

**Analisis perencanaan dan pengembangan karir anggota Polri pada penugasan khusus di Kementrian dan Lembaga = The analysis of career planning and development of the police officer on special duties at government institutions**

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Abstrak

Tesis ini membahas Perencanaan dan Pengembangan Karir Anggota Polri yang ditugaskan di Kementrian dan Lembaga Negara. Permasalahan perencanaan karir individu dan organisasi sertapengembangan karir menjadi fokus peneliti. Metode penelitian kualitatif dengan hasil bahwa anggota Polri telah membuat perencanaan karir untuk kembali ke Polri dengan alasan ingin mensinergikan pengalaman bertugas diluar struktur untuk kemajuan Polri, namun belum sinergis dengan perencanaan karir Polri dan adanya desain pengembangan karir anggota Polri guna menunjang pelaksanaan tugas. Kesimpulan: belum ada sistem perencanaan karir yang terintegrasi bagi anggota yang ditugaskan di luar struktur dengan perencanaan karir di Polri, sehingga berdampak pada pengembangan karir anggota.

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The focus of this study is the career planning and development of the Police Officer on Special duties at Government Institutions. The problems are the individual and organization career planning and career development. This is qualitative research. The result are the officers as informan have designed career planning to return back to Police Institution because they will develop Police institution by their capability during at Government Institution. However it is not matched with organizational (Police) career planning. There is career development program. The conclusion : no integrated career planning system that manage the officer who posted at government institutions and at Police that will effect to police career development.