

# Analisis Penerapan Merit System dalam Rekrutmen dan Seleksi Bintara Polri Kompetensi Khusus Penerbang di Polda Metro Jaya pada T.A. 2019 dan T.A. 2020 = Analysis of the Application of the Merit System in the Recruitment and Selection of National Police Officers Special Competence for Pilots at Polda Metro Jaya on T.A. 2019 and T.A. 2020

Eko Prijanto, author

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## Abstrak

Penelitian ini bertujuan untuk menganalisis penerapan merit system pada rekrutmen dan seleksi Bintara Polri kompetensi khusus penerbang di Polda Metro Jaya T.A. 2019 dan T.A. 2020 maupun faktor-faktor yang berpengaruh pada pelaksanaan rekrutmen dan seleksi Bintara Polri kompetensi khusus penerbang di Polda Metro Jaya T.A. 2019 dan T.A. 2020. Pendekatan yang digunakan dalam penelitian ini yakni post-positivism, sedangkan pengumpulan data dilakukan melalui studi dokumen dan wawancara mendalam terhadap internal dan eksternal Polri dilanjutkan dengan analisis data. Hasil penelitian menunjukkan bahwa pada pelaksanaan rekrutmen dan seleksi Bintara Polri kompetensi khusus penerbang di Polda Metro Jaya T.A. 2019 dan T.A. 2020 sesuai dengan penerapan merit system pada proses seleksi yang mengutamakan adanya kualifikasi, sertifikat/lisensi dan tes uji kompetensi keahlian. Namun, terdapat temuan pada penelitian ini yakni belum terdapat Peraturan Kapolri yang mengatur penerapan merit system dalam proses rekrutmen dan seleksi Bintara kompetensi khusus penerbang yang berbeda dengan rekrutmen dan seleksi Bintara Polisi Tugas Umum (PTU) yang terselenggara di Polda Metro Jaya T.A. 2019 dan T.A. 2020. Faktor utama pelaksanaan rekrutmen dan seleksi Bintara Polri kompetensi khusus penerbang dapat berjalan optimal yakni adanya kebijakan dan aturan Panitia Pusat Mabes Polri apabila terdapat penyimpangan akan dilakukan proses hukum kepada peserta dan panitia seleksi daerah sesuai dengan prosedur hukum yang berlaku untuk mewujudkan pelaksanaan rekrutmen dan seleksi Bintara Polri kompetensi khusus penerbang sesuai dengan penerapan merit system

.....This study aims to analyze the application of the merit system in the recruitment and selection of National Police Officers with special competence for pilots at Polda Metro Jaya T.A. 2019 and T.A. 2020 as well as the factors that influence the implementation of the recruitment and selection of the Special Aviation Police Officer at Polda Metro Jaya T.A. 2020. The approach used in this research is post-positivism, data collection is done through document studies and in-depth interviews with internal and external Polri followed by data analysis. The results showed that in the implementation of the recruitment and selection of National Police Officers Special Competence for Pilots at Polda Metro Jaya T.A. 2019 and T.A. 2020 is in accordance with the application of a merit system in the selection process that prioritizes qualifications, certificates/licences and skill competency tests. However, there are findings in this study, namely that there is no National Police Chief regulation that regulates the application of a merit system in the recruitment and selection process for Special Competency Officers (Bakomsus) for Aviation, which is different from the recruitment and selection of General Duty Police Officers (PTU) held at Polda Metro Jaya T.A. 2019 and T.A. 2020. The main factor in the implementation of the recruitment and selection of the National Police Officers Special Competence for Pilots can run optimally, namely the policies and rules of the National Police Headquarters Central Committee if there are deviations, the legal process for the participants and the

regional selection committee will be carried out in accordance with the legal procedures applicable to the implementation of the recruitment and selection of NCOs The National Police Special Competence for Pilots is in accordance with the application of the merit system.