

ABSTRAK

EVALUASI PROGRAM PEMBINAAN PERWIRA TNI AL KORPS SUPLAI

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Penelitian ini bertujuan melakukan evaluasi program pembinaan perwira Korps Suplai di TNI AL. Ada delapan korps di TNI AL guna mendukung dan melaksanakan tugas dan sasaran yang ditetapkan. Pada tahun 2001 nama korps suplai resmi digunakan menggantikan korps administrasi dan sejak itu belum pernah dilakukan evaluasi. Tujuan penelitian ini mengukur tingkat keberhasilan atau kegagalan dan penyempurnaan berkelanjutan dari program pembinaan perwira korps Suplai. Penelitian ini merupakan penelitian kualitatif dengan menggunakan model evaluasi model *Context Input Process Product* (CIPP). Data dikumpulkan melalui observasi, *focus group discussion*, wawancara dan survei. Hasil penelitian ini dapat disampaikan antara lain: Context, perwira Korps Suplai harus memiliki kompetensi baik aspek penugasan, kepangkatan, pendidikan dan psikologi; Input, peranti lunak yang ada perlu direvisi; Proses, belum adanya dokumen perencanaan yang memadai dan monitoring lemah; Produk, program pembinaan merupakan suatu keharusan tidak saja bagi korps Suplai tapi bagi TNI AL. Dapat dikatakan bahwa program pembinaan perwira ini sangat penting dan TNI AL perlu melakukan perbaikan program tersebut dalam waktu dekat. Penelitian pembinaan perwira korps Suplai merupakan hal pertama yang dilakukan di lingkungan TNI AL dan dapat dijadikan rujukan untuk penelitian korps perwira lainnya.

Kata kunci: Evaluasi program, Model CIPP, TNI AL, sumber daya manusia.

ABSTRACT

HUMAN RESOURCE MANAGEMENT PROGRAM EVALUATION OF THE INDONESIAN NAVY SUPPLY OFFICER CORPS

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The purpose of this research was to evaluate human resource management program of Indonesian Navy Supply officer corps and to measure successfulness or unsuccessfulness and continuous improvement of Indonesian navy supply officer human resource management program. There are eight branches of corps of Indonesian Navy to fulfill its tasks and goals. In 2001 Supply corps has been named formally replacing administration corps and since that time there was no formal evaluation has ever been made. This is a qualitative research using Context Input Process Product (CIPP) model. Data are collected through observation, focus group discussion, dialogue and survey questions. The result of this research is as follow: Context, Supply officer should have a proper competence in terms of duty, rank, education and psychology; Input, the software to govern and regulate the program should be revised; Process, there is a lack of planning documents to run the program properly and weakness of monitoring; and Product, the program is a must program not only for Supply corps but also for the Indonesian navy. It is clear that the program is vital and significant for the navy and need to be refined in the near future. The novelty of this research due to the fact that it is the only evaluation program has been made concerning human resource management in the Indonesian navy and could be referred for other officer evaluation program.

Keywords: Evaluation program, CIPP model, Indonesian Naval Supply officer, Human resource management.