

## Pengembangan sumber daya manusia: efektifitas pendidikan dan pengembangan untuk Brigadir Polisi pada Sekolah Polisi Negara di Polres Padang = Human resource development: the effectiveness of education and development for Police Brigadier at State Police School in Padang Regional Police Office

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### Abstrak

Penelitian ini untuk mengetahui efektifitas pendidikan dan pengembangan bagi brigadir polisi di Sekolah Polisi Negara Polda Sumatera Barat. Efektifitas pendidikan dan pengembangan berdasarkan persepsi dari brigadir polisi yang menjadi alumni sekolah polisi. Untuk mengukur efektifitas pendidikan dan pengembangan, penelitian menggunakan model Kirkpatrick yang terdiri dari empat dimensi seperti reaksi proses pendidikan dan pengembangan pembelajaran kurikulum, pelatih, metode pembelajaran, tingkah laku, dan hasil. Sebanyak 232 brigadir polisi dipilih sebagai sampel dalam studi ini dan semuanya merupakan alumni sekolah polisi yang kebanyakan lulus tahun 2016 dan 2017. Kompetensi brigadir polisi digunakan sebagai dimensi hasil menggunakan test kompetensi yang dikembangkan oleh peneliti. Analisa yang digunakan untuk menjawab pertanyaan penelitian adalah analisa statistik deskriptif dan korelasi. Hasil menunjukkan bahwa persepsi responden terhadap dimensi reaksi, pembelajaran dan tingkah laku termasuk baik. Dan nilai terendah diantara 8 subjek kompetensi adalah pengetahuan mengenai KUHAP dan Pemolisian Masyarakat yang tertinggi. Dimensi reaksi memiliki hubungan signifikan terhadap kurikulum  $r=0.814$ ;  $p<0.01$  ; fasilitator  $r=0.785$ ,p

.....This research is to examine the effectiveness of education and development for police brigadiers at state police school in West sumatera Regional Police Office. The effectiveness of education and development was based on the perception of the police brigadiers as the alumni of state police school. To measure the effectiveness of education and development, the research used Kirkpatrick model which consist of four dimension such as reaction to the process of education and development learning curriculum, trainer, learning methods, behaviour and results. The 232 police brigadier was selected purposely as the samples in the study and all of them were the alumni of state police school mostly in 2016 and 2017. The competency of the police brigadier as the results dimension used competency test developed by the researcher. The analysis employed to answer the research question was descriptive statistics and correlation. The results found that the perception of respondents to the reaction, learning and behaviour dimensions were good. And the lowest score among the 8 subject of competencies was knowledge of Kuhap and community policing was the highest. The reaction dimension has significant relationship to curriculum  $r=0.814$   $p<0.01$  fasilitator  $r=0.785$ .