

## Efektivitas imlementasi program assessment center di kepolisian = Effectiveness of implementation assessment center program in the indonesian national police / Aryuni Novitasari

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### Abstrak

#### <b>ABSTRAK</b><br>

Penelitian ini bertujuan untuk menganalisis efektivitas implementasi program assessment center di Lembaga Kepolisian Indonesia. Assessment center di lembaga Kepolisian dilaksanakan pada tingkat Mabes Polri dan Kepolisian Daerah Polda di seluruh Indonesia. Penelitian ini menggunakan penelitian mixed method untuk menjawab efektivitas implementasi program assessment center. Pendekatan kuantitatif dilakukan dengan mengambil sampel secara purposif sampling terdiri dari responden yang mewakili unit-unit implementasi assessment center. Jumlah sampel penelitian sebanyak 323 responden dari Mabes Polri dan Polda. Pendekatan kualitatif dilakukan untuk mendalami dan mengeksplorasi temuan kuantitatif dengan menggunakan metode wawancara, dokumentasi dan observasi terhadap pelaksanaan program assessment center. Hasil penelitian menyimpulkan bahwa implementasi program assessment center di Mabes Polri dan Polda belum efektif ditinjau dari faktor komunikasi, sumber daya, disposisi, dan struktur birokrasi. Faktor komunikasi yang belum efektif meliputi transmisi, kejelasan, dan konsistensi. Faktor sumber daya yang belum efektif meliputi sumber daya manusia, anggaran, sarana/ fasilitas, dan informasi. Faktor disposisi meliputi dukungan dan komitmen pelaksana program. Faktor struktur birokrasi meliputi standar operasi prosedur dan pembagian tugas/ fragmentasi. Strategi terbaik agar implementasi program assessment center di Kepolisian berjalan dengan efektif adalah membuat perencanaan program assessment center yang terintegrasi dari Mabes Polri ke Polda dengan fokus utama pada faktor komunikasi, sumber daya, disposisi, dan struktur birokrasi. Implementasi program juga harus diikuti dengan pengawasan dan monitoring yang ketat dan tepat.

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

The aim of the present study is to analyze the effectiveness of assessment center program implementation in The Indonesian National Police. Assessment center in The Indonesian National Police is conducted at Police Headquarters Mabes Polri and Regional Police Polda throughout Indonesia. This research uses mixed method research to answer the effectiveness of assessment center program implementation. Quantitative approach is done by taking samples by purposive sampling consists of respondents representing units assessment center. The number of research samples were 323 respondents from Mabes Polri and Polda. A qualitative approach is undertaken to explore quantitative findings using interview, documentation and observation of assessment center program implementation. The research result concludes that the implementation of assessment center program at Mabes Polri and Polda has not been effective in communication factor, resource, disposition, and bureaucratic structure. Communication factors that have not been effective are transmission, clarity, and consistency. Resource factors that have not been effective are human resources, budget, facilities facilities, and information. Disposition factors that have not been effective are support and commitment of program implementers. Bureaucratic structure factors that have not

been effective are standard operating procedures and division of tasks fragmentation. The best strategy for effective implementation of the assessment center program in the Police is to make an integrated assessment center planning program from Mabes Polri to Polda with the main focus on communication, resource, disposition and bureaucracy. Implementation of the program should also be followed by strict monitoring.