community engagement. Technology training equips them with knowledge on using software and tools that support spatial and temporal crime prediction. Concurrently, data analysis plays a critical role in identifying pertinent patterns and trends for crime prediction. However, it is essential to underscore that crime prediction patterns become more effective when police officers actively engage with the community. Therefore, training in community engagement is equally pivotal. When police officers establish effective communication with the community, they can gather information that enhances crime prediction and prevention efforts.

The predictive policing approach represents a proactive step that will have a positive impact on enhancing clarity regarding security issues within the community. By relying on the analysis of facts, data, and information supported by technological advances, the police can take more targeted and effective actions in addressing security concerns. This approach will not only help resolve the problem comprehensively but also enable Polri to transform into a more modern, integrated, and responsive institution, meeting the needs of the public.

Accountability, a fundamental aspect upheld by Polri, is also a critical component in the endeavor to establish security and social order. By articulating their responsibility in their actions, behaviors, and services to the community, Polri ensures that the community's interests are well taken care of.

Furthermore, the principles of transparency and fairness embedded within the Polri system are essential measures to ensure that their actions can be monitored and supervised by the community. This will help foster trust and fairness in law enforcement.

The concept of predictive policing, as embodied in the predictive policing model, also underscores the significance of foreseeing situations, issues, and potential disruptions to public order (*Kamtibmas*). Consequently, the police can adopt a more proactive stance in preventing events that could disrupt public order. The concept of precision, encompassing public services, maintenance of public order, and law enforcement, serves as a valuable guide for conducting police duties more efficiently and effectively. In sum, the predictive policing approach, assertiveness in responsiveness, and the principles of transparency and fairness represent integral components that will aid Polri in achieving its objective of fostering improved security, order, and social cohesion within the community.

Conclusion

The non-optimal competence of North Jakarta Police personnel in dealing with the dynamics of social change in society can be caused by several factors. First, there is a lack of understanding of the social changes that occur in the community, including changes in culture, values and norms that continue to develop. This limitation can hinder their ability to respond appropriately to these changes. Secondly, the high stress factor experienced by police personnel, due to unexpected and demanding tasks, such as crime scene investigations, undercover operations, and fear of life and death, can affect their ability to interact with the community and understand social dynamics. The unclear roles and responsibilities between agencies involved in multi-agency prevention can also create ethical and professional dilemmas. In addition, a lack of resources, both budget and personnel, can hamper the police's ability to deal with dynamic social change. Finally, leadership that does not support the development of personnel competencies and low motivation and job satisfaction can also be obstacles. Addressing these factors, including providing training, support in managing stress, and improving work culture, can help improve the competence of police personnel in the face of increasingly complex social and technological changes.

An appropriate strategy in improving the competence of North Jakarta Police personnel through predictive policing in the face of social change dynamics in society involves a problem-oriented Polri PROMOTER approach, where the importance of predictive policing approach capabilities in Polri PRESISI leadership is strongly emphasized. Predictive policing utilizes spatial and temporal predictions and crime profiling to prevent crime. To implement this strategy, the Polisi RW program can be implemented in the North Jakarta area, improving human resource efficiency and leveraging crime prediction. Technology training, data analysis, and community engagement are key components in training North Jakarta Police personnel. This approach will have a positive impact in establishing clarity on security issues, ensuring Polri's responsibility in public service and law enforcement, and making Polri more responsive to community needs. Predictive policing, assertiveness in responsiveness, and principles of transparency and fairness are key components in creating better security, order, and social order in the community.

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