

ABSTRACT

*The research process uses a qualitative method with the title **Study of Human Resources Readiness of the Serasan Sea Cross-Border Post (PLBN) in Serasan District, Natuna Regency, Riau Archipelago Province**. This study aims to examine the readiness of human resources and the process of placing employees at the Serasan Sea Cross Border Post (PLBN). The data were collected by in-depth interviews with eight key informants, observations, and documentation. Triangulation and Nvivo carried out instrument testing. The results of the study found that maximum preparations had been made after the inauguration of the Serasan PLBN, the staffing process was a central government policy based on applicable regulations, and it was necessary to identify a plan for PLBN staff needs that was more focused so that the hiring process was right on target, plans to increase the capacity of PLBN employees had to be mapped out properly, it is hoped that the formation of recruitment for the acceptance of Prospective Civil Servants for PLBN will be opened more. The existence of the Serasan PLBN has a positive impact on residents, in the future the development of the Serasan area is expected to produce quality human resources so that it can improve the economy of the community.*

Keywords: Readiness of Human Resources, Placement of Employees, Cross Border Posts.



ABSTRAK

Proses penelitian ini menggunakan metode kualitatif dengan judul **Kajian Kesiapan Sumber Daya Manusia Pos Lintas Batas Negara (PLBN) Laut Serasan di Kecamatan Serasan, Kabupaten Natuna, Provinsi Kepulauan Riau**. Penelitian ini bertujuan untuk mengkaji kesiapan sumber daya manusia dan proses penempatan pegawai pada Pos Lintas Batas Negara (PLBN) Laut Serasan. Metode pengumpulan data dilakukan dengan wawancara mendalam dengan delapan orang informan kunci, pengamatan, dan dokumentasi. Pengujian instrumen dilakukan dengan Triangulasi dan Nvivo. Hasil penelitian menemukan bahwa persiapan yang maksimal sudah dilakukan pasca diresmikannya PLBN Serasan, proses penempatan pegawai merupakan kebijakan pemerintah pusat berdasarkan peraturan yang berlaku, perlu adanya identifikasi rencana kebutuhan pegawai PLBN yang lebih terarah sehingga proses penerimaan pegawai menjadi tepat sasaran, rencana peningkatan kapasitas pegawai PLBN harus dipetakan dengan baik, diharapkan formasi rekrutmen penerimaan Calon Pegawai Negeri Sipil untuk PLBN dibuka lebih banyak. Keberadaan PLBN Serasan memberikan dampak positif bagi warga, kedepannya pengembangan kawasan Serasan diharapkan dapat menghasilkan sumber daya manusia yang berkualitas sehingga bisa meningkatkan perekonomian bagi masyarakat.

Kata Kunci: Kesiapan Sumber Daya Manusia, Penempatan Pegawai, Pos Lintas Batas Negara.



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