Enhancing Regional Stability: Implementation and Impact of Conflict Management Strategies in Kuningan Regency, Indonesia

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Abstract

This research study investigates the implementation of the Conflict Management Socialization and Mapping of Conflict Prone Areas program by the National Unity and Political Affairs Agency (Bakesbangpol) in Kuningan Regency, Indonesia. Using qualitative methods, including interviews and a literature review, the study examines how Bakesbangpol Kuningan detects and manages potential conflicts to maintain regional stability. Findings reveal that the program effectively utilizes early detection initiatives and community engagement forums such as Focus Group Discussions (FGDs) and collaborates with various stakeholders, including local authorities and community organizations. Creating a conflict-prone area map in 2017 is a vital tool for proactive conflict prevention and policy formulation. However, the study identifies areas for enhancement, including further staff training, robust administrative support systems development, and more decisive leadership in program execution. This research highlights the significance of systematic program implementation and collaborative efforts in managing social conflicts and ensuring sustained regional harmony. It contributes to the field by providing insights into effective conflict management strategies at the local level in Indonesia, particularly in diverse and potentially conflict-prone regions like Kuningan.

Keywords: Implementation, Social, Conflict, Culture, Management.

Social conflict cannot be disengaged from social life; this is because social conflict leads to a social dynamic that often occurs. Social conflict is a relationship involving two or more parties, both individually and in groups, in which there are differences in perception, goals, and opinions (Hadiyanto, 2016). Social conflict can also be interpreted as when in a relationship experiencing something in common, but that something can be in the form of limited resources, leading to competition/struggle to

achieve one's desires (Sumartias & Rahmat, 2013).

In the act of a social dynamic, by all means, conflict cannot be avoided. This means that social conflict that occurs in society is also unconsciously required since conflict can emphasize identities within a group and form the basis of social stratification (Rosana, 2015). Various types of social conflict can occur: vertical, which occurs between one community and another, or horizontal, which involves parties with greater authority. Quoted Fahmi T (2015), Sumarno & Roebiyanto (2013) stated that the causes of conflicts in Indonesia can be classified into three motives: social, economic, and political. The social motive is motivated by people's lack of mutual respect for existing differences, which can trigger conflict. Economic motives are motivated by societal differences regarding the ability to accommodate life's requirements. Political motives are motivated by differences in interests in political matters so that when friction occurs, it will give rise to social conflict.

Indonesia, as a country with a variety of cultures, ethnicities, and religions, is a country that often experiences conflict. Various conflicts appear, such as agrarian, ethnic, communal, religious, and political (Fauzan et al., 2024). Even though a conflict positively impacts social life, it must be appropriately managed. Based on this situation, as a form of the government's response to social conflicts, the Ministry of Home Affairs formed an agency, namely the National and Political Unity Agency, whose functions include maintaining harmony and handling social conflicts. The position of the National Unity and Political Body is regulated by Minister of Home Affairs Regulation No. 11 of 2019, where the agency is spread across all provinces and districts in Indonesia, one of which is Kuningan (regency).

Kuningan is an area in West Java Province and directly borders the Cirebon and Majalengka areas. Kuningan cannot be separated from various potential conflicts as an area with diverse communities. Reporting from the West Java Open Data page shows that in 2020, 11 potential conflicts occurred in Kuningan. As reported from various mass media pages, several conflicts that have occurred in Kuningan include religious conflicts involving Ahmadiyah Qadian and Nahdlatul Ulama and natural resource conflicts involving PT. Chevron, residents around Mount Ciremai, and conflicts over land involving the Sundanese Wiwitan traditional group.

As a government effort to handle conflict and maintain national and political stability, the government under the Ministry of Home Affairs formed a National and Political Unity Agency (Bakesbangpol). This agency is spread across various regions, including Kuningan. The National Unity and Political Agency has a role in maintaining the stability and conduciveness of a region and actively coordinates with various parties. In this case, each region has a conflict management policy, which is, of course, implemented directly by the regional government, which can be implemented by various related agencies collaboratively (Nulhaqim & Adiansah, 2023) Like Bakesbangpol Kuningan to maintain stability and conduciveness, has a program in the form of Conflict Management Socialization and Mapping of Conflict Areas.

This program is designed to be a preventive step for the government in dealing with conflicts in society or community. According to Suharto (2005), quoted from Fahmi, T. (2015), social mapping terminologically means a process to describe a systemic society that involves collecting data and information related to social profiles and problems that exist in society. In this way, having a map of conflict-prone areas can help the government, especially the National Unity and Political Agency, understand the community's characteristics and the potential for social conflict. The results of mapping conflict-prone areas can also serve as a guide for the National Unity and Political Agency to coordinate with various sides that have the authority to work together in handling social

conflicts in the community. On the other hand, mapping conflict-prone areas can help provide convenience and speed up handling various cases that occur in an integrated and coordinated manner so that policy solutions can be quickly obtained in dealing with conflicts in these areas (Silvana, 2013). The presence of a conflict-vulnerable area mapping program is a step to prevent social conflict. Social conflict prevention is a series of activities designed and implemented to prevent social conflict by increasing institutional capacity and early warning systems (Nulhaqim et al., 2023).

By the process, the socialization program for mapping conflict-vulnerable areas runs smoothly, and aspects of program implementation must be considered and fulfilled. Implementation, according to Oemar Hamalik (2007), is a process for implementing ideas, policies, concepts, and innovations packaged in practical actions that can produce impacts in the form of changes in knowledge, views, skills, as well as values and behavior (Nurjanah, 2015). Bertram et al. (2014) state that various driver implementations support the program's implementation effectively and sustainably. Driver implementation is the main foundation in the implementation process because this aspect is very much needed to implement, maintain, and improve effective program interventions (Blase et al., 2012). Thus, in carrying out implementation appropriately, the institution that acts as implementor needs to pay attention to aspects of driver implementation that are well integrated into the program so that the program implementation process can run effectively and sustainably. Based on this background, this research seeks to examine the implementation of the Conflict Management Socialization and Conflict Prone Area Mapping program in BAKESBANGPOL Kuningan.

Theoretical Framework

   a.   Conflict Management Theory

Conflict management theory explains how conflicts can be identified, managed, and resolved effectively. According to Robbins and Judge (2023), conflict management consists of three phases: identification, resolution, and post-conflict impact management. In addition, conflict management is a series of actions and responses between the actors and external parties involved in the conflict. Conflict management belongs to a process-oriented approach, which leads to forms of communication (including behavior) between actors and external parties and how they influence interests and interpretations. External actors, as third parties, need accurate information about the conflict situation (Asiah, 2017).

Furthermore, conflict management is the steps taken by actors or third parties to steer the conflict towards a particular outcome, which may or may not lead to the final resolution of the conflict and may or may not result in a peaceful, positive, creative, conciliatory, or aggressive resolution. Conflict management can involve self-involvement, cooperative problem-solving (with or without the help of a third party), or decision-making by a third party. Process-oriented approaches to conflict resolution emphasize the parties' communication patterns (including their behavior) and how these influence their interests and interpretations of the conflict (Nasution et al., 2024) (Asiah, 2017).

On the other hand, Bertram et al. (2014) argue that the presence of implementation factors is crucial in implementing conflict management programs. Implementation factors ensure the program's successful implementation, such as staff competence, organizational support, and the use of data in the decision-making process. These factors are essential to the implementation process as they are critical to creating, sustaining, and expanding effective program interventions (Bertram et al., 2014). This theory is essential to understand how the conflict

management socialization program at BAKESBANGPOL Kuningan can help identify potential conflicts, take preventive action, and manage the consequences of conflicts that occur.

b.   Policy Implementation Theory

Policy implementation theory focuses on how policies developed by governments or organizations can be effectively implemented in practice. Policy implementation is a way to achieve policy goals and objectives (Saraan et al., 2024). Therefore, implementing a policy only begins when goals and objectives have been set or identified through policy decisions. Thus, implementation is a process of activities carried out by different actors to ultimately achieve a result that is by the goals or objectives of the policy (Pramono, 2020). According to Mazmanian and Sabatier (1983), several factors influence the successful implementation of a policy, including the clarity of policy objectives, available resources, and stakeholder support.

Furthermore, three groups of variables affect the success of implementation, namely problem characteristics (tractability of the problem), political-legal characteristics (the ability of the law to structure implementation), and environmental variables (non-legal variables that affect implementation). In the context of this research, policy implementation theory is relevant to analyze how BAKESBANGPOL implements the socialization and mapping of conflict-prone areas in Kuningan Regency. The success of implementation can be seen from the extent to which the program can achieve its goals, such as reducing the number of conflicts that occur (Pramono, 2020).

c.   Literature Review

In this literature review, various studies focusing on conflict management and the role of institutions in conflict management have been discussed. This can be seen through previous studies that provide diverse perspectives on the strategies and effectiveness of various approaches in preventing and resolving conflict in various contexts. The results of this research will provide a theoretical and practical basis for

understanding the dynamics of conflict and its resolution methods, as well as a reference in adding to the repertoire of knowledge in the current research. Some of these studies, namely those conducted by Kilag et al. (2024), examined administrators' conflict management and strategies and concluded that collaborative approaches and open communication are very important for managing compelling conflict. Cronin and Bezrukova (2019) explored conflict management from a system dynamics perspective and suggested that understanding system interactions can help identify the root causes of conflict and develop more comprehensive solutions.

Furthermore, Demchuk et al. (2021) compared environmental conflict management in China and Russia and concluded that cultural differences influence conflict management strategies, with a more authoritarian approach in China and more collaborative in Russia. Gelan & Gelan (2024) analyzed the influence of servant leadership on workplace conflict management in an administrative bureau in Oromia and concluded that servant leadership could reduce conflict by creating a more supportive and inclusive work environment. These studies provide valuable information about different conflict management approaches and strategies that can be used in different contexts to increase the effectiveness of conflict resolution. Fahmi, Sukendro, and Widodo (2022) examined the role of the National Unity and Political Agency in managing potential conflicts in Riau Province. Their research found that the agency is essential in conflict prevention and management.

Furthermore, Wirman and Ababil (2023) examined the role of Kesbangpol in Medan City in managing conflict-prone areas and found that prevention efforts and dialogue approaches are critical to success. On the other hand, Pratiwi, Malik, and Setiawan (2020) examined the role of civil society organizations in preventing conflict caused by acts of terrorism and found that a community-based approach effectively reduces the likelihood of violence. Putri (2022) discussed

conflict management and resolution approaches as an effort to reduce conflict, emphasizing the importance of understanding and tolerance between groups. Similarly, Mudzakkar (2021) examined conflict management strategies in political conflict resolution and proposed a theoretical approach to understanding conflict dynamics and resolution. Finally, Sidiq, Kurniawan, Warganegara, and Barokah (2023) examined the presence of the Indonesian People's Wave party as an effort to manage internal conflict within political parties and found that internal party strategies can prevent divisions and increase organizational cohesion.

Methods and Procedures

This research is designed to describe and explain the implementation of the Socialisation of Conflict Handling and Mapping of Conflict Prone Areas in Conflict Regencies Programme conducted by the National Unity and Political Affairs Agency. This descriptive research uses qualitative research methods to provide a comprehensive picture of the mapping of conflict-prone areas in the predetermined research locus, namely Kuningan Regency. Data collection techniques were carried out through field research and previously conducted literature review as primary and secondary data. During field activities, in-depth interviews were conducted with informants involved in program implementation. Data analysis techniques include data reduction, presentation, and conclusion drawing (Miles et al., 2014). This study looked at the National Unity and Political Agency (BAKESBANGPOL) in Kuningan Regency as a research subject in consideration of the Conflict Management Socialisation Program and Conflict Mapping in Vulnerable Areas carried out by BAKESPANGPOL Kuningan.

On the other hand, this is supported by the Kuningan area, which is an area in West Java Province that is directly adjacent to the Cirebon and Majalengka regions. As an area with a diverse society, the Kuningan area is not free

from potential conflicts. At least in 2020, 11 potential conflicts occurred in Kuningan. Some conflicts included religious conflicts involving Ahmadiyah Qadian and Nahdlatul Ulama, natural resource conflicts involving PT Chevron and residents around Mount Ciremai, and land conflicts involving the Sunda Wiwitan traditional group. Therefore, this research was conducted to see whether the Conflict Management Socialisation Program and Conflict Mapping in Vulnerable Areas carried out by BAKESBANGPOL Kuningan can be implemented effectively or not.

Results and Discussion

Kuningan Regency is one of the West Java Province areas with potential in natural resources, tourism, culture, and the creative economy. According to the official website, the regency government has 32 sub-districts, 15 sub-districts and 360 villages. As a region, of course, Kuningan cannot be separated from the potential for conflict, so the existence of Bakesbangpol Kuningan is essential for maintaining regional stability. According to the official website of the National and Political Unity Agency, this body's primary duties and functions are regulated in the local regulation number 43 of 2013 concerning the primary duties, functions, and job descriptions of the Kuningan National and Political Unity Agency. These tasks include assisting the leader in leading, coordinating, and controlling all agency activities in the implementation of political development, fostering national unity, formulating technical policies in the field of national and political unity, providing support for the administration of regional government in the field of national and political unity including the secretariat, the field of resilience—nation, domestic politics, and community organizations as well as regional vigilance. To carry out its duties in the field of regional vigilance, the Kuningan National and Political Unity Agency has a work program that socializes conflict management and maps

conflict-vulnerable areas. This program was formed to maintain regional stability and conduciveness by detecting potential conflicts that could occur in Kuningan.

Referring to the regulation above concerning the primary duties, functions, and job descriptions of the National Unity and Political Agency, this agency handles a social conflict differently than the executor handles the conflict directly but carries out early detection of potential. Conflict and coordinating with other parties. In the process, the conflict management program and mapping of conflict-prone areas carried out by the Kuningan National and Political Unity Agency consists of a series of activities, including:

1.   Early Detection Development

Through this activity, Bakesbangpol will provide coaching materials to each village's task force and lines. This activity is carried out per sub-district in Kuningan. In the process, Bakesbangpol is not only one of the presenters but could also invite presenters from the local Koramil on various occasions. The agenda for this activity is to guide task forces and lines regarding how to detect issues that could trigger conflict in the environment where they work, including preparing all necessary needs and carrying out mitigation. This activity does not focus on the early detection of social conflicts. However, it is related to the detection of natural disasters, which coordinates with the BPBD in this process. The issues discussed in this activity include the potential for muggings in several quiet and poorly lit locations and illegal drug transactions in border areas.

2.   Trantrib Forum (Tranquility and Order)

In contrast to early detection development, in this forum, every coordinator from 32 Kuningan sub-districts visited the National Unity and Politics Agency office. In this activity, Bakesbangpol and the head of the section conducted a Focus Group Discussion (FGD) regarding conflict issues in their area and guided the flow of case reporting. In this case, it is necessary to guide because many disciplinary

officers need help utilizing technological advances. This guidance is essential for case management programs and mapping conflict-prone areas because Bakesbangpol can quickly and accurately obtain reports that can then be analyzed and forwarded to the Regent as the party that can issue a policy.

3.   Development of an Early Awareness Team

This early alert team consists of various parties responsible for monitoring an area and quickly and precisely detecting potential conflicts. This team consists of intelligence from various Regional Work Units (SKPD) such as the National Police, BIN, Prosecutor's Office, BPBD, Immigration, etc. In this activity, the parties involved hold discussions regarding the issues that occur and potential conflicts that could occur.

4.   Surveillance of Foreigners

In this case, integrate with the immigration authorities to monitor foreigners who come to Kuningan. In this case, following up on various supporting documents belonging to the person concerned and finding out the person concerned's purposeakesbangpol in this case needs to carry out a proper analysis regarding whether these foreigners could pose a threat to regional stability and conduciveness.

This series of activities is an integral part of the conflict management program and mapping of conflict-vulnerable areas in Kuningan. The result of this program was that in 2017, the Kuningan Regency National Unity and Politics Agency succeeded in creating a map of vulnerable areas in Kuningan. This map is the basis for Bakesbangpol and other parties in discussing and analyzing any conflicts that may occur so that they can quickly report to the Regent to obtain policies regarding this matter immediately. The general public can access this map by visiting the local sub-district office.

Figure 1. Map of conflict-vulnerable areas in Kuningan Regency in 2017

The map shows that in 32 sub-districts in Kuningan Regency, 22 sub-districts are vulnerable to conflict, and there are no indications of potential conflict in the other ten sub-districts. The potential for conflict varies, ranging from brawls to religious, political, village institutional, natural resource, and economic conflicts. Kuningan, one of the areas with abundant natural products, causes Kuningan to natural resource conflicts. This is based on the mapping results, where of the 22 sub-districts, there are 12 potential natural resource conflicts followed by nine potential economic resource conflicts. This map of conflict-prone areas makes it easier for Bakesbangpol Kuningan to coordinate with various parties to prevent potential conflicts so as not to disrupt the stability of the lives of the people of Kuningan Regency.

In the process, the program implemented by Bakesbangpol runs smoothly and sustainably; Bakesbangpol, as the program's implementer, needs to pay attention to aspects of implementing a well-integrated program. The implementation aspects of the program are summarized in driver implementation (Bertram et al., 2014). The following is the implementation of the driver implementation aspects in Bakesbangpol Kuningan Regency in carrying out the Conflict Management Socialization and Conflict Area Map:

1. Competency Driver

This is the central aspect of program implementation because it includes the abilities of the implementers. This aspect needs to be well integrated because it aims to increase the competency of the staff involved in implementing the program so that the program can run well and sustainably. This aspect includes various indicators, including staff selection, coaching and training, and work assessment.

Regarding staff selection, staff who join Bakesbangpol are, of course, based on the recruitment flow that the government has determined. The staff who joined also had various educational backgrounds, such as international relations, government science, etc. Bakesbangpol Kuningan Regency consists of 43 staff, 25 of whom are civil servants and 18 of whom are honorary district staff. Another indicator of this is coaching and training. In general, every civil servant staff member will undergo primary education. In this activity, staff will be equipped with various knowledge. They will be introduced to their respective fields of work so that staff will quickly adapt to understand the institution's culture. When staff implement a program, they usually discuss it together to prepare socialization materials. In these discussions, staff will usually discuss what needs to be conveyed.

The final indicator is work assessment. Generally, the Inspectorate and the Financial Supervisory Agency will conduct the institution's work assessment. The thing that is assessed is the suitability of the budget provided with the realization of the program being implemented. However, the institution must still perform each staff member's performance assessment.

2. Organization Driver

This aspect is a supporting aspect of driver competency. This is because the organizational driver aspect plays a role in ensuring that the driver competency aspect is fulfilled and well-integrated so that the program implementation

process can be carried out effectively. On the other hand, this aspect also ensures quality improvement and the implementation of sustainable programs. This aspect includes various indicators, including facilitative administration, system-level intervention, and decision-support data systems.

Facilitative administration includes matters related to the administrative needs of the institution, which can be in the form of activity plans and schedules. Bakesbangpol Kuningan, when designing a program, always starts with drafting an activity budget. This case contains the requirements for implementing the conflict management socialization program and mapping conflict-prone areas. This is done so that program implementation can run smoothly and appropriately. Bakesbangpol Kuningan has the authority to design the programs that are implemented independently. This program will be adjusted to the conditions in Kuningan Regency and the available resources, funds, and data. Even though Bakesbangpol has the authority to make its own decisions regarding the program, the program must still be guided by government regulations that have been established.

The next indicator is system-level intervention, which contains matters relating to external parties. The presence of external parties here can help the institution implement the program as a source of support and as a collaborating party. In the program implemented by Bakesbangpol, external parties, in this case, are collaborating parties. As mentioned, Bakesbangpol's role is to coordinate with various parties to maintain regional security stability. In this program, Bakesbangpol facilitates various parties participating in conflict management socialization programs and mapping conflict-vulnerable areas.

The final indicator in this aspect is the decision support data system, which includes reporting regarding things that occur in program implementation. Bakesbangpol, especially in the area of regional awareness, always reports on every program that is carried out. Not only does it make a report when the program is implemented, but when it receives information that there is a potential for conflict, the Regional Vigilance team will follow up by analyzing the information and immediately make a report addressed to the Regent. In this way, handling can be given quickly and precisely by issuing policies from the Regent and continued coordination with various parties. However, reporting regarding the implementation of the mapping program for conflict-prone areas needs to contain the latest maps that can be distributed to the public. Maps related to conflict-vulnerable areas in Kuningan Regency still use maps created in 2017.

3. Leadership Driver

The final aspect of program implementation is driver leadership. In this case, the leader has a significant role in the program implementation process because the leader has control over organizing and directing the staff and facing every existing challenge. The chairman of Bakesbangpol has a leadership attitude that adapts to current conditions. This means he will be tactical when faced with problems in the field requiring quick and precise decisions. On the other hand, he will act strategically when faced with a problem that requires careful planning. In this case, he constantly collaborates with the staff to be involved in implementing the program, such as in accommodating needs, he will collaborate with the agency's secretary section, which includes the heads of sub-divisions for personnel, finance, and program analysts, and he will collaborate with the head of the field in this case, such as the head of the regional vigilance department to analyze and implement the program.

Based on the results above, the National Unity and Political Agency of Kuningan Regency, in carrying out program implementation, has paid attention to aspects of the implementation drivers that are running and are well integrated. This makes the conflict management socialization program and mapping

of conflict-prone areas run well and sustainably. As a result of the success of this program, a map of conflict-prone areas was created in 2017. Although there has yet to be an updated map in subsequent years, Bakesbangpol implements this program every year. The map of conflict-vulnerable areas is the basis for Bakesbangpol in carrying out conflict management programs and mapping conflict-prone areas. This map is the basis for Bakesbangpol in analyzing changes in potential conflict tendencies in each sub-district in Kuningan Regency.

Discussion

This research provides an in-depth description of the implementation of the conflict management socialization program and the mapping of conflict-prone areas by the Kuningan Regency National Unity and Political Agency (Bakesbangpol). Based on the research results, it appears that Kuningan, an area with social and cultural diversity, is vulnerable to several potential conflicts. The program initiated by BAKESBANGPOL aims to detect potential conflicts early and maintain regional stability through a series of activities involving various stakeholders. The following aspects of conflict management: First, the 'Competency Driver' aspect highlights the importance of staff competence in implementing this program. The staff of Bakesbangpol Kuningan consists of people with different backgrounds, such as international relations and political science. Staff training and preparation are crucial to improving their knowledge and skills in recognizing and managing potential conflicts. In addition, external agencies, such as the Inspectorate and the Supreme Audit Agency, conduct performance reviews to ensure alignment between budget and program implementation. Secondly, the 'Organisational Drivers' aspect shows how supportive interventions at the administrative and system level can support the program's success. Bakesbangpol Kuningan independently designs programs according to regional conditions and available resources while still guided by government regulations.

Collaboration with external actors such as TNI, Polri, and BPBD is crucial in program implementation. The decision support system also plays a role in reporting and analyzing information about potential conflicts, although the map of conflict-affected areas is still based on 2017 data.

Then, Third, 'Leadership Drivers' highlights the importance of the leader's role in organizing and managing staff and facing challenges. The Head of BAKESBANGPOL Kuningan showed an adaptive and collaborative leadership attitude when facing challenges in the field. The success of this program is inseparable from the leader's ability to adapt to the needs and work with different stakeholders. The research shows that implementing the conflict management socialization program and conflict risk mapping in Bakesbangpol Kuningan is well-run and sustainable. The program succeeded in creating a map of conflict-prone areas, which became the basis for analyzing the potential for conflict in each sub-district. Although until 2017, the map has yet to be updated, the program continues to be implemented every year with attention to the aspects of a well-integrated implementation driver. This shows how vital the role of Bakesbangpol is in maintaining stability and order in Kuningan through a systematic and collaborative approach.

Meanwhile, it is essential to relate the research results to the findings of previous studies conducted in the context of conflict management. Through the literature review that has been conducted, there are several relevant studies to compare with the results of this study. Kilag et al. (2024) emphasized the importance of a collaborative approach and open communication in conflict management, which is in line with the results of this study that showed the effectiveness of involving various parties through discussion forums such as the Early Vigilance Forum. However, this study also revealed the need for training and improvements in administrative systems. Using a system dynamics perspective, Cronin and Bezrukova

(2019) propose that understanding system interactions can help identify the root causes of conflict and develop more comprehensive solutions. This finding reinforces the results of this study, which show the need for more in-depth systems analysis to improve the effectiveness of conflict prevention, especially in understanding local social dynamics.

Demchuk et al. (2021) compared environmental conflict management in China and Russia, finding that cultural differences influenced conflict management strategies with a more authoritarian approach in China and collaboration in Russia. This research adds a critical perspective on how cultural context can influence the effectiveness of conflict management strategies, which is relevant to this study's findings and suggests the need for customization of strategies based on local cultural context. Meanwhile, Wirman and Ababil (2023) examined the role of Kesbangpol in managing conflict-prone areas in Medan and emphasized the importance of prevention efforts and dialogue approaches. The findings support the results of this study on the critical role of discussion forums in conflict prevention but also show that improvements in staff training and administrative support are still needed. Overall, although there are similarities in conflict management principles, such as collaborative approaches and systems analysis, the results of this study indicate the need for adjustments and improvements in program implementation to increase its effectiveness. This research significantly contributes by identifying strengths and weaknesses in program implementation and offers a basis for developing more adaptive and contextual conflict management strategies.

Conclusion

The research on the Conflict Management Socialisation and Conflict-Prone Area Mapping program implemented by Bakesbangpol Kuningan reveals several key findings. The program has been notably effective in several

aspects, including early detection development, focus group discussions (FGDs) through the Peace and Order Forum, monitoring by early vigilance teams, and the surveillance of foreigners. A significant outcome of the program is the successful creation of a conflict-prone area map in 2017, which identified 22 sub-districts with potential conflict. This map has been instrumental in coordinating conflict prevention efforts and maintaining regional stability in Kuningan.

Despite these successes, the study also identifies areas for improvement. The need for enhanced staff competencies through more in-depth and ongoing training is evident. Developing better administrative support and systems is crucial to ensure smoother program implementation. A more decisive leadership role is also recommended to better organize and direct staff toward achieving program goals.

The study's limitations include a focus on a single region, which may limit the generalizability of the findings to other areas with different social, political, and cultural contexts. Moreover, the study primarily evaluates the program's implementation and immediate outcomes without delving into long-term impacts. Future research could expand the scope by examining the program's long-term effects on conflict prevention and regional stability. Comparative studies across different regions could also provide a broader understanding of the program's effectiveness and adaptability in various settings.

In conclusion, while the Conflict Management Socialisation and Conflict-Prone Area Mapping program has been effective in Kuningan, there is room for improvement in staff training, administrative support, and leadership. Future research should explore the long-term impacts and broader applicability of such programs to enhance conflict management strategies on a larger scale. This research contributes to understanding conflict management at the regional level and offers

valuable insights for developing more effective
public policies to maintain social harmony.

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