

## INTISARI

Sumber Daya Manusia merupakan prioritas utama yang harus ditingkatkan kualitasnya. Pegawai Negeri Sipil sebagai bagian penting Sumber Daya Manusia perlu ditingkatkan kualitasnya melalui pelatihan. Fungsi diklat pegawai negeri sipil menjadi semakin penting. Disinyalir selama ini penyelenggaraan diklat bagi pegawai negeri sipil belum efektif serta memiliki berbagai kendala dalam penyelenggaraannya. Apabila diklat pegawai negeri sipil tidak cepat dibenahi akan mempengaruhi kualitas pegawai negeri sipil.

Peraturan Pemerintah Nomor 101 tahun 2000 tentang Pendidikan dan Pelatihan Jabatan Pegawai Negeri Sipil, mengatur pelaksanaan diklat agar mencapai persyaratan kompetensi teknis yang diperlukan untuk pelaksanaan tugas pegawai negeri sipil. Penelitian ini bertujuan untuk mengetahui apakah penetapan peserta, tenaga kediklatan, kurikulum dan metode diklat, sarana dan prasarana serta pembiayaan pada diklat Manajemen Pemerintahan sesuai dengan ketentuan yang ada.

Subyek penelitian berjumlah 35 orang pengelola diklat Manajemen Pemerintahan dan 30 angkatan Diklat Manajemen Pemerintahan yang dilaksanakan di Badan Diklat Departemen Dalam Negeri. Penelitian ini merupakan penelitian diskriptif analitik dengan pendekatan kualitatif dan kuantitatif. Pengambilan data primer dilakukan dengan cara interview dan data sekunder dengan mengumpulkan dokumen-dokumen terkait.

Konsep penyelenggaraan diklat yang baik sangat ditentukan oleh proses penentuan tujuan dan perencanaan diklat, dimana manajemen diklat dibagi menjadi dua yaitu manajemen fungsi yang terdiri dari perencanaan, pelaksanaan dan penilaian diklat. Sedangkan manajemen unsur terdiri dari sumber daya manusianya yaitu peserta dan tenaga kediklatan, kurikulum dan metode, sarana/prasarana serta pembiayaan.

Hasil penelitian menunjukkan bahwa peserta dan sarana/prasarana tempat penyelenggaraan diklat belum sesuai ketentuan yang ada, namun tenaga kediklatan, kurikulum dan metode serta pembiayaan diklat sudah sesuai dengan ketentuan yang berlaku. Sebagai rekomendasi bagi penyelenggaraan diklat Manajemen Pemerintahan di Badan Diklat Departemen Dalam Negeri, perlu adanya kejelasan dan ketegasan tentang kriteria maupun pembatasan jumlah peserta maksimum 40 orang dalam satu angkatan, serta ketersediaan tempat penyelenggaraan pendidikan dan pelatihan pada lembaga diklat yang terakreditasi sehingga menjamin tujuan penyelenggaraan diklat Manajemen Pemerintahan dapat tercapai.

## ABSTRACT

Human resource is the main priority to be increased. Government Officer as a part of the human resources that need to be increased by training. Training and education program for government personnel function becomes more important. It is took soundings of the implementation training and education program for government has not been effective and has so many obstacles in realization until this time.

Government regulation number 101 in 2000 about training and education or government position, it arranged the implementation of training and education program for government so that can be chived and the technical competence requirement that is needed for the implementation of duty civil servant. This research has a purpose to study. Whether the determining of participant, the skill of the training and education program for the government, curriculum and training education program for the government method, means and infrastructure and than financing for the training and education program for government of the government management according to the certainly.

Research subject number in 35 people of training and education program of the government management and 30 corps of the training and education program of the government management that is implemented at board of training and education program for Government of the Department of Home Affairs. This research as a research analytic descriptive quantitative and qualitative approach. The taking of primary data and secondary data by collecting the realization document.

The draft of the good training and education program for government implementation is very determined by purpose act of determining procedure and also the training and education program for government planning, where of the management of the training and education program for government is divided in two, that is function management consist of planning, implementation and training and education program for government skill, curriculum and the training and method, method, means of infrastructure and financing of the training.

The results of the research point that the participation and means of place to implement training and education program has not conformed with the used certainly, but the personal of the training education program for government, curriculum and method than the training and education program for government financing has conformed with the used certainly, as a recommendation for implementing government management of training and education program for government of the Department of Home Affairs, it's necessary, there are clarity and explicitness, about requirement and restriction the amount of maximum participant are 40 people in crops, along with of the place restriction of education implementation and the exercise at the training and education program for government that is accredited so that the guarantee the implementation aims of the training and education program for government management cant be achieved.



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