



Volume 3	Issue 3	March (2024)	DOI: 10.47540/ijqr.v3i3.1173	Page: 226 – 237
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Analysis of Correctional Institution Officer Interaction Patterns and Stress During Implementation of Correctional Revitalization in Nusakambangan Indonesian

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ARTICLE INFO

Keywords: Interaction, Maximum Security, Medium Security, Stress, Supermaximum Security.

Received : 14 October 2023

Revised : 08 February 2024

Accepted : 27 March 2024

ABSTRACT

The implementation of correctional revitalization is not only related to structural adjustments and security protocols at Super Maximum Security (SMAX), Maximum Security (MAX), and Medium Security (MS) correctional facilities; it may also have an impact on changes in officer-inmate interaction patterns and the psychological stress officers. After the implementation of institutional revitalization, this study intends to investigate the patterns of officer-inmate interaction and the levels of stress experienced by correctional institution personnel in Nusakambangan with various degrees of security. Eight officers were interviewed as part of the research approach, which involved descriptive qualitative analysis, in four prisons on Nusakambangan Island. The analysis's findings give an example of the many ways that SMAX, MAX, and MS prison guards and convicts engage with one another. Because of restrictions on prisoners' freedom of movement, the implementation of security measures, and disparities in treatment within the development program, different interaction patterns result. Comparing convicts in XMAX and MAX prisons to those in MS prisons, authorities believe that MS prisoners spend more time outside of their rooms engaging in activities, which could compromise security and order. The result is that because inmates in MS prisons are free to roam the facility, but inmates in SMAX and MAX prisons engage in more activities in their quarters, the stress level for officers in MS prisons is higher than the stress level in SMAX and MAX prisons.

INTRODUCTION

A pattern of communication between two people is called interaction. According to Type & Kelly, communication is the process through which an individual (communicator) delivers a stimulus (often in the form of words) with the intention of influencing or securing the conduct of others (audiences). In the social interaction model, the emphasis is on personal and social relationships between employees. This model focuses on improving the ability to relate well to other people (Holillah 2022). According to Katriel and Philipsen 1981 that typically refers to interpersonal face-to-face interaction (Alena Kluknavská, Martina Novotná 2023). Humans engage in interpersonal communication in this communication. According to Prajarto (2018), interpersonal communication is

communication that occurs between two or more people, which is usually not regulated formally. In interpersonal communication, each individual uses all the elements of communication, the meaning here is that there is a message sender and message recipient (Rahmi, 2021). According to correctional institutions, a communication relationship between officials and subordinates must be created in order for effective training to take place. Poor communication has an impact on stress levels for the perpetrator, causing problems in interactions. Norman and Hirdes (2020) that the rate of serious mental illness in these correctional institutions is estimated to range between 9–20% (Tamburello, Kaldany, and Dickert 2017). Correctional services (CS) increasingly take a rehabilitation and reintegration approach as a more holistic and

humanitarian to tackling the challenge of reoffending (Hean, Willumsen, and Ødegård 2017).

To improve coaching for prisoners in correctional institutions, communication is fundamentally important (Cunha et al. 2023; Jarman 2020). When communication is established between correctional personnel and convicts, the coaching process will function well. However, the Maximum Security (MAX) Prison's restricted inter-prison communication interferes with the coaching process for terrorist inmates at the Super Maximum Security (SMAX) Prisons. The supervisor-convicted terrorist communication relationship is a little looser at the Medium Security (MS) Correctional Institution, though, referring to Law No. 22 of 2022 about correctional, which states that positive interactions between coaches and convicts are necessary for the coaching process. We may at some point come across disagreements or a situation that leads to conflict; in reality, we continue to communicate with those who hold opposing views to our own. The point is to resolve the conflict and make relations harmonious again (Rahmi, 2021).

Conflicts will always occur in SMS prisons due to poor communication. Prison staff experience moral dilemmas related to the specific situation of "working with prisoners" (Schaap et al. 2022). To meet with criminals, one must limit oneself to cops who are fully covered up and adhere to strict security protocols. Officers cannot speak to prisoners when dealing with them, causing a rift in their connection. From this angle, it is evident that prisoners in Prison SMS and MAX Prison go through a lot of stress during the sentencing procedure. Given the central role Prison Mental Health Teams were expected to play in referrals, staff talked about the importance of developing relationships between Prison Mental Health Teams and ISU (the Integrated Support Unit) staff (Dyer et al. 2021). Vice versa, officers will also experience a level of stress because relationships that do not occur indicate good relations with convicts. When there is a communication relationship between the two, there will also be mutual suspicion between the cops and the prisoners. The officer will be concerned that your constant communication with inmates would change their thought patterns and other factors that prison staff are aware of. As a result, efficient communication between the two is

essential for the establishment of coaching in line with legal considerations.

There is a relationship that exists between convicts and cops that is marginally distinct from relationships between other people. In terms of movement and scope, the connection between prisoners and officers is somewhat constrained. Particularly in the bonds that are forged between guards and inmates in facilities with extreme levels of security, as was the case in several MAX and SMAX prisons. Unlike the connections made between MS Prison and Minimum Security. Building relationships at the MAX and SMAX Prisons is very tough due to the physical and psychological restrictions, making it difficult for the officers to coach the convicts.

In comparison to the interaction between police and inmates in medium and minimum prisons, it is a little more relaxed, and intimate physical and psychological relationships are permitted so long as they do not compromise security and order or degrade inmate guidance. The prisoners have substantial mental health needs, with high rates of comorbidity (Lai et al. 2022). Trauma can also have adverse effects, suggesting that those in contact with a traumatized individual are at risk of developing significant emotional and psychological difficulties (Page and Robertson 2022). This is not unique to secure hospital settings, with correctional officers also self-reporting being exposed to potentially psychologically traumatic events (Ireland et al. 2022). Schaufeli & Peeters, 2000 that the role of prison officer (also known as correctional officer) is a stressful occupation across countries (Zhao, Nylander, and Bruhn 2023).

Relationships between living beings are not something that just happens. Of course, there must be numerous mechanisms in place for connections to be established properly and be good relationships to exist. There needs to be a process of further recognition between human beings so that there are no misunderstandings between human beings. Such as the introduction of various characters and also the habits of each individual (Resky 2019). At the time of this introduction, emotions arise that occur between two people. In Fredrickson and Branigan (2005), positive emotions such as amusement broaden the scope of attention and prompt people to pursue a broader range of thoughts (Alena Kluknavská, Martina Novotná 2023).

When paying attention, society's objective is to advance so that it can get back on the proper track. The fundamental idea is in keeping with what Sahardjo expressed about the concept of corrections when he said, "in line with the sense and vision of the law, we describe our conception of national law with a Banyan Tree which symbolizes "Protection". According to the Protection Banyan Tree, the goal of criminal law is to defend society against activities that disrupt daily life by intimidating bullies with consequences. 2020 (Zarkasi) As said by Sahardjo. "The state has no right to make a person worse or worse than before he was imprisoned" and "should not always be guilty of a criminal that he is a criminal". This implies that imprisonment must be placed within the framework of building lawbreakers so that they can reintegrate healthily with society. This thinking then becomes a goal concept of the Correctional System where correctional implementation is held to form correctional (Page and Robertson 2022). Inmates must mature as full people, own their shortcomings, take responsibility for their actions, and avoid committing crimes in the future to be reintegrated into society, participate actively in growth, and lead normal lives as law-abiding citizens. This idea demonstrates how society seeks to convey the idea that the state is necessary to safeguard society by lowering the factors of crime and improving the chances of lawbreakers being accepted back into society by helping them develop as better people. Based on the aforementioned circumstances, the community has a crucial role to play in re-establishing a peaceful environment in society after criminal activity.

Corrections were initiated in 1964 by Dr. Sahardjo (Ministry of Justice), who made a major contribution to changing the old prison system. He asserts that the penitentiary is a system that contains and promotes the human side. That every convict is a complete human being who is serving his sentence in prison. But the problem is that there are restrictions on space for movement and relationships that are forged in increasing interventions in coaching so that correctional goals can be realized, namely integration with society to be even better when you finish serving your sentence in prison.

If the restriction of this relationship is still carried out, it will reduce the intervention of

officers in improving guidance and relations between officers and prisoners even further. Every prison should carry out personality development and self-reliance development to be able to follow the goals of correctional.

Development in the field of independence is carried out with the aim that after convicts leave prison they can be independent by working for other people or opening their businesses so that they can be useful in society (Ramadhan, Ginting, and Octenta 2021). The social reintegration program, however, was also unsuccessful because neither the MAX Correctional Institution nor the SMAX Correctional Institution received any independent coaching program at all. Due to the lack of instruction in self-reliance, this may have an impact on the issue of psychological strain for prisoners in SMAX prisons.

The Prison is an environment that is characterized by the loss and absence of key freedoms and rights such as the loss of liberty, desirable goods and services, heterosexual relationships, autonomy, and security (Sykes 1958) (Irfan et al. 2022). The emergence of this issue coincides with the publication of Minister of Law and Human Rights Regulation Number 35 of 2018 about the Revitalization of Correctional Administration, which relates to Indonesia's revitalization. Correctional facilities will not create or inspire revival; rather, revitalization is something that reinforces the current system to make it more effective than it was before. But by tightening a few things as mentioned in the Regulation of the Minister of Law and Human Rights of the Republic of Indonesia Number 35 of 2018 concerning Revitalization, we can bring up the earlier points.

The Revitalization of Correctional Administration, as stated in Article 2 Letter (b) of this Regulation, intends to strengthen the objectivity of measuring changes in the behavior of inmates, convicts, and clients as a guide in the execution of services, coaching, and guidance. the implementation of security at prisons and detention facilities should be improved, as stated in Article 2 Point (d).

In prisons and detention facilities, the opposing sides can have different goals and purposes in mind. To develop a correctional system, it is wanted to increase coaching; however, on the other hand, it is tightened by categorizing

correctional institutions into minimum, medium, MAX, and SMAX categories. According to Article 8 paragraph (2) of regulation number 35 of 2018 from the Minister of Law and Human Rights of the Republic of Indonesia, the Revitalization of Convict Development program mentioned in paragraph (1) is held in one of the following prisons: a. Super Maximum Security Prison; b. Maximum Security Prison; c. Medium Security Prison; or d. Minimum Security Prison.

The explanation provided by the Minister of Law and Human Rights above demonstrates two opposing viewpoints. On the one hand, the Department of Corrections anticipates an increase in the behavior changes of prisoners, but on the other, it tightens security for some prisoners, making it difficult for coaching to function as effectively in line with the objectives of the correctional system. To change inmates' behavior and encourage better behavior, cops and coaches should intervene more frequently and carry out ongoing conversations. On the one hand, compared to other criminal cases, behavior adjustment for terrorist offenders is a little more difficult. The Super Maximum Security Prison and the Maximum Security Prison have stricter coaching procedures generally, making it challenging to enhance inmate behavior modification.

In Yudha Cahyo Prabowo's research (Prabowo 2020), the results of the research that have been presented relate to the treatment of high-risk prisoners in Indonesia. High-risk prisoners do have a high level of risk to security and order because they have tendencies of anti-social behavior in correctional institutions, but the security approach that has been conveyed in the Regulation of the Minister of Law and Human Rights of the Republic of Indonesia Number 35 of 2018 concerning Revitalization of Correctional Administration is not in accordance with the correctional concept initiated by Sahardjo and Bahroedin Soerjobroto namely restoring the relationship between their lives and their livelihoods with the community. Treatment of high-risk prisoners that prioritizes a security approach. In the study of prison sociology, the greater the security approach contained in Correctional Institutions, the greater the pressure and stress on prisoners so this does not eliminate existing deviations but increases the quality of these deviations. When associated with one of the

principles of correctional, this is very contradictory where one of the principles of correctional says that the State has no right to make a person worse off and convicts are only sentenced to lose their freedom of movement while serving their sentence, this shows that the restriction is only on freedom moving convicts and other rights must be accommodated by the state. The difference with this study lies in the subject's stress level. Yudha previously studied the stress experienced by convicts; in the present study, he examined the stress experienced by prison staff as they carried out their tasks. The Self-belief in legitimacy among such high-ranking officers in the prison was unusually high compared to, that those respondents who cited the uniform as the source of legitimacy judging from participants' tones of voice on the expression of their confidence (Akoensi 2016).

According to the context of the aforementioned issues, it can be said as follows: What are the patterns of interaction between prison inmates and correctional officers, as well as the stress levels experienced by the officers during the execution of Nusakambangan's correctional revitalization?

METHODS

In four Nusa Kambangan prisons—Class I Super Maximum Security (SMAX) Prison Batu Nusa Kambangan, Class IIA Super Maximum Security (SMAX) Prison Karang Anyar Nusa Kambangan, Class IIA Maximum Security (MAX) Prison Besi Nusa Kambangan, and Class IIA Medium Security (MED) Prison Permisian Nusa Kambangan—research was conducted in November 2020.

The method used in this research is qualitative research with a case study approach. According to Berg & Lune (2017), Qualitative research is research that refers to meanings, concepts, definitions, characteristics, and descriptions of the things studied (Beyens et al. 2015), suggesting that prison research prioritizes qualitative research, as it is best suited to research questions for understanding prison life, work, culture and with particular interest for staff-inmate interaction. Qualitative research seeks answers by exploring various social settings and groups or individuals who are in a particular setting (Lune and Berg 2017). According to Wiranta (2005), this study uses

a qualitative approach as a strategy to collect and utilize all information related to the subject matter. Descriptive research is a type of research that provides an overview or description of a situation as clearly as possible without any treatment of the object under study (Situmorang 2019). The informants of this research are correctional officers and prisoners in correctional institutions with minimum, medium, maximum, and super-maximum security classifications.

Data collection techniques by observing the Nusa Kambangan prison and direct interviews with eight officers in the four Nusa Kambangan prisons. According to Margono, observation is the systematic observation and recording of visible symptoms (Lukito & Sinaga, 2021). The selection of officers is carried out for officers who have a high risk of stress while working, such as security officers and the prisoners selected are prisoners who have heavy sentences.

The data analysis technique used is to analyze data from in-depth interviews with officers at each prison and several prisoners. The interviews were analyzed to provide a specific picture regarding the patterns of interaction and stress conditions for officers while carrying out their duties in Correctional Institutions with different security level classifications.

RESULTS AND DISCUSSION

Prisoners' Interactions with Officers of the Law

According to the security level classification, which includes SMAX Prisons, MAX, MED, and Minimum Security (MS) prisons, the renewal of correctional operations has led to changes in the pattern of contact between officers and prisoners. Only 3 (three) prison classifications—SMAX prison, MAX, MED, and MS—were researched for this study.

This study discovered that SMAX Prison uses the individual separation method to administer a coaching program for high-risk inmates. Each prisoner is assigned a single residential room. The correctional guardian reviews each prisoner's attitude and behavior using a webcam and records it in a daily report. Because there are more prisoners in the room and continuous CCTV monitoring there, staff engagement is highly limited. In addition to every room, residential block, and guard posts are all equipped with CCTV technology, so

the potential for escape and convicts is very small. Officer-prisoner interaction is limited through monitoring activities with CCTV which is carried out on a shift system. Opportunity for prisoners outside the room (wind and wind) is given for 1-2 hours with very strict supervision and security protocols. This approach is carried out to encourage behavior change and reduce the risk level of these prisoners (Liebling and Arnold 2012).

Based on the findings, it show that officers in medium-security level correctional institutions have more positive contact with inmates compared to maximum and super-maximum security level correctional institutions, indicating that there are significant differences in the dynamics of interactions at various security levels. More positive interactions in medium-security correctional institutions may be due to a variety of factors. Medium-security inmates may have lower risk or greater exposure to rehabilitation programs. This can create a more conducive environment for officers to work together with their colleagues to facilitate rehabilitation and preparation for returning to society. Littlejohn and Foss (2011) Mention that reduction theory which was developed by Berger Calabrese explains how someone communicates when being in a social environment that is not Certain (Bahfiarti 2020). Significant differences in the aspects of security treatment and coaching at each level of prison security have implications for changing patterns of interaction between officers and prisoners.

A study of the SMAX prisons in Class I Prison Batu Nusa Kambangan and Class IIA Prison Karang Anyar Nusa Kambangan revealed a tendency for very tight prison security and relatively few staff relations. The availability of coaching programs for inmates is relatively limited due to strict security procedures, limited space can result in inappropriate behavior. Bullying occurs when there is uncivil, rude, and aggressive behavior from one or more individuals towards other individuals, usually in the context of an imbalance of power (Einarsen et al. 2011) (Manolchev et al. 2023). Based on research conducted in this prison, officers are required to wear armored clothing and are not allowed to interact directly with prisoners without security measures. when a security problem occurs, the most stressed are the prisoners.

To encourage terrorism convicts to change their radical attitudes, recognize the unitary Republic of Indonesia, and be able to act nationalistically, officers with the National Counterterrorism Agency team—which includes spiritual officers (teachers/clerics)—interact with prisoners as part of the coaching program. The exchanges that take place between officers and prisoners while this paradigm is developed typically result in significant social distance. The resistance and dubious mindset of the prisoners developed in reaction to the coaching imparted.

Prisoners in prisons with MAX classification (Class IIA Besi prisons), receive treatment to change the attitudes and behavior of prisoners who are aware of mistakes, comply with laws and regulations, and improve discipline (Liebling and Arnold 2012). Prisoners began to be placed in groups in residential blocks. Prisoners are observed in a limited environment and receive various coaching programs such as religion, national and state awareness, legal awareness, intellectual ability, psychological counseling, and rehabilitation. If within a certain period and based on the results of community research, maximum prison inmates show changes in attitude and behavior, then they can be transferred to Medium Security Prison.

There is still virtually little interaction between prisoners and officers in MAX jails. Convicts' freedom of movement and relations with other prisoners and security personnel are nonetheless restricted by security measures. Prisons provide the opportunity for inmates to leave the room (to do wind and air) for one to two hours as Prisoners SMAX, then put them back into their respective rooms. the least. consistent finding with the present study which revealed that employees who felt organizational support would engage in a variety of inventive tactics, favorably affect others' attitudes and mindsets, and teach them how to speak, negotiate, and solve problems which could be useful as an antecedent of psychological capital (Aprianti et al. 2023).

Prisoners in facilities with a medium level of security have been told to develop their skills in accordance with their potential for talent and the availability of coaching tools in the facility. Prisoners have also been housed in residential blocks in groups. Prisoners in medium-security facilities get education and skill development from

beginner to advanced levels, and they can be recognized for their knowledge and abilities with a certificate from the prison's administrator. However, in prisons with medium security, inmates are given the freedom to carry out social interactions, so that inmates can strengthen and motivate each other from one prisoner to another (Aliza, Krisdiana, and Hamzani 2020).

In medium jails like Class IIA Permisan prisons, the interaction between guards and inmates takes a more direct and active form. Officers and convicts frequently interact openly, with the exception of the prisoners being housed in rooms in groups. According to a set schedule, prisoners are allowed to conduct activities outside of their residential rooms in prisons. Officers no longer employ the same level of stringent security measures as at Prison SMAX. More coaching activities are conducted with the help of and under the supervision of authorities. Prisoners and officers can engage in a variety of activities together, including sports, work, religious growth, and other activities.

The simplicity of work for officers is impacted by variations in interaction patterns between prisons and security-level classifications. An officer at the SMS prison compared his observations to those of an informant at the RSJ and said: Yes, there are a lot of prisoners inside and they don't leave the room and now there is also CCTV too because every room has CCTV and outside there is CCTV and everything is easier, (Head of the Class IIA Iron Prison Security Team, Mr. SRJ November 12, 2020).

Officers at the MED Security Prison have various experiences. Due to increased activity time and interaction outside of the room, this pattern of interaction with convicts in this type of jail has the potential to cause security disturbances. Officers experience heightened stress as a result. The psychological pressure is enormous. Prison makes all inmates psychologically vulnerable, in non-pandemic times (Sim 2023). Letson et al. 2020; Fusco et al. 2021, Previous research highlights law enforcement officers (LEOs) and related helping professionals (e.g. corrections officers, parole officers, and social workers) experience worse psychological health outcomes due to prolonged exposure to their roles and environments (Beer et al. 2022). An informant who serves as the head of the

Permissan Prison Guard Squad revealed: “My experiences are mostly about security disturbances which are sometimes a bit of a burden for me because there must be commotion when we send the minimum number of personnel” (Interview with the Head of the Guard Squad for Prison Permisian, Brother ISM, November 12, 2020).

According to the study's findings, very few interactions between prison guards in SMAX and MAX prisons have changed as a result of the rejuvenation of the penal system. The interaction between jail personnel is more direct and intense in MED institutions. It is difficult to get prisoners ready for social reintegration under these circumstances. Officer behavior at SMAX and MAX Correctional Institutions gives the idea that a penitentiary is a place for punishment or retaliation. The recorded data also reflects previous findings regarding the impact of mental stress in the context of performance (Liem, 2019) (Ningsih and Misrah 2023). In other words, there are different variations of social distance between officers and prisoners, as a characteristic of correctional institutions that implement revitalization. The social distance between officers and prisoners varies, ranging from gaps to informal (Mcewan et al. 2017) and intimate relationships (Darling, Kallen, and VanDusen 1984).

This pattern of interaction illustrates what Szasz & Hollender (1956) (Kaba and Sooriakumaran 2007) call the basic pattern of the relationship between prison staff and prisoners who are Active-Passive, namely a situation when prison staff actively perform tasks according to the demands of tasks towards passive inmates.

Whereas the pattern of interaction in MED Prisons shows the direction of the Guidance-Cooperation and mutual participation relationship, which characterizes the obedience of prison staff and inmates, active participants, and the efforts of Corrections to help inmates to help themselves (Szasz and Hollender 1956).

Officer-prisoner interaction is key in coaching because interpersonal communication can be built which encourages self-change. Interpersonal communication is communication between people face to face, which allows a person to capture the reactions of other people directly, either verbally or nonverbally. According to Mubarak & Andjani (2014), Interpersonal communication emphasizes

not only the type of message content exchanged but also learning how you exchange it (Rahmi, 2021). This communication pattern is effective in changing attitudes, opinions, or human behavior as a result of its dialogical process.

Interpersonal relationships are a key factor in the pattern of officer-convict interaction to build trust and provide guidance that has an impact on changes in the attitudes and behavior of prisoners, according to the objectives of the correctional facility. Peizer, Lewis, & Scollon (1956) explained that rehabilitation in correctional institutions is a function of interpersonal relations. This means that the “cure” of deviant behavior requires a change in behavior patterns towards social conformity, which is very basic which involves the reorganization and reintegration of the individual's relationship with the world in which he lives and the people associated with him. Coaching as a convict rehabilitation effort requires development and communication, within prison walls, supportive, and beneficial, which will serve to encourage acceptance of new social perceptions (Peizer et al. 1956).

Rizzo, Davey, & Irons (2021) in their meta-synthesis study concluded that interpersonal interactions between inmates and prison staff can affect the health and well-being of prison staff. Some key factors were identified in the findings of the useful interaction study which emphasized a) the importance of trust and respect between prison staff and inmates, b) the use of discretion and informal assistance by prison staff as tools that need to be applied consistently and c) communication skills (Rizzo et al. 2021).

Stress of Correctional Officers for Prison Inmates

Based on this research, it is clear that prison officers are subjected to a variety of psychological pressures during the inmate correctional revitalization programs that have been implemented by MS Correctional Institution at Permisian Class IIA Correctional Institution, MAX Institution at Batu Class IIA Correctional Institution, and two SMAX at Class I Batu and Class IIA Karang Anyar Correctional Institution.

Interviews with informants at the Medium Penitentiary found that the minimum number of officers, the large number of occupants, and the freedom of inmates' activities caused stress for officers at work. Li, Zhang, Loerbros, Angerer, &

Siegrist, 2015, Work-related stress has significant costs to individuals, organizations, and societies. Individuals are at risk of poor physical and mental health (Clements and Kinman 2021). Officers have a workload to oversee activities and coaching activities carried out that have the potential to cause disturbances to prison security and order, including threats to their safety. An informant said: "... there is pressure, sir, on our security issues. What I said to you, sir, is that there are only 5 personnel, sometimes there are so many of them and that's the problem, sir, it's a room problem. it's impossible for a small problem to reach the top (superior) sir, if a small problem can't be (solved) what's the point of the commander on guard if you can't keep on taking care of it if you go up to the top also the leader also can't even deal with problems like that" (Interview with Head of the Correctional Guard Team) ISM Brothers Permission, November 12, 2020).

Stress is also experienced by medical staff who have served inmates for nearly fifteen years at the MED Prison. He revealed: Yes, I'm bored, yes, I'm bored because for 15 years I've been here the only medical officer, yes, there are too many patients and limited medicines and the patients have many diseases and various diseases and the sentences are too long and the patients are the same - That's all, (Interview with KN Medical Officer, November 12, 2020).

Very different psychological pressure was experienced by officers at Prison SMAX and MAX. Mirowsky and Ross (1989) defined psychological distress is the hostile individual condition of sadness and nervousness (still anxious, agitated, worried, irritable, and fearful), which has both emotive and mental appearances (Qamar, Chethiyar, and Equatora, 2021). Perceived stress is the thought or feeling that an individual has in regard to stress at a given point on schedule or throughout a given time frame (Qamar, Mariamdarani Chethiyar, and Equatora, 2022). The work tempo is calmer because there is very strict supervision of the activities of prisoners. The potential for security breaches that can trigger concerns is minimal. The prisoner's condition is always locked for 24 hours, and only winds come out for a maximum of 1-2 hours with extra strict escort procedures. The officer says: "If I'm never pressured sir, I'm used to it sir and ready to work" (Interview with the Head of Class IIA Iron Prison

Security Team, Mr. SRJ November 12, 2020). "I'm happy, sir, and not pressured at all" (Interview with the Head of the Class IIA Iron Prison Security Team, Mr. SRJ, November 12, 2020).

The police informant's explanation demonstrates that their work does not exhibit significant stress while they are performing it. Due to the increased number of convicts in the room, officers are happier and more engaged in their duties. The MAX correctional officer said: "I don't have any mental pressure, sir, so so far I've been enjoying it, what is the duty of the state assigned to us here, I feel happy, sir.So for me there is no stressful period, if indeed when I was in prison before here there was more and more frequent interaction with the inmates, but here it was only as needed, so for example, if there is a religious counseling activity we sit there, mingling with friends to listen and keep on guarding later, my BNPT team will only keep an eye on it" (Interview with the Head of the Section for Guidance for Class I Lapas Batu, Mr. SRD).

The officers at the SMAX Karang Anyar Penitentiary also endure low levels of stress at work. However, his position as an officer is a source of psychological pressure when he is not on duty and is present outside the prison. The source told us: For mental pressure, we have been assigned, sir, to be like those in prison, which is all in the spotlight. I'm proud here, but at least I'm not complaining... For mental stress, we protect ourselves, sir, we go home, we don't dare to use this attribute, we dress freely as if we were ordinary citizens and we also have a family (Interview with Head of Sub-Household Class IIA Penitentiary Karang Anyar, Mr. AAK).

This finding is in line with the results of a study conducted by Castle & Martin (2006) which concluded that perceived danger and job satisfaction are significant predictors of job stress and general stress among prison staff (Castle and Martin 2006). Research conducted by Bourbonnais, Jauvin, Dussault, & Vézina (2007). Companionships are routinely identified as factors that can reduce feelings of stress and improve mental health outcomes for the incarcerated (Berkman et al., 2000; Kelman et al., 2022; Listwan et al., 2010; Patel et al., 2022; Seeman et al., 2002 (Edison and Haynie 2023). Correctional officers in Quebec show similar results. They concluded that the signs of the

psychological pressure of correctional officers, among others, are related to high psychological demands, and work stress threaten. In his research, Ferdik (2016) has explored how correctional officers' perceptions of hazards and risks in the workplace influence officers' perceptions of injury risk (Ferdik 2016). Situations that are assessed as identity threats are mostly situations that cause stress (Berjot et al. 2013).

Describe your research's findings in light of the study's objectives and problem. Discuss your findings in light of the theory, concept, or earlier discoveries. should give a thorough, clear, and full explanation of this area. In this chapter, the author is free to add subchapters.

CONCLUSION

Based on the results of the research and analysis above, it can be concluded that the implementation of correctional revitalization creates interaction patterns and stress conditions that vary among officers in each prison with different levels of security. The pattern of interaction between officers and prisoners at Prison SMAX and MAX is more limited with the application of extra security procedures so interpersonal communication that supports coaching is minimal. Meanwhile, in MED prisons, the interaction between officers and prisoners is more intense, because inmates have more time to act and communicate with officers outside their rooms. However, in terms of stressful conditions, officers at Prison SMAX and MAX show a pleasant work experience and a mild level of psychological pressure, because inmates are more closely controlled and supervised. Whereas the stress of officers at medium prisons is felt more strongly, as a consequence of the potential threat of disturbances to the security and order of inmates who have time to interact and be active outside of residential rooms.

It is hoped that the House of Representatives of the Indonesian Republic will be able to restore the position of Correctional Institutions by not classifying high-risk prisoners and treating convicts with the same treatment. For the Directorate General of Corrections to place officers in MED Prisons, officers who have peace of mind, the ability to control situations, and are ability to work under pressure. Officers at MAX Prisons and SMAX Prisons can place officers who work without

any pressure and whose mental condition is less stable.

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