

## Analisis merit system dalam proses rekrutmen dan seleksi Bintara Polri di Polda Metro Jaya Tahun 2018 = The analysis of merit aystem in non-commissioned police officer recruitment and selection process at Polda Metro Jaya in 2018

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### Abstrak

Berbagai permasalahan dalam proses rekrutmen dan seleksi bintanga Polri masih terjadi. Pada tahun 2017, dari 33 Polda yang menyelenggarakan proses rekrutmen dan seleksi Polri, terdapat 8 Polda dan 1 Satker Mabes Polri yang masih ditemukan adanya penyimpangan. Namun demikian, Polda Metro Jaya justru mendapatkan penghargaan dari Kapolri atas prestasinya dalam menyelenggarakan proses rekrutmen dan seleksi Polri tahun 2017.

Tujuan dari penelitian ini untuk menganalisis implementasi merit system dalam proses rekrutmen dan seleksi bintanga Polri yang diselenggarakan oleh Polda Metro Jaya tahun 2018 serta faktor-faktor yang mempengaruhinya, sehingga diharapkan Polda Metro Jaya dapat menjadi role model bagi Polda-polda lainnya. Penelitian ini menggunakan pendekatan post-positivism. Pengumpulan data dilakukan dengan studi dokumen dan wawancara mendalam yang selanjutnya dilakukan analisis data.

Hasil penelitian menunjukkan bahwa belum terdapat Peraturan Kapolri yang mengatur secara tegas tentang penerapan merit system dalam proses rekrutmen dan seleksi Polri. Peraturan yang ada menggariskan bahwa prinsip yang digunakan dalam proses rekrutmen dan seleksi Polri adalah bersih, transparan, akuntabel dan humanis (BETAH) yang selaras dengan prinsip merit. Terdapat celah-celah yang berpotensi kecurangan dalam mekanisme tiap metode seleksi hingga penentuan kelulusan akhir sehingga berpotensi merit system tidak terimplementasi dengan baik.

Namun demikian, Polda Metro Jaya dapat menyelenggarakan proses rekrutmen dan seleksi bintanga Polri tahun 2018 berdasarkan merit system. Faktor utama yang menentukan keberhasilan Polda Metro Jaya adalah faktor Kapolda selaku Ketua Panitia Daerah yang memiliki komitmen tinggi untuk mewujudkan proses rekrutmen dan seleksi bintanga Polri dengan berbasis merit system.

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Various problems in the recruitment and selection process of non-commissioned officer still occur. In 2017, of the 33 Regional Police Offices (Polda) that held national police recruitment and selection process, there were 8 Regional Police Offices and 1 National Police Headquarters Work Unit where irregularities were still found. Nevertheless, Polda Metro Jaya instead received an award from The Chief of Indonesian Police for its achievements in holding the 2017 national police recruitment and selection process.

The purpose of this study is to analyze the implementation of merit systems in the recruitment and selection process of Non-commissioned Police Officer held by Polda Metro Jaya in 2018 as well as the factors that influenced them, with the expectation that Polda Metro Jaya could become a role model for other Regional Police Offices. The study uses an approach post-positivist. Data collections are done by document studies and in-depth interviews which the data analysis then were carried out.

The results showed that there was no Kapolri Regulation that explicitly regulated the implementation of merit systems in the process of recruitment and selection of National Police. The existing regulations outline

that the principles used in the National Police recruitment and selection process are clean, transparent, accountable and humane (BETAH) that are in line with the principle of merit. There are potential loopholes in the mechanism of each selection method which determine the final graduation with the result that the potential merit system is not implemented properly.

Nevertheless, Metro Jaya Regional Police could still hold the 2018 National Police commission recruitment and selection process based on the merit system. The main factor that determines the success of Polda Metro Jaya is Chief of Regional Police as the Chairperson of the Regional Committee who has a high commitment to administer Non-commissioned Police Officer recruitment and selection process with a merit-based system.