

Analisis Assessment Center Polri Di lingkungan Polda Kepulauan Bangka Belitung Dalam Pengembangan Karier Perwira Pada jabatan kapolsek dan Kasat Reskrim = Analysis of the National Police Assessment Center in the Bangka Belitung Islands Regional Police in the Career Development of Officers.

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Abstrak

Penelitian ini bertujuan untuk melakukan analisis terhadap kegiatan Assessment Center Polri Di lingkungan Polda Kepulauan Bangka Belitung dalam pengembangan karier perwira untuk jabatan Kapolsek dan Kasat Reskrim. Penelitian menggunakan teori assessment center Alvin Lum (2015) yakni Assessment Center itu merupakan suatu cara atau metode untuk mengukur suatu potensi atau kemampuan yang dimiliki oleh manusia dengan memprediksi atau memperkirakan perilakunya di masa depan melalui simulasi dari perilaku yang ditunjukkan oleh assessee dalam menangani beban dan tanggung jawab yang akan diberikan nantinya. Permasalahan pokok dari penelitian ini adalah bagaimana pelaksanaan Assessment Center dalam pengembangan karier para perwira di Polda Kepulauan Bangka Belitung. Dalam penelitian ini digunakan pendekatan post positivist. Pengumpulan data melauai studi dokumentasi dan wawancara mendalam dengan para perwira senior di lingkungan Polda Kepulauan Bangka Belitung. Hasil penelitian menunjukkan bahwa proses Assessment Center Polri yang dilaksanakan Polda Kepulauan Bangka Belitung belum dilaksanakan sesuai teori dan ditemukan tahapan yang tidak sesuai dengan ketentuan-ketentuan dalam Uniform Guidelines dan Standards and Ethical Considerations for Assessment Center Operation.

.....This study aims to analyze the activities of the National Police Assessment Center in the Bangka Belitung Islands Regional Police in the career development of officers for the positions of the head of Police Sector and the head of Criminal Investigations. The study uses the theory of Assessment Center by Alvin Lum (2015), namely the Assessment Center is a method to measure a potential or ability possessed by humans by predicting or predicting their behavior in the future through simulations of the behavior shown by the assessee in dealing with burdens and responsibilities of his or her duties and responsibility that will be given later. The main problem of this research is how the implementation of the assessment center for the career development of police officers at the Bangka Belitung Islands Regional Police. This study uses a post-positivist approach, and data collection through documentation studies and in-depth interviews with senior officers in Regional Police of Bangka Belitung Islands. The research findings showed that the Police Assessment Center processes carried out by the Bangka Belitung Islands Regional Police had not been carried out according theory and it was found that the stages were not yet implemented according to the Uniform Guidelines and Standards and Ethical Considerations for Assessment Center Operations.