

## Permasalahan rekrutmen Akpol ditinjau dari prinsip-prinsip good governance: studi di Polda Jawa Barat tahun anggaran 2017 = Problems in police recruitment judging from the principles of good governance: study in the West Java Regional Police budget year 2017

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### Abstrak

Kepolisian Republik Indonesia (Polri) dalam upaya memenuhi kebutuhan personel Polri khususnya yang berpangkat Perwira, maka dilaksanakan proses seleksi Akpol (Akademi Kepolisian) bertahap oleh Polri. Pada pelaksanaan seleksi tersebut, Kapolri mendeligrasikan kewenangan kepada Kapolda dan jajaran melalui seleksi penerimaan Akpol yang dilaksanakan masing - masing Kepolisian Daerah. Hal ini dilakukan untuk memenuhi standar rasio jumlah personel Polri sesuai dengan DSP (Daftar Susunan Personel) Polri seperti yang tercantum dalam peraturan Kapolri. Kegiatan seleksi penerimaan perwira Polri merupakan salah satu bagian dari kegiatan manajemen sumber daya manusia Polri. Hal ini dikarenakan kualitas pelaksanaan kegiatan seleksi tersebut akan berpengaruh kepada kualitas calon-calon perwira Polri yang akan dihasilkan. Agar kualitas pelaksanaan dari kegiatan seleksi menjadi lebih baik dan menghindari berbagai macam bentuk penyimpangan dari ketentuan yang telah ditetapkan maka dalam kegiatan seleksi tersebut harus merujuk pada Good Governance. Hal ini dimaksudkan agar kegiatan rekrutmen Akpol dapat menjaring calon pemimpin-pemimpin yang berkualitas. Penelitian ini bertujuan untuk mengetahui bagaimana penerapan prinsip-prinsip good governance dalam kegiatan Rekrutmen Akpol tingkat daerah yaitu di Polda Jawa Barat. Penelitian ini menggunakan pendekatan kualitatif dengan metode deskripsi. Berdasarkan manfaatnya, penelitian ini termasuk penelitian deskriptif. Hasil akhir dari penelitian ini yaitu masih ada beberapa prinsip-prinsip good governance yang masih belum diterapkan dalam rekrutmen Akpol tahun anggaran 2017 di Polda Jawa Barat, Sehingga pada pelaksanaannya terjadi kerucuhan. Hal tersebut dikarenakan adanya kebijakan yang dibuat oleh Kapolda Jawa Barat mengenai kebijakan persentase kelulusan Akpol dibagi menjadi kuota khusus putra daerah dan kuota non putra daerah. Kebijakan itulah yang membuat adanya polemik dalam pelaksanaan Rekrutmen akpol di Polda Jawa Barat, sehingga Rekrutmen akpol di Polda Jawa Barat akhirnya diambil alih oleh Mabes polri.

.....The Indonesian National Police (Polri) in an effort to meet the needs of Polri personnel, especially those with the rank of Officers, a gradual selection process for the Police Academy (Police Academy) by the National Police. In the implementation of the selection, the Chief of Police delegated authority to the Regional Police Chief and ranks through the selection of the Police Academy that was carried out by each Regional Police. This was done to meet the standard ratio of the number of Polri personnel in accordance with the DSP (List of Personnel Arrangements) of the Indonesian National Police as stated in the National Police regulation. Polri officers' recruitment selection activities are part of the National Human Resources management activities. This is because the quality of the implementation of the selection activities will affect the quality of the candidates for the Police officers who will be produced. In order for the quality of the implementation of the selection activities to be better and avoid various forms of deviations from the stipulated provisions, the selection activities must refer to Good Governance. This is so that the Police Academy recruitment activities can recruit qualified leaders. The study aims to determine how the principles

of good governance are applied in the Regional Police Academy Recruitment activities at the West Java Regional Police. This study uses a qualitative approach with the method of description. Based on its benefits, this study included descriptive research. The final result of Police Academy recruitment in the West Java Regional Police is that there are still some principles of good governance that are still not applied in the 2017, so there is chaos in the implementation. This is because the West Java Regional Police Chief made the policy about percentage of the Police Academy graduation is divided into special quota for male regions and non-male regional quota. That policy made the polemic in the implementation of the Police Academy recruitment in the West Java Regional Police, so that the recruitment of the AKPOL in the West Java Regional Police was finally taken over by the National Police Headquarters.