

# Implementasi Strategi Talent Scouting pada Baintelkam Polri = Talent Scouting Implementation Strategy on Security Intelligence Agency of Indonesia National Police

Hadyan Hawari, author

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## Abstrak

Baintelkam merupakan Badan pengemban Fungsi Intelijen keamanan Polri yang berperan dalam memberikan masukan

.....Security Intelligence Agency (Baintelkam) of Indonesian National Police plays prominent roles in providing inputs to its leaders on situation and condition of security and public order in society. The National Police needs fast, sharp and accurate intelligence analysis to anticipate all possible incidents regarding security and public order. However, the interest of the National Police Academy graduates in security intelligence function is still low due to the fact that many talent scouting human resources from the agency move to other technical functions. This will affect the regeneration and recruitment in the agency, especially at the first officer level. Moreover, the existence of structural personnel who do not have intelligence background and capabilities in the agency will also affect the quantity and quality of the agency's outcomes. The results of the study reveal that the agency has aligned the talent scouting strategy with its needs in achieving its goal in maintaining security and public order. This can be seen from the agency's policies in developing its intelligence officers and its recruitment patterns for Police Academy graduates to ensure that the officers trained and empowered are in accordance with the agency's vision and mission. Security Intelligence Agency provides opportunities for all officers to develop and empower themselves so that the competence and expertise of officers in intelligence continue to improve through trainings both nationally and internationally and facilitate officers to continue their formal educations to master and doctoral levels. Talent scouting implemented by the agency has run well due to the fact that it has got talented and high qualified officers in the field of intelligence. The results of the research also reveal that the main obstacle faced by agency in implementing talent scouting is the ability to retain its officers to continue their careers in intelligence sector. Many police officers still perceive that intelligence does support their career development as police personnel although the task of intelligence is very important.