

## Pembinaan SDM yang berkeunggulan fungsi reserse di Polda Metro Jaya melalui penilaian kompetensi = Developing superior human resources for the detective function at Polda Metro Jaya through competency assessment

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### Abstrak

Penelitian ini bertujuan untuk mengkaji pembinaan SDM yang berkeunggulan fungsi Reserse di Polda Metro Jaya. Melalui penelitian ini, ketepatan dalam pembinaan SDM yang berkeunggulan fungsi Reserse di Polda Metro Jaya lebih tepat dan efektif. Penelitian ini menggunakan pendekatan kualitatif deskriptif berbasis studi lapangan. Kemudian, metode pengumpulan data yang digunakan adalah dengan cara observasi lapangan, studi dokumen dan wawancara. Untuk memastikan data yang dikumpulkan benar-benar valid dan reliabel, peneliti menggunakan teknik keabsahan data meliputi credibility dan confirmatory. Selanjutnya, analisis data menggunakan pendekatan reduksi data, penyajian data dan penarikan kesimpulan. Hasil penelitian menunjukkan bahwa pembinaan SDM unggul fungsi Reserse di Polda Metro Jaya berdasarkan profil SDM, telah tercukupi berdasarkan standar DSP personel bidang Reserse termasuk kepangkatan personel. Personel fungsi Reserse di Polda Metro Jaya telah melewati proses seleksi dan penyaringan secara ketat sebelum ditempatkan di fungsi Reserse Polda Metro Jaya. Model penilaian kompetensi yang diterapkan kepada SDM fungsi Reserse adalah penilaian berbasis assessment center untuk jabatan level direktur, dan assessment uji kompetensi teknis, etika dan psikologi untuk personel baru atau perwira. Sementara hasil penilaian kompetensi (pengetahuan, skil dan mental) SDM fungsi Reserse tidak terdokumentasi secara baik. Kemudian, pembinaan SDM unggul fungsi Reserse di Polda Metro Jaya berdasarkan perkap Nomor 99 Tahun 2020 tentang Sistem, Manajemen dan Standar Keberhasilan SDM Polri yang Berkeunggulan telah dijalankan dengan cukup baik, walaupun masih terdapat ketidakkonsistensi dan pelanggaran terhadap penarapan prosedur yang telah ditentukan pada perkap tersebut. Penempatan jabatan personel fungsi Reserse di Polda Metro Jaya berhubungan dengan hasil penilaian kompetensi. Penempatan jabatan level manager menggunakan hasil assement center, sementara penempatan anggota baru pada fungsi Reserse mengacu pada penilaian kompetensi teknis, etika dan psikologi. Kemudian, faktor-faktor yang dipertimbangan dalam pembinaan SDM unggul fungsi Reserse di Polda Metro Jaya antara lain yaitu: faktor SDM, faktor metode dan faktor anggaran.

.....This research aims to determine the development of superior human resources for the Detective function at Polda Metro Jaya. To achieve the research objectives, this research uses a descriptive qualitative approach based on field studies. Then, the data collection method used was field observation, document study and interviews. To ensure that the data collected is truly valid and reliable, researchers use data validity techniques including credibility and confirmatory. Next, data analysis uses a data reduction approach, data presentation and drawing conclusions. The results of the research show that the development of superior human resources for the detective function at Polda Metro Jaya based on the human resource profile has been fulfilled based on the DSP standards for personnel in the field of investigation, including personnel rank. The detective function personnel at Polda Metro Jaya have gone through a strict selection and screening process before being placed in the police detective function at Polda Metro Jaya. The competency

assessment model applied to HR for the detective function is an assessment center- based assessment for director level positions, and a technical, ethical and psychological competency test assessment for new personnel or officers. Meanwhile, the results of the competency assessment (knowledge, skills and mentality) of HR for the detective function are not well documented. Then, the development of superior human resources for the detective function at Polda Metro Jaya based on Perkap Number 99 of 2020 concerning Systems, Management and Standards for the Success of Superior National Police Human Resources has been carried out quite well, although there are still inconsistencies and violations of the implementation of the procedures specified in the Perkap. The placement of positions in the Detective Function personnel at Polda Metro Jaya is related to the results of the competency assessment. The placement of manager level positions uses the results of the assessment center, while the placement of new members in the detective function refers to technical, ethical and psychological competency assessments. Then, the factors to be considered in developing superior human resources for the detective function at Polda Metro Jaya include: human resources factors, method factors and budget factors.