

# Pengaruh pendidikan pelatihan dan organisasi pembelajaran (learning organization) terhadap kompetensi anggota reserse kriminal umum di Polres Metro Jakarta Utara: analisis multivariat = The effect of training education and learning organization on competence of general criminal reserse members in north Jakarta Metro Polres: multivariat analysis

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## Abstrak

Penelitian ini bertujuan untuk mengkaji pengaruh pendidikan dan pelatihan, dan organisasi pembelajar terhadap kompetensi anggota reserse di Polres Metro Jakarta Utara. Kompetensi anggota reserse sangat penting untuk mengatasi berbagai kejahatan khususnya di wilayah hukum polres Jakarta utara. Jumlah sampel dalam penelitian ini adalah 116 anggota reserse berasal dari enam polsek dan polres Jakarta utara, yang dipilih dengan teknik simple random sampling. Pendidikan dan pelatihan dikumpulkan menggunakan kuesioner dengan likert lima skala. Organisasi pembelajar menggunakan kuesioner yang dikembangkan Marquadt. Sementara, kompetensi menggunakan tes yang terkait dengan pengetahuan dasar tentang penyelidikan kejahatan. Hasil analisis deskriptif menunjukkan bahwa pendidikan dan pelatihan memberikan manfaat bagi kompetensi anggota reserse di enam wilayah polsek dan polres. Lima dimensi organisasi pembelajar menunjukkan bahwa dinamika belajar tertinggi di polsek penjarangan, sementara transformasi organisasi, pemberdayaan sumberdaya manusia, manajemen pengetahuan dan aplikasi teknologi dipersepsikan tertinggi di polsek koja. Adapun, kompetensi pengetahuan dasar anggota reserse tertinggi di polsek penjarangan.

Temuan penelitian menunjukkan bahwa organisasi pembelajar mempunyai korelasi yang paling kuat terhadap kompetensi anggota reserse ( $r=0.702; p<0.036$ ) dibandingkan pendidikan dan pelatihan ( $r=0.228; P<0.05$ ). Lima dimensi organisasi pembelajar dianalisis dalam model regresi berganda dan hasil menemukan bahwa transformasi organisasi paling kuat berkorelasi dengan kompetensi reserse ( $r=0.355; p<0.035$ ); sumberdaya manusia ( $r= 0.19; p<0.852$ ); dan pendidikan serta pelatihan ( $r= 0.183; p< 0.006$ ). Sementara, dinamika belajar ( $r= 0.19; p< 0.0852$ ), manajemen pengetahuan ( $r=0.16; p< 0.908$ ) dan aplikasi teknologi ( $r=0.041; p< 0.709$ ) ditemukan tidak berkorelasi signifikan terhadap kompetensi reserse. Dapat disimpulkan bahwa transformasi organisasi sangat penting dan strategis untuk bergeser dari hakekat organisasi dengan struktur birokrasi menuju bentuk organisasi pembelajar. Kapasitas sumberdaya manusia harus lebih diberdayakan untuk mendukung pembangunan organisasi pembelajar dan atmosfir organisasi pembelajar akan meningkatkan kompetensi reserse di polres Jakarta utara.

.....The purpose of this research was to investigate the effect of education and training and learning organization to the competency of investigators at north police district. The competencies of investigators were important to cope with the varieties of crime especially in the area of north police district areas. The number of sample in this study was 116 investigators at six north police subdistricts and north police district office, which were selected using simple purposive random sampling. The education and training data was collected using questionnaire with Likert five scale. The learning organization used questionnaire developed by Marquadt. While, the competency used the test related to the basic knowledge of crime investigation. The results of descriptive analysis indicated that training has benefitted to the investigators competencies at

six north police subdistricts and north police district office. The five learning organization dimensions indicated that learning dynamic was highest at Penjarangan subdistrict office; while organization transformation, human resource empowerment, knowledge management, and technology application was highest at Koja police subdistrict. The knowledge competencies of investigators were highest at penjarangan police subdistrict office.

The findings of this study also indicated that learning organization has a stronger correlation to the competency of the investigators ( $r= 0.702; p<0.036$ ) compare to education and training ( $r= 0.228; p<0.05$ ). The five dimensions of learning organization were analysed in the multiple regression model and the results found that organization transformation has stronger correlation to the investigators competency ( $r= 0.355; p<0.035$ ); human resource development ( $r= 0.338; p< 0.025$ ); and education and training ( $r= 0.183; p< 0.06$ ). While, learning dynamic ( $r=0.19; p<0.852$ ), knowledge management ( $r=- 0.16; p< 0.908$ ) dan technology application ( $r=0.041; p< 0.709$ ) was not significantly correlated to investigators competency. It can be concluded that the organization transformation is important and strategic to shift from bureaucratic structure nature of organization to the learning organization type of organization. The human resource capacity should be more empowered to support the building of learning organization and the learning organization atmosphere will enhance the competencies of investigator at police north districts office.