

An Investigation of Open Career Promotion Policy Implementation in Indonesian National Police Institution

Albertus Recky Robertho, Hardi Warsono and Augustin Rina Herwati

Faculty of Social and Political Sciences

Universitas Diponegoro

Tembalang, Semarang, Jawa Tengah 50275, Indonesia

albertusreckyrobertho@gmail.com, hardiwarsono@lecturer.undip.ac.id,

rinahera1508@gmail.com

Jumadil Saputra

Faculty of Business, Economics and Social Development

Universiti Malaysia Terengganu

21030 Kuala Nerus, Terengganu, Malaysia

jumadil.saputra@umt.edu.my

Abstract

The competence of human resources among the Indonesian National Police (POLRI) is believed to be a critical factor in determining the success of the POLRI organization. Therefore, POLRI has implemented an open position promotion program, one of which uses the Assessment Center to test managerial competence. In addition, the National Police Assessment Center is used to support the policy of the National Police Chief in promoting open positions at every level and office space in his jurisdiction following the delegation of authority. This study investigates the policies and impacts of the Assessment Center implementation in supporting the promotion of open positions. The study used a qualitative approach by applying observation as the data collecting technique, interview, and documents study. The result indicated that implementing the Assessment Center encourages the opening of career promotion. However, in a more extensive sense, the implementation of the Assessment Center is encouraging the opening of career promotion has not been successful and does not have a positive impact. It could happen because the Indonesian National Police, as a bureaucratic organization, does not have the capacity of organization as the bureaucracy's breadwinner, which involves the organization's structure, working mechanism, human resources, financial support, and the resources required for working. Therefore, those four elements are still not able to optimize the condition and encourage each other. In conclusion, this study has successfully investigated the success of policy implementation of Open Career Promotion in the Indonesian National Police Institution. In a narrow sense is by looking at the compliance of implementing the policies contained in policy documents (Laws, Regulations, and Programs) and following the existing Standard Operating Procedures (SOP).

Keywords

Open Career Development, Indonesian National Police, Policy Implementation, assessment center impact, Indonesia context.

Acknowledgements

The author would like to thank Universiti Malaysia Terengganu for this excellent collaboration work.

Biographies

Albertus Recky Robertho is a postgraduate student at the Faculty of Social and Political Sciences, Universitas Diponegoro, Tembalang, Semarang, Jawa Tengah 50275, Indonesia.

Hardi Warsono is a lecturer at the Faculty of Social and Political Sciences, Universitas Diponegoro, Tembalang, Semarang, Jawa Tengah 50275, Indonesia.

Augustin Rina Herwati is a lecturer at the Faculty of Social and Political Sciences, Universitas Diponegoro, Tembalang, Semarang, Jawa Tengah 50275, Indonesia.

Jumadil Saputra is a PhD holder and works as a senior lecturer in the Department of Economics, Faculty of Business, Economics and Social Development, Universiti Malaysia Terengganu, Malaysia. He has published 125 articles Scopus/ WoS indexed. As a lecturer, he has invited as a speaker in numerous universities, the examiner (internal and external), the reviewer for article journal and proceeding, the conference committee, journal editorial board, and others. He is a professional member of the International Business Information Management Association (IBIMA), Ocean Expert: A Directory of Marine and Freshwater Professional, and Academy for Global Business Advancement (AGBA). His research areas are Quantitative Economics (Microeconomics, Macroeconomics, and Economic Development), Econometrics (Theory, Analysis, and Applied), Islamic Banking and Finance, Risk and Insurance, Takaful, i.e., financial economics (Islamic), mathematics and modelling of finance (Actuarial). His full profile can be accessed from <https://jumadilsaputra.wordpress.com/home-2/>.