

# Pengembangan Sumber Daya Manusia Pada Jabatan Fungsional Pranata Humas (JFPH) di Kementerian Komunikasi dan Informatika (KemenKOMINFO) dalam Menghadapi Perkembangan E-Government = Human Resource Development in the Functional Position of Public Relations Institution (JFPH) in the Ministry of Communication and Information Technology (KemenKOMINFO) on Facing the Growth of E-Government

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## Abstrak

Perkembangan e-government dan teknologi yang terjadi, mendorong perubahan dalam berbagai aspek, seperti salah satunya dalam pemerintahan. Perubahan yang terjadi seperti berkembangnya hal-hal yang mengarah kepada online atau digital, diantaranya adalah e- catalogue, e-KTP, maupun pemberitaan ataupun penyampaian informasi pemerintah melalui media-media digital. Berkembangnya e--government dan teknologi ini, berdampak kepada PNS, salah satunya adalah Jabatan Fungsional Pranata Humas (JFPH). Kompetensi atau keahlian yang dimiliki oleh JFPH, belum mencukupi atau mampu untuk menghadapi perkembangan ini. Dibutuhkan pengembangan bagi JFPH untuk meningkatkan kompetensi maupun kecakapan mereka, yaitu hard skills dan soft skills. Apabila tidak dilakukan pengembangan, maka JFPH akan mengalami ketertinggalan yang akan menghambat kinerja mereka. Penelitian ini bertujuan untuk menggambarkan Pengembangan Sumber Daya Manusia pada Jabatan Fungsional Pranata Humas (JFPH) yang dilakukan oleh Kementerian Komunikasi dan Informatika (KemenKOMINFO) dalam menghadapi perkembangan e-government. Penelitian ini menggunakan teori yang dikemukakan oleh Marihot Tua Effendi, yang terbagi menjadi empat (4) dimensi yaitu societal objective, organizational objective, functional objective, dan personal objective. Penelitian ini dilakukan dengan pendekatan post-positivis serta pengumpulan data dilakukan dengan wawancara mendalam serta menggunakan dokumen-dokumennya lainnya dan studi literatur sebagai data sekunder. Hasil dari penelitian ini menunjukkan bahwa pengembangan telah dilakukan dengan berbagai cara, seperti workshop, seminar, diklat, kelas belajar, maupun lainnya. Program yang disusun telah memenuhi kesiapan untuk menghadapi perkembangan walaupun terdapat kelemahan pada diklat yang cenderung teoritis dan tidak up to date. Secara keseluruhan, berdasarkan hal, kegiatan, maupun program yang telah disusun dan dilaksanakan, JFPH telah memenuhi kesiapan akan e-government ini.

.....The growth of e-government and technology that happening now, driving changes in various aspects, such as one, in the government. Changes that occur are such as the developments of things that lead to online or digital in the government, including e-catalogue, e-KTP, as well as reporting the news or delivery of the government information through digital media. The growth of e-government and technology has an impacts on civil servants, one of which is the Functional Office of Public Relation (JFPH). The competency or expertise possessed by JFPH, has not been sufficient or able to deal with this growth. Development is needed for JFPH to improve their competencies and skill, such as hard skills and soft skills. If there's no development whis is conducted, then JFPH will be left behind which will hamper their performance. This study aims to describe the Development of Human Resources in the Functional Position of Public Relations

Institutions (JFPH) conducted by the Ministry of Communication and Information Technology (KemenKOMINFO) in dealing with the growth of e-government. This study uses a theory proposed by Marihot Tua Effendi, which is divided into four (4) dimensions, namely societal objectives, organizational objectives, functional objectives, and personal objectives. This research was conducted with a post-positivist approach and data collection was done by in-depth interviews and using other documents and literature studies as secondary data. The results of this study indicate that the development has been carried out in various ways, such as workshops, seminars, training, learning classes, and others. The program that has been prepared has met the readiness to deal with developments even though there are weaknesses in the training which tend to be theoretical and not up to date. Overall, based on things, activities, and programs that have been prepared and implemented, JFPH has fulfilled this e-government readiness.