

The Role of Regulation Schools in Preventing and Overcoming Bullying

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ABSTRACT

This research aims to analyze role regulation schools in preventing and overcoming bullying in the environment school. This research was conducted towards teachers, students and staff school that is done in a way random via google form. Data analysis techniques are carried out in a way qualitative approach bibliography and studies literature. Based on results study Still Bullying actions were found in several school. Regulations clear, firm and implemented school in a way consistent role important in preventing and overcoming bullying. Regulations the give strong foundation for school to handle bullying quickly and fairly, and create safe environment for all students. In addition, the approach involves all over community schools, including students, teachers, parents, and staff, are very supportive prevention bullying. Support for victims and recovery the perpetrator is also important to overcome bullying in a way comprehensive

Keywords: Organizational Justice, Job Satisfaction, Organizational Citizenship Behavior

INTRODUCTION

Bullying, or worse known as bullying, is action aggressive actions taken in a way intentionally by someone or group to another individual with the intent to harm, humiliate, or intimidating. This action is often occurs in the environment school, place work, or social media, where the perpetrator utilise strength physical, social, or psychologically to control the victim. Bullying can in the form of violence physical, such as hit or kicking, verbal abuse, such as mocking or insulting, and violence emotional, such as isolate or spread negative rumors (Widopuspito & Sutarman, 2023).

Impact from Bullying is very significant, both for the victim and the perpetrator. For the victim, bullying can cause decreased sense of confidence self, disturbance mental health such as depression and anxiety, up to lower performance academic or performance work. In the long term long, victims are also at risk experiencing deep trauma, which can influence connection social and emotional them in the future. Meanwhile, the perpetrators bullying tend build pattern behavior aggressive that can impact bad at life social and professional they.(Puspitasari, 2023)

Case bullying at school often become complex and worrying issues. One of them sufficient example often happen is bullying to student new which is considered different or not enough capable adapt to the environment new. For example, a student new Possible become target mockery Because appearance, style speaking, or performance academics. This bullying often done by a group students who feel more dominant, both in terms of physique and social, to show power they are in the environment school.(Puspita et al., 2022)

In some case, bullying can lasted for quite a long time because the victim felt afraid to report. A students who experience verbal bullying, such as insulted or mocked every day, maybe choose to remain silent because worry will face consequence more bad If perpetrator know that he has reporting. This fear is often compounded by the lack of support from Friend

same age or low self - confidence to party school in following up report bullying.(Mayasari et al., 2019)

Apart from verbal forms, bullying physical also often occurs, especially in less developed school areas. monitored, such as field sport or bathroom. For example, a student Possible hit, pushed, or seized his belongings by the perpetrator who felt that action the is just a " joke ". The impact from bullying This physical is not only felt in a way physically, but also emotional, which often leaves deep trauma in the victim.(Yuli & Ahmad Efendi, 2022)

In the digital era, bullying has also spread to the virtual world in the form of cyberbullying. One of example real is distribution Photo or embarrassing videos a student without permission on social media. This can be done quickly spread and improve mental stress for the victim, because they feel humiliated in front of many people, even outside environment school. Impact psychological from cyberbullying is often more heavy Because difficult digital footprint removed and scaled a wider audience wide.(Yuli & Ahmad Efendi, 2022)

Cases bullying like this demands attention Serious from various parties, including school, family, and community. When bullying left alone, it is not only damage quality life students who are victims, but also create environment schools that are not conducive. Therefore, firm and comprehensive handling to case bullying is very necessary to ensure every student feel safe and respected at school.(Filosofianita et al., 2023)

To prevent and overcome bullying, required role active from various parties, including family, institution education, and society broad. Education about empathy, appreciation to diversity, and resolution conflict since early is very important to form more individual caring and responsible answer. In addition, building system strong support, such as counseling and services reporting, can help victims get protection and assistance needed. This collective effort is expected can create a more environment safe and inclusive for everyone.(Borualogo et al., 2020)

To make it real matter said, school as part of from Educational institutions have roles and responsibilities responsibility that is realized by creating regulation Supporters as a preventive measure act bullying. In addition to being a tool prevention, regulation The school also serves as a coping mechanism case bullying that has been occurs. The procedures stated in the regulations, such as reporting, investigation, and mediation, assisting ensure that case bullying handled fairly and transparently. In this case, the role of teachers, staff, and other parties Schools are very important as supervisors and facilitators to enforce rule This approach is not only help stop bullying, but also provides support to the victim to recover from experience negative they.(Novianti C. et al., 2023)

Regulation schools must also supported by educational programs that focus on the formation of character students. This program can covers training about empathy, healthy communication, and resolution conflict without violence. In addition, the involvement of parents and communities in supporting implementation regulation school strengthen message that bullying can not be tolerated. With synergy between strong regulations and effective education, schools can become conducive place for growth academic, social, and emotional student.(Fathinah et al., 2023)

Evaluation and updates to regulation schools are also very necessary to ensure its relevance to ongoing challenges develop, such as bullying in the digital world. Compilation

regulation new responsive to the phenomenon of cyberbullying, for example, has become step important to protect student from threats that emerge in the technological era. Thus, regulations school is not only function as a tool law, but also as a form real from care and commitment school in creating a safe and harmonious environment.(Analiya & Arifin, 2022)

LITERATURE REVIEW

Behavioral Theory Social

Behavioral Theory Social (Social Learning Theory), developed by Albert Bandura, emphasizes that behavior humans, including behavior aggressive like bullying, studied through the process of observation, imitation, and reinforcement. In the context of bullying, individuals, especially children and adolescents, tend to copy the behavior they exhibit Look from other people in the environment they, like family, friends peers, or media. If the behavior this aggressive get positive results, such as attention, power, or confession, perpetrator will tend repeat it. According to This theory, bullying is also influenced by existing social models. Children who see adults, such as parents, or teacher, using violence physique or verbal to complete problem tend learn that aggression is acceptable way to get what they want. This is reinforced if the model does not face consequence negative on his actions. In other words, the perpetrator bullying Study that action they effective and there is no risk big, especially if there is none sanctions firm from environment social, including school (Irwanti & Haq, 2023).

strengthening process also plays a role important in this theory. When a perpetrator bullying accept strengthening positive from Friend peers, such as laughter, agreement, or confession, action the become more interesting to repeat. On the other hand, if action bullying is not stopped by the authorities or environment, perpetrator will feel that his behavior acceptable. Even the victim himself, through inability them to fight or report, can indirectly strengthen behavior perpetrator. In the context of study about bullying, theory Behavior Social help explain Why bullying more often occurs in the environment certain. School or community that does not provide example behavior positive and not implementing consistent sanctions tend to have a high level of more bullying high. Therefore, prevention strategies bullying based on This theory often involves efforts to change pattern learning social. This includes behavioral modeling positive, reinforcement to good behavior, as well as termination or giving sanctions firm to behavior aggressive. In this way, the theory Behavior Social give a strong foundation for understanding and coping bullying.(Irwanti & Haq, 2023)

Bullying

Bullying, according to (Navira et al., 2023), is behavior aggressive actions taken in a way repeated by someone or group to another individual who is more weak, both in terms of physique and psychological. Olweus emphasized existence imbalance strength between perpetrators and victims as elements the key to distinguish bullying from conflict normal. In addition, this action aims to cause pain or discomfort to the victim, both physically and mentally direct or indirectly. (Faqih, 2023)define bullying as a use power in a way systematic to hurt or intimidate others. They highlight that bullying is not only occurs in the form of physical, but also can verbal, emotional, or social, such as exclusion and the spread of rumors. According to they, bullying has a deliberate and persistent nature, so that the impact can

destroy trust victim self and influence health his mentality.

Rigby (2002) explains that bullying is behavior aggressive actions taken in a way intentionally with the aim of harming others. He identify three element the main thing in bullying, namely imbalance force, intent to harm, and repetition action Rigby also noted that that bullying can occurs in various environment, including school, place work, and community, so that need approach holistically to overcome it. According to Coloroso (2003), bullying is intentional behavior to harm in a way physical, verbal, or psychological, where the perpetrator utilise its advantage to master or intimidate the victim. Coloroso also emphasized importance understand the dynamics behind bullying, including role perpetrators, victims, and bystanders, in an effort to create free environment from bullying.

From various the definition above, can concluded that bullying is behavior aggressive involving imbalance power, done in a way repetitive, and intended to harm or intimidate the victim. Bullying can occurs in various form and environment, so need in - depth understanding and comprehensive interventions to prevent and address it.

Regulation School

According to Purwanto (2004), regulations school is a series guidelines written statement made by the party school to organize behavior students, teachers, and all inhabitant school in operation activity daily. This regulation aims create environment orderly, conducive, and focused learning. Purwanto emphasized that regulation school is not only function as a tool controller behavior, but also as a means moral and character education for students. Mulyasa (2007) defines regulation school as a device rules made to support creation discipline and responsibility responsible in the environment school. He state that This regulation is an integral part of management school that aims to maintain harmony between rights and obligations every individual. According to him, the regulation effective school must arranged in a way participatory and reflective values justice.

According to The Suharsimi Arikunto (2008), regulations school is a guide designed to control and direct behavior student as well as guard the continuity of the educational process. He emphasize importance clear, consistent and easy regulations understood in order to be able to applied in a way effective. Arikunto also highlighted that involvement students in the process of drafting regulation can increase sense of responsibility answer they to implementation rule Sudjana (2009) explains that that regulation school is instruments used to create orderly and safe environment, so that support achievement objective education. He to argue that this regulation must be nature flexible so that it can adapt to the needs and challenges of the times. Sudjana also emphasized the need evaluation periodically to ensure relevance and effectiveness regulations in achieving objective school.

From the experts ' point of view said, can concluded that regulation school is guidelines designed to regulate behavior and care order in the environment school. This rule is not the only one serves to control behavior, but also as a means learning discipline, responsibility, and moral values. Compilation and implementation regulation Participatory, equitable and flexible schools are essential to support the success of the educational process.

METHODS

This research uses approach qualitative, this research uses design studies case or survey. Case study allow researchers to dig in a way deep about implementation regulations in some school, while survey used to collect data from larger population wide, such as students, teachers, and parents. In addition, what is done through questionnaire online via google form to teacher and student respondents in some school that is done in a way random, this study pays attention to validity and reliability of data. Data triangulation is used to ensure findings from various source or method each other support.

RESULTS AND DISCUSSION

Overcome bullying at school through regulation school need a systematic and comprehensive approach, involving all over parties in the environment schools, including teachers, students, parents, and staff school. One of the step First is by making clear and firm regulations about bullying. Regulations the must covers definition bullying, its types (physical, verbal, social, and cyberbullying), and consequences received by the perpetrator bullying. With the existence of clear rules, all party know that bullying will not tolerated and there is sanctions for those who violate. In addition, the regulations school must emphasize on prevention and counseling about impact negative bullying. Educational program about bullying need held in a way periodically at school, either through activities in class, seminars, or activity extracurricular. In this case, teachers and staff school need involved as an agent changes that are not only supervise but also provide understanding to student about importance each other appreciate and maintain ethics in interacting. Character education that prioritizes empathy, tolerance, and cooperation can reduce possibility the occurrence bullying.

Regulation schools also need covers clear mechanism for reporting case bullying. School must provide safe and confidential channel for students to report If they become a victim or to witness bullying. With the existence of channel easy reporting accessed, victims of bullying do not feel Afraid or embarrassed to speak. In addition, the steps fast and firm from party school in handling report bullying is very important to provide a sense of security to all over inhabitant school and show that bullying will not left. Regulations school must notice actions that are not only nature punishment, but also recovery for perpetrator bullying. A more nuanced approach restorative can applied, where the perpetrator bullying given opportunity to realize his mistakes and correct them behavior they through counseling or activity coaching. School Can involving counselor school or psychologists to help both victims and perpetrators so that they can overcome impact bullying and building return more relationship Healthy between student.

Beside the regulations that apply within the school, cooperation with parents and the community are also very important. Parent must involved in the effort prevention bullying through open communication with parties school. Training program for parents about method detect signs child bullying they as well as How method support children involved in bullying are very helpful in creating a more environment safe at school. With an integrated approach between regulation school, parental support, and participation students, bullying can minimized and environment learn more positive can created.

Prevention Bullying in Schools

To prevent bullying at school, there is a number of step important thing to do carried

out by both parties schools, teachers, students, and parents. The following is a number of things to do done :

1. Establish and Enforce Strict Regulations

School must have clear and firm regulations about bullying, including definition, types bullying, as well as the consequences that will be received by the perpetrator. This regulation must understood by all inhabitant school and applied in a way consistent. In addition, it is important to ensure that regulation it is not only there is above paper, but truly implemented firmly.

Character Education and Awareness Social

Through curriculum and education programs character, students taught about importance honor differences, empathy, and work same. School must organize educational programs student about danger bullying, its impact towards the victims, as well as importance guard positive relationship between friends. By understanding bullying and its impact, students will more be aware not to get involved in bullying and prevent it occurs in the environment they.

3. Building An Inclusive and Supportive Environment

Create culture Inclusive and supportive schools are essential to prevent bullying. School must ensure that every student feel accepted and appreciated without look at difference race, religion, background behind social, or physical. Awards to diversity, as well as promotion values each other appreciate and respect, will create safe environment for all over student.

4. Provide Channel Safe and Confidential Reporting

School must provide channel safe, easy reporting accessible, and confidential for students who are victims of bullying or who witnessed bullying. With the existence of system fearless reporting or shame, students will more dare to report incident bullying that occurs in the environment school. This allows party school to go soon take the right action.

5. Involving Parents in Prevention Bullying

Prevention bullying also requires cooperation between party school and parents. Parents need given understanding about signs child bullying them and the way face it. School can organize workshops or seminars for parents about How support children not to be involved in bullying, and method give support to a possible child become a victim.

6. Training for Teachers and Staff School

Teachers and staff school must trained to be able to detect signs bullying, as well as How handle situation This training should also be covers skills in managing conflict between students and provide constructive intervention If bullying occurs. With adequate preparation, teachers and staff school can act fast and effective to overcome bullying before become more problems big.

7. Doing Fast and Precise Intervention

If bullying happen, action fast and precise is very necessary. Party school must quick investigate and respond report bullying, as well as give protection for the victims. In addition, the action to perpetrator bullying must involving approach restorative that allows perpetrator understand error they are responsible answer on action them, and try repair his behavior.

Overcome Bullying At school

In overcoming bullying party school do identification problem in a way comprehensive and necessary understand how far is the bullying happened, who only those involved, and the type bullying what is most often happened, did physical, verbal, social, or cyberbullying. This data collection can done through surveys, interviews with students, teachers, and parents, as well as observation directly. Deep understanding about this problem will be help party school to design steps appropriate intervention.

School must set clear rules about bullying, including definition bullying, types bullying, as well as sanctions that will be received by the perpetrator. This regulation must understood and agreed to by all inhabitant schools, including students, teachers, and parents. In addition, it is important to ensure that regulation the applied consistently and there is no tolerance to bullying in the form of whatever. Socialization This regulation must also be done in a way periodically so that all party always remember will importance guard order and harmony in schools. Counseling to student about bullying and its impact is very important. Schools can hold a seminar or activity group to educate student about bullying, how method recognize behavior said, and its importance each other value One each other. By increasing awareness student about bullying, expected they will more care to the actions they take do and can prevent the occurrence bullying in the environment they. Educational programs character that emphasizes values empathy, tolerance, and work same also can implemented as an effort preventive.(Kamsiah & Witarsa, 2023)

One of step key to overcoming bullying is by providing channel safe and confidential reporting for victims or witness bullying. This channel must be easy accessible and can ensure confidentiality identity reporter. Through This channel, students who experience or to witness bullying Can report incident the without feel Afraid will existence revenge or negative stigma. The parties school, such as teachers or counselor, must ready to receive report and immediately take necessary action. After bullying detected, action fast and precise must quick taken. Party school must investigate case bullying in a way comprehensive and take steps that are in accordance with the policies that have been set. For the perpetrators bullying, not only given sanctions, but also approaches restorative involving counseling and coaching to change behavior them. Through this approach, the perpetrator bullying given opportunity to realize his mistake and tried repair self.(Fadiyah et al., 2023)

Support to victims of bullying is also very important in the recovery process. Schools must provide safe and comfortable space for victims to speak about experience they. Counseling psychological or therapy can given to help victims cope impact emotions caused by bullying, such as anxiety, depression, or insecurity. In addition, school must Work together with parents to ensure the victim gets the support needed both at school or at home. The next step is involving parents and communities in efforts overcome bullying. Parents need given understanding about How detect child bullying them and the way give proper support. School can stage meeting or seminars for parents about issue bullying and how they Can play a role active in prevention and handling. Close collaboration between schools, parents, and communities will create a more environment safe and supportive for student.(Theodore & Sudarji, 2020)

Evaluation and monitoring sustainable need done to ensure that effort prevention and control bullying walk effective. School need do regular evaluation of policies and programs

that have been applied, as well as gather bait come back from students, teachers, and parents to know whether There is necessary improvements carried out. With continuous monitoring, schools can adapt the steps to create an increasingly environment safe and free from bullying.

Actions taken during bullying Happen

If it happens bullying at school, there is a number of step important thing to do carried out by the party schools, teachers, and parents to address problem quickly and effectively :

1. Quick Action and Response

first step that must be taken done is respond quickly so bullying detected or reported. The party school must quick take actions to protect victims and stop action bullying. Postponement or ignore this problem can to worsen its impact on the victim and worsens situation.

2. Listening and Taking Notes Report

School need provide safe and confidential channel for victims or witness bullying to report incident said. Teachers, counselors, or staff schools that accept report must listening with empathy, noting details of the incident, and ensuring the victim feels safe supported. Report the must checked carefully to be sure clear and accurate facts.

3. Do Internal Investigation

After report received, party school must do investigation to understand fully incident bullying This investigation must be conducted in a fair and impartial manner, involving parties related such as victims, perpetrators, and witnesses bullying. All party must given opportunity to explain version they about incident the.

4. Give Support to the Victims

Victim of bullying must given support emotional and psychological. School must provide service counseling or psychologically to help victims cope impact from bullying experienced, such as stress, anxiety, or depression. In addition, the school need ensure that the victim feels safe and comfortable environment school after incident bullying. In some case, transfer class or placement in a more conducive environment safe Can required.

5. Taking Action Against Perpetrator

After investigation finished, school must take appropriate action to perpetrator bullying. This can in the form of sanctions in accordance with existing regulations, such as warning, suspension, or even expenditure temporary from school, depending on the severity bullying. In addition, the perpetrator also needs to given coaching, such as counseling or coaching program character to change behavior them and prevent recurrence bullying in the future.

6. Involving Parents

Parent from the victim and the perpetrator bullying must was informed about incident said. School need stage meeting with parents to give explanation about the steps that have been taken taken and discussed about How they Can support the recovery process child they. Collaboration between school and parents it is important that this problem can be resolved overcome in a way comprehensive, both at school or at home.

The Role of Regulation School

Regulation schools have a very important role in overcoming bullying, because give framework clear laws and guidelines for dealing with case bullying that occurs in the environment school. This regulation covers various aspects, such as definition bullying, types bullying, as well as the consequences that will faced by the perpetrator. With the existence of clear rules, school can act firm and fair in responding bullying, creating safe environment for students, and ensure that action bullying is not tolerated so only. In addition, the regulations The school also serves as a guide for all over inhabitant school to avoid behavior that can harming others. For example, regulations that regulate about behavior social and ethical between student will reduce possibility bullying happen. Schools can also integrate regulation about bullying into the curriculum and education programs character, which aims to instill values each other respect, empathy, and tolerance since early. With this approach, the regulations school serves not only to punish perpetrators, but also to prevent bullying by changing pattern thoughts and attitudes student.

Regulation The school also provides channel safe reporting for victims of bullying. This allows students to report bullying without Afraid will existence revenge or negative stigma. With the existence of channel clear reporting and protected by policy school, victims can more easy get help and protection. Party schools can too take steps quick to respond case and provide the necessary support for both victims and The existing regulations also encourage collaboration between party school, parents, and society. Parents given understanding about importance detect bullying since early, and method support children those involved in bullying, either as victims or perpetrators. With the involvement of parents, schools can create more culture inclusive and supportive outside environment school, which in the end will strengthen prevention and control bullying.

CONCLUSION

Regulation clear, firm and implemented school in a way consistent role important in preventing and overcoming bullying. Regulations the give strong foundation for school to handle bullying quickly and fairly, and create safe environment for all students. In addition, the approach involves all over community schools, including students, teachers, parents, and staff, are very supportive prevention bullying. Support for victims and recovery The perpetrator is also important to overcome bullying in a way comprehensive.

School need increase socialization anti- bullying regulations to students, teachers, and parents. Educational programs character that puts forward empathy and tolerance can help reduce behavior bullying. Teachers and staff must also trained to recognize and handle bullying appropriately. Evaluation periodic to regulations and prevention programs are also needed to ensure its effectiveness. In addition, collaboration with parents and the community is very important in creating environment safe and supportive schools development student.

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