

ABSTRAK

Abstrak

Polda Bali secara rutin melaksanakan *assessment center* yang mendapat respon yang sangat positif dengan tingginya tingkat partisipasi peserta. Tujuan penelitian, 1) Untuk mengetahui efektivitas pelaksanaan *assessment center* sebagai upaya peningkatan pembinaan karier anggota di Kepolisian Daerah Bali, 2) Untuk mengetahui kendala pelaksanaan *assessment center* sebagai upaya peningkatan pembinaan karier anggota Kepolisian Daerah Bali. Metode penelitian yang digunakan yaitu metode yuridis empiris, yang dilakukan di bidang Sumber Daya Manusia (SDM) Kepolisian Daerah Bali. Hasil Penelitian, 1) Pelaksanaan *assessment center* sebagai upaya peningkatan pembinaan karier anggota di Kepolisian Daerah Bali dinilai kurang efektif, sebab dalam pelaksanaannya masih terdapat kendala. 2) Kendala pelaksanaan *assessment center* sebagai upaya peningkatan pembinaan karier anggota di Kepolisian Daerah Bali ada dua. Pertama, kendala sarana dan prasarana yakni belum tersedianya gedung khusus pelaksanaan *assessment center*, dan baru memiliki ruang CAT, ruang diskusi, dan ruang wawancara. Kedua, kendala di *assessor* yang banyak pensiun dari jabatannya serta belum terbukanya ruang jabatan *assessor* pada tingkat Polda.

Kata Kunci: *Assessment center*, Pembinaan karier polri, Efektivitas.

Abstract

The Bali Police regularly conducts an assessment center which gets a very positive response with the high level of participant participation. The research objectives, 1) To determine the effectiveness of the implementation of the assessment center as an effort to improve the career development of members in the Bali Regional Police, 2) To find out the obstacles to implementing the assessment center as an effort to improve the career development of members of the Bali Regional Police. The research method used is the empirical juridical method, which is carried out in the field of Human Resources (HR) of the Bali Regional Police. The results of the study, 1) The implementation of the assessment center as an effort to improve the career development of members in the Bali Regional Police is considered less effective, because in its implementation there are still obstacles. 2) There are two obstacles in implementing the assessment center as an effort to improve the career development of members in the Bali Regional Police. First, the constraints of facilities and infrastructure, namely the unavailability of a special building for the implementation of the assessment center, and only having a CAT room, discussion room, and interview room. Second, there are many constraints on assessors who have retired from their positions and the office space for assessors has not been opened at the Polda level.

Keywords: *Assessment center, Police career development, Effectiveness.*