

Evaluasi atas pemenuhan ketentuan peraturan jabatan fungsional peneliti di Pusat Penelitian Oseanografi Lembaga Ilmu Pengetahuan Indonesia = Evaluation on the compliance with the provision of the regulation on the researcher's functional position at Research Centre for Oceanography Indonesian Institute of Sciences / Endang Sutarti Mardiana

Endang Sutarti Mardiana, author

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Abstrak

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Penelitian ini bertujuan untuk melakukan evaluasi atas pemenuhan ketentuan angka kredit dalam peraturan jabatan fungsional peneliti di Pusat Penelitian Oseanografi LIPI. Sejak tahun 2006 sampai dengan 2010 pejabat fungsional peneliti yang tidak dapat memenuhi angka kredit sesuai ketentuan dalam peraturan jabatan fungsional peneliti seluruhnya berjumlah 60 orang. Jumlah pejabat fungsional peneliti yang mendapat peringatan sebanyak 41 orang, dibebaskan sementara 15 orang, bahkan ada yang diberhentikan dari jabatan fungsional peneliti sebanyak 4 orang. Penelitian ini menggunakan metode deskriptif dengan pendekatan kuantitatif. Penelitian menemukan bahwa pejabat fungsional peneliti menghadapi beberapa kendala baik yang berasal dari dalam organisasi seperti minimnya sarana dan prasarana, rendahnya kualitas kaderisasi, lemahnya sistem rekrutmen peneliti, dan rendahnya dukungan pimpinan serta adanya anggapan unit kerja adalah tempat yang tidak diminati, maupun yang bersifat individual, misalnya kemampuan peneliti tidak berpengaruh pada kenaikan gaji dan pangkat, kurangnya motivasi untuk menjadi peneliti serta tidak sesuai dengan keinginan peneliti. Berdasarkan temuan-temuan tersebut, diperlukan perubahan ketentuan peraturan jabatan fungsional peneliti, antara lain peninjauan kembali penilaian angka kredit hasil karya ilmiah untuk prosiding nasional, bunga rampai, dan tulisan populer seperti koran, serta tidak semua peneliti harus mencapai tingkat tertinggi dalam jabatan fungsional peneliti tetapi sebaiknya disesuaikan dengan kemampuan mereka.

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<b><ABSTRACT</b><br>

This study aims to evaluate compliance with the credit point provisions in the regulation on the researcher's functional position at Research Centre for Oceanography Indonesian Institute of Sciences. From 2006 to 2010 60 researchers as functional officials cannot meet the credit point requirements in accordance with the provisions of the regulation on the researcher's functional position. The number of researchers as functional officials who receive warnings/reminders totals 41 people; 15 researchers have been suspended, and 4 researchers have been dismissed from their researcher's functional position. This study employs descriptive quantitative approach. The study discovers that researchers who serve as functional officials face several constraints, both from within the organization, such as lack of infrastructure and facilities, poor quality of regeneration, weak researchers recruitment system, and poor leadership support and the perception that the work unit is not desirable, as well as the individual factor, for example, the ability of the researcher has no

effect on salary raise and promotion, lack of motivation to become a researcher and not in accordance with the wish of the researcher. Based on these findings, it is necessary to carry out changes to the provisions of the regulation on the researcher's functional position, including a review of credit point assessment of scientific work for the national proceedings, anthologies, and popular writings such as those in the newspapers, and not all researchers have to reach the highest level in the researcher's functional position; it should be tailored to their abilities.