

# Struktur organisasi Badan Pengkajian dan Pengembangan (BPPK) Kementerian Luar Negeri dalam mewujudkan diplomasi internasional = Organization structure of policy analysis and development agency of Ministry of Foreign Affairs in realizing international diplomacy

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## Abstrak

Dalam hal diplomasi internasional dengan negara lain, Kementerian Luar Negeri mengandalkan Badan Pengkajian dan Pengembangan Kementerian Luar Negeri (BPPK) untuk memberikan rekomendasi kebijakan sehingga struktur organisasi BPPK menjadi fondasi organisasi yang penting dalam mencapai visi, misi dan strategi organisasi. Berdasarkan Laporan Kinerja (LKj) BPPK Tahun 2018, terdapat penambahan jumlah eselon III dan IV tahun 2011 hingga 2016. Padahal, pada Renstra BPPK Tahun 2014-2019 masih terdapat permasalahan SDM yang belum memiliki *policy skill* dan minimnya koordinasi internal BPPK. Adapun penelitian ini bertujuan untuk memberikan gambaran mengenai bagaimana kesiapan BPPK Kementerian Luar Negeri dalam mendesain struktur organisasi untuk mewujudkan Diplomasi Internasional. Pendekatan penelitian menggunakan pendekatan *Post-positivist* dengan teknik pengumpulan data kualitatif melalui wawancara mendalam kepada pihak BPPK Kementerian Luar Negeri, BPO Kementerian Luar Negeri serta Kementerian PAN-RB dan studi pustaka. Hasil penelitian ini menunjukkan struktur organisasi BPPK telah disusun sesuai dan berdasarkan peraturan perundang-undangan yang ada, dimana dalam struktur organisasi BPPK, tugas dan fungsi jabatan telah dibagi sesuai dengan tujuan Kementerian Luar Negeri dan didukung dengan peningkatan koordinasi internal BPPK, baik secara vertikal maupun horizontal, meski terdapat pula permasalahan mengenai ketersediaan sumber daya manusia dan ketidaktepatan penginputan data Monitoring dan Evaluasi oleh BPPK.

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In terms of international diplomacy with other countries, the Ministry of Foreign Affairs relies on the Ministry of Foreign Affairs' Research and Development Agency (BPPK) to provide policy recommendations so that the BPPK organizational structure becomes an important organizational foundation in achieving the organization's vision, mission and strategy. Based on the 2018 BPPK Performance Report (LKj), there were an increase in the number of echelon III and IV from 2011 to 2016. In fact, in the 2014-2019 BPPK Strategic Plan there were still problems with human resources who did not have policy skills and lack of BPPK internal coordination. This research aims to provide an overview of how the Ministry of Foreign Affairs BPPK's readiness in designing an organizational structure to realize International Diplomacy. The research approach uses a post-positivist approach with qualitative data collection techniques through in-depth interviews with the BPPK of the Ministry of Foreign Affairs, BPO of the Ministry of Foreign Affairs and the Ministry of PAN-RB and literature study. The results of this study indicate that the BPPK organizational structure has been prepared in accordance with and based on existing laws and regulations, where in the BPPK organizational structure, the duties and functions of positions have been divided according to the objectives of the Ministry of Foreign Affairs and are supported by increased BPPK internal coordination, both vertically and horizontally, although there are also problems regarding the availability of human resources and the inaccuracy of the Monitoring and Evaluation data input by the

BPPK.