

# Evaluasi Kebijakan Tour of Duty dan Tour of Area pada Pegawai Lembaga Pemasyarakatan Narkotika Kelas IIA Jakarta = Evaluation of Tour of Duty and Tour of Area Policies on Employees of The Narcotics Correctional Institution Class IIA Jakarta

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## Abstrak

Penelitian ini mengkaji tentang evaluasi kebijakan tour of duty dan tour of area pada pegawai Lembaga Pemasyarakatan Narkotika Kelas IIA Jakarta. Penelitian ini menggunakan enam dimensi dari Teori Evaluasi Kebijakan Publik oleh Dunn (2018) yang terdiri dari effectiveness, efficiency, adequacy, equity, responsiveness, dan appropriateness. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik pengumpulan campuran melalui survei, wawancara mendalam, dan studi kepustakaan. Survei dilakukan secara langsung melalui penyebaran kuesioner dengan melibatkan 76 responden yang merupakan pegawai Lembaga Pemasyarakatan Narkotika Kelas IIA Jakarta, sementara itu wawancara mendalam dilaksanakan dengan melibatkan 13 informan. Analisis kuantitatif menunjukkan bahwa penerapan kebijakan tour of duty dan tour of area pada pegawai Lembaga Pemasyarakatan Narkotika Kelas IIA Jakarta telah sesuai dengan ukuran nilai efektivitas, efisiensi, kecukupan, kesetaraan, responsivitas, dan ketepatan. Hasil uji statistik tersebut juga didukung oleh analisis kualitatif berdasarkan temuan di lapangan. Oleh karena itu, dapat dikatakan bahwa penerapan tour of duty dan tour of area sebagai bentuk kebijakan pengelolaan sumber daya manusia terbukti mampu membawa banyak keunggulan kompetitif baik bagi para individu pegawai maupun entitas organisasi secara keseluruhan.

.....This study examines the evaluation of tour of duty and tour of area policies on employees of the Class IIA Jakarta Narcotics Correctional Institution. This research uses six dimensions of the Public Policy Evaluation Theory by Dunn (2018) consisting of effectiveness, efficiency, adequacy, equity, responsiveness, and appropriateness. This research uses a quantitative approach with mixed collection techniques through surveys, in-depth interviews, and literature studies. The survey was conducted directly through the distribution of questionnaires involving 76 respondents who were employees of the Class IIA Jakarta Narcotics Correctional Institution, while in-depth interviews were conducted involving 13 informants. Quantitative analysis shows that the implementation of tour of duty and tour of area policies for employees of the Class IIA Jakarta Narcotics Penitentiary is in accordance with the measures of effectiveness, efficiency, adequacy, equity, responsiveness, and accuracy. The statistical test results are also supported by qualitative analysis based on field findings. Therefore, it can be said that the application of tour of duty and tour of area as a form of human resource management policy has proven to be able to bring many competitive advantages to both individual employees and the organizational entity as a whole.