

ABSTRAK

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Tesis ini membahas pelaksanaan transformasi organisasi Polres Metro Bekasi dalam upayanya untuk merubah dari institusi militer menuju institusi publik yang berbasis Pemolisian Masyarakat (Polmas) dengan bantuan *Japan International Cooperation Agency (JICA)*. Penelitian ini adalah penelitian dengan desain deskriptif. Hasil penelitian menyarankan bahwa untuk mencapai suksesnya transformasi secara utuh maka Polres Metro Bekasi perlu merancang kembali visi dan misi Polmas, menciptakan pola kerja yang kondusif untuk melakukan tindakan yang cepat dan tepat serta membangun sistim pola kerja dan manajemen kinerja yang dapat mendorong suksesnya pelaksanaan Polmas. Upaya ini dapat dilakukan dengan membangun mekanisme pendelegasian kewenangan, penyediaan sarana dan prasarana yang memadai serta memberikan kepercayaan secara utuh terhadap para anggota

Kata kunci:

Transformasi organisasi, institusi publik, pemolisian masyarakat (Polmas)

ABSTRACT

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Title : Assessment on Organizational Transformation of Police Resort
Metro Bekasi towards a Community Policing based Civilian
Police Institution.

The focus of this study is to assess the implementation of organizational transformation of Police Resort Metro Bekasi as part of their efforts to change from military police institution into a community policing based public institution with the assistance from the *Japan International Cooperation Agency (JICA)*. This research is using a descriptive approach through questionnaires collected. The research is suggested that to make a complete successful transformation, it is important re-creating a vision of community policing, formulation a better work environment so that every personnel enable to take action immediately and appropriately, and building an effective performance and human resources management system so that in line with community policing. Countermeasures that can be developed such as building an appropriate delegation of responsibility and authority, provision supporting facilities and infrastructure as well as building trust of police personnel.

Key words:

Organizational transformation, civilian police institution, community policing.