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Impact Skills Human Capital in Context of Human Resources in Drug Cases in The Kampar Research Unit (Three Pillar Approach)

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Abstract: This study aims to analyze the dynamics of collaboration, the forms of collaboration, and the forms of drug prevention through the roles of the three pillars (government, security forces, and the community) in Kampar Regency. This study uses a quantitative approach supported by qualitative data through interviews, questionnaires, and documentation. Data were obtained from questionnaires distributed to respondents related to drug prevention efforts. Then, they were analyzed using quantitative descriptive techniques supported by academic discussions based on communication management theory, deterrence theory, and regulations of the National Narcotics Agency (BNN). The research results show that drug control in Kampar Regency has been carried out through five main aspects: promotive, preventive, curative, rehabilitative, and repressive. This study concludes that the effectiveness of drug control in Kampar Regency is significantly influenced by the quality of collaboration across the three pillars. Good synergy fosters strategic integration, but challenges remain, including limited rehabilitation facilities, reliance on repressive approaches, and suboptimal use of technology in prevention. These findings offer important implications for local governments and the National Narcotics Agency (BNN) in formulating collaborative policies and strengthening data and service integration.

Keywords: Human Capital, Government, Security Forces, The Community.

INTRODUCTION

Drugs pose a serious threat to national stability, social resilience, and the future of the nation's younger generation. Data from the National Narcotics Agency (BNN) in 2023 recorded a prevalence of drug users reaching approximately 3.6 million people out of a total population aged 15-64, representing 1.95%. Kampar Regency, as one of the regions in Riau Province, is not immune to the impact of drug distribution and abuse. According to data from the Kampar Police in 2023, there were more than 400 drug cases successfully solved, and approximately 600 suspects were involved. This figure shows that drug abuse has reached various levels of society, from schoolchildren, students, workers, to government officials.

This condition demands a comprehensive handling strategy involving all components of society.

The problem of drug abuse in Indonesia is a major challenge from both a legal and public health perspective, while also impacting the development of human resource quality. Drugs pose a serious threat to national stability, social resilience, and the future of the nation's younger generation. Data from the National Narcotics Agency (BNN) in 2023 recorded a prevalence of drug users of approximately 3.6 million people aged 15-64, representing 1.95%.

Kampar Regency, as a region in Riau Province, is not immune to the impact of drug distribution and abuse. According to data from the Kampar Police in 2023, there were over 400 drug cases solved, involving approximately 600 suspects. This figure indicates that drug abuse has reached all levels of society, from schoolchildren and university students to workers and government officials. This situation demands a comprehensive response strategy involving all elements of society.

In this regard, the role of human capital is crucial. Human capital extends beyond the technical skills of law enforcement officers in handling cases, encompassing competencies such as analysis, communication, negotiation, and intersectoral collaboration. The Kampar Police Narcotics Unit, which serves as the vanguard in drug eradication, is required to have qualified human resources with integrity and the ability to adapt to increasingly complex drug networks.

The high rate of drug abuse and trafficking in Kampar Regency requires multi-stakeholder intervention, a significant burden if relied on by a single agency. This concept emphasises agreements and collaboration between public and non-public actors, including deliberative Non-Governmental Organizations (NGOs), to formulate and implement public policy collaboratively (Ansell and Gash, 2007). From the perspective of Balogh and colleagues (2012), collaboration is understood as a cyclical, iterative process, where effective communication is at the heart of interconnectedness. This communication then gives rise to a shared understanding born of principled engagement, not merely symbolic involvement. This process is strengthened by shared motivation, which fosters trust, mutual respect, and shared goals.

Research conducted by Aini Ali Agustini and Annisa Kania Fauzani Tarigan (2023) confirms that the quality of human capital is a fundamental element in realizing superior, competitive, and sustainable education. This study reviews various strategies and practices relevant to *human capital development* in the education sector, ranging from improving the recruitment and selection system for teaching staff, to increasing ... A recent study conducted by Aini Ali Agustini and Annisa Kania Fauzani Tarigan in 2023 confirmed that the quality of human capital *is* not merely a supporting factor, but rather a fundamental determining variable in achieving high-quality and sustainable organizational output.

METHOD

a. Instrument Study

For qualitative data, the instrument used was a questionnaire, intending to measure the level of skills (*human capital*) and its influence on the success of rehabilitation and social reintegration of drug victims. The questionnaire was measured using a Likert scale (1–5), with 1 = Strongly Disagree to 5 = Strongly Agree. Meanwhile, to obtain qualitative data, the research instrument used was an in-depth interview guide, which was conducted with the aim of exploring personal experiences, obstacles, and the role of skills in the recovery process.

b. Technique Analysis Data

The tool analysis data in this research consists of:

1. Analysis Statistics Descriptive

This analysis aims to provide a general overview of the respondents (age, education, skills,

- etc.). The analysis used in descriptive statistical analysis is frequency, percentage (%), average (*mean*).
2. The qualitative data done in stages as follows:
 - a) Reduction data that is:
 - 1) Sorting, selecting, and simplifying data from results of interviews or observations
 - 2) Focus on the statement Which related to skills, rehabilitation process, reintegration challenges, and the role of *human capital*
 - b) Do Categorization & Coding (*Coding*), namely grouping data into themes/issues.
 - c) Withdrawal Conclusion (Verification), which was done with the following stages:
 - 1) Compile findings mainly based on narrative respondents
 - 2) Connect the results findings with the theory or framework conceptual
 - 3) Interpret meaning of data For strengthen the quantitative

RESULTS AND DISCUSSION

1). Dynamics Collaboration Handling Case Drugs in Kampar Regency

Based on the respondents' responses, it is clear that the collaborative dynamics of the three pillars in drug prevention in Kampar Regency have generally demonstrated quite effective performance, particularly in the dimensions of communication, coordination, and shared goals. High scores on these indicators demonstrate a collective orientation among the government, the private sector, and the community in realising a drug-free social environment. This condition aligns with the view of Ansell and Gash (2008) , who emphasised that *collaborative governance practices* can only function well if supported by an inclusive, open dialogue forum based on mutual trust and a collective vision. In the context of Kampar Regency, the coordination forum involving the Police, the National Narcotics Agency (BNNK), the local government, and community organisations can be seen as a concrete implementation of this theoretical framework. The forum is not only a formal communication platform, but also a space for the actualisation of productive collaboration.

Although communication and coordination have been relatively well-established, the study also shows that trust and data-sharing practices remain significant weaknesses. Scores on this indicator are lower than those of other indicators, suggesting that the *trust-building process still faces obstacles*. This finding aligns with Huxham & Vangen's (2005) view that building cross-sectoral trust is a long-term process often influenced by sectoral egos, differing interests, and imbalances in resource allocation. However, normatively, national regulations such as Law Number 35 of 2009 concerning Narcotics and Presidential Instruction Number 2 of 2020 concerning the National Action Plan for Combating and Combating Drugs (RAN P4GN) have provided a clear foundation for the implementation of integrated, sustainable, and participatory cross-sectoral collaboration.

When compared with previous research, the dynamics in Kampar Regency are similar to the findings of Siregar (2021) , who revealed weak information exchange in inter-institutional collaboration in North Sumatra. However, this situation differs from Rahmawati's (2022) study in Yogyakarta, which showed a relatively high level of inter-agency trust thanks to regional regulations, such as the P4GN Regional Regulation, which binds all actors. This means that the Kampar case illustrates that the absence of stronger local regulations limits inter-institutional trust, despite routine and relatively effective operational coordination.

The findings of this study are also consistent with Puspitasari (2021) , who emphasized that limited resources and the dominance of sectoral egos remain major obstacles to the implementation of P4GN collaboration in many regions. In the case of Kampar, the effectiveness of the Desa Bersinar program was shown to be highly dependent on local community involvement and budget support from the local government. On the other hand, there were positive achievements, particularly from the involvement of the private sector

through CSR schemes. The support of six plantation and industrial companies that contributed in the form of drug rehabilitation and counselling is a good practice that aligns with Freeman's (1984) stakeholder engagement theory and Putnam's (1993) social capital concept. Both theories emphasize the importance of social trust and shared commitment in strengthening the effectiveness of cross-sector collaboration.

Nevertheless, several concrete achievements have been made. Data from the Kampar National Narcotics Agency (BNNK) in 2024. This indicates that the number of villages designated as Shining Villages increased to 12, from 7 in 2022. In terms of enforcement, the Kampar Police successfully uncovered 215 narcotics cases with 289 suspects throughout 2023, most of which were inter-district networks. From a preventive aspect, 87 outreach activities were recorded in schools, Islamic boarding schools, and villages with more than 5,000 participants. Furthermore, six local companies have also begun implementing drug education through CSR programs targeting workers and the surrounding community.

Thus, the dynamics of collaboration between the three pillars in Kampar Regency can be viewed as a process that lies between achievement and challenge. Successes such as the increasing number of Shining Villages (Desa Bersinar), high case resolution rates, and private sector involvement are commendable. However, the existence of sectoral egos, limited data sharing, and low levels of participation indicate that strengthening local institutions and regulations remains an urgent need. Going forward, strategies such as strengthening formal coordination, developing a shared information system, and empowering village community organizations are key to ensuring more adaptive, inclusive, and sustainable collaboration in addressing the drug threat in Kampar Regency.

2). Form a Three-Pillar Collaboration to Combat Narcotics Cases in Kampar Regency

The three-pillar collaboration in drug prevention in Kampar Regency demonstrates a close cooperation pattern, adhering to the principles of collaborative governance. This approach emphasizes the involvement of multiple actors, resource sharing, and participatory and transparent communication. Regular meetings between agencies, including the Kampar Police, the National Narcotics Agency (BNNK), and the Regional Government, demonstrate the existence of structured, formal coordination. These meetings not only reinforce shared goals but also serve to reduce the potential for overlapping authority between agencies.

The success of the countermeasures strategy in Kampar is inseparable from the understanding that drug handling is not solely the responsibility of formal authorities but also requires community participation. Community involvement is realised through the Anti-Drug Resilient Village program and the participation of community organisations, the Family Welfare Movement (PKK), Youth Organizations (Karang Taruna), and village volunteers. This community-based approach aligns with the whole-of-government and whole-of-society approach outlined by the National Narcotics Agency (BNN), which emphasizes the importance of synergy between the government and the community in addressing the drug threat. Results achieved, such as the Kampar Police's success in resolving 92% of cases by 2024, are positive indicators, although the increasing trend in cases still indicates gaps in primary prevention, particularly in rural areas that have not been optimally reached.

Thus, it can be emphasized that the three-pillar collaboration in Kampar Regency has demonstrated significant achievements, but still faces structural and participatory challenges. Moving forward, strengthening collaboration requires closer integration between national regulations and local wisdom, increased human resource capacity at the regional level, and community-based innovations that can expand the reach of prevention and rehabilitation. With these steps, drug prevention efforts in Kampar Regency will not only be effective in the short term but also sustainable in creating a healthy, safe, and drug-free society.

3). Form Countermeasures Case Narcotics in Regency Kampar

a). Aspects Promotional (Effort Improvement, Awareness and Education)

Normatively, promotional activities in Kampar also have a strong legal basis. Law Number 35 of 2009 concerning Narcotics emphasises that prevention efforts must be an integral part of the drug control strategy, alongside repressive (enforcement) and rehabilitative (recovery) aspects. Similarly, Presidential Instruction Number 2 of 2020 concerning the National Action Plan P4GN emphasises that anti-drug campaigns must be implemented through cross-sector collaboration, involving educational institutions, religious leaders, community leaders, and private institutions. Therefore, the promotional program in Kampar Regency cannot be considered a stand-alone program, but rather part of a national strategy that prioritises prevention as the primary bulwark in suppressing the potential for drug abuse.

These findings align with several previous studies. Siahaan (2021) emphasised that outreach programs based on formal education and religious communities have proven effective in increasing drug literacy among adolescents. Meanwhile, Hidayat (2020) demonstrated that social media is a highly effective tool for reaching the younger generation due to its fast, interactive nature and ability to disseminate messages across a wide range. This means that the promotional aspect is not merely a tool for disseminating information but also an instrument for building collective awareness, which can strengthen the community's social capital to actively reject drugs.

However, the effectiveness of the promotion program in Kampar still faces several challenges. The intensity of outreach activities is not evenly distributed across all regions, particularly in villages far from the centre of government. Some areas have also not been routinely reached by outreach programs. Furthermore, the variety of media used is still limited, so anti-drug messages have not fully reached all levels of society. Consistency of messaging is also crucial, as the material delivered often differs across agencies, leading to inconsistent perceptions within the community.

Considering these dynamics, it can be concluded that the promotional aspect in Kampar Regency has made a significant contribution to drug control. The collaboration of three pillars—the government, law enforcement, and the community—through outreach, education, media utilization, and approaches based on local wisdom and religion has built a solid foundation for raising collective awareness. However, for a stronger and more sustainable impact, this promotional program must be continuously expanded, intensively strengthened, and aligned with local socio-cultural needs. With these steps, the promotional strategy has the potential to become a primary bulwark in protecting the Kampar community from the threat of drugs at the grassroots level.

b). Aspects Preventive (Prevention Before Happen Abuse)

The research results show that the promotional aspect of drug prevention in Kampar Regency has been categorised as good. This means that the community considers various programs implemented, such as socialisation of the dangers of drugs, counseling in schools and universities, the use of mass media and social media, and religious and culturally-based approaches, to be quite effective. These programs are a clear reflection of the seriousness of the local government, law enforcement officials, and community participation in building public awareness from an early age. This early awareness is crucial because drugs not only erode individual health but also have the potential to damage social structures and cultural values, and threaten the sustainability of the younger generation.

When compared to previous research, these findings reinforce Siahaan's (2021) study, which showed that outreach through schools and religious communities is effective in increasing drug literacy, particularly among adolescents. Similarly, Hidayat's (2020) research confirms that social media plays a significant role in reaching young people due to its fast,

interactive, and easily accessible nature. Thus, the promotional aspect serves not only as a tool for disseminating information but also as an instrument for building collective awareness and strengthening community social capital in combating drugs.

Moving forward, promotional strategies will also need to adapt to current developments. For example, campaigns based on interactive digital platforms, such as educational content on social media, podcasts, webinars, and even anti-drug mobile apps, could be implemented. This approach is relevant to the characteristics of the younger generation, who are more familiar with digital technology. Furthermore, collaboration with the private sector can be strengthened, for example through CSR (Corporate Social Responsibility) programs to support campaign financing and the provision of educational facilities.

Considering these dynamics, it can be confirmed that the promotional aspect in Kampar Regency has made a significant contribution to drug control. The collaboration of three pillars—the government, law enforcement, and the community—through outreach activities, outreach, media utilization, and approaches based on local wisdom and religion has created a strong foundation for increasing public awareness. However, for maximum and sustainable impact, this promotional program must be expanded, strengthened, and adapted to the socio-cultural needs of the local community. If this strategy is implemented consistently, the promotional aspect has the potential to become a primary bulwark in protecting the Kampar community from the threat of drugs, while simultaneously strengthening social resilience at the grassroots level.

c). Aspects Curative (Handling Case Which Happen)

The research results show that the promotional aspects of drug prevention in Kampar Regency have been categorized as good. These programs clearly reflect the seriousness of the local government, law enforcement officials, and community participation in building public awareness from an early age. This early awareness is crucial, as drugs not only erode individual health but also have the potential to damage social structures and cultural values, and threaten the sustainability of the younger generation.

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Moving forward, promotional strategies will also need to adapt to changing times. For example, campaigns based on interactive digital platforms, such as educational content on social media, podcasts, webinars, and even anti-drug mobile apps, could be implemented. This approach is relevant to the characteristics of the younger generation, who are more familiar with digital technology. Furthermore, collaboration with the private sector can be strengthened, for example through CSR (Corporate Social Responsibility) programs to support campaign financing and the provision of educational facilities.

Overall, the curative aspect in drug control in the Regency Kampar Already walk with Good, marked with existence Effective inter-agency coordination and a fairly transparent legal process remain. However, weaknesses remain in the speed of case handling and a tendency toward a repressive approach. Therefore, recommendations include strengthening the rehabilitation paradigm, improving community-based rehabilitation services, and developing a more systematic cross-sectoral coordination mechanism. Thus, the three pillars in Kampar Regency can place greater emphasis on protecting young people from the dangers of drugs rather than solely relying on a punitive approach.

d). Aspects Rehabilitative (addict Recovery)

The research results show that the rehabilitation aspect of drug treatment in Kampar Regency was categorised as good. This finding indicates that the rehabilitation program has been running quite effectively according to the community's assessment, although several aspects still require strengthening. The indicator with the highest score was the involvement of competent medical personnel and counsellors, with a score of 3.9. This confirms that the quality of human resources, particularly health personnel and addiction counsellors, plays a crucial role in the success of rehabilitation. This finding aligns with Marlatt & Donovan's (2005) social rehabilitation theory, which emphasises that drug addict recovery requires not only individual intention but also professional support from medical personnel to ensure a more focused, structured, and measurable behavioural change process.

Furthermore, family and community support for the rehabilitation process is also a significant factor in accelerating recovery. Research by Pradana & Wirawan (2020) corroborates this finding, stating that social support has a positive influence on rehabilitation success rates. The presence of family not only provides emotional motivation but also creates a conducive environment to prevent addicts from falling back into drug abuse. This perspective is consistent with Bronfenbrenner's (1994) social ecology theory, which explains that an individual's behaviour is strongly influenced by interactions with their immediate environment, including family, community, and the wider community. Thus, rehabilitation success depends not only on internal factors but is also strongly influenced by external support.

Victims of Drug Abuse emphasize that rehabilitation is an integral part of the drug control strategy, alongside preventive and repressive aspects. This regulation positions addicts not only as perpetrators of legal violations but also as victims entitled to medical care, psychosocial support, and the opportunity to return to social functioning. Research findings showing an average score of 3.7 on the post-rehabilitation productivity indicator further reinforce the urgency of implementing this regulation consistently and sustainably.

Considering these dynamics, it can be concluded that the rehabilitation aspect in Kampar Regency has been running quite well, but still requires strengthening in terms of accessibility, program sustainability, and reducing social stigma. If the collaboration of the three pillars—government, law enforcement, and the community—can be strengthened with the support of medical personnel, counselors, families, and the business sector, rehabilitation will not only restore individuals but also strengthen the social resilience of the Kampar community against the threat of drugs. In other words, the success of the rehabilitation program will significantly determine the long-term effectiveness of drug control in this region.

e). Aspects Repressive (Action And Enforcement Law)

This analysis is in line with the theory of deterrence (Beccaria, 1764), which emphasizes that certainty, firmness, and severity of punishment play a role important to prevent someone does criminal acts. In the context of Kampar Regency, this theory can be seen from the public's response, which was quite positive towards the enforcement operation, but they still felt that the punishment imposed had not completely resulted in a deterrent effect. This is also in tune with UU no. 35 2009 concerning Narcotics, specifically Articles 111-148, which regulate criminal sanctions for abusers, dealers, and city drugs, including lifetime or criminal death for the perpetrator network. However, although regulations Although the law has stipulated severe penalties, implementation at the judicial and correctional levels sometimes still faces obstacles, for example, the lack of opportunities for remission or weak control within prisons.

Study previously strengthened findings. Hidayat (2021) shows that law enforcement narcotics in Riau, although intensive, has not yet completely reduced the recidivism rate due

to the weak deterrent effect among drug dealers. Temporary, Simanjuntak (2019) finds that the implementation of punishment that is firm and consistent in Sumatra North is capable of pressing cases of drug trafficking significantly, because society realizes consequence heavy if involved. The condition in Kampar looks to be between both of them: enforcement law is already intensive, but the deterrent effect is not yet optimal.

Thus, this discussion confirms that in Kampar Regency, repressive need to be strengthened not only on the stage of arrest, but also on the consistency of the judiciary and the execution of sentences in accordance with Law No. 35 of 2009. Enforcement law, which is certain, fast, and without discrimination, will more capable realize deterrent effect so that the circulation of drugs can truly be suppressed. Furthermore, coordination between the three pillars (the Kampar National Narcotics Agency, the Kampar Police, and the local government) needs to be more intensive to ensure that repressive measures align with preventive and rehabilitative strategies, enabling comprehensive drug control in Kampar.

CONCLUSION

- 1) Dynamics Collaboration . Research results show that the dynamics of collaboration between the three pillars—local government, law enforcement, and the community—in combating drug abuse in Kampar Regency have shown quite good progress. This collaboration is reflected in cross-sector communication, the existence of a coordination forum, and a relatively clear division of roles in program implementation. However, the effectiveness of this collaboration is not yet fully optimal due to limited resources, both in terms of budget and number of experts, as well as inconsistent program implementation that is not evenly distributed across all regions.
- 2) Form Collaboration . This study also confirms that the collaboration that was established was synergistic and multi-stakeholder, with different but complementary roles. The local government plays a significant role in drafting regulations, policy support, and budget allocation. Law enforcement officers, particularly the Kampar Police and the National Narcotics Agency (BNNK), play a dominant role in the repressive aspect, through raids, arrests, and legal proceedings against perpetrators of drug abuse and drug distribution networks. Curative by providing access to health services for victims of drug abuse;
- 3) Overall Findings . In general, this study concludes that the success of drug control in Kampar Regency depends heavily on the synergy of three pillars in implementing promotive, preventive, curative, rehabilitative, and repressive roles. The collaboration that has been well-established needs to be further strengthened, particularly in terms of program sustainability, human resource capacity building, and the provision of more adaptive and binding regional regulations. Without specific local regulations, the participation of the private sector and civil society is often limited to ceremonial activities.
- 4) Taking into account existing dynamics, this study confirms that effective drug prevention efforts do not rely solely on repressive action, but also require a balance between aspects and the full involvement of all elements of society. Going forward, the strategy's success will be largely determined by the existence of ongoing evaluation mechanisms, the strengthening of regional-based regulations, and innovative community-based programs that can expand the reach of prevention. In this way, Kampar Regency can build a stronger social resilience system to sustainably confront the threat of drugs.

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