

Implementation of Violation of E-Tilang Regulations in the Analysis of Human Resources and Criminal Law Perspectives in Indonesia

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Abstract

The fine process that has been carried out conventionally is expected to be able to reduce the level of traffic violations, whereas the conventional ticket system still uses a paper system in one of its implementations. A manual ticket system that uses blanks or ticket letters. When a traffic user is proven to have committed a mistake or violation, the police officer will take several actions in accordance with applicable regulations. At present, the National Police have innovated by carrying out e-tickets by monitoring ETLE cameras. The theory used is the theory of human resources and the theory of bureaucratic reform and law enforcement theory. The methodology used is a qualitative approach. In research, the results of this research are in the form of an understanding that e-tickets have caused many violations, whether this is due to human resources or in the application of a policy whether there is a lack of optimization in conducting socialization.

Keywords

e-ticket; violation; human resources; criminal law



I. Introduction

Traffic violations are a situation where there is a discrepancy between the rules and the implementation. Rules in this case are legal instruments that have been determined and agreed upon by the state as laws that apply legally, while in practice not a few people do not comply with the rules that already exist and are enforced at this time. The condition of facilities such as road markings and traffic signs are considered not optimal in increasing public discipline in using existing facilities on the main road. Many motorists do not pay attention to the presence of road signs and markings that are being passed. So far, the community has only obeyed if there are officer or police on the highway watching over it, but if there is none or is not seen by the officer, there will be a great chance of committing a violation which will disrupt the smooth flow of traffic. However, with the electronic ticket (e-TLE), it is hoped that it will be able to reduce the level of violations that occur in various big cities in Indonesia. Even though there are no officers or police on the roads, the community no longer commits violations that could hamper the smooth flow of traffic and interfere with the rights of other road users.

The implementation of e-TLE uses CCTV to monitor road conditions which are the point of enforcement of electronic fines. Electronic ticket laws can be seen in Law Number 22 of 2009 concerning Road Traffic and Transportation (UU LLAJ). In article 272 of the LLAJ Law it is stated that "to support the activities of prosecution of violations in the field of

Traffic and Road Transportation, electronic equipment can be used. The results of using this electronic equipment can be used as evidence in court. What is meant by "electronic equipment" is an incident recorder to store information. And it is further regulated in Government Regulation Number 80 of 2012 concerning Procedures for Inspecting Motorized Vehicles on the Road and Enforcement of Road Traffic and Transportation Violations, in article 23 which states that "the prosecution of Road Traffic and Transportation Offenders is based on the results of: a. Findings in the process of inspecting motorized vehicles on the road, b. Report; and/or, c. Records of electronic equipment" (Peraturan Pemerintah Nomor 80 Tahun 2012).

There are some violations that may not be caught by ETLE cameras. For example, not bringing a driving license (SIM) or driving documents. Usually, officers will conduct raids to catch motorists who do not have a SIM. The police are currently prioritizing ETLE tickets to crack down on traffic violators. According to Budiyanto, it is only natural that the phenomenon of many traffic violations has emerged since the manual ticket was abolished. E-tickets are a form of ticketing for violations on the highway that uses the Electronic Traffic Low Enforcement (E-TLE) system. The existence of an E-ticket system makes it easier for people to pay fines through banks. However, not all people can follow the E-ticket procedures provided by the police. Especially for ordinary people who do not understand or know about technology.

The police have implemented an E-ticket or electronic ticket system. With this new rule, it is hoped that the ticketing process which used to be considered complicated and took up a lot of time going through trials, will no longer exist. With the E-ticket, the appraisal process that used to have to be recorded manually on a blank piece of paper or a ticket is no longer valid. Because motorists who violate it will be recorded directly through an application that is already owned by the police. Drivers who are ticketed are required to pay a maximum fine according to the article violated by the violator. If the driver who has been ticketed has paid the fine in full, the police who have ticketed will receive a notification on their cell phone. Then, the violator can redeem the confiscated letters at the place mentioned in the notice. This e-ticket application is integrated with courts and prosecutors. The judge will give the verdict, and the prosecutor will execute the verdict, usually within a week to two weeks. The existence of an E-ticket system makes it easier for people to pay fines through banks. However, not all people can follow the E-ticket procedures provided by the police. Especially for ordinary people who do not know or understand technology. The E-ticket application is integrated with courts and prosecutors.

II Review of Literature

2.1 Human Resources Theory

Resources are sources of energy, energy, and strength (power) needed to create power, movement, activity, activity, and action. These resources include natural resources, financial resources, human resources, scientific resources, and technological resources. Among these sources, the most important resource is human resources (HR–human resources). HR is a resource that is used to mobilize and synergize other resources to achieve organizational goals. Without HR, other resources are idle and less useful in achieving organizational goals. (Wirawan, 2012)

Resources are a potential value possessed by a certain material or element in life. Resources are not always physical, but also non-physical. Each implementation of activities requires resources in the form of costs, labor, equipment, and or materials. The resources themselves are divided into direct resources, namely resources whose amount of use

depends on the volume of activities or work and does not depend on the length of time the activities are carried out. b. Indirect Resources Are resourcing whose amount of use depends on the length of time per activity or job implementation and does not depend on the volume of work or activity. (Hersanto, 2011:144-146) And in the resource requirements themselves are divided into:

- a. Equal Resource Needs For carrying out work or certain activities it is often found that in order to carry out the work or activity it is necessary to have resources (costs, labor, tools, etc.) that are the same or evenly distributed throughout the activity implementation process.
- b. Resource Requirement at Start For certain activities or jobs, it is often found that in order to carry out the work or activity it is necessary to have resources available (usually costs) for all activities or work on the day/day the work/activity starts.

The HR strategy relates to, among other things, the establishment of an appropriate culture, HR planning, HR auditing both qualitatively and quantitatively, and also includes HR activities such as HR procurement (from recruitment to selection), orientation, maintenance of HR training and development, HR assessment. In determining the HR strategy, external factors need to be considered referring to future trends and needs, demand and supply, government regulations, human needs in general and employees in particular, potential competitors, social changes, demographics, culture and values, technology. The trend of environmental changes will affect changes in corporate strategy which also means that the HR strategy also needs to be reconsidered, and most likely needs to be adjusted. To evaluate HR, four factors need to be considered as follows:

- a) The level of strategy, including: mission, vision and goals of the organization.
- b) HR internal factors, including: HR assets, HR qualifications, activities
- c) HR: procurement, maintenance, training and development, as well as HR policies.
- d) External factors, among others: demographics, social change, culture, technology, politics, government regulations, labor market, and international issues (eg human rights and ecology).
- e) Organizational factors, including: structure, corporate strategy, corporate culture, and HR strategy. (Sutrisno, 2011:4)

2.2 Bureaucratic Reform Theory

Bureaucratic reform has various components that need to be understood one by one in order to develop a correct understanding of the concept of bureaucratic reform. Bureaucratic reform is a strategic step to build the state apparatus so that it is more efficient and effective in carrying out general government tasks, national development, and harmonizing the government bureaucracy by utilizing advances in science, information and communication technology to suit the dynamics of societal demands.

Referring to the opinions of experts in the explanation above, it can be concluded that the bureaucracy can be said as an organization that has the task of administering government and is tasked with serving the community. Reform is aimed at improving the bureaucracy, because the bureaucracy is in charge of serving the community and in direct contact with the community, therefore to improve the delivery of public services, the government reforms the bureaucracy. Furthermore, the opinion of experts regarding bureaucratic reform is essentially an attempt to carry out fundamental updates and changes to the government administration system, especially regarding institutional (organizational) aspects, management (business processes), and human resources for apparatus.

According to Sedarmayanti, bureaucratic reform is the government's effort to improve performance through various means with the aim of effectiveness, efficiency, and accountability. Government bureaucratic reform is defined as the use of authority to make

improvements in the form of implementing new regulations on the government administration system to change objectives, structures, and procedures intended to facilitate the achievement of development goals (Mariana, 2006).

2.3 Law Enforcement Theory

Law Enforcement Law Enforcement is a process that is carried out by efforts to uphold the function of real rules and norms as a guide for every behavior of society in the state. Explanation from law enforcers can also have the meaning of law enforcement carried out by law enforcement officials and to each person who has an appropriate interest in their respective duties of authority according to applicable law. Andi Hamzah is of the opinion that the term law enforcement is often misinterpreted as if it only operates in the field of criminal law or only in the repressive field (Hamzah, 2004). Law enforcement in this case is not only in the scope of law enforcement but also includes preventive measures which is the meaning of structuring statutory regulations. Law enforcement is concerned with unlawful acts or actions that have occurred (*onrecht in actu*) or also legal actions that may not have occurred (*onrecht in potentie*). According to Jimly Asshiddiqie (1998) law enforcement is a process carried out in an effort to establish or play a concrete role or rule of law as a demand for behavior in legal relations carried out by every community and state.

Definition of Criminal Acts Criminal acts in Dutch are "strafbaar feit", which is a term in the criminal law code that also applies in Indonesia. The foreign term is "delict". The meaning of straf is criminal, the meaning of baar is able or allowed, and the meaning of "feit" is action. Criminal incidents are also often referred to as criminal acts (*delict*), namely an act that can be subject to criminal law. In the Criminal Code article 1 paragraph 1 with the formulation "an act cannot be punished, unless based on the strength of existing criminal legislation". According to Simons as quoted by Drs. Adami Chazawi, S.H. in his book, formulating strafbaar feit is "an unlawful act that has been deliberately committed by someone who can be held accountable for his actions, which is declared as punishable. Pompe as in Drs. Adami Chazawi who formulates that a strafbaar feit is actually nothing but an "action which, according to a statutory formulation, has been declared as an act that can be punished (Chazawi, 2011).

2.4 Electronic Ticket (*E-ticket*)

Tickets (Proof of Violation) are fines imposed by the police on road users who violate regulations. The ticketing process before the E-ticket system existed, the police stopped violators politely and politely, then explained about the violators' mistakes. Manual ticket which has been replaced by Electronic Traffic Law Enforcement (ETLE) is considered not optimal. According to observers of transportation and legal issues, the presence of traffic police on the roads is still needed as long as ETLE is not sufficient. With another obstacle is the limited number of ETLE cameras.

III. Research Method

The approach used in this study is a qualitative approach which aims to provide a scientific description and explanation of the object to be studied. As stated by Fraenkel and Wellen, qualitative research is research that examines the quality of relationships, activities, situations, or materials, with a strong emphasis on overall description in describing the details of everything that occurs in a particular activity or situation (Suharputra, 2012).

The reason for this research using a qualitative approach is because in this study part of the descriptive method is by understanding why a symptom occurs or the reason for an event or a situation taking place. This research in the first stage describes the facts to clarify the

object under study. Next, try to find the reasons why the event or situation occurred. For this reason, it is necessary to collect data or information that will assist in finding the cause of a situation or event occurring.

IV. Discussion

4.1 Application of E-tickets in Human Resource Analysis

The use of technology for a ticket mechanism called e-tilang using CCTV is very good, at least as a tool to "force" road users to orderly traffic, as an effort to cultivate good traffic in the future. From the point of view of its benefits, there are three things to be achieved, namely legal certainty, justice and benefits. Given the recent traffic situation, especially in big cities, the tolerance for road users is very concerning. Road users tend to be unable to respect each other and violations of road markings and traffic rules are countless, so e-ticket users are considered a solution to this problem.

"Several benefits for traffic offenders with the E-Tilang system are: First, Transparency, there is a reporting mechanism as well as in the dissemination of information about irregularities in the actions of public officials in government administration activities. This android-based application makes it easier for the public to find out about traffic processes and regulations. It can be said that the E-Tilang system provides a mechanism facility that can answer public questions about processes in government administration. Second, Empowerment, community empowerment through information that is easy to obtain. Through this E-Tilang, the public will find out all information regarding actions that can be categorized as traffic violations and the penalties for these actions. So that it is hoped that the community will be aware of the law and not commit any more violations. And it is also expected to be able to transmit an orderly traffic attitude after knowing the existing regulations to those around him so as not to violate existing regulations. Third, Responsiveness, the responsiveness of the authorities will be higher with a system that is well connected to handle these violations, officers will be more responsive and more responsive to public complaints in terms of traffic. Fourth, Equity, every violator in the e-ticket service who commits a violation will get the same fine or penalty indiscriminately, even if the previous violator has committed the same offense. Because it has been determined by the authorities and regulated by the existing system. So this can avoid the existence of bargaining between the party affected by a ticket and the police, of course the system will automatically record violations committed by these road users correctly.

After making observations, researchers found several people who did not agree with the implementation of this electronic ticket. Various difficulties were encountered during the implementation of the e-TLE system, some of which were the lack of socialization by the police regarding the implementation of electronic ticketing, many people who did not know the procedures or procedures for solving fines using CCTV, lack of public understanding of electronic ticketing and various violations that fines can be imposed using CCTV, as well as various other difficulties. Manual ticketing which is replaced by electronic traffic law enforcement (ETLE) is considered not optimal. According to observers of transportation and legal issues, the presence of traffic police on the roads is still needed as long as ETLE is not sufficient. With another obstacle is the limited number of ETLE cameras.

In realizing good e-ticket services for paying fines for traffic violations, the National Police Traffic Corps has certainly made efforts to maximize service improvement which will then be implemented in various areas including the Magelang district area. However, in realizing this, there are inhibiting factors that affect the effectiveness of the e-ticket application, including: (1). Human Resources; (2). E-ticket Socialization Intensity; (3) E-ticket Application Service Mechanism; and (4). Facilities and infrastructure.

Viewed from the aspect of human resources, from the side both have drawbacks. From the point of view of traffic violation enforcement officers, officers have not been able to implement the e-ticket application simultaneously because the motivation of police officers to serve and protect the community is lacking, so that the use of the e-ticket application is not carried out properly. Second, from the point of view of the community itself, the people of Magelang Regency are included in the category of developing communities which have not been able to keep up with technological developments that are developing rapidly, especially with knowledge of e-tickets, there are still many people who do not have ATM accounts and do not understand the benefits of e-tickets. -Tickets that provide convenience in the payment of fines for traffic violations.

The second obstacle is the socialization of the implementation of the e-ticket application in the process of taking action against traffic violations and the payment of fines for traffic violations in the implementation of the e-ticket application. The e-ticket application service mechanism that has existed so far is actually not in accordance with Article 4 letter (b) Regulation of the Head of the Indonesian National Police Traffic Corps Number 6 of 2018, namely efficiency and effectiveness, namely the e-ticket procedure must be simple, fast and easy implemented and has an impact on reducing traffic violations, but the facts on the ground that the e-ticket procedure actually makes it difficult to prosecute traffic violations because it is necessary to work twice in the registration stage of the offender's identity, this is due to the instructions for implementing procedures for solving traffic violations which contain that the settlement cases of traffic violations must be accompanied by a ticket sheet in which blank No.14 is a statement with a statement by the suspect/offender that he has committed an offence.

The fine process that has been carried out conventionally is expected to be able to reduce the level of traffic violations, where the conventional ticket system still uses a paper system in one of its implementations. A manual ticket system that uses blanks or ticket letters. When a traffic user is proven to have committed a mistake or violation, the police officer will take several actions, the ticket mechanism for the red form is as follows: (http://indrayanti_prastica-fisip15.web.unair.ac.id. Accessed on 20 December 2022, 23.12 WIB)

1. Police take action using a red form
2. Determination of the day of trial must take into account the decision of the court
3. Explain when and where the offender must attend the trial
4. If the violator is not present, the Police are obliged to summon 2 times and make an arrest the 3rd time.
5. The return of evidence awaits the completion of the trial and after the offender pays a fine to the Registrar.

However, this conventional ticket is felt to be lacking in its implementation, which has prompted the Police to innovate regarding the new ticket system. Technological developments have had a very rapid impact on people's lives. At present, some people are increasingly experiencing technological developments, one of which is the growing information service business, such as television stations, newspapers, radio, internet and so on. Therefore, this E-Tilang is considered suitable for the times in the modern era as it is today. Where everything related to community activities is assisted by an electronic-based system.

It is this kind of thing that makes the police implement the E-Tilang system which is expected to be able to reduce the level of traffic violations in the community and is expected to be able to avoid illegal levies which have recently occurred frequently. E-Tilang is an electronic-based service through a mobile application that functions to make payment transactions for depositing fines for BRI tickets online, where the public (traffic offenders)

do not have to come to the District Attorney's Office to make payments for depositing fines manually making it easier and faster for the public in the settlement of cases of traffic violations (Azis, 2018).

Passenger transport vehicles and goods transport vehicles that violate traffic will be subject to a ticket from the Department of Transportation. The mechanism is the same as police officers, namely the Department of Transportation will issue a ticket to the violator to be paid later to BRI. After that the confiscated items will be given when the trial process is over. However, if a truck driver does not have a SIM or STNK, it will be delegated to a police officer because the police have the authority to take care of driving equipment.

The Department of Transportation itself for related E-tickets has not yet implemented it, because until now the Department of Transportation is still using the system manually, so that the Department of Transportation related to E-tickets does not have obstacles like police officers. Regarding the information system, E-Tilang has its own information flow mechanism,

Offenders who have completed payment, can return to the Police Station to collect the goods that have been confiscated by showing proof of payment of the fine to the traffic police. Offenders do not need to go to court to carry out the trial process. The offender's data is then sent to the court to receive the judge's decision, after which the prosecutor executes the ticket decision, then the offender will receive a notification containing the ticket decision and the remaining ticket funds if there is any remaining payment of the fine. However, E-tickets have an expiration date of payment, which is only valid for three to five days. If it has exceeded the specified limit, which is three to five days and has expired, then the violators must undergo a trial process, and the confiscated goods belonging to the violators from the police will be handed over to the Prosecutor's Office.

Basically, there needs to be socialization as well as measurable and directed development of human resources. The need for an HR strategy also needs to be reconsidered, and most likely needs to be adjusted. To evaluate HR, four factors need to be considered as follows:

- a) The level of strategy, including: mission, vision and goals of the organization. That is, by understanding and understanding how the role of e-tickets will make it easier, not more difficult, so that people can comply with what is implemented by the government, in this case, the National Police.
- b) Internal HR factors, including: HR assets, HR qualifications, activities, in this internal factor is the role of HR itself, meaning HR education in increasing understanding and awareness of how the government reforms the bureaucracy to create progress in handling order in traffic in Highway.
- c) HR: procurement, maintenance, training and development, as well as HR policies. This role has a double meaning, namely the role of HR through its policies in Polri institutions and also the role of HR in society, there is a need for training and development in improving the quality of HR.
- d) External factors, including demographics, social change, culture, technology, politics, government regulations, labor market, and international issues (eg human rights and ecology).
- e) Organizational factors, including: structure, corporate strategy, corporate culture, and HR strategy. There needs to be innovation in improving the structure of an organization.

Eliminating manual ticketing must be followed by improving the electronic ticketing system. Thus, the room for illegal levies (pungli) for members is really tightly closed. In the instruction prohibiting manual fines to be raised to perkap. He is of the opinion that without a trap, members who have a rogue mentality can still commit deviations for various reasons,

moreover, according to him, the number of ETL cameras is currently not evenly distributed throughout all regions. The instruction prohibiting issuing manual fines is contained in a telegram number: ST/2264/X/HUM.3.4.5/2022, dated 18 October 2022. The telegram was signed by Kakorlantas Polri Inspector General Firman Shantyabudi on behalf of the National Police Chief. In this case, white belt police officers are asked to prioritize or maximize enforcement through electronic ticketing or ETL, both static and mobile. Enforcement of traffic violations is asked not to use a manual ticket.

In the rules of the Law of the Republic of Indonesia Number 22 of 2009 concerning Road Traffic and Transportation related to the Scope of Applicability of the Law in article Article 4. This law applies to fostering and organizing road traffic and transportation that is safe, secure, orderly, and smoothly via:

- a) movement of vehicles, people and/or goods on the road;
- b) Activities using facilities, infrastructure and supporting facilities for Road Traffic and Transportation; and
- c) Activities related to the registration and identification of Motorized Vehicles and
- d) Drivers, traffic education, Traffic Management and Engineering, and
- e) Law enforcement of Road Traffic and Transportation.

Likewise with the coaching process in handling through GUIDANCE through Article 5 (1) The State is responsible for Road Traffic and Transportation and its guidance is carried out by the Government. (2) Development of Road Traffic and Transportation as referred to in paragraph (1) includes:

- a. planning;
- b. Settings;
- c. control; and
- d. supervision.

(3) Development of Road Traffic and Transportation as referred to in paragraph (2) is carried out by the fostering agency in accordance with its main tasks and functions which include:

Government affairs in the field of Roads, by the responsible state ministry in Road field:

- a) Government affairs in the field of Road Traffic and Transportation facilities and Infrastructure, by the state ministry responsible for Road Traffic and Transportation facilities and Infrastructure;
- b) Government affairs in the field of Road Traffic and Transportation industry development, by the state ministry responsible for industry;
- c) Government affairs in the field of Road Traffic and Transportation technology development, by the state ministry responsible for technology development; and
- d) Government affairs in the field of Registration and Identification of Motorized Vehicles and Drivers, Law Enforcement, Operational Management and Traffic Engineering, as well as traffic education, by the Indonesian National Police.

4.2 E-Tilang in the Criminal Law Framework

This e-ticket is the digitization of the ticketing process, by utilizing technology it is hoped that the entire ticketing process will be more efficient and effective as well as helping the police in administrative management (Halawa, 2015). According to Pramusinto (2020) the power of technology including digitalization and automation continues to grow and change the pattern of production, distribution, and consumption. "This e-Tilang is an application that can be used by the public where they can know the fees that must be paid directly. After being recorded in the application, violators can choose to use the E-Tilang in the application or choose manually. The application is categorized into two users, the first is

the police and the second is the prosecutor's office. On the police side, the system will run on a tablet computer with the Android operating system, while on the prosecutor's side, the system will run in the form of a website, as an executor, like a manual trial process. The E-Tilang application does not apply the function as an introduction to paying fines to the Bank/Registrar because the mechanism involves a ticket form or paper, the E-Ticket form or paper proof of the violator is not used, this application only sends a reminder in the form of a ticket ID which stores all data or records Police regarding the chronology of fines that will be given to courts or prosecutors who have websites with the same database integration (Sandhy, 2016).

The application of the e-ticket mechanism is to use or install CCTV at several traffic light points, the traffic light will turn on and the detector will also light up red if it has detected a violation caught on CCTV. Have you broken through a stop line, red light or road marking? Violating objects will be captured and then sent to the control center. Then, the alarm sensor in the next control center will sound. Violation data will then enter the data storage system. The data stored is the type of violation, vehicle license plate number or license plate, as well as the time and location of the incident.

Meanwhile, CCTV technology can record the identity data of violating vehicles. Then, requests for accountability can be sent to the address of the vehicle owner, not the driver. What if the owner of the vehicle turns out to be not the driver who was recorded on CCTV as the violator, for example because the driver borrowed or rented the vehicle and the borrower was caught committing an offence, even the vehicle has changed owner but has not returned its name either. Like that happens a lot. At least the driver is a person who is also under the responsibility of the owner of the vehicle, for example a biological child, family or worker.

Meanwhile, the level of obedience to immediately change names in our society is still very low. Most of it was intentional, considering that the selling price of vehicles still in the name of the first owner is higher than those of the second, third, and so on. Correct to the owner's address given a confirmation letter. However, if the owner denies being the violating driver, what evidence is used to corroborate this. So conversely, the e-ticket system can increase the number of vehicles being rented out. To have their own vehicle, the public will be reluctant, they don't even want to reverse the name of the motorized vehicle as the name of the owner himself, because they may feel that they have a bill for an e-ticket fine while the truth is that it is not he, namely the owner himself who committed the violation.

V. Conclusion

The basis for e-ticket regulations through CCTV is clearly regulated in the law as well as in Article 272 of Law No. 22 of 2009 concerning Traffic and Road Transportation, CCTV is categorized as electronic equipment used in ticketing efforts which is currently used in uncovering violations in the field of Traffic, Law Number 22 of 2009 is appropriate if it is linked/used as a ticket regulation through CCTV At present, as has been mentioned regarding other articles and laws that the basis for ticketing regulations through CCTV is effectively used and has a clear basis with the same core between regulations.

E-Tilang will automatically send notification of the amount of money deposited fines that can be paid at the bank along with what article the violator violated. After paying the ticket fine deposit money (not yet a verdict), the ticket evidence can be exchanged for the fine deposit money. Offenders who have completed payment, can return to the Police Station to collect the goods that have been confiscated by showing proof of payment of the fine to the traffic police. Offenders do not need to go to court to carry out the trial process. Violators' data is then sent to the court to receive a judge's decision, after which the prosecutor executes

a traffic ticket order/decision, then the offender will receive a notification containing a traffic ticket order/decision and the remaining ticket funds if there is any remaining payment of the fine.

The application of sanctions that will be given to electronic ticket violators where when traffic violators are caught red-handed by police officers, then violators will be given fines according to the violations committed, with the increase in violations that occur through e-tickets there is a need for improvement and outreach in the human resources (HR) sector both in the internal sector and the external sector. Eliminating manual ticketing must be followed by improving the electronic ticketing system. Thus, the room for illegal levies (pungli) for members is really tightly closed. In the instruction prohibiting manual fines to be raised to perkap. He is of the opinion that without a trap, members who have a rogue mentality can still commit deviations for various reasons, moreover, according to him, the number of ETLE cameras is currently not evenly distributed throughout all regions. The current urgency of e-tickets can be seen in terms of benefits, namely Transparency, Empowerment, Responsiveness, and Equity. In terms of legal certainty, this system provides certainty to violators, namely regarding how much the fine is and what has been violated, which has been included on the blue slip. In terms of justice, traffic violators who commit the same offense will receive the same punishment or fine without discrimination.

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