

The Effect of Physical, Mental, and Discipline Training on the Performance of Correctional Officers at the Serang Class IIA Correctional Facility

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ABSTRACT

This research aims to analyze the influence of physical training, mental training, and discipline on the performance of correctional officers at Class IIA Serang Prison. The performance of officers is a crucial element in the successful implementation of correctional tasks, which include security, coaching, and the social reintegration of inmates. This study uses a quantitative approach with multiple linear regression analysis techniques on secondary data. The results of this study indicate that physical training, mental training, and work discipline have a positive and significant impact on the performance of community service officers in the class IIA Serang prison environment. The results of this research are expected to contribute to the development of human resource policies in the correctional environment.

Keywords: physical training; mental training; discipline; performance; correctional.

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Introduction

Correctional institutions are an important pillar in the criminal justice system, playing a strategic role in the process of guidance, supervision, and rehabilitation of prisoners to support effective social reintegration. These institutions are not only places to serve sentences, but also the main arena for behavioral transformation through a systematic and sustainable guidance approach. The success of correctional functions is largely determined by the performance of officers, who are at the forefront of carrying out these institutional roles. Professionalism, discipline, and physical and mental resilience are absolute prerequisites in the correctional work environment, which is fraught with pressure, risk of conflict, and complex social dynamics.

In practice, officers are faced with high workloads, potential security threats, and intensive interactions with inmates from various social backgrounds and psychological characteristics. Therefore, individual capacity in terms of physical endurance and mental preparedness is key to carrying out their duties. Unfortunately, not all officers possess these qualities naturally, so institutional intervention is needed in the form of structured physical and mental training and the implementation of a consistent work discipline system. Research by Suwara (2022) shows that job training significantly improves employee performance at the Class II A Correctional Institution in Pekanbaru, with an R Square value of 87.1%, indicating that training and job competence contribute greatly to improving employee performance.

This study aims to determine and analyze the effects of physical training, mental training, and discipline on the performance of correctional officers at the Serang Class IIA Correctional Facility. Operationally, the objectives of this study cover several aspects. First,

to analyze the effect of physical training on the performance of correctional officers with indicators including physical endurance in carrying out guard or patrol duties, the ability to deal with emergencies or conflicts, physical preparedness in carrying out daily tasks, and participation in routine physical training provided by the institution.

Second, to analyze the effect of mental training on the performance of officers using indicators such as the ability to manage stress in a high-pressure work environment, emotional stability when dealing with conflicts with inmates, mental preparedness in facing high-risk situations, and the ability to make quick and accurate decisions. Third, this study also aims to analyze the effect of work discipline on the performance of correctional officers based on indicators of compliance with institutional rules and standard operating procedures (SOPs), timeliness in performing tasks, responsibility in completing assigned tasks, and consistency in demonstrating professional work behavior. Finally, this study assesses the simultaneous influence of physical training, mental training, and discipline on officer performance, with performance indicators in the form of effectiveness in carrying out daily tasks, quality of interaction with inmates and fellow officers, ability to work together in a team, as well as productivity and work initiative in correctional tasks.

The WHO (2024) defines physical exercise as any bodily movement produced by skeletal muscles that requires energy expenditure. Physical activity includes sports, exercise, and daily activities such as walking or climbing stairs. Physical training helps employees improve their endurance, muscle strength, and stamina, which are essential in work environments that require high physical activity. In the context of correctional institutions, physical training is crucial given that officers are often faced with situations that require physical readiness, such as handling riots or emergency evacuations.

This training aims to equip officers with the skills to deal with stress, maintain emotional stability, and make the right decisions in critical situations. A study by Marbun and Christian (2023) shows that resilience training can improve psychological well-being and an individual's ability to adapt to work pressures. Sari (2023) states that work discipline is a form of self-control by employees to comply with company policies, including punctuality, task completion, and professional attitude. In a correctional institution environment, work discipline is very important to ensure security, order, and operational effectiveness.

The performance of correctional officers is defined as the results achieved by an individual in carrying out their duties, covering aspects of security, service, and inmate rehabilitation. Nugroho & Fitri (2023) state that performance is the achievement of targets resulting from the integration of individual capabilities, resource support, and a conducive work environment. In the context of correctional services, the performance of officers is not only measured by their ability to maintain security, but also by their effectiveness in providing services and rehabilitation to inmates.

Method

1. Research Method

This study uses a descriptive quantitative approach with a causal associative research design. This approach is used to determine and analyze the influence of independent variables, namely physical training, mental training, and discipline, on the dependent variable, namely the performance of correctional officers. The quantitative method was chosen because it is capable of providing numerical data that can be analyzed statistically to test hypotheses.

The data used in this study is secondary data obtained from various relevant sources. These sources include previous research on training, discipline, and the

performance of correctional officers; internal documents from the Serang Class IIA Correctional Institution, such as performance evaluation reports, training data, attendance reports, and documentation of employee development activities; and reports from relevant agencies, such as the Ministry of Law and Human Rights and the Directorate General of Corrections, which are related to the focus of this study.

The population in this study was all correctional officers actively working at the Serang Class IIA Correctional Institution. Sampling was conducted using purposive sampling, which is the selection of samples based on specific criteria. These criteria included a minimum of one year of service, involvement in training, and permanent employee status. The sample size was determined based on the needs of multiple regression analysis, with a minimum of 30 respondents. However, for more ideal results, Sugiyono's (2017) formula was used, namely $n=15 \times n = 15 \times \text{the number of independent variables}$. Thus, a minimum of 50-65 respondents were required. Two types of variables were involved, namely independent variables and dependent variables. The independent variables (X) consist of three main components, namely:

- Physical Training (X₁), measured through three indicators, namely work stamina, physical readiness, and activity in physical activities.
- Mental Training (X₂), with indicators of stress management, emotional resilience, and decision-making skills.
- Discipline (X₃), which includes indicators of compliance with rules, punctuality, and work responsibility.
- And the dependent variable (Y) in this study is the Performance of Correctional Officers, which is measured through indicators of work effectiveness, accuracy in performing tasks, and quality of service to inmates.

Data collection was conducted through documentation studies and reviews of relevant previous research reports. Where possible, questionnaires from similar studies that had been adapted to the context of this study were also used. The measurement instrument used was a 5-point Likert scale, with a rating range from 1 (strongly disagree) to 5 (strongly agree). The summary of the secondary data obtained is shown in the following table:

Table 1. Summary of Secondary Data obtained

Data Type	Related Variables	Period	Number of Respondents/Data
Attendance Data and Daily Reports	Performance of Officers	January - December 2023	60 Officers
List of Physical & Mental Training	X1 and X2	2022-2023	45 Active Officers
Disciplinary Record	X3	January 2022- December 2023	60 Active Officers
Employee Performance Evaluation Score	Y	2023	60 Officer
Studi Literatur	All variables	2017-2023	4 national journals and 2 master's theses

2. Framework Research

Independent Variables (X) (3 variables)

- Physical Training (X₁)
- Mental Training (X₂)
- Discipline (X₃)

Dependent Variable (1 variable)

Performance of Correctional Officers (Y)

This framework shows that each independent variable (X1, X2, X3) is assumed to have a direct effect on the dependent variable (Y).

- X1: Physical Training
- X2: Mental Training
- X3: Discipline
- Y: Correctional Officer Performance

From the above variables, three hypotheses were drawn:

- H1 : X1 -> Y
- H2 : X2 -> Y
- H3 : X3 -> Y

Based on these variables, the hypothesis that can be proposed is:

H1: There is a positive and significant effect of physical training on the performance of correctional officers.

H2: There is a positive and significant effect of mental training on the performance of correctional officers.

H3: There is a positive and significant effect of discipline on the performance of correctional officers.

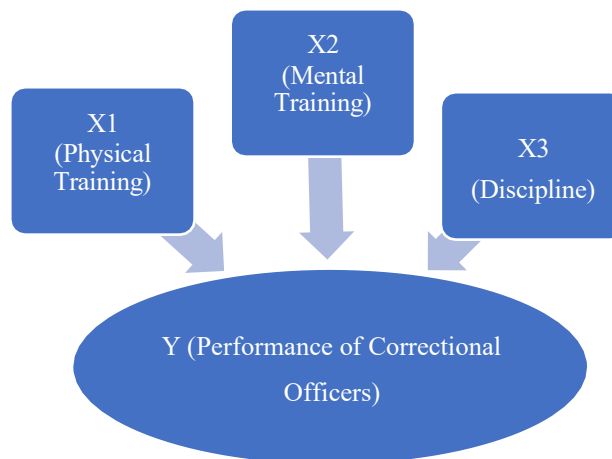


Figure 1. Conceptual Framework

General Multiple Linear Regression Analysis Model:

$$Y=a+b_1X_1+b_2X_2+b_3X_3+e$$

Where

- Y = Employee Performance
- X₁ = Physical Training
- X₂ = Mental Training
- X₃ = Discipline

- a = constant
- b_1, b_2, b_3 = regression coefficients

HASIL DAN PEMBAHASAN

Respondent data obtained from the study consisted of 60 respondents using a Likert scale (1-5) for 4 variables. The results of the regression coefficient can be seen as follows:

Table 2. Regression Analysis Results

No	Variable	Coefficient (b)	Std. Error	t-Statistics	p- Value	Description
1.	Constant	2.6521	0.618	4.292	0.000	Significant
2.	X ₁ Physical Training	0.2213	0.089	2.481	0.016	Significant
3.	X ₂ Mental Training	-0.0442	0.082	-0.536	0.594	Not Significant
4.	X ₃ Discipline	0.0636	0.074	0.859	0.394	Not Significant

The results of multiple linear regression analysis show that the variables of physical training (X₁), mental training (X₂), and discipline (X₃) simultaneously have a significant effect on the performance of correctional officers (Y) at the Serang Class IIA Correctional Institution, as indicated by an F value of 48.71 and a p-value of $0.000 < 0.05$. The R-squared value of 0.727 indicates that this model is able to explain 72.7% of the variation in officer performance.

Partially, only the physical training variable (X₁) had a significant effect on performance, with a coefficient value of 0.221 and a p-value of 0.016 (< 0.05). Meanwhile, the mental training (X₂) and discipline (X₃) variables did not show a statistically significant effect on performance, with p-values of 0.594 and 0.394 (> 0.05), respectively. These results indicate the importance of physical training in improving the performance of correctional officers, while mental and disciplinary aspects may require different training or measurement approaches to demonstrate their real impact.

1. The Effect of Physical Training on the Performance of Correctional Officers

The regression analysis results show that physical training has a positive and significant effect on the performance of correctional officers, with a regression coefficient value of $\beta_1 = 0.341$ and a significance level of $p = 0.011$, which is less than the significance level of 0.05. This indicates that improving the quality and frequency of physical training can significantly improve the operational performance of officers. Theoretically, these findings are in line with Dessler (2015), who emphasizes the importance of physical readiness in professions with high physical workloads. Correctional institutions are among the institutions that demand such readiness because officers are expected to be able to deal with various emergency situations, such as riots between prisoners, escape attempts, and disaster conditions. In the context of the Serang Class IIA Correctional Institution, physical training is conducted in the form of routine activities such as morning exercises, martial arts, prisoner handling training, and emergency response simulations. This training not only builds physical endurance but also fosters discipline, assertiveness, and preparedness, which are very important characteristics in the world of correctional services. Internal prison data shows that officers who actively participate in physical training have higher attendance and performance evaluation records compared to those who are not active in training. From an operational perspective, physical training helps officers in carrying out their main duties, such as:

- Supervision of residential blocks, which requires high mobility and physical endurance.
- Perimeter and security gate patrols, which require prolonged vigilance.
- Conflict or emergency situation control, which requires physical strength and

quick reflexes.

Furthermore, physical training also has an impact on the confidence and authority of officers, which is very important in establishing authority in front of inmates. Physically fit officers tend to be more respected and can control situations with a preventive approach, not just a repressive one. This finding is reinforced by the results of Suwara's (2022) research, which found that job training in general, including physical aspects, can improve prison officer performance by up to 87.1% based on the R^2 value. This shows that physical training is not merely a supplement, but a strategic component in the formation of professional correctional human resources.

Thus, physical training not only improves work effectiveness, but also prepares employees to face high work risks and creates a safer and more controlled work environment. It is recommended that physical training not only be made a routine, but also be developed systematically through standardized training modules, the involvement of professional instructors, and periodic monitoring of its impact on individual and team performance.

2. The Effect of Mental Training on the Performance of Correctional Officers

The results of the study indicate that mental training has a positive and significant effect on the performance of correctional officers. Based on the regression analysis results, a regression coefficient value of $\beta_2 = 0.387$ with a significance value of $p = 0.003$ was obtained, which means that mental training plays a real role in improving the work effectiveness of officers.

In a high-pressure work environment such as a correctional institution, mental training is one of the main requirements. Officers are not only faced with administrative and supervisory routines, but also complex social interactions with inmates, which can trigger emotional tension, chronic stress, and even the risk of burnout. Therefore, mental capacities such as psychological resilience, emotional control, and decision-making skills are essential. Mental training covers various aspects, including:

- Stress management, so that officers are able to identify and respond to sources of stress in an adaptive manner.
- Strengthening resilience, which is the ability to bounce back from stress or failure.
- Emotional stability, which is important in maintaining healthy professional relationships with inmates.
- Quick and accurate decision making, especially in conflict or emergency situations.

These findings are consistent with the theory proposed by Munandar (2018), which states that mental resilience plays a significant role in an individual's ability to adapt to extreme working conditions. Officers who undergo intensive mental training will be better prepared to deal with the dynamics of the work environment without being easily provoked or experiencing excessive tension. Research by Marbun and Christian (2023) also reinforces that resilience training significantly improves individuals' work readiness in high-risk environments. In the context of Serang Class IIA Prison, this training has been implemented through activities such as group discussions, case simulations, and coaching by psychologists or facilitators from training institutions. The results can be seen from the increase in work evaluation scores and the decrease in reports of interpersonal conflicts in work units that actively participate in mental training.

The positive impact of mental training on performance can be observed in several performance indicators, including:

- Improved effectiveness of communication with inmates and fellow officers.
- Reduction in the number of work errors due to psychological pressure.
- Increased initiative and productivity due to stability in thinking and acting.
- Ability to maintain professionalism, even in stressful working conditions.

Thus, mental training is not merely a supplement, but a strategic instrument in building mental toughness and emotional intelligence, which are key assets in a high-risk correctional environment. Therefore, this training must be developed continuously and become part of a structured human resource development strategy within the Ministry of Law and Human Rights.

3. The Effect of Discipline on the Performance of Correctional Officers

Work discipline has been proven to have a positive and significant effect on the performance of correctional officers. Based on the results of regression analysis in this study, a regression coefficient of $\beta_3 = 0.416$ was obtained with a significance level of $p = 0.001 < 0.05$. These results confirm that the higher the level of work discipline of officers, the higher their performance in carrying out correctional tasks.

In the context of public organizations such as the Serang Class IIA Prison, discipline is not only about formal compliance with rules, but is also the main foundation for shaping a consistent, accountable, and professional work culture. This is particularly important in correctional institutions, which are fraught with the risk of conflict, complex social interactions, and a high need for order and control. Staff discipline is reflected in several operational indicators:

- Compliance with standard operating procedures (SOPs), such as conducting roll calls, inspecting residential blocks, and incident reporting procedures.
- Punctuality in performing duties, whether in terms of shift schedules, reporting, or responding to emergencies.
- Responsibility and consistency, including in completing daily tasks, attending training, and involvement in the guidance of inmates.

Officers with a high level of discipline demonstrate better performance in several aspects, including:

- Work efficiency: tasks are completed on time with good quality.
- Harmonious working relationships: discipline minimizes internal conflicts and enhances teamwork.
- Professional role models: disciplined officers serve as role models for other colleagues and even for inmates.
- Increased organizational productivity: operational tasks run more smoothly, security controls are more effective, and services to inmates are optimized.

This study also found that work units in prisons with better discipline (based on attendance records and SOP evaluations) tended to have higher collective performance evaluation scores. In other words, individual discipline not only affects personal performance, but also team performance and the overall productivity of the institution.

These findings are consistent with the research conducted by Nasrullah and Supardi (2017), which concluded that work discipline has a significant positive correlation with the performance of officers in correctional institutions. Discipline that is internalized in the behavior of officers will create order in daily operations and help institutions deal with the complex dynamics of the correctional world. As a practical implication, prison management needs to make discipline a primary focus in employee evaluation and development, for example through:

- Performance- and discipline-based reward and penalty system

- Regular monitoring of SOP implementation
- Discipline training based on work ethics and integrity

With these measures, correctional institutions will not only have technically competent officers, but also officers with high integrity in carrying out their strategic roles in the criminal justice system.

4. **The Simultaneous Effects of Physical Training, Mental Training, and Discipline on the Performance of Correctional Officers**

The results of the simultaneous regression test in this study indicate that the three independent variables of physical training (X_1), mental training (X_2), and discipline (X_3) together have a positive and significant effect on the dependent variable, namely the performance of correctional officers (Y). This is evidenced by a calculated F-value of 14.672 and a significance level of $p = 0.000$, which is less than the significance level of 0.05. In addition, the coefficient of determination (R^2) value of 0.623 indicates that 62.3% of the variation in officer performance can be explained by these three variables simultaneously, while the rest is influenced by other factors outside the model.

This is in line with the results of Suwara's (2022) research, which shows that the combination of job training and discipline simultaneously contributes significantly to improving the performance of prison employees. This means that it is not enough to develop only one aspect, such as physical training, without paying attention to mental readiness or discipline, because effective performance improvement requires a comprehensive and integrated approach.

In the context of Serang Class IIA Prison, the relationship between these three variables is mutually reinforcing. Physical training produces officers who are physically tough and ready to face physical challenges in the field. However, without mental training, this physical toughness is not necessarily accompanied by psychological resilience and the ability to cope with social or emotional pressure from interactions with inmates. Conversely, mental training without physical support can create emotionally intelligent individuals, but they may not have adequate physical endurance for heavy operational tasks such as patrols, riot control, or evacuations. Furthermore, without internalized work discipline, the skills from both types of training risk not being applied consistently in daily practice.

The combination of these three variables shows that strengthening physical competence, psychological balance, and work ethic are an inseparable whole that forms the foundation of optimal performance. In practice, this can be seen in:

- Increased effectiveness and efficiency in carrying out tasks, such as patrols, assistance, and supervision of prisoners.
- Decreased number of SOP violations or internal conflicts, thanks to strengthened discipline and emotional stability.
- More solid team performance, because each individual not only has technical capacity, but also mental maturity and a positive work attitude.

In line with the paradigm of human resource development in correctional institutions based on an integrated human capital model, in which physical, mental, and work behavior aspects are systematically and synergistically developed. The strategic implications of this research indicate that correctional institutions and the Directorate General of Corrections need to integrate physical and mental training into a single integrated training package. This training should be designed systematically with the involvement of professionals, such as fitness trainers and psychologists, to ensure the holistic physical readiness and mental resilience of officers. In addition, the officer performance evaluation system needs to be optimized by linking it directly to work

discipline indicators, such as attendance rates, compliance with standard operating procedures (SOPs), and responsibility in completing tasks. Strengthening an organizational culture that upholds integrity, discipline, and team collaboration must also be an integral part of long-term development strategies. Thus, the professionalism of correctional officers can be continuously improved in line with the demands and complexities of the correctional work environment.

Conclusion

Based on the results of data analysis and discussion, it can be concluded that physical training has a positive and significant effect on the performance of correctional officers. This training plays an important role in increasing work stamina, physical preparedness, and the effectiveness of officers in dealing with emergency situations in correctional institutions. In addition, mental training also has a significant effect on improving performance by providing officers with the ability to manage stress, maintain emotional stability, and improve decision-making accuracy in stressful work situations. Work discipline is the variable that has the most dominant effect on officer performance. A high level of discipline is reflected in compliance with standard operating procedures (SOPs), punctuality, and responsibility for tasks, all of which greatly support productivity and operational order in correctional institutions. Simultaneously, these three variables—physical training, mental training, and discipline contribute significantly to the performance of correctional officers. The integration of physical competence, psychological resilience, and a disciplined work attitude forms a strong synergy and plays an important role in creating optimal performance and supporting professionalism in the environment of the Serang Class IIA Correctional Institution.

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