

Human Resource Competence Analysis of Artificial Intelligence In Bureau of Research and Strategy POLRI

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ABSTRACT

The rapid development of Artificial Intelligence technology has recently had a significant impact on various sectors of life, including in the police sector. Biro jianstra POLRI as one of the work units within the Indonesian National Police is required to be able to adapt quickly to these changes in order to be able toRus provides excellent service to the community. The research method used in this study is a qualitative method with a literature study approach. Data collection is carried out through a review of relevant documents related to HR competencies and the development of Artificial Intelligence in the Birojianstra POLRI environment. The results of this study indicate that improving HR competency is an important strategy that must be carried out by Birojianstra POLRI development of Artificial Intelligence

INTRODUCTION

The rapid development of Artificial Intelligence technology has recently had a significant impact on various sectors of life, including in the police sector. (Taufik et al., 2023) Birojianstra POLRI as one of the work units within the Republic of Indonesia Police is required to be able to adapt quickly to these changes so that it can...Rus provides excellent service to the community.

Human resource competency is very important to be able to anticipate the development of Artificial Intelligence in BirojBirojianstra POLRI. Through training and development of appropriate HR capabilities, it is hoped that Birojianstra POLRI can utilize Artificial Intelligence technology optimally to improve performance and service to the community. (Mulyana, 2023) (Herbayu, 2022) (Taufik et al., 2023).

In preparing HR Competencies in the Birojianstra POLRI to anticipate the development of Artificial Intelligence, several important aspects need to be considered, such as ensuringensure the availability of adequate infrastructure, coordinate and collaborate with various related parties, and conduct regular evaluations of the HR competency development programs that have been implemented. (Gunawan & Nurdiansyah, 2023) (Rohman & Risma, 2021) (Herbayu, 2022) (Mulyana, 2023)

Along with the increasingly massive adoption of Artificial Intelligence technology in various sectors, Birojianstra POLRI as one of the work units within the Republic of Indonesia Police is required to be able to improve the competence of its human resources in order to be able to follow technological developments and provide better services to the public. (Herbayu, 2022) (Sofianto, 2019) (Mulyana, 2023) (Gunawan & Nurdiansyah, 2023)

The rapid development of information and communication technology, including Artificial Intelligence technology, has become an inevitability that must be faced by every organization, including the Birojianstra POLRI.

In response to these developments, the Indonesian National Police's Bureau of Military Intelligence needs to evaluate and adjust its capabilities.human resources to be able to adapt to the changes that occur. The utilization of Artificial Intelligence technology in Birojianstra POLRI is currently still not optimal. This is caused by several factors, including the lack of HR competence (Gunawan & Nurdiansyah, 2023) (Sofianto, 2019) (Rohman & Risma, 2021), limited supporting infrastructure (Gunawan & Nurdiansyah, 2023), and the application system used is not yet integrated (Sofianto, 2019).

Based on the study conducted, it was discovered that the majority of ASN in the Birojianstra POLRI environment do not yet have the skills and knowledgeadequate funds related to Artificial Intelligence technology (Fathurahman, 2020). In addition, there are still obstacles in terms of

the readiness of officers to adapt to digital systems and the changes in work culture that are needed. However, problems related to information technology infrastructure are also a challenge for Birojjanstra POLRI.

On the other hand, the adoption of Artificial Intelligence technology in the government sector, including the National Police Bureau of Statistics, is also expected to improve the quality of quality and speed of public services and support increased competitiveness. ([Rohman & Rismana, 2021](#)) ([Sofianto, 2019](#))

This condition shows that the Indonesian National Police Bureau of Strategic Studies needs to make comprehensive efforts to improve the competence of its human resources to cope with...the development of Artificial Intelligence.

LITERATURE REVIEW

According to research conducted by Source 2, the use of digital technology, including Artificial Intelligence-based applications, requires human resources. imaginative and skilled age with qualified skills ([Herbayu, 2022](#)). This is in line with the findings from Source 1 which states that the changes needed in the adoption of digital technology in the government bureaucracy environment are to helpgun integration between applications, work culture reform, and incentive and disincentive systems.

Meanwhile, Source 3 revealed that the obstacles faced in implementing digital application-based government management were the readiness of officials who were not yet accustomed to digital systems and changes in behavior and habits. work.

In relation to the adoption of Artificial Intelligence technology, Source 4 stated that the infrastructure required is not cheap, so it requires preparation. mature. Therefore, in order to anticipate the development of Artificial Intelligence, Birojjanstra POLRI needs to take strategic steps that include: improving HR competency through education and training, providing adequate infrastructure, and reforming work culture in the organizational environment.

The development of Artificial Intelligence, Birojianstra POLRI needs to implement several strategies in order to improve the competence of human resources. his age, among others:

1. Human Resources Training and Development, One of the important efforts that must be made is to implement a human resources training and development program at Birojianstra POLRI. The training provided hcurrent according to the needs and demands of the competencies required to face the development of Artificial Intelligence.
2. Collaboration with Related Parties, Birojianstra POLRI also needs to collaborate with various related parties, such as other government agencies, academics, and companies. technology. Through this collaboration, it is expected that there will be an exchange of knowledge, experience, and resources needed to improve HR competency in facing the development of Artificial Intelligence.

In addition to the two strategies above, the POLRI Birojianstra also needs to carry out periodic evaluations of the HR competency development programs that have been implemented. will. This aims to determine the effectiveness of the program and make adjustments according to the needs and changes that occur. so that it can provide better services to the community.

METHODOLOGY

The research method used in this study is a qualitative method with a literature study approach. Data collection was carried out through a review of relevant documents related to improving HR competencies and the development of ArtiOfficial Intelligence in the Birojianstra POLRI environment.

Furthermore, the collected data was analyzed using a SWOT analysis to identify the internal and external conditions of Birojianstra POLRI. The results of the SWOT analysis were then used as a basis for compiling a strategy for improving HR competency in anticipating the development of Artificial Intelligence. ce.

The list of references used in this study includes various sources such as scientific journals, research reports, and policy documents related to improving competitiveness. HR tension and implementation of Artificial Intelligence in the government sector.

RESULT

Based on the results of the literature review, it is known that the Birojjanstra POLRI faces several challenges in anticipating the development of Artificial Intelligence, including:

1. Readiness of officers in using digital systems and the necessary work culture adaptations.
2. The need for investment in information technology infrastructure is not cheap. ([Sofianto, 2019](#)) ([Rohman & Rismana, 2021](#))

In facing these challenges, Birojjanstra POLRI needs to implement several strategies, namely:

1. Improving HR competency through education and training that is appropriate to needs.
2. Collaboration with relevant parties, such as other government agencies, academics, and technology companies, to share knowledge and resources.
3. Evaluate HR competency development programs periodically to adapt to changes that occur.

The implementation of these strategies is expected to help Birojjanstra POLRI in improving the competence of its human resources so that it can anticipate better support the development of Artificial Intelligence.

DISCUSSION

The results of this study show that improving HR competency is an important strategy that must be carried out by the Birojjanstra POLRI in Artificial Intelligence development participation. Improving HR competency can be done through training programs and skill development that are in accordance with needs, as well as through collaboration with related parties.

Source 2 also emphasized the importance of reforming work culture and incentive/disincentive systems for ASN in order to support the adoption of digital technology in the environment. bureaucratic constraints. This is in line with research findings that the readiness of the apparatus and changes in work culture are obstacles in implementing government management. n berbdigital assistant.

In addition, Source 4 highlights the challenges in preparing the information technology infrastructure needed to implement Artificial Intelligence. Therefore, Birojjanstra POLRI needs to consider the aspect of technology infrastructure investment. as part of a competency improvement strategy the HR.

By considering these various aspects, it is hoped that Birojianstra POLRI can formulate a comprehensive strategy in anticipating the development of Artificial Intelligence and improving organizational performance.

CONCLUSIONS AND RECOMMENDATIONS

Based on the research results, it can be concluded that the POLRI Bureau of Criminal Investigation needs to implement a strategyi improving HR competency to anticipate the development of Artificial Intelligence technology. The strategy includes:

1. Organizing training programs and developing human resource capabilities according to needsan.
2. Collaboration with various stakeholders, such as other government agencies, academics, and technology companies, to share knowledge and resources.
3. Periodic evaluation of HR competency development programs to adapt to changes that occur.

FURTER STUDY

Suggestions for Further Research: Recommendations for other researchers who are interested in continuing or developing research in the same field, especially to address existing limitations.

Practical Advice: Applicable recommendations based on research results, which can be applied in HR Competency Improvement policies in anticipating the development of Artificial Intelligence.

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