Jurnal Komunikasi
Vol. 3 No. 3 Maret 2025, hal. 139- 146 e-ISSN: 2988-1331

THE ROLE OF DATA SUPERVISORS IN THE IMPLEMENTATION OF PRIVACY POLICIES: A LITERATURE REVIEW

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Abstract
In the ever-evolving digital age, the protection of personal data is becoming increasingly crucial. This study reviews the existing literature on the role of data supervisors in the implementation of privacy policies in various organisations. Data supervisors play an important role in ensuring that the collection, storage and use of personal data comply with applicable privacy regulations. The results of the study show that although this role is essential, data supervisors face various challenges including rapid regulatory changes, technological advances, and the need to manage data efficiently. Technological literacy and continuous training are key to overcoming these challenges. In addition, collaboration between data supervisors and other internal stakeholders is needed to ensure that privacy policies are implemented effectively and are responsive to changes in the digital environment. Therefore, this study emphasises the importance of the strategic role of data supervisors in creating a data management system that complies with the law and is oriented towards individual privacy rights.
Keywords: Role, Data Supervisor, Privacy Policy Implementation, Literature Review.

Introduction

In an increasingly connected digital era, the protection of personal data has become one of the main issues that has received widespread attention from various parties, including the government, companies, and the general public. Personal data protection is a series of actions and policies designed to maintain the confidentiality, integrity, and accessibility of data of individuals who can be identified directly or indirectly (John & Smith, 2022). Personal data includes information such as name, address, telephone number, email, financial information, and other sensitive data that, if misused, can affect individual privacy rights. Data protection also includes efforts to prevent unauthorised access, collection, use, disclosure, and storage of data in an unauthorised manner (Davis, 2022).

The protection of personal data is very important in the midst of technological advances and globalisation that enable the rapid and massive transfer of data. Without adequate protection, individuals risk violations of privacy, identity theft, and various forms of fraud. In addition, organisations that fail to protect personal data can lose the

trust of their customers, face legal sanctions and significant financial losses. Thus, the protection of personal data is not only important for maintaining individual privacy and security, but also for building the reputation and social responsibility of an entity in an interconnected business and community environment (Lee, 2024).

Since the rapid growth of information technology has facilitated the collection, storage, and distribution of personal data on a large scale. However, this convenience is also accompanied by an increased risk to individual privacy, including data leakage and misuse of personal information (Simpson, 2025).

Data leakage occurs when personal information managed by an organisation falls into the hands of unauthorised parties. This leakage can be caused by various factors, including cyber attacks, human negligence, or inadequate system security. Common examples of data breaches include unauthorised access to databases, system hacking, and theft of devices containing sensitive data. The consequences of data breaches can be devastating, both for the individuals whose information is exposed and for the organisations responsible. For individuals, data breaches can have serious consequences such as identity theft and damage to personal reputation (Harris, 2025).

Misuse of personal information occurs when data obtained, whether through data leakage or other means, is used for unauthorised or harmful purposes. Some forms of misuse include financial fraud, identity theft, and illegal surveillance. In addition, stolen personal information can be sold on the black market or dark web for various criminal activities (Rodriguez, 2022). Misuse of personal information can cause substantial financial loss to victims, destroy reputations, and cause psychological trauma. For organisations, misuse of information by outsiders or insiders can trigger legal sanctions, loss of consumer confidence, and decline in share value, emphasising the importance of personal data protection in a world increasingly dependent on information technology (Hunter & Morgan, 2024).

Data protection regulations, such as the General Data Protection Regulation (GDPR) in the European Union and the Personal Data Protection Act in other countries, have been implemented to address this challenge. The policy aims to provide a clear framework for how personal data should be managed and protected by organisations. In this context, data supervisors play an important role in ensuring that companies comply with applicable privacy policy regulations and standards (Nelson, 2024).

Data supervisors are responsible for various aspects of privacy policy implementation, from risk identification, internal policy development, to audit and education. However, the role of data supervisor often faces challenges, including a lack of understanding of the responsibilities to be undertaken, limited resources, and the dynamics of rapid regulatory change (Edwards & Jenkins, 2024).

Thus, this study aims to explore and analyse the role of data supervisors in the implementation of privacy policies, as well as to identify the challenges faced and strategies that can be adopted to improve the effectiveness of their role. Through a

literature review, this study hopes to contribute to a better understanding of the complexities involved in data supervision and offer practical recommendations to improve compliance with privacy policies.

Research Methods

The study in this research uses the literature method. The literature research method is a research approach that relies on written sources to collect data and information relevant to the topic under review. This process involves searching, evaluating, and analysing existing documents such as books, scientific journals, articles, research reports, and other reliable sources (Sahar, 2008); (Arikunto;, 2000). Literature research aims to identify the main trends, theories, and findings that have been discussed in the field of study, as well as relating them to the research being conducted. In addition, this method helps researchers strengthen the theoretical basis, find gaps in previous research, and formulate clear hypotheses or research questions. Thus, literature research is an essential first step in building a strong knowledge foundation and enriching the general context of scientific argumentation (Fadli, 2021).

Results and Discussion

Regulations and standards related to privacy policy

Privacy policy is a rule applied by organisations or companies to protect the personal data of their users. With increasingly sophisticated technology and the rise of online activity, the protection of personal data is increasingly important to maintain the confidentiality and security of personal information from misuse (Scott & King, 2022).

Some well-known international regulations include the General Data Protection Regulation (GDPR) in the European Union and the California Consumer Privacy Act (CCPA) in the United States. The GDPR, which came into effect in May 2018, is a very comprehensive regulation regarding the data protection of institutions in the European Union and also international entities operating in the region. The CCPA, which takes effect in 2020, entitles consumers to know what information is collected about them, with whom the information is shared, and to request the deletion of the data (White & Adams, 2025).

In Indonesia itself, regulations on data protection are stipulated in several laws, such as Law No. 11 of 2008 concerning Electronic Information and Transactions (ITE Law), which was updated with Law No. 19 of 2016. In 2022, Law No. 27 on Personal Data Protection (PDP Law) was issued, emphasising the rules related to the collection, storage, and processing of personal data by service providers (Johnson, 2023).

A good privacy policy must follow the main principles that are commonly applied globally: transparency, legality, purpose of use, accuracy, storage limits, and security. Transparency means that users must know how and for what purpose their data is collected. Legality indicates that data must be obtained with consent or another valid

legal basis. The purpose of use must be specific and clearly stated. Accuracy ensures that the stored data is correct and up to date. Storage restrictions avoid retaining data longer than necessary. Security emphasises the need for precautions to protect data from unauthorised access (Alice & Roberts, 2025).

Users have a number of rights regarding their personal data, which data collectors must respect. These include the right to access, update, and delete their personal data. In addition, users also have the right to withdraw their consent to data collection and to file complaints in the event of a breach of the privacy policy (Kumar & Gupta, 2024).

Effective data protection requires a commitment from the company or organisation to comply with applicable regulations. This includes conducting regular audits, providing staff training on privacy policies, and ensuring that there are adequate security systems in place to protect user data. Violation of these regulations can result in significant fines and a threatened company reputation (Russell, 2023).

The ever-evolving digital world presents new challenges in protecting personal data. As the use of technologies such as artificial intelligence (AI) and the internet of things (IoT) increases, privacy policy standards and regulations may need to be updated. Organisations must continue to adapt their policies and practices to address new threats to data privacy. Maintaining a balance between technological innovation and privacy protection will be key in this increasingly connected world (Miller & Evans, 2022).

Thus, by paying attention to privacy regulations and standards, users can feel more secure in entrusting their personal data, and companies can create a more transparent and responsible environment.

Data Supervisor Qualifications and Responsibilities

Data supervisors should have an educational background in Information Technology, Computer Science, Statistics, or other related fields. A bachelor's degree or higher is generally preferred. A minimum of 3-5 years of work experience in a similar or relevant position in the field of data management, data analytics, or database administration is required. This experience should include big data management and processing (Turner, 2025).

Important technical skills to have include proficiency in programming languages such as SQL, Python, R, and data analytics tools such as Tableau, Power BI, or other data visualisation tools. An understanding of data security protocols and best practices is also very important. Data supervisors must be able to analyse complex data to identify meaningful patterns and insights. They must also have the ability to troubleshoot issues related to data quality and integrity (Clark & Wilson, 2023).

The primary responsibility of the data supervisor is to ensure that the data collected, stored, and used in the organisation is accurate, complete, and reliable. This includes periodically checking the validity and integrity of the data. The data supervisor

is responsible for maintaining an efficient and secure database system. This includes regular updates, data backups, and keeping the system running optimally (Walker, 2022).

Data supervisors analyse data to produce reports that aid managerial decision-making. They compile reports and data visualisations to convey important information to stakeholders. Data supervisors ensure that all data management practices comply with applicable policies, regulations, and legal standards. They are also responsible for developing and implementing data policies within the organisation (Young, 2025).

Thus, a data supervisor plays a critical role in managing and securing the organisation's data assets, as well as ensuring that the data supports the company's strategic objectives.

The Role of Data Supervisor in Implementing Privacy Policies

Data supervisors play an important role in raising awareness and education about privacy policies throughout the organisation. They are responsible for developing and providing training to employees on the importance of data privacy, as well as how to handle personal data correctly. This training programme helps ensure that all team members understand their responsibilities in maintaining the confidentiality and security of personal information (Griffin, 2024).

Data supervisors collaborate with the legal and management departments to design a privacy policy that complies with applicable regulations and laws. They ensure that this policy covers all aspects of the collection, storage, processing, and deletion of personal data. The privacy policy must be clear and easy to understand so that all parties concerned are able to comply with it properly (Mia & Zhao, 2023).

Once a privacy policy has been established, data supervisors are responsible for implementing it in day-to-day operations. They develop procedures and protocols that ensure the privacy policy is consistently applied across business units. Monitoring is also carried out to ensure that no violations occur, and if they do, they can be dealt with immediately (Barnes & Cooper, 2025).

The world of technology and privacy regulations is constantly evolving, forcing companies to be constantly alert to change. Data controllers must constantly review and update privacy policies to remain relevant and in line with changing regulations, technologies, and business needs. This includes conducting routine audits to identify areas that need improvement or adjustment (Fisher, 2023).

In the event of a data breach or incident affecting information privacy, data controllers must have a response plan ready to execute. They must quickly identify the source of the problem, assess the impact, and take the necessary action to mitigate further losses. In addition, they must also report the incident to the authorities if necessary and communicate the incident to the individuals affected (Martin, 2024).

Data supervisors play a major role in ensuring that organisations meet all regulatory requirements regarding data privacy. They must understand the various applicable laws and regulations, such as the GDPR, CCPA, or other local regulations, and ensure that the organisation's privacy policies and practices comply with these laws. They are also tasked with providing the documentation necessary for regulatory audits (Brown & Green, 2022). To ensure that the privacy policy is implemented effectively, the data supervisor often leads a special team that handles privacy issues. This team may consist of members from various departments such as IT, legal, and compliance, who work together to ensure that the privacy policy is thoroughly adhered to. This team also serves as the main point of contact for privacy-related issues (Peterson, 2024).

Data supervisors must be proactive in identifying and managing privacy risks associated with the processing of personal data. This may include conducting Privacy Impact Assessments for new projects and systems to be introduced. By mapping these risks, data supervisors can develop effective mitigation strategies to protect individuals from potential privacy breaches. With such a complex and crucial role, data supervisors greatly influence how organisations handle and protect personal information. They not only ensure regulatory compliance but also build customer and stakeholder trust in the organisation.

Conclusion

Data supervisors have a very important role in ensuring the implementation of privacy policies in every organisation. They are responsible for ensuring that personal data is collected and processed in a lawful, fair and transparent manner, in accordance with applicable privacy laws. A review of the literature shows that, over time, this role has become increasingly important as public awareness of their privacy rights has increased and the complexity of data regulations has become more pressing.

Despite their important role, data supervisors often face various challenges, including rapid regulatory changes, evolving technology, and the need to manage data on a large scale. Technological literacy is becoming increasingly important in carrying out this task, as supervisors must be able to adapt to new and evolving tools and technologies. The literature also shows that adequate training and support are needed to effectively address these challenges.

Another conclusion from the literature review is the need for close collaboration between various stakeholders in the organisation and increased capacity of data supervisors through continuous training and development. Cooperation between legal, technical and managerial teams is essential to ensure effective implementation of privacy policies. In addition, the involvement of data supervisors in the formulation of privacy-centric data management policies and strategies can make organisations better prepared to face data privacy challenges in the future.

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