

**DINAMIKA MODUS OPERANDI REKRUTMEN KELOMPOK
KEJAHATAN TERORGANISIR BATAM-KAMBOJA
2018-2025**

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ABSTRAK

Penelitian ini mengkaji dinamika modus operandi rekrutmen dalam jaringan kejahatan terorganisir transnasional yang mengirimkan Pekerja Migran Indonesia secara ilegal dari Batam ke Kamboja selama periode 2018–2025. Menggunakan pendekatan deskriptif kualitatif, studi ini memanfaatkan data dari dokumen pengadilan, laporan resmi, serta literatur ilmiah untuk menelusuri pola transit, teknik rekrutmen, dan respons penegakan hukum. Hasil penelitian menunjukkan bahwa praktik tersebut mencerminkan tujuh karakteristik utama kejahatan terorganisir transnasional: kooptasi dan kolusi dengan pejabat publik, eksploitasi kelompok marginal dan ketimpangan sosial, diversifikasi aktivitas ilegal secara global, infiltrasi terhadap bisnis legal dan struktur ekonomi formal, pemanfaatan kelemahan tata kelola dan negara, investasi ekonomi dan legitimasi sosial lokal, serta evolusi teknologi dan adaptasi globalisasi. Jalur transit bergeser dari udara ke laut dengan memanfaatkan pelabuhan rakyat dan penyamaran sebagai wisatawan. Teknik rekrutmen dilakukan melalui media sosial, penggunaan dokumen palsu, dan janji kerja fiktif. Penegakan hukum menunjukkan kecenderungan berfokus pada jalur distribusi dan struktur jaringan, meskipun masih menghadapi kendala koordinasi lintas sektor dan negara. Penelitian ini menekankan pentingnya kerja sama regional, pengawasan maritim yang lebih ketat, serta pendekatan lintas disiplin dalam merespons kompleksitas jaringan kejahatan terorganisir transnasional.

Kata Kunci: kejahatan terorganisir transnasional, rekrutmen ilegal, migrasi tidak berdokumen

***DYNAMICS OF RECRUITMENT METHODS BY THE BATAM–
CAMBODIA ORGANIZED CRIME GROUP (2018–2025)***

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ABSTRACT

This study examines the dynamics of recruitment methods by the batam–cambodia organized crime group networks that send Indonesian Migrant Workers illegally from Batam to Cambodia during the period 2018-2025. Using a qualitative descriptive approach, the study leverages data from court documents, official reports, and scientific literature to trace transit patterns, recruitment techniques, and law enforcement responses. The results show that the practice reflects seven main characteristics of Transnational Organized Crime: co-optation and collusion with public officials, exploitation of marginal groups and social inequality, diversification of illegal activities globally, infiltration of legal business and formal economic structures, exploitation of governance and state weaknesses, economic investment and local social legitimacy, and technological evolution and adaptation to globalization. Transit lines shifted from air to sea by utilizing folk ports and disguises as tourists. Recruitment techniques are carried out through social media, the use of false documents and fictitious work appointments. Law enforcement shows a tendency to focus on distribution channels and network structures, although it still faces cross-sector and state coordination constraints. The study emphasizes the importance of regional cooperation, tighter maritime surveillance, and cross-disciplinary approaches in responding to the complexities of transnational organized crime networks.

Keywords: *Transnational Organized Crime, illegal recruitment, undocumented migration.*