COUNTRY ADMINISTRATION SCIENCE PRODUCTS

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ABSTRACT

The development of science and technology and the demands of the community for the performance of the National Police of the Republic of Indonesia, have an impact on the demand for increased professional human resources to be able to carry out their duties in accordance with the vision and mission of the Indonesian National Police. The fact that there is still a lack of human resource management in the implementation of the process carried out in the field, still needed quality human resources in accordance with the abilities and skills possessed so that the goal is achieved. The purpose of this study is to improve the quality of graduates of the West Sumatra Police Regional Police School.

This time the researcher used a descriptive approach with qualitative methods. Researchers try to reveal facts in accordance with the facts without interfering with the conditions that occur. The steps of data collection are done by interviewing, observing and documenting techniques. This can support the authenticity of the data taken. Based on the results of research conducted that human resource management in the West Sumatra Regional Police Police School still needs to be structured educators in accordance with the academic field according to their abilities. The constraints faced are the limited human resources as qualified educators in improving graduates of the West Sumatra Regional Police Police School. While the efforts made are by participating in trainings on human resource educators and providing motivation to students to have interest in learning.

So, in the management of human resources the West Sumatra Police Regional Police School has been going well, every aspect that is used is interrelated with one another. Of the four aspects of management, it has been able to improve the quality of graduates of the West Sumatra Police Regional Police School. Which is the quality of graduates who have good graduate limits. Therefore from the management of human resources the State Police School of the West Sumatra Regional Police has been able to improve the quality of its graduates well.

Keywords: HRM, Quality of Graduates of Students.

INTRODUCTION

The development of technological knowledge and the demands of the community on the performance of the National Police of the Republic of Indonesia has an impact on the demand for increased professional human resources to be able to carry out their duties in accordance with the vision and mission of the Indonesian National Police. The improvement of professional human resources at the Republic of Indonesia National Police is carried out through a programmed, directed, systematic and sustainable education system based on the policies and strategies of the Indonesian National Police Chief. Therefore, it is necessary to strengthen the National Police Training Center along with the ranks and Regional Police Police Schools as implementing elements of POLRI education and training, especially for 8 (eight) education standards.

Efforts to improve professional human resources, the National Education and Training Center conducts professional certification through competency testing of
Indonesian National Police Educators at Education Centers / Schools and the Regional Police Police School conducted by LSP Lemdildat National Police. With the hope that all National Police educators at the Regional Police / School and Regional Police Police Schools have competencies in accordance with established standards, as stipulated in Law Number 20 of 2003 about the National Education System, Government Regulation Number 19 of 2005 concerning National Education Standards and Republic of Indonesia State Head Regulation Number 14 of 2015 concerning the Indonesian Police Education System. The Indonesian National Educator Educators Special Competency Standards which have been determined based on the Decree of the Head of the National Police Education Agency Number: Kep / 345 / VIII / 2012 dated 29 August 2012 for the implementation of certification for POLRI Educators, need to be adapted to the development of science and technology, to meet the demands of society and regulations applicable. In connection with the aforementioned matter, the National Police Training Center for LSP conducted a revision of the National Police Educator's Special Work Competency Standards.

The National Police in the above sense can be seen organizationally or personally. The organizational aspect looks at the institutions of the National Police itself, while the personal aspects look at the members of the Indonesian National Police who carry out the roles, functions, duties, and responsibilities of the organization. Accountability from the form of vision, mission, duties, authority, position, and functions of the National Police organizationally and personally can be seen in terms of accountability and responsibility. The accountability side means that the realization of the authorization obtained while the responsibility side means that legal obligations must be carried out and the form of authority given to implement the policy.

Based on both the meaning of accountability, legal accountability system for organizational aspects and different personal aspects and has the shape of each. Educational activities are activities between humans, by humans and for humans. Therefore education is never separated from human elements. Educational experts generally agree that education is given or organized in order to develop all human potential in a positive direction.

Education for the National Police personal can be divided into 2, namely education for new National Police personal candidates, namely to recognize and master the work while for the old National Police personnel, namely to improve work outcomes / outcomes both now and in the future, improve personal performance when getting promotion. Education for the old National Police personal also adapts to the development and needs of the organization, other personalities, policies and procedures in the organization and the environment. Education for personal National Police is a job requirement to improve skills, expertise and knowledge based on routine activities in order to be able to carry out and complete the work given to him in order to achieve organizational goals.

Development of human resources quality is an issue that continues to evolve. Today the development of human resources-based economy has managed to prosperity, but failed to deliver equitable prosperity in all aspects, even otherwise cause problems that are hard to find solutions. Education was developed as a way to address and resolve issues arising from the development of the times. The objectives of this study are: 1) To find out the human resource management of educators in improving the quality of graduate students at the West Sumatra Regional Police Police School 2) To find out the obstacles that occur in human resource management of
educators in improving the quality of graduate students in West Sumatra State Police School 3) To find out the efforts made to overcome the constraints on human resource management of educators in improving the quality of graduates of students at the West Sumatra Regional Police Police School.

RESEARCH METHODS

In this study, researchers used a qualitative approach. Researchers sought to uncover the facts in accordance with the fact that there is no intervention in the conditions. Bondon and Taylor in Maleong explaining that qualitative methodology is a research procedure that produces descriptive data in the form of words - written or oral words are from people - people or perpetrators were observed. Qualitative research methods in essence try to observe, understand, the meaning of actions and events for people who are concerned according to their culture and views. This qualitative research method will produce descriptive data, meaning that a study provides a description of a social phenomenon as referred to in the research problem.

While the descriptive method is a method in researching the status of a group of people, object, condition or event class systems thinking in the present. So therefore descriptive qualitative research is a research method to create a picture and painting a situation that is systematic and accurate about the facts - facts, nature - the nature of, and the relationship between the phenomenon to be studied. Thus to be examined in this study are the Human Resource Management of Teachers in Improving Quality of Graduates Students in State Police School of West Sumatra. In this study, the authors took a sample using purposive sampling technique. Purposive sampling is done by taking the subject is not based on strata, random or region but based on their specific purpose. "Similarly, according Sugiyon purposive sampling is" sampling technique with a certain consideration. "This means that every subject that is taken from the population selected deliberately by objectives and specific considerations. Data collection techniques used in this research is the study of literature and field study. Data analysis is the process of systematically searching for and compiling data obtained from interviews, field notes, and materials - other materials, so it can be easily understood and its findings can be communicated to others. In this study, there are several stages of data analysis include data collection, data reduction, data presentation and conclusion.

RESULTS DISCUSSION

1. Human Resource Management
   a. Planning

      Based on the theory of George R Terry followed by Dharma Setiawan Salam resource management planning is a series of activities related to the image of labor requirements in the future of an organization, including the provision and utilization of new workers that are already available. This is in accordance with the existing situation in the field, which is in improving the quality of graduates didika participants in the State Police School of West Sumatra Police have followed several trainings in accordance with the planning or plan has been prepared. In addition to the students, instructors who will train the students also conduct training sessions have been planned so that should increase the quality of graduates learners in Police State Police School of West Sumatra.
b. Organizing

According to the theory of George R Terry followed by Dharma Setiawan said "organizing as the process of creating a relationship between the various functions, personnel, and physical factors that all work carried out can be beneficial as well as focused on one goal". The reality in the field is that the organizing management carried out has been going well. Every activity has supported the quality of education graduating from the West Sumatra Police Regional Police School. However, it still needs to be improved in making organizing management more perfect.

c. Actuating

In accordance with the theory of George R Terry followed by Dharma Setiawan that "in the work, each individual has different physical and mental, individual values according to their socio-economic circumstances". With the state now still in the process in forming an action by increasing the quality of education. It required guidance, in the form of action to it that all members of the organization conducting pre-determined so that the goal to improve the State Police School graduates in West Sumatra Police was reached.

d. Controlling

In accordance with the theory of George R Terry was quoted in the Dharma Setiawan Salam Bahwan "Supervision is the process to determine whether there is a deviation in the implementation of the plan for urgent improvement efforts so as to ensure that the activities carried out in real terms is an activity that corresponds to what was planned". In the activities conducted in the field has been running bleak expected however, there are still some aspects that need to be regulated in accordance with the original plan. Thus, from the supervision of the management aspect is very essential in knowing what needs to be improved in order to increase school graduate of West Sumatra Police State Police.

Education report found that the implementation of the education field has been conducted in accordance with the objectives and the vision and mission set. However, learners in the implementation of education still found complaints because they are tired and lacking motivation in accepting the subject matter. So that the education carried out has not been fully maximized. Constraints are still raised in the education.

2. Constraints That Occur In Human Resource Management

a. Planning

In accordance with the problems found, it is still necessary to plan the aspects that will support this activity so that these constraints can be covered with various plans that will be made later. From both the informer can be drawn that the obstacles that occur in this plan is still a lack of educators who would run so as to improve the quality of teaching graduate of West Sumatra Police State Police still need to be planned further.

b. Organizing

Mr. Iman Khalid Hari Mordono as Minister of Education said he said "these obstacles can be overcome gradually as the number of educators who have certified competencies are appropriate in their fields". For this reason, it is necessary to further organize and have to be able to maximize kenira according to these programs so that all objectives are achieved. Although in
organizing human resources there are still limited but must be carried out based on the structure that has been formed and carried out as it should. Every obstacle that occurs will definitely be overcome properly.

c. Actuating

The implementation of human resource management in improving the quality of graduates of the West Sumatra Police Regional Police School still found obstacles in these activities. According to what was revealed, Ms. Astutik Hariana as Head of Subdivision of Lakjarat said "the obstacles faced were lack of motivation and enthusiasm from students in terms of receiving subject matter in the classroom". With the lack of motivation of students in the implementation of education, it will have an impact on the quality of graduates of the West Sumatra Regional Police Police School. These obstacles will be a problem in the process of improving the quality of graduates. Because educators are too monotonous, humor is not carried out and the atmosphere becomes tense. With the atmosphere of learning that is too monotonous and tense, students tend not to be motivated by the atmosphere of the teaching. However, the obstacles faced can still be overcome in various ways in increasing the motivation of students in the classroom. And it was reaffirmed by Ms. Astutik Hariana as Head of Subdivision of Lakjarat that "these obstacles can be overcome through guidance by caregivers and educators who teach subject matter to students". So from that educator must be able to grow the motivation of students in the class.

d. Controlling

With the supervision that is done, it can find out what obstacles are faced in the activities and programs that have been regulated. Every human resource management system from these four aspects will continue to be interrelated because without planning the organization will not work, without any monitoring of the movements there will be no obstacles encountered. It still needs to be improved from the four aspects used in HR management.

3. Efforts What Do To Overcome Obstacles

a. Planning

According Afnidar as Head Jarlat said that the efforts made State Police School of West Sumatra Police in improving human resource quality of the teachers, among others: "a way to involve of the teachers written exam certification of educators organized by the certification body Police and also conduct training for personnel educators to be the subject matter more easily understood by learners ". With this certification written test, you can find out how the quality of the teaching staff is used so that planning has been made. Training is also a very good effort in improving the quality of teaching staff. With the training every planning that has been made of course will be trained first by the teaching staff before giving teaching to students.

b. Organizing

Mr. Didik Praised tertiary as the Head of Sub-Section of Bintenaga educators revealed that "organizing that drives educators must be able to find candidates who are professional based on the results of the selection that has been done". Management of human resources in this organization must be able to choose professional educators. The efforts made must be maximized. In organizing, it is able to create a program to mobilize teaching staff to teach in
accordance with the objectives to be achieved in accordance with the vision and mission of the West Sumatra State Police School. Various trainings have been carried out by educators who will have a good impact on the quality of graduates of the West Sumatra State Police School. This is, organizing management of human resources is very important for the goals to be achieved.

c. Actuating

Mr. Afnidar as the Head of Jarlat also emphasized that "the method taken is to carry out written examinations for each completed lesson material given to students". Efforts made by holding written examinations for each subject matter are good because they can see the extent to which students have the ability or ability to carry out teaching activities. Written examinations conducted can measure student understanding in mastering the material. By writing written tests, each student's material will be easier to understand the material along with remembering the material being studied. Therefore, this effort is one of the things that supports improving the quality of graduates of the West Sumatra State Police School.

d. Controlling

Based on the results of interviews conducted from several aspects of human resource management that all aspects are very important and important role related to one another. Starting from planning, organizing, implementing and monitoring. With a structured human resource management system, it will be able to improve the results of graduates of the West Sumatra Police Regional Police School.

CLOSING

Conclusion

1. Human resource management of educators in improving the quality of graduates of students at the West Sumatra State Police School can be seen from:

   a. Planning

   Improving the quality of the Police School graduates has been carried out various plans such as training for Instructors / Instruction Staff organized by the Education and Training Center, the West Sumatra State Police School and a written examination of Certification by a certification institution.

   b. Organizing

   Organizing is organized in accordance with the appropriate qualifications, especially in academic qualifications, has vocational education or education and training and has the competence of teaching staff.

   c. Actuating

   Implementation in improving the quality of the Police College graduates are already well underway even meet graduation standards in accordance with the objectives or criteria.

   d. Controlling

   Supervision is done in order to determine what are the constraints or barriers faced. In this management course there are obstacles but they can be overcome with good.

2. Constraints faced in improving the quality of graduates of the West Sumatra Police School are the limited number of Intermediate and Young Functional Educators, Educators generally do not have an S1 academic qualification. Existing
Human Resources still do not meet the desired qualifications.

3. Efforts to overcome these obstacles are by including educators / instructors in vocational education, training, TOT and encouraging and motivating personnel to continue general education.

Suggestion
Based on the above results, the authors can provide suggestions as follows:
1. Planning, the process of teaching staff must take TOT training so that planning is in accordance with the program objectives and produces professional educators.
2. Organizing, better arranged based on academic and non-academic abilities possessed by educators so that the teaching process in accordance with their respective fields.
3. Actuating, educators must be able to provide motivation and melt the atmosphere for students so as not to get bored in the learning process.
4. Controlling, must be reaffirmed in conducting supervision, so that any obstacles found can be immediately sought.

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