

Analisis perspektif motivasi kerja anggota sat resnarkoba dalam manajemen kepolisian Polres Metro Jakarta Barat = Analysis of Work Motivation Perspectives of Drug Detection Unit Members in the Management of West Jakarta Metro Police Station

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Abstrak

Kegiatan penelitian melalui analisis perspektif motivasi kerja anggota Sat Resnarkoba dalam manajemen kepolisian Polres Metro Jakarta Barat, merupakan penjabaran dari hasil kerja anggota dalam rangka mengungkap dan menangkap para pelaku kejahatan narkoba (pedangar dan pengguna) yang telah merusak moral dan mental generasi muda. Metode penulisan menggunakan penelitian kualitatif. Kesimpulan dari penelitian ini, ada faktor yang mempengaruhi motivasi anggota Sat Resnarkoba Polres Metro Jakarta Barat dalam rangka pemberantasan narkoba, antara lain : sumber daya manusia anggota Polri yang direkrut harus berdasarkan hasil seleksi yang ketat, kemudian proses rekrutmen secara transparan dan akuntabel serta penggunaan teknologi untuk menentukan keberhasilan kelulusan yang menunjukkan kompetensi atau kemampuan personel Polri tersebut. Kemudian ada faktor ketidakpuasan dan faktor kepuasan motivasi atau hygiene motivator atau faktor intrinsik-ekstrinsik dalam perspektif anggota Sat Resnarkoba Polres Metro Jakarta Barat, terwujud karena adanya dukungan prestasi kerja melalui bantuan teknologi Direction Finder (DF) dan pemberian reward yang didasari pada keputusan Pimpinan Polri, bagi anggota yang berhasil dalam mengungkap kasus peredaran narkoba. Dan ada harapan kondisi yang ideal dalam rangka memaksimalkan motivasi kerja anggota Sat Resnarkoba Polres Metro Jakarta Barat, antara lain : setiap anggota Sat Resnarkoba mampu melakukan antisipasi setiap menghadapi kasus-kasus yang berkaitan dengan narkoba, mampu melakukan komunikasi dua arah baik kepada pimpinan maupun kepada bawahan serta penataan manajemen kepolisian melalui reformasi organisasi maupun struktur jabatan, diberikan reward yang disesuaikan dengan peraturan Polri sesuai Peraturan Kepala Kepolisian Negara Republik Indonesia Nomor 3 tahun 2016 tentang Administrasi Kepangkatan Anggota Kepolisian Negara Republik Indonesia. Hasil penelitian disarankan pemberian reward perlu diberikan berdasarkan aturan yang berlaku di Polri bagi anggota Sat Resnarkoba Polres Metro Jakarta Barat yang telah melaksanakan tugasnya dengan baik. Dukungan alat Direction Finder (DF) perlu lebih dioptimalkan lagi melalui pengadaan alat baru hingga mencapai 5 unit setiap Polres, perpanjangan lisensi dan dukungan biaya pemeliharaan material khusus (Harmatus) yang digunakan anggota Sat Resnarkoba Polres Metro Jakarta Barat. Perlu dipertahankan budaya reward berupa pemberian Pin Emas Kapolri, Pendidikan Alih Golongan (PAG), Promosi Sekolah Inspektur Polisi (SIP), Kenaikan Pangkat Luar Biasa (KPLB), Kenaikan Pangkat Luar Biasa Anumerta (KPLBA) bagi anggota yang gugur dalam melaksanakan tugas, serta pemberian Piagam Penghargaan disertai uang kesejahteraan guna mewujudkan motivasi kerja yang optimal.

..... Research activities through analysis of the perspective of work motivation of members of Sat Resnarkoba in the management of the West Jakarta Metro Police, is an elaboration of the work of members in order to uncover and arrest drug offenders (dealers and users) who have damaged the morale and mentality of the younger generation. The writing method uses qualitative research. The conclusion from this study, there are factors that influence the motivation of West Jakarta Metro Police Sat Resnarkoba members

in the context of eradicating narcotics, including: the human resources of Polri members who are recruited must be based on the results of strict selection, then the recruitment process is transparent and accountable and the use of technology to determine the success of graduation which shows the competency or ability of the Polri personnel. Then there are dissatisfaction factors and motivational satisfaction factors or hygiene motivators or intrinsic-extrinsic factors in the perspective of West Jakarta Metro Police Narcotics Unit members, manifested due to support for work performance through the help of Direction Finder (DF) technology and awarding rewards based on the decisions of the National Police leadership, for members who succeed in uncovering cases of drug trafficking. And there is hope for ideal conditions in order to maximize the work motivation of West Jakarta Metro Police Sat Resnarkoba members, including: every member of the Narcotics Sat Residency is able to anticipate every time they face cases related to drugs, able to carry out two-way communication both to leaders and to subordinates as well as structuring police management through organizational reforms and position structures, rewards are given according to Polri regulations according to the Regulation of the Head of the National Police of the Republic of Indonesia Number 3 of 2016 concerning Administration of the Ranks of Members of the Indonesian National Police. The results of the study suggest that giving rewards needs to be given based on the rules in force at the National Police for members of the West Jakarta Metro Police Narcotics Residency Unit who have carried out their duties properly. Direction Finder (DF) support needs to be further optimized through the procurement of new tools up to 5 units per Polres, license extensions and support for maintenance costs for special materials (Harmatus) used by members of the West Jakarta Metro Police Sat Resnarkoba. It is necessary to maintain a reward culture in the form of giving the National Police Chief's Gold Pin, Class Transfer Education (PAG), Police Inspector School Promotion (SIP), Extraordinary Rank Promotions (KPLB), Posthumous Extraordinary Rank Promotions (KPLBA) for members who fall in carrying out their duties, and the awarding of a Certificate of Appreciation along with welfare money in order to realize optimal work motivation..