

## ABSTRACT

Bagsumda (Resource Section) is one part of the organizational structure of Operations Staff under the leadership of Kapolri Assistant for Operations with one of its duties is to carry out administrative development of personnel, facilities and infrastructure, function training, and application of law.

The guidance and administration of personnel, including career coaching of operating staff personnel, among others, promotion proposal (UKP). Regular salary increase (KGB), mutation, appointment and dismissal within the position of the authority of the care of personnel of the police and police officers within the staff of the Police Headquarters operation, Formulating and carrying out the assessment and strategy related to the system and methods of guiding the Police accountably, recruitment and selection of personnel to Polri based on principles of clean, transparent, accountable and humanist;

Realizing career coaching staff to the Police in accordance with the needs of the organization dynamically and integrated through Merit (Policy and human resource management of state apparatus based on qualifications, competence, and performance in a fair and reasonable) IT-based system and realize service maintenance and termination of service to employees Polri and Pns effectively, efficiently and proportionally;



## ABSTRAK

Bagsumda (Bagian Sumberdaya) merupakan salah satu bagian dari struktur organisasi Staff Operasi di bawah pimpinan Asisten Kapolri Bidang Operasi dengan salah satu tugasnya yaitu melaksanakan pembinaan administrasi personel, sarana dan prasarana, pelatihan fungsi, dan penerapan hukum.

Pembinaan dan administrasi personel, meliputi pembinaan karier personel staff operasi antara lain usulan kenaikan pangkat (UKP). Kenaikan gaji berkala (KGB), mutasi, pengangkatan, dan pemberhentian dalam jabatan yang menjadi lingkup kewenangan perawatan personel anggota polri dan pns polri di lingkungan staff operasi mabes polri, Merumuskan dan melaksanakan pengkajian dan strategi terkait sistem dan metode pembinaan Polri secara akuntabel, mewujudkan sistem rekrutmen dan seleksi pegawai pada Polri berdasarkan prinsip bersih, transparan, akuntabel dan humanis;

Mewujudkan pembinaan karier pegawai pada Polri sesuai dengan kebutuhan organisasi secara dinamis dan terintegrasi melalui Merit (Kebijakan dan manajemen SDM aparatur negara yang berdasarkan kualifikasi, kompetensi, dan kinerja secara adil dan wajar) system yang berbasis IT dan mewujudkan pelayanan perawatan dan pengakhiran dinas kepada pegawai pada Polri dan Pns secara efektif, efisien dan proporsional;



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