

## **Disciplinary System in the Royal Malaysian Police Organization in Perak**

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**ABSTRACT:** *Discipline is a discipline monitoring system that is very important for an organization in shaping the culture of the organization to be better quality and superior in the service delivery system of an organization. This situation is also no exception to the Malaysian public service sector, especially in national law enforcement agencies such as the Royal Malaysian Police Force (PDRM). As a major national security force, PDRM has sought to increase and strengthen the level of discipline among police officers in order to meet the demands of the community and the country. High mental, physical, and disciplinary resilience must be present in every PDRM staff to cope with all the workload borne throughout the day to carry out daily tasks. Therefore, the level of discipline and disciplinary control must be strong and sustainable for every PDRM staff. The main factor influencing the level of individual discipline in the PDRM organization is the disciplinary control system and the value of the internal discipline of the PDRM officer. The objective of this study is to find out the differences between the methods of strengthening discipline and discipline used in PDRM organizations and the internal factors of PDRM officers themselves who are the main contributors to disciplinary violations. This study uses a quantitative method which is a questionnaire on PDRM officers currently serving in Kampar district, as well as library research through books and journals. The findings show that there is a discrepancy between the two factors on the level of discipline and discipline of police officers. However, the method of methods used in strengthening the level of discipline and discipline is seen as more relevant in explaining the disciplinary problems that occur among PDRM officers because it has a great influence on changes in the attitude and behaviour of a PDRM officer.*

**KEY WORD:** *Disciplinary System, Discipline, PDRM Kampar*

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Date of Submission: 05-12-2020

Date of acceptance: 20-12-2020

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### **I. INTRODUCTION**

The role of policing began Malay sultanate in which the existence of the law and the enforcement of those laws. The laws that existed at that time were more geared towards customary law or sharia law while enforcement was carried out by Temenggong institutions and warlords (Korporat, 2016).

The history of policing in the state starting in 1874, which is an important milestone in the history of the country since the start of the British Resident system in the states of Malaya expounded by Perak. In 1892 the idea was born the Federated Malay States, the four states are united in a federation. The formation of the team brings together police forces of these states into the Police Force Federated Malay States. The presence of the police force is simultaneous with the formation of the Federated Malay States which came into force on 1st July 1896 (Korporat, 2016).

Discipline and disciplinary control applied in the PDRM organization have created a rank system that reflects the order of leadership and supervision from superiors to the lower levels. Obedience and compliance have been inculcated in the PDRM organization to launch its role as a key enforcement organization that functions in maintaining law and order, maintaining Malaysian peace and security, preventing and detecting crime, arresting and prosecuting offenders, and collecting security intelligence (Akta Polis 1967, 2008).

In ensuring that the role and function of PDRM are carried out transparently, a disciplinary system is formed to create uniformity and discipline of its citizens. Whatever the purpose of the disciplinary system is formed, it is based on justice and fairness which is explained in advance to all members as early as the training period is given again so that they know all the things that are necessary and unnecessary for them to do (Maimunah Amunuddin, 2018).

## II. DISCIPLINARY

Disciplinary action is more aware and not just punishment. Disciplinary action should be taken in the event of irregularities or disciplinary misconduct so that remedial action can be taken in the future and indirectly will be a guide to others (Romli, F., Dahlan, N. H. M., & Ahmad, R., 2012).

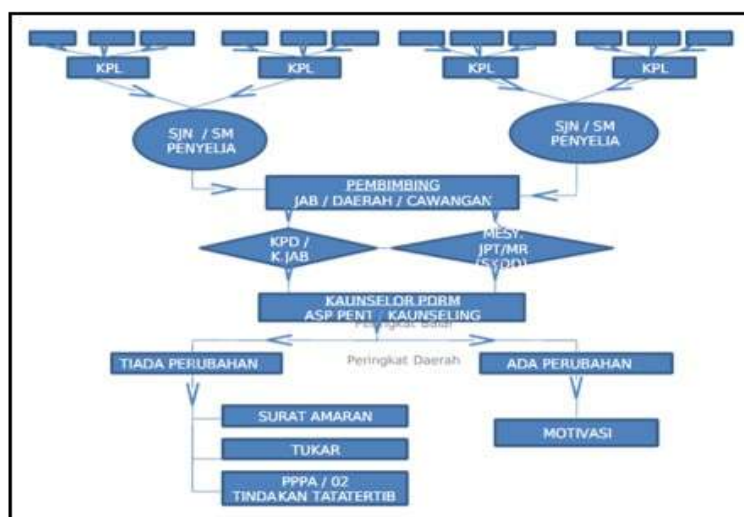
To create a stronger level of discipline and discipline, police duties also need to be equipped with basic training and have various general skills including the ability to communicate well. It also includes informal regulations such as the values contained in the norms of society and has been generally agreed upon as an obligation to be complied with. For example, the need to be polite while on duty, empathetic, be honest, and so on (Ahmad Sarji, 1992).

The disciplinary method used in an organization is formed through the elements of values, beliefs, norms, and attitudes which all these elements at the same time determine the behaviours that need to be followed by individuals in the organization (Michael Armstrong, 2009).

## III. DISCIPLINARY OBJECTIVES IN PDRM

Self-discipline applied through a disciplinary monitoring system is able to create an excellent work culture attitude (Ahmad, N., 2003). The responsibility and moral commitment of the individual, the discipline of the code of ethics of officers in the PDRM organization, and the citizens' compliance with the national legal system which is the core of this disciplinary value are developed in accordance with the local community values in a country (Grant, 2010).

**Figure 1: Chart of Drug Control and Discipline Schemes**



Source: Official Portal of the Royal Malaysian Police

Discipline in the PDRM organization has been established based on the Constitution, Instructions during the leadership, Work Procedures, and also based on the Law. PDRM disciplinary control system is formed in the form of official cooperation or rank hierarchy that has the characteristics of command and control that is able to implement the standardization of departmental activities (Crank, 2004). However, there are also disciplinary controls that take place organically and informally between senior officers and subordinates based on noble values and Islamic characteristics such as camaraderie, transparency, honesty, and trust. Indirectly, the emphasis on the importance of integrity will be embedded in the smallest unit up to the entire members of the PDRM organization.

Public Service Ethics Policy, the concept of Excellent Service, the concept of Clean Efficient and Trust, the application of Values and Ethics, the Policy of the Application of Islamic Values can enhance the public service delivery system, especially to improve the level of discipline and discipline among PDRM staff. Program reforms were also introduced to ensure that the work is done is of better quality and to instil a sense of responsibility and trust in the PDRM staff. Among the reforms at the organizational level that have been done is the use of desk files, work manuals, name tags, customer charters, drafting of work ethic codes, open office systems, integrity management modules, customer meetings, work rounds, and the establishment of monitoring teams (Ab. Rahman, 2005).

#### **IV. CHALLENGES OF DISCIPLINARY IMPLEMENTATION**

The disciplinary system created in an organization can be disturbed by external factors such as the urgent need to preserve personal and family safe from the threat of criminals. However, it can also be due to the habits or norms that are already embedded in the culture of the PDRM organization itself that is tolerant of malpractice, namely; (1) the structure of opportunities and techniques that enable the violation of regulations; (2) socialization through experience or type of work; and (3) reinforcement and encouragement from colleagues (Barker & Carter, 1994: 47).

The inconsistency between the arrangement of the organizational disciplinary system and the implementation of the organizational disciplinary system needs to be emphasized because PDRM officers are faced with two work environments at a time, namely the work environment and the organizational environment. The work environment is an activity that involves the interaction between a policeman and the surrounding community, including the potential dangers that exist when the member performs external duties; while the organizational environment is an interaction that occurs in the police organization itself, namely the hierarchical relationship with senior officers as well as the uncertainty of the role of senior officers in supervisory management (Terril et. al., 2003).

#### **VI. CONCLUSION**

These efforts have been made despite having a positive impact on the improvement of the level of discipline of PDRM personnel, but it can still be questioned. This is because of the problem of attitude and culture is a problem that cannot be solved by simply changing the existing system without taking the initiative to understand the work culture lived by PDRM staff.

Therefore, it is important to conduct a thorough study of the relationship between the influence of organizational culture on the values and ethics of members of an organization. Based on the existing data as well as the conceptual framework that has been developed, further research on the relationship can be contextualized into the cultural climate of the PDRM organization.

Therefore, apart from just analysing the facts that are national in nature, the study should also be done on a smaller scale such as the culture of the PDRM organization in each of its sub-departments. This is important so that the knowledge of local cultural relations with the implementation of the work movement can be analysed in more depth and the ability to provide more substantive results on the development and strengthening of discipline for all PDRM members at all levels of the hierarchy. Because disciplinary monitoring and its implementation must be mobilized comprehensively and continuously.

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