

# Analisis Strategi Pengembangan Sumber Daya Manusia di Kementerian Hukum dan Hak Asasi Manusia = Analysis of Human Resource Development Strategy at the Ministry of Law and Human Rights

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## Abstrak

Pengembangan sumber daya manusia merupakan salah satu bagian dari manajemen sumber daya manusia yang harus dilaksanakan oleh organisasi. dalam organisasi publik, Pengembangan SDM dilakukan untuk meningkatkan *knowledge, skill* dan *abilities* PNS di maksud. Di dalam Peraturan Pemerintah Nomor 11 Tahun 2017 tentang Manajemen PNS yang menyatakan bahwa setiap PNS memiliki hak untuk memperoleh pengembangan kompetensi selama dua puluh jam pelajaran dalam satu tahun. Pengembangan kompetensi dilakukan untuk meningkatkan kompetensi setiap PNS melalui berbagai kegiatan, salah satunya dengan melaksanakan pendidikan dan pelatihan (Diklat). Diklat dapat dilaksanakan dengan berbagai metode baik secara klasikal maupun non-klasikal. Penelitian ini dilakukan dengan pendekatan kualitatif yang bersifat deskriptif dengan jenis penelitian terapan yang bertujuan untuk memberikan solusi terhadap strategi pengembangan SDM yang di lakukan oleh Kementerian Hukum dan Hak Asasi Manusia melalui Badan Pengembangan Sumber Daya Manusia Hukum dan HAM dan Balai Pendidikan dan Pelatihan Hukum dan HAM. Teknik pengumpulan data dalam penelitian ini dilakukan melalui wawancara terhadap informan internal dan eksternal yang berjumlah sebanyak sepuluh informan. Informan internal di antaranya Sekretaris Badan, Kepala Bidang Program di Pusat Pengembangan Diklat Teknis dan Kepemimpinandan Pusat Pengembangan Diklat Fungsional dan HAM serta Kepala Pusat Penilaian Kompetensi. Sedangkan, informan eksternal BPSDM Hukum dan HAM di antaranya, Kepala Kantor Wilayah, Kepala Divisi Administrasi dan Kepala Bagian Pengembangan Karir di Biro Kepegawaian. BPSDM Hukum dan HAM dan Balai Diklat Hukum dan HAM memiliki tugas dan fungsi untuk melaksanakan pengembangan SDM terhadap seluruh PNS di lingkungan Kementerian Hukum dan Hak Asasi Manusia. BPSDM Hukum dan HAM dan Balai Diklat Hukum dan HAM saat ini menyelenggarakan pengembangan SDM dengan melaksanakan pendidikan dan pelatihan (Diklat) melalui daring dengan metode Pembelajaran Jarak Jauh (PJJ) dan *e-learning*. Diklat dilaksanakan sesuai dengan sasaran strategis BPSDM Hukum dan HAM yang berpedoman pada rencana strategis Kementerian Hukum dan HAM. Dalam pengembangan SDM yang dilakukan oleh BPSDM dan Balai Diklat Hukum dan HAM terdapat faktor penghambat, sehingga perlu adanya strategi pengembangan SDM yang sesuai dan dapat dilaksanakan oleh BPSDM Hukum dan HAM dan Balai Diklat Hukum dan HAM. BPSDM Hukum dan HAM telah mencanakan Kementerian Hukum dan HAM *Corporate University*, yang diharapkan mampu menjawab permasalahan yang berkaitan dengan pengembangan SDM

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competency development for twenty hours of lessons in one year. Competency development is carried out to improve the competence of each civil servant through various activities, one of which is by carrying out education and training. Training can be carried out by various methods both classically and non-classically. This research was conducted with a qualitative approach that is descriptive with the type of applied research that aims to provide solutions to human resources development strategies conducted by the Ministry of Law and Human Rights through the Human Rights Human Resources Development Agency of Law and Human Rights and the Center for Education and Training of Law and Human Rights. Data collection techniques in this study were conducted through interviews with internal and external informants totaling ten informants. Internal informants include the Secretary of the Agency, The Head of Program Affairs at the Center for Technical and Leadership Training Development and the Center for The Development of Functional and Human Rights Training and the Head of the Competency Assessment Center. Meanwhile, external informants include, Head of Regional Office, Head of Administration Division and Head of Career Development Department at Staffing Bureau. The Human Resources Development Agency of Law and Human Rights and The Education and Training Center of Law and Human Rights have the task and function to carry out human resources development to all civil servants within the Ministry of Law and Human Rights. The Human Resources Development Agency of Law and Human Rights and The Education and Training Center of Law and Human Rights are currently organizing human resources development by carrying out education and training through online by distance learning and *e-learning methods.* Training is carried out in accordance with the strategic objectives of the Human Resources Development Agency of Law and Human Rights which is guided by the strategic plan of the Ministry of Law and Human Rights. In the development of human resources conducted by the Human Resources Development Agency of Law and Human Rights and the Education and Training Center of Law and Human Rights there are inhibitory factors, so there needs to be an appropriate human resources development strategy that can be implemented by Human Resources Development Agency of Law and Human Rights and Education and Training Center of Law and Human Rights. The Human Resources Development Agency of Law and Human Rights has launched the Ministry of Law and Human Rights Corporate *University,* which is expected to be able to answer problems related to human resources development

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