

Pengelolaan sumber daya manusia polri pada jabatan atase kepolisian di divisi hubungan internasional Polri = management of police human resources at the police attche position in the international relations division of Indonesian national police

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Abstrak

ABSTRAK

Pengelolaan sumber daya manusia Polri pada jabatan Atase Kepolisian di Divisi Hubungan Internasional Polri belum memiliki aturan yang mendukung tugas-tugas operasional dan pembinaan personel yang efektif. Penelitian ini menganalisa gambaran umum penugasan Atase Kepolisian serta pengelolaan sumber daya manusia Atase Kepolisian saat ini. Selain itu, penelitian ini juga memberikan penjelasan pengelolaan sumber daya manusia Atase Kepolisian yang efektif sesuai dengan kebutuhan. Pendekatan penelitian ini menggunakan pendekatan kualitatif dan pengumpulan data melalui teknik wawancara, observasi serta studi literature. Teori yang digunakan adalah teori manajemen sumber daya manusia, dan teori sistem pengendalian manajemen. Konsep rekrutmen dan seleksi, pelatihan, dan penilaian kinerja digunakan dalam penelitian ini. Hasil penelitian ini menunjukkan bahwa penugasan Atase Kepolisian hanya merujuk pada 2 dua Peraturan Kapolri yang hanya menjelaskan pengertian dan tugas dari Atase Kepolisian. Pengelolaan SDM Atase Kepolisian saat ini meliputi aspek kompetensi, manajemen karir, pengawasan pengendalian yang didalamnya terdapat proses penilaian kinerja rentang kendali. Pengelolaan SDM Atase Kepolisian yang efektif memerlukan adanya integrasi dari 4 empat aspek pengelolaan sebelumnya yang didukung dengan adanya penetapan aturan dasar yang mengatur penetapan aturan karir bagi Atase Kepolisian serta terintegrasinya database sistem informasi manajemen Atase Kepolisian dan sistem pelaporan yang berada di Divhubinter Polri dan Kementerian Luar Negeri Republik Indonesia guna pengembangan karir Atase Kepolisian.

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ABSTRACT

The management of Polri 39 s human resources in the position of Police Attache in the International Relations Division of the Police does not have rules that support operational tasks and effective personnel development. This study analyzes the general description of Police Attache assignment and human resources management of Police Attache at this time. In addition, this study also provides an explanation of human resource management of Police Attache which is effective with the needs. This research approach uses qualitative approach and data collection through interview technique, observation and literature study. The theory used is the theory of human resource management, and the theory of management control systems. The concept of recruitment and selection, training, and performance appraisal was used in this study. The results of this study indicate that the assignment of Police Attache only refers to 2 two Police Regulations which only explain the meaning and duty of Police Attache. Human Resource Management The Police Attache currently includes aspects of competence, career management, supervision of controls in which there is a process of performance assessment and control span. Effective human resource management An effective police Attach requires integration of the four prior management aspects supported by the

establishment of the basic rules governing the setting of career rules for Police Attache and the integration of the Police Attache Management Information System database and the reporting system located in the Division of Relations International Police and the Ministry of Foreign Affairs of the Republic of Indonesia for the career development of Police Attache.