

ABSTRAK

Muhamad Dikri Mustopa, 1218010114: Efektivitas Program *Assessment Center* di Pusat Pembelajaran dan Strategi Kebijakan Talenta ASN Nasional (Pusjar SK TASNAS) LAN Jatinangor Kabupaten Sumedang

Program *Assessment Center* di Pusjar SK TASNAS LAN Jatinangor memiliki peran strategis dalam mendukung implementasi sistem merit dan pengembangan manajemen talenta ASN. Namun, pelaksanaannya masih menghadapi tantangan, seperti ketidakkonsistenan pemanfaatan hasil asesmen oleh instansi pengguna dan kesenjangan pemahaman antar pemangku kepentingan. Penelitian ini bertujuan untuk mengetahui dan mendeskripsikan efektivitas program *Assessment Center* berdasarkan lima dimensi efektivitas program menurut Sutrisno (2007), yaitu pemahaman program, tepat sasaran, tepat waktu, tercapainya tujuan, dan perubahan nyata.

Kerangka berpikir penelitian ini memandang *Assessment Center* sebagai instrumen pemetaan kompetensi ASN yang mendukung pengambilan keputusan berbasis data dalam manajemen SDM aparatur.

Penelitian ini menggunakan metode deskriptif dengan pendekatan kualitatif, melalui wawancara mendalam, kajian literatur dari jurnal, artikel, dan buku, dengan tujuan mendeskripsikan fenomena yang terjadi di lapangan secara mendalam.

Berdasarkan hasil penelitian, pelaksana *Assessment Center* memiliki pemahaman yang sangat baik terhadap tujuan dan mekanisme program. Indikator tepat sasaran sebagian besar terpenuhi, meskipun masih ditemukan pengiriman peserta yang kurang relevan. Pelaksanaan internal berlangsung tepat waktu, tetapi terkadang terhambat keterlambatan administratif dari instansi mitra. Hasil asesmen telah dimanfaatkan untuk promosi, rotasi, dan pengembangan kompetensi di beberapa instansi, namun belum dimanfaatkan secara sistemik. Program ini juga menghasilkan perubahan nyata dalam pengambilan keputusan berbasis data, walau masih bergantung pada komitmen pimpinan dan kesiapan sistem internal. Oleh karena itu, diperlukan penguatan koordinasi antarinstansi, peningkatan kapasitas teknis, serta integrasi sistem pendukung agar manfaat *Assessment Center* dapat dirasakan secara optimal dan berkelanjutan.

Kata Kunci: *Assessment Center*, Efektivitas Program, Sistem Merit, Manajemen Talenta ASN.

ABSTRACT

Muhamad Dikri Mustopa, 1218010114: Effectiveness of the Assessment Center Program at the National Civil Service Talent Policy and Learning Center (Pusjar SK TASNAS) LAN Jatinangor, Sumedang

Regency The Assessment Center Program at Pusjar SK TASNAS LAN Jatinangor plays a strategic role in supporting the implementation of the merit system and the development of civil service talent management. However, its implementation still faces challenges, such as inconsistent utilization of assessment results by user agencies and gaps in understanding among stakeholders. This study aims to determine and describe the effectiveness of the Assessment Center program based on the five dimensions of program effectiveness according to Sutrisno (2007): program understanding, on-target effectiveness, timeliness, goal achievement, and tangible change.

This research framework views the Assessment Center as a civil servant competency mapping instrument that supports data-driven decision-making in civil servant management.

This research employed a descriptive method with a qualitative approach, through in-depth interviews and literature reviews from journals, articles, and books, with the aim of in-depthly describing the phenomena occurring in the field.

Based on the research results, the Assessment Center implementers have a very good understanding of the program's objectives and mechanisms. On-target indicators were largely met, although some participants were sent in a less relevant manner. Internal implementation was timely, but was sometimes hampered by administrative delays from partner agencies. Assessment results have been used for promotions, rotations, and competency development in several agencies, but have not yet been utilized systematically. The program has also resulted in tangible changes in data-driven decision-making, although this still depends on leadership commitment and internal system readiness. Therefore, strengthening inter-agency coordination, increasing technical capacity, and integrating support systems is necessary to ensure the Assessment Center's benefits are optimal and sustainable.

Key Words: Assessment Center, Program Effectiveness, Merit System, ASN Talent Management.