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# PROSECUTOR CAPACITY DEVELOPMENT IN THE KUNINGAN DISTRICT PROSECUTOR'S OFFICE, WEST JAVA PROVINCE

Dudi Mulya Kusumah<sup>1</sup>, Ramadhan Pancasilawan<sup>2\*</sup>, Widya Setiabudi<sup>3</sup>, R Willya Achmad W<sup>4</sup>

<sup>1</sup>*Padjadjaran University.*

<sup>2</sup>*Padjadjaran University.*

<sup>3</sup>*Padjadjaran University.*

<sup>4</sup>*Padjadjaran University.*

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Corresponding Author: Ramadhan Pancasilawan

([ramadhan.pancasilawan@unpad.ac.id](mailto:ramadhan.pancasilawan@unpad.ac.id))

## ABSTRACT

*Prosecutors play a crucial role in implementing and maintaining justice and balance within the judicial system. Prosecutors not only serve as law enforcers but also as protectors of the truth, ensuring that justice is upheld in every case they handle. In this study, the focus of prosecutor capacity development is based on three main dimensions: knowledge, skills, and attitudes. The research method used a qualitative research approach. Based on the analysis of the three previous dimensions, an additional, complementary dimension was identified: the dimension of increasing emotional capacity. Increasing the emotional capacity of prosecutors is crucial because optimal emotional management is crucial for maintaining objectivity, avoiding cognitive bias, and ensuring fair decisions. Furthermore, developing emotional capacity plays a crucial role in building professional interactions.*

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**KEYWORDS:** Digital Media, Artificial Intelligence, Data Privacy, Virtual Reality, Industry Innovation.

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## 1. INTRODUCTION

Prosecutors play a crucial role in maintaining the integrity and balance of the judicial system. Prosecutors serve not only as law enforcers but also as guardians of the truth, ensuring justice is served in every case they handle (Sitinjak, 2018). Their presence is felt not only during prosecutions but also during the early stages of investigations, ensuring that cases submitted to the court are based on solid facts and evidence. Prosecutors face numerous challenges in carrying out their duties, which encompass various areas, including asset management, elections, and civil and state administrative law. In asset management, prosecutors are often faced with the task of ensuring that state assets are managed efficiently and are not misused. Prosecutors must ensure that public asset management complies with applicable laws and procedures, identify and prosecute violations or misuse, and uphold justice in cases involving asset misuse (Pulungan, 2022).

Prosecutors face various obstacles in carrying out their duties, such as the complexity of the cases they handle, political pressure, and changes in legal and social dynamics. Prosecutors must consistently maintain their independence, prioritize justice, and uphold legal principles in facing complex and diverse challenges across the various legal fields they handle (Pulungan, 2022). Technological developments and social dynamics also influence how prosecutors handle cases. Therefore, prosecutors must continually improve their capacity, adapt to changes in law and technology, and maintain integrity in the face of complex challenges in the various legal fields they face daily (Ninla *et al.*, 2014).

Capacity development programs are crucial to assisting prosecutors in addressing these challenges. Capacity development programs are crucial for prosecutors facing the highly complex challenges of the modern legal world. Capacity development programs not only aim to enhance existing legal skills but also align them with new and evolving demands (Taolin, 2022). Legal skills training is a crucial part of capacity development efforts. Prosecutors need to develop a deep understanding of evolving social issues. This includes understanding societal dynamics, changes in public policy, and the impact of social change on the legal field (Lawrence *et al.*, 2019).

Previous research conducted by Roga (2019) revealed empirical results that civil servant capacity development in Province 8 of East Nusa Tenggara

has not achieved optimal results. Supporting factors include local government commitment, employee enthusiasm and passion, and scholarship support from third parties. Inhibiting factors include limited budgets, weak coordination between Regional Apparatus Organizations (APOs) in compiling analyses of real organizational needs, and limited information on opportunities for civil servant resource development. In contrast to previous research, research by Lestari & Wicaksono (2019) explains that institutional capacity building efforts to improve employee performance at the State Treasury Service Office/KPPN of Kudus Regency are considered effective through leadership carried out by the Head of the KPPN Kudus, appropriate discipline improvement programs from the Ministry of Finance to improve employee discipline through rewards and punishments, and the complete and comfortable facilities at the KPPN Kudus.

## 2. LITERATURE REVIEW

### 2.1 Capacity Building

According to Keban (1999), capacity development is a series of strategies aimed at increasing efficiency, effectiveness, and responsiveness in work. Meanwhile, according to Sumpeno (Ratnasari *et al.*, 2015), capacity development is a change effort to: 1. Increase individual capabilities in knowledge, skills, and attitudes. 2. Improve institutional and organizational, financial management, and culture. 3. Increase community progress in independence and anticipation of change.

### 2.2 Capacity Development

Skidmore (1983) stated that the capacity development process has three main dimensions: knowledge development, skills development, and attitude development. According to Notoatmodjo (2014), the factors influencing knowledge are as follows: 1. Education, 2. Age, 3. Environment, and 4. Socio-cultural factors. According to Ratnasari *et al.*, 2015, activities to develop knowledge informally can be carried out through training.

### 2.3 Social Functioning

Social functioning is defined as the ability of individuals, families, groups, or even communities and social systems (institutions and social networks) to meet or respond to basic needs, fulfill social roles, and cope with shocks or pressures (Febrianti, 2017). According to Barker (1987), social functioning is seen as a person's ability to carry out their responsibilities and make a positive contribution to society.

### 3. METHOD

The research approach used in this study is qualitative. The researchers used descriptive analysis techniques. This descriptive study aims to determine and describe the Capacity Development of Prosecutors at the Kuningan District Attorney's Office. There are three steps in qualitative data processing: data reduction, data presentation, and data extraction. These three steps can be explained as follows: 1) Data reduction, 2) Data display, 3) Data conclusion drawing/verification.

### 4. RESULTS AND DISCUSSION

#### 4.1 *Overview of the Sumedang District Attorney's Office*

The Kuningan District Attorney's Office is one of the District Attorney's offices under the High Prosecutor's Office. It is led by Mr. Dudi Mulyakusumah, S.H., M.M. The Prosecutor's Office, as a clean, effective, efficient, transparent, and accountable law enforcement agency, aims to provide excellent service in realizing the supremacy of law in a professional, proportional, and dignified manner, based on justice, truth, and the values of propriety.

To realize this vision, the Kuningan District Attorney's Office must have a mission that defines the goals of the government agency and the targets to be achieved. The mission of the Kuningan District Attorney's Office includes optimizing the implementation of the Prosecutor's Office's functions in carrying out its duties and authorities, both in terms of the quality and quantity of handling criminal, civil, and state administrative cases, as well as optimizing the Prosecutor's intelligence activities in a professional, proportional, and dignified manner.

Furthermore, the Kuningan District Attorney's Office is also committed to optimizing the role of the Guidance and Supervision Division in supporting the implementation of duties in other areas, particularly those related to law enforcement efforts. In addition, public service duties in the legal field must be carried out with full responsibility, in accordance with principles, and carried out effectively and efficiently, while still respecting public rights.

#### 4.2 *Prosecutor Capacity Development Dimension*

Prosecutor capacity development is carried out through training on the use of the MySimkasi application within the Kuningan District Attorney's

Office. This training is conducted to ensure wider accessibility for all employees. This training method is conducted online by the Attorney General's Office and reviewed and reviewed through offline training conducted by the Head of the Kuningan District Attorney's Office for employees within the Kuningan District Attorney's Office. During the training, several topics are discussed regarding application usage, from interface introduction and data input processes, to report generation and employee performance monitoring. Thus, each employee is expected to be able to operate the application effectively and efficiently to support their duties and functions.

Steps such as monitoring and evaluation are carried out by the Head of the Kuningan District Attorney's Office for each employee who has participated in the training. This is done to ensure that the knowledge and skills acquired can be applied in daily tasks. This monitoring aims to assess the extent to which the application is being used optimally and to identify potential obstacles in its implementation. With this approach, the use of the MySimkari application can be continuously improved to support more accountable and professional performance and administrative management at the Kuningan District Attorney's Office. In addition to MySimkari training, innovation in prisoner visitation services through the implementation of QR codes has also been implemented within the Kuningan District Attorney's Office. Previously, the process of submitting prisoner visitation permits was carried out manually, both in terms of data recording and issuing visitation permits, which was quite time-consuming. Prosecutors' knowledge capacity was also enhanced by developing the use of Google Suite in collaboration with the management of Phase II Activities in the Criminal Division.

The use of technology, such as the Case Progress Database (CPD), significantly contributes to objective and efficient law enforcement. This technology implementation enables more structured and transparent data management and legal processes, which in turn strengthens accuracy and accountability at every stage of law enforcement. This technology not only improves operational efficiency but also ensures that every decision is based on valid and accountable data. By focusing on innovation development, conducting regular evaluations, and strengthening the integration of technology into work systems, it is hoped that the quality of prosecutors' performance will be further enhanced.

### ***4.3 Analysis of Prosecutor Knowledge Capacity Development at the Kuningan District Attorney's Office***

Knowledge capacity development is a key element in enhancing professionalism, particularly in the legal services sector. Skidmore (1983) suggests that the capacity development process consists of three main dimensions: knowledge, skills, and attitude development. Knowledge capacity development, as a key dimension in enhancing professionalism, plays a significant role in advancing the quality of legal services. As explained by Notoatmodjo (2014),

In the context of the Kuningan District Attorney's Office, which plays a strategic role in enforcing the law and ensuring justice, for prosecutors to optimally carry out this task, increasing their capacity in legal knowledge is essential. One way to achieve this goal is through training and the use of technology that supports the improvement of prosecutors' knowledge and skills in facing dynamic legal challenges.

Education, as a key factor influencing knowledge, plays a crucial role in shaping prosecutors' understanding of legal material and existing social behavior. This can be achieved through systematic and ongoing training, such as the use of the MySimkasi application conducted by the Attorney General's Office and the Head of the Kuningan District Attorney's Office.

The importance of age and experience is also highly relevant in developing prosecutors' knowledge. As prosecutors age and mature, they become more mature in their thinking and work. This aligns with the concept expressed by Notoatmodjo (2014), which states that age and maturity can enhance a person's ability to face various challenges. More experienced prosecutors tend to be better able to analyze situations and solve problems, as seen in the implementation of new technologies, such as the QR Code system in prisoner visitation services.

Environmental and sociocultural factors also play a significant role in enhancing knowledge. At the Kuningan District Attorney's Office, developing prosecutors' knowledge capacity involves collaboration with external parties, such as academics from Kuningan University. This collaboration enables prosecutors to be more critical in analyzing changes in regulations and laws, as well as developing stronger and more structured legal arguments.

Overall, the various training programs and technology implementations conducted by the Kuningan District Attorney's Office illustrate how knowledge developed through non-formal education can strengthen the capacity of human

resources within the Attorney General's Office. By increasing knowledge capacity through training and the use of appropriate technology, prosecutors can be more effective in carrying out their duties, managing the judicial process, and providing more transparent, efficient, and equitable legal services.

### ***4.4 Analysis of Prosecutor Skills Capacity Development at the Kuningan District Attorney's Office***

Capacity development, according to Skidmore (1983), encompasses three main dimensions: knowledge, skills, and attitude. In this context, skills are a highly influential dimension in supporting performance effectiveness, especially in a dynamic environment like the Kuningan District Attorney's Office. Skills, as Notoatmodjo (2014) states, are the application of existing knowledge, and the higher a person's knowledge level, the better their ability to apply relevant skills.

Technical skills possessed by prosecutors are crucial in operating technology applications that can improve administrative efficiency. The MySimkasi training conducted at the Kuningan District Attorney's Office illustrates the development of these technical skills, enabling prosecutors to efficiently manage performance and administrative data. Administrative skills, which involve understanding administrative procedures related to performance monitoring, case reporting, and legal document management, also developed rapidly. In this regard, prosecutors not only mastered the technical skills of using applications but also demonstrated thoroughness and adherence to established administrative procedures.

In addition to technical and administrative skills, the development of managerial skills is also evident in the work processes at the Kuningan District Attorney's Office. These skills are crucial to ensuring that every task is completed on time and according to procedure. Prosecutor's Office employees are required to understand and interpret instructions on the Case Processing Dashboard (CPD), which requires them to possess managerial skills in managing time and completing tasks accurately.

Problem-solving skills are also a key skill that needs to be continuously improved, especially in dealing with bureaucratic challenges that often cause delays in the legal process. Innovations such as the use of Google Calendar for scheduling reminders are very helpful for prosecutors and staff in ensuring that all parties involved in handling a case receive automatic notifications regarding the scheduled schedule, which in turn reduces the risk of delays.

Overall, the development of prosecutorial skills at the Kuningan District Attorney's Office demonstrates

the importance of knowledge, skills, and attitudes. Continuously honed technical, administrative, managerial, and problem-solving skills through training and the application of technology ensure that prosecutors and staff can carry out their duties more efficiently and effectively.

#### **4.5 Analysis of the Attitudinal Capacity Development of Prosecutors at the Kuningan District Attorney's Office**

The proactive and adaptive attitudes demonstrated by prosecutors at the Kuningan District Attorney's Office align with the concept explained by Sunaryo (in Kapoh, 2016), which states that attitude is a tendency to act in response to a particular object or stimulus. Prosecutors at the Kuningan District Attorney's Office do not simply wait for instructions; they actively anticipate case developments and respond to rapidly changing situations. Accuracy and thoroughness in every decision are crucial aspects of this profession.

Overall, the findings in the field indicate that the attitudes of prosecutors at the Kuningan District Attorney's Office closely align with the concepts explained by Azwar (2010) regarding the functions of attitudes, such as knowledge, ego defense, value expression, and instrumentality. These attitudes support prosecutors in carrying out their duties effectively, ensuring that justice is upheld in a manner that is transparent, accountable, and responsive to the needs of the community. Developing attitudes that involve an understanding of the values of justice and professionalism also creates a work environment that is increasingly adaptive to technological developments and the demands of the times.

#### **4.6 Implications of Prosecutor Capacity Development for Social Functioning at the Kuningan District Attorney's Office**

Capacity development is an activity or program designed to enhance the abilities of prosecutors to provide optimal service and law enforcement. In capacity development (Skidmore, 1983), three main dimensions of capacity development are identified: knowledge, skills, and attitudes. These three dimensions are interconnected and essential in creating competent

human resources that are adaptive to change.

Prosecutors at the Kuningan District Attorney's Office demonstrate proactive, adaptive, and efficient capabilities in dealing with the dynamics of the ever-evolving legal system. These attitudes contribute to the social functioning of prosecutors as law enforcement officers. This proactive and adaptive attitude is evident in prosecutors' ability to anticipate case developments independently, without waiting for direct instructions, enabling them to respond more effectively to changes in legal regulations and public demands.

## **5. CONCLUSION**

Based on research and analysis on the development of prosecutorial capacity at the Kuningan District Attorney's Office, it was found that improving prosecutorial professionalism is highly dependent on three main dimensions: knowledge, skills, and attitude. Developing Prosecutor Knowledge Capacity: Knowledge is a key factor in improving prosecutorial competence, both theoretically and practically. Understanding prosecutorial knowledge development is achieved through education and training on the use of technology, enabling prosecutors to optimally carry out their duties and obligations. Developing Prosecutor Skill Capacity: Prosecutor skills, according to research, are categorized into four skill areas: technical, administrative, managerial, and problem-solving. These four skills are interconnected, facilitating prosecutors' optimal service delivery to the public.

Furthermore, developing Prosecutor Attitude Capacity: The professionalism of prosecutors at the Kuningan District Attorney's Office reflects proactivity, adaptability, transparency, and accountability in carrying out their duties. Prosecutors are required to be responsive to changes in legal regulations. Collaboration and communication are crucial aspects in building synergy with various parties in law enforcement efforts. An innovative and solution-oriented attitude is crucial for developing new strategies to improve the effectiveness of legal services, and the implementation of digital systems and modern technology in the judicial process.

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