

ABSTRAK

EFEKTIVITAS PENGEMBANGAN MODAL MANUSIA DI INDONESIA TAHUN 2015-2024

Oleh

Fahmi Destry Amelia

Penelitian ini bertujuan untuk menganalisis efektivitas pengembangan modal manusia di Indonesia pada periode 2015–2024 melalui evaluasi implementasi Rencana Strategis (Renstra) sektor pendidikan dan kesehatan pada dua periode, yaitu 2015–2019 dan 2020–2024. Penelitian menggunakan pendekatan deskriptif kualitatif dengan analisis komparatif dan pengukuran efektivitas berdasarkan ketercapaian indikator kinerja, serta didukung analisis SWOT untuk mengidentifikasi faktor internal dan eksternal. Data bersumber dari dokumen RPJMN, Renstra kementerian, laporan kinerja, serta publikasi resmi. Hasil penelitian menunjukkan bahwa efektivitas pengembangan modal manusia bervariasi antar sektor, di mana sektor pendidikan umumnya berada pada kategori efektif hingga sangat efektif, sementara sektor kesehatan menunjukkan variasi capaian yang lebih tinggi, dengan beberapa indikator sangat efektif namun sebagian lainnya masih kurang efektif, terutama pada aspek mutu layanan kesehatan dan kesehatan ibu dan anak. Secara keseluruhan, efektivitas pengembangan modal manusia berada pada kategori cukup efektif, yang ditandai dengan ketimpangan capaian antar program serta belum optimalnya pencapaian target strategis. Analisis SWOT menunjukkan adanya peluang dari bonus demografi dan dukungan regulasi, namun dihadapkan pada kelemahan koordinasi, sistem monitoring yang belum optimal, serta ketimpangan wilayah. Dengan demikian, diperlukan penguatan implementasi kebijakan dan integrasi lintas sektor, karena efektivitas yang dicapai masih cenderung bersifat administratif dan parsial sehingga belum sepenuhnya mencerminkan keberhasilan substantif dalam peningkatan kualitas sumber daya manusia secara merata.

Kata kunci: Modal Manusia, Efektivitas Kebijakan, Program Kebijakan Pendidikan, Program Kebijakan Kesehatan, Rencana Strategis

ABSTRACT

EFFECTIVENESS OF HUMAN CAPITAL DEVELOPMENT IN INDONESIA 2015-2024

By

Fahmi Destry Amelia

This study aims to analyze the effectiveness of human resource development in Indonesia during the 2015–2024 period through an evaluation of the implementation of Strategic Plans (Renstra) for the education and health sectors across two periods: 2015–2019 and 2020–2024. This study employs a qualitative descriptive approach with comparative analysis and effectiveness measurement based on the achievement of performance indicators, supported by a SWOT analysis to identify internal and external factors. Data were sourced from the RPJMN document, the Ministry's Renstra, performance reports, and official publications. The results indicate that the effectiveness of human resource development varies across sectors; the education sector is generally categorized as effective to very effective, while the health sector exhibits greater variation in achievement, with some indicators rated as very effective but others as less effective, particularly in the areas of health service quality and maternal and child health. Overall, the effectiveness of human resource development is categorized as moderately effective, characterized by disparities in achievement between programs and suboptimal attainment of strategic targets. The SWOT analysis reveals opportunities arising from the demographic bonus and regulatory support, yet these are offset by weak inter-agency coordination, a suboptimal monitoring system, and regional disparities. Therefore, it is necessary to strengthen policy implementation and cross-sector integration, as the effectiveness achieved thus far remains largely administrative and fragmented, and thus does not fully reflect substantive progress in improving the quality of human resources equitably.

Keywords: Human Resources, Policy Effectiveness, Education Policy Program, Health Policy Program, Strategic Plan