

# Kajian Kritis Terhadap Promosi Jabatan di Polda Metro Jaya = Critical Analysis of Job Promotion in Jakarta Metropolitan Police Region

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## Abstrak

Pembinaan dan pengembangan karier anggota Polri untuk mewujudkan SDM Polri yang unggul salah satunya adalah dengan promosi jabatan. Berdasarkan hasil analisa dan evaluasi SSDM Polri masih ditemukan mutasi dan promosi jabatan anggota Polri tidak berdasarkan merit system. Hal ini terlihat juga dalam mutasi jabatan yang dilaksanakan oleh Polda Metro Jaya tidak sesuai dengan ketentuan Peraturan Kapolri Nomor 16 Tahun 2012 yang menyatakan bahwa setiap mutasi harus berdasarkan merit system. Tujuan penelitian ini untuk menganalisis promosi jabatan di Polda Metro Jaya menurut konsep merit system dan hambatan dalam penerapannya. Penelitian ini menggunakan pendekatan post-positivism. Pengumpulan data dilakukan dengan studi dokumen dan wawancara mendalam. Hasil penelitian menunjukkan bahwa promosi jabatan di Polda Metro Jaya dilaksanakan dengan dua mekanisme yaitu promosi jabatan terbuka dan promosi jabatan biasa/tertutup. Dalam mekanisme promosi jabatan terbuka kapolsek di jajaran Polda Metro Jaya prinsip merit sudah diterapkan dengan mekanisme seleksi walaupun tidak secara murni karena hasil seleksi hanya bersifat rekomendasi dalam menduduki suatu jabatan. Dalam mekanisme promosi jabatan biasa/tertutup untuk jabatan kapolsek prinsip merit masih belum diterapkan, karena untuk jabatan kapolsek merupakan penunjukkan langsung dari Kapolda Metro Jaya dengan prinsip tour of duty yang mengutamakan pengisian jabatan kapolsek diberikan kepada anggota Polri yang sudah memenuhi syarat dan belum pernah menjabat sebagai kapolsek atau kepada anggota yang selama berdinass hanya pada satu fungsi kepolisian saja. Hambatan dalam penerapan merit system dalam promosi jabatan adalah penunjukan langsung kapolsek oleh pimpinan yang tidak melalui sistem seleksi ataupun penilaian kompetensi akan menimbulkan celah terjadinya praktik patronase politik atau KKN, dan salah dalam mendefinisikan merit. ....Coaching and career development of Polri members to realize superior Polri HR, one of which is by promotion. Based on the results of the analysis and evaluation of the SSDM Polri, it was found that mutations and promotions for Polri members were not based on a merit system. This can also be seen in the position mutations carried out by the in Jakarta Metropolitan Police Region which carried out mutations that were not in accordance with the provisions of the National Police Chief Regulation Number 16 of 2012 which stated that each mutation must be based on a merit system. The purpose of this study is to analyze promotions Jakarta Metropolitan Police Region according to the concept of a merit system and obstacles in its application. This study uses a post-positivism approach. Data was collected by means of document studies and in-depth interviews. The results showed that the promotion of positions in Jakarta Metropolitan Police Region was carried out by two mechanisms, namely promotion of open positions and promotions of regular/closed positions. In the mechanism for the promotion of open positions for police chiefs in the ranks of Jakarta Metropolitan Police Region, the principle of merit has been applied with a selection mechanism, although not purely because the results of the selection are only recommendations in occupying a position. In the regular/closed promotion mechanism for the position of the police chief, the principle of merit has not yet been applied, because for the position of the police chief it is a direct appointment from the chief of

Jakarta Metropolitan Police Region with the principle of a tour of duty that prioritizes filling the position of the police chief given to members of the police who have met the requirements and have never served as the police chief or to members who have only served one police function during their service. Barriers to the application of the merit system in promotions are the direct appointment of the police chief by the leader who does not go through a selection system or competency assessment, which will create gaps in the practice of political patronage or corruption/nepotism, and misdefine merit.