

## Intisari

Penyediaan prajurit sebagai bagian dari pembinaan prajurit TNI AD pada hakikatnya adalah suatu upaya, pekerjaan dan kegiatan untuk memperoleh prajurit TNI AD sesuai dengan kualitas dan kuantitas yang dibutuhkan dalam rangka mendukung tugas pokok TNI AD. Penerimaan Taruna Akmil merupakan kegiatan penting dalam penyediaan prajurit, karena Perwira memegang peranan yang strategis dalam organisasi TNI AD. Adapun tujuan dari penelitian ini adalah untuk mengetahui pengorganisasian panitia penerimaan calon Taruna Akmil dan untuk mengetahui macam dan prosedur seleksi calon Taruna Akmil.

Penelitian ini menggunakan metode kualitatif, metode penelitian yang umumnya dipakai dalam penelitian ilmu-ilmu sosial yang berusaha melakukan deskripsi dan interpretasi akan makna dari gejala yang terjadi dalam penerimaan calon Taruna Akmil di Kodam IV/Dip. Metode ini menekankan pada pengumpulan dan analisis data tertulis (studi arsip/kepustakaan) dan terungkap. Metode yang digunakan dalam menganalisa data adalah Metoda Analisis Deskriptif. Metode ini bertujuan memberikan gambaran terhadap obyek yang diteliti melalui data dan fakta sebagaimana adanya.

Adapun hasil penelitian yang didapat sebagai berikut; calon sebelum mendaftar belum memperoleh keterangan yang jelas dan rinci tentang sistem seleksi, jenis materi seleksi, lamanya seleksi, dan tahapan seleksi; dalam Renlakgiat penerimaan Calon Taruna Akmil tidak dinyatakan secara tegas bahwa seleksi di Subpanda/Subpandasus menggunakan sistem gugur, kenyataan di lapangan menggunakan sistem gugur; rasio pendaftaran untuk calon Taruna dari SMA/MA jurusan IPS sangat melebihi ratio seleksi yang ditentukan; dan adanya beberapa materi seleksi dilaksanakan lebih dari dua kali dengan materi pemeriksaan/pengujian yang sama.

Prosedur penerimaan calon Taruna Akmil di Kodam IV/Dip saat ini telah dilaksanakan sesuai dengan ketentuan yang berlaku yakni berdasarkan Rencana Pelaksanaan dan Kegiatan yang diterbitkan oleh Staf Umum Personel Angkatan Darat dan peraturan pelaksanaan lainnya. Pelaksanaan seleksi di Kodam IV/Dip melalui dua tahap, yaitu seleksi di Tingkat Subpanda/Subpandasus dan Tingkat Panitia Daerah. Hasil sidang pemilihan di Tingkat Panitia Daerah dikirimkan untuk mengikuti seleksi Tingkat Panitia Pusat. Proses seleksi di Panitia Daerah ada beberapa materi yang dilaksanakan secara berulang dengan materi seleksi yang sama. Mencermati hal tersebut di atas dan untuk meningkatkan efisiensi, maka perlu pengembangan prosedur seleksi penerimaan Taruna Akmil, dengan menyederhanakan kepanitiaan yaitu menghilangkan Subpanda/Subpandasus. Sehingga pelaksanaan seleksi dapat dilaksanakan secara lebih efisien dan praktis tanpa mengabaikan faktor sasaran penerimaan baik kualitas maupun kuantitas.

Kata kunci : Sumber Daya Manusia, Pembinaan Personel, Penyediaan Tenaga.

## Abstract

The Indonesian Army needs perfect people to run the organization. In order to have high standard of army personal, selective and tough recruitment is needed in order to obtain qualified personnel in conformity with the required quality and quantity to perform the main tasks in TNI AD. Cadets recruitment in the Military Academy takes a significant role because they are prepared to be top leaders or decision maker posts in the ARMY. The purpose of the research is to know the committee organization and to know the kind and selection procedure of recruitment in Military Academy Cadets.

The research uses qualitative method, the method that generally used on social knowledge research trying to describe and interpretate mean of the indication that happened during receiving process of Military Academy Cadets in Kodam IV/Dip. Collecting and analysing data (study of archives/library) and it has been proved. The Method being used in analysing the data is analysis descriptive method. The purpose this method is to give description of the object being studied through the data and the facts as they are.

The finding research is the recruitment process among other things is that the candidates do not have clear information on the selection system, material of the test, as well as the duration and phases of the selection. Moreover, it is not clearly mention in the manual book of selection (*Renlakgiat*) that the selection applies a disqualification system but in fact a disqualification system was applied. Another problem in the recruitment is that the candidates from Senior High School social science exceed the available quota. Last but not least, some materials of selection are carried out repeatedly.

The selection procedure of Military Academy Cadets in Kodam IV/Dip is currently conducted based on the execution planning and activity which issued by Assistant Personnel of General Staff of Indonesian Army and it's also regulated with other regulations. The selection in Kodam IV/Dip can be carried out into two phases namely: the first is selection in the sub regional committee/Special sub regional committee level and the second one is selection in the regional committee level. The results of the sessions in the regional committee level were sent to follow the next selection in central committee. There are some subjects have to be done repeatedly at the selection process in the regional committee level with the same selection subjects. In order to improve efficiency, it needs to develop the recruitment selection of Military Academy Cadets, by simplifying the committee: it doesn't need to have sub regional committee/special sub regional committee. Therefore the selection can be done efficiently and practically without disregarding factors of the recruitment target, both in quality and quantity.

Keywords : Human Resources, Personnel Management, Recruitment.