

ABSTRAK

Penelitian ini bertujuan untuk: (1) menganalisis kapasitas sumber daya manusia (SDM) Kelompok Kerja (Pokja) Pemilihan pada Biro Pengadaan Barang dan Jasa (PBJ) Sekretariat Daerah Provinsi Papua Selatan, (2) mengidentifikasi faktor-faktor yang menghambat peningkatan kapasitas SDM Pokja Pemilihan, serta (3) menganalisis strategi yang efektif dalam meningkatkan kapasitas SDM guna mendukung profesionalisasi pengadaan barang dan jasa pemerintah.

Penelitian ini menggunakan pendekatan kualitatif dengan metode deskriptif. Teknik penentuan informan dilakukan secara purposive sampling dengan melibatkan lima informan yang memiliki keterlibatan langsung dalam pelaksanaan pengadaan barang dan jasa, yaitu Kepala Biro PBJ, Plt. Kepala Bagian Pengelolaan Strategis PBJ, Kepala Sub Bagian Pemantauan dan Evaluasi PBJ, pelaksana/PPK, serta pelaksana administrasi pada Biro PBJ Setda Provinsi Papua Selatan. Teknik pengumpulan data dilakukan melalui wawancara mendalam, observasi dan dokumentasi. Data yang diperoleh dianalisis menggunakan tahapan reduksi data, penyajian data dan penarikan kesimpulan.

Hasil penelitian menunjukkan bahwa kapasitas SDM Pokja Pemilihan pada Biro PBJ Setda Provinsi Papua Selatan secara umum telah berada pada kategori cukup baik, ditinjau dari aspek pemahaman regulasi, pengalaman kerja, penggunaan sistem pengadaan elektronik serta penerapan prinsip integritas dan profesionalisme. Namun demikian, kapasitas tersebut belum sepenuhnya optimal karena masih terdapat keterbatasan kompetensi teknis, tingginya beban kerja, keterbatasan jumlah SDM serta kebutuhan peningkatan kemampuan digital dan adaptasi terhadap perubahan regulasi.

Faktor penghambat peningkatan kapasitas SDM meliputi hambatan internal berupa keterbatasan SDM dan motivasi pengembangan diri, hambatan organisasi berupa keterbatasan anggaran, fasilitas dan program pelatihan, serta hambatan eksternal berupa dinamika regulasi dan perkembangan teknologi pengadaan.

Strategi peningkatan kapasitas SDM yang direkomendasikan meliputi pelatihan dan sertifikasi kompetensi secara berkelanjutan, penguatan mentoring dan transfer pengetahuan, peningkatan dukungan organisasi, penguatan evaluasi kinerja berbasis kompetensi serta pembinaan integritas dan budaya kerja profesional. Strategi tersebut diharapkan dapat memperkuat profesionalisasi pengadaan barang dan jasa di lingkungan Pemerintah Provinsi Papua Selatan.

Kata Kunci: Kapasitas SDM, Pokja Pemilihan, Pengadaan Barang dan Jasa, Profesionalisme, Biro PBJ.

ABSTRACT

This study aims to: (1) analyze the capacity of human resources (HR) of the Selection Working Group (Pokja Pemilihan) at the Procurement of Goods and Services Bureau (PBJ) of the Regional Secretariat of South Papua Province, (2) identify factors that hinder the improvement of HR capacity of the Selection Working Group, and (3) analyze effective strategies to improve HR capacity in supporting the professionalization of government procurement of goods and services.

This study employed a qualitative approach using a descriptive method. Informants were selected through purposive sampling, involving five informants directly engaged in the implementation of procurement activities, namely the Head of the PBJ Bureau, the Acting Head of Strategic Procurement Management Division, the Head of Procurement Monitoring and Evaluation Subdivision, procurement implementation staff/Commitment Making Officer (PPK), and administrative staff at the PBJ Bureau of the Regional Secretariat of South Papua Province. Data were collected through in-depth interviews, observation, and documentation. Data analysis was conducted through the stages of data reduction, data presentation, and conclusion drawing.

The results of the study indicate that the HR capacity of the Selection Working Group at the PBJ Bureau of the Regional Secretariat of South Papua Province is generally in a fairly good category, viewed from aspects of regulatory understanding, work experience, utilization of electronic procurement systems, and the application of integrity and professionalism principles. However, such capacity has not yet reached an optimal level due to limitations in technical competence, high workload, limited number of personnel, and the need to improve digital skills and adaptability to regulatory changes.

The factors hindering HR capacity improvement include internal barriers such as limited human resources and self-development motivation, organizational barriers such as limited budget, facilities, and training programs, as well as external barriers including regulatory dynamics and technological developments in procurement systems.

The recommended strategies for improving HR capacity include continuous training and competency certification, strengthening mentoring and knowledge transfer, enhancing organizational support, implementing competency-based performance evaluation, and fostering integrity and professional work culture. These strategies are expected to strengthen the professionalization of procurement of goods and services within the Government of South Papua Province.

Keywords: Human Resource Capacity, Selection Working Group, Procurement of Goods and Services, Professionalism, Procurement Bureau.