

Analisis pengembangan sumber daya manusia jabatan fungsional peneliti di lingkungan badan penelitian dan pengembangan kesehatan = Analysis of human resource development of the researcher in national institute of health research and development / Joko Purnomo

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Abstrak

Peneliti memiliki peranan penting dalam pembangunan bangsa, termasuk dibidang kesehatan. Penelitian ini fokus dengan pengembangan sumber daya manusia fungsional peneliti di Badan Litbang Kesehatan, hal ini dikarenakan adanya trend yang menurun di setiap jenjang jabatan peneliti serta kesenjangan antara jumlah peneliti dan hasil riset yang berkualitas. Penelitian ini menggunakan metode kualitatif dengan pendekatan case study. Hasil penelitian menunjukkan dalam pengembangan individu peneliti belum berjalan dengan efektif, hal ini dikarenakan belum adanya analisis beban kerja berdasarkan kepakaran dan jenjang jabatan yang merupakan dasar untuk perencanaan pengembangan fungsional peneliti. Analisis kebutuhan diklat belum dilakukan dan belum berjalannya pembinaan peneliti terstruktur. Pengembangan karir ditemukan bahwa masih rendahnya motivasi karir akibat hanya sebagian kecil peneliti yang memiliki perencanaan karir, dan adanya permasalahan pola karir. Aktivitas manajemen kinerja sudah berjalan, walaupun siklus monitoring kinerja secara periodik belum berjalan dan tidak adanya analisis data kinerja. Penelitian ini juga menemukan lima faktor yang mempengaruhi pengembangan sumber daya manusia peneliti di Bada Litbang Kesehatan, yaitu : sumber daya, kebijakan, desain organisasi, dukungan pimpinan, dan komunikasi.

.....Researchers play an important role in the development of a nation, particularly in the health sector. This study focuses on the development of researcher in National Institute Of Health Research And Development NIHRD , considering the downward trend of the number of researchers in each level of researchers hierarchy as well as the significant gap between the number of researchers and the quality of the research itself. This study uses a qualitative method with case study approach. The results shows that researchers rsquo individual development is not running effectively. Workload analysis based on researchers rsquo expertise and level of the position which are bases for the functional development planning of researchers has not been established. What is more, training needs analysis and structured coaching for researchers has not been done. In regards of career development, low career motivation issue due to lack of career planning was identified along with other issues related to career pattern. Researchers rsquo activity performance management are applied, eventhough periodic performance monitoring cycle have yet to run thoroughly and performance analysis have not been established. This study also found five factors that influence the human resource development of researchers at National Institute Of Health Research And Development, which are resource, policy, organizational design, leadership support, and communication.