

## INTISARI

Penelitian ini bertujuan untuk mengetahui gambaran empiris terkait efektivitas program pelatihan kerja di Balai Latihan Kerja dan Pengembangan Produktivitas di Daerah Istimewa Yogyakarta dengan menggunakan pendekatan evaluasi *Success Case Method* beserta dengan faktor yang mempengaruhinya. Pengumpulan data dilakukan dengan Mixed method dimana hasil penyebaran survey diperoleh sampel sebanyak 51 responden dari seluruh peserta yang kemudian juga dipilih 19 peserta untuk dilakukan wawancara.

Hasil penelitian menyimpulkan bahwa secara garis besar bahwa pelatihan kerja di BLKPP DIY dinyatakan telah efektif dan berhasil. Hal ini ditunjukkan oleh tambahan pengetahuan atau kemampuan peserta, kemampuan peserta dalam mengingat materi pelatihan. Serta kemampuan peserta dalam mempraktikkan materi pelatihan. Sedangkan pada pengujian korelasi variabel X1 (karakteristik individu) memiliki hubungan terhadap efektivitas pelatihan. Pada variabel X2 (desain pelatihan) memiliki hubungan terhadap efektivitas pelatihan. Pada variabel X3 (lingkungan kerja) memiliki hubungan terhadap efektivitas pelatihan. Model evaluasi *Success Case Method* menemukan 10 faktor yang mempengaruhi keberhasilan dan 7 faktor yang menghambat efektivitas pelatihan di BLKPP DIY Angkatan 4 tahun 2021. Faktor-faktor tersebut dikategorikan kedalam karakteristik individu, desain pelatihan dan karakteristik lingkungan kerja. Studi ini memberikan gambaran yang jelas mengenai pendekatan SCM dalam mengevaluasi program pelatihan kerja pada sektor public di Indonesia. Hasilnya dapat menjadi umpan balik bagi peningkatan kualitas penyelenggaraan pelatihan dimasa yang akan datang.

**Kata Kunci** : Evaluasi, Efektivitas Pelatihan, *Success Case Method*, BLKPP DIY, Pelatihan Kerja.

## **ABSTRACT**

This study aims to determine the empirical description of the effectiveness of job training programs at the Job Training and Productivity Development Center in the Special Region of Yogyakarta by using the Success Case Method evaluation approach along with the factors that influence it. Data was collected using the Mixed method where the results of the survey were obtained by a sample of 51 respondents from all participants, then 19 participants were also selected for interviews.

The results of the study concluded that in general the job training at BLKPP DIY was declared to have been effective and successful. This is indicated by the additional knowledge or ability of the participants, the ability of participants to remember the training material. As well as the ability of participants to practice the training materials. While the correlation test variable X1 (individual characteristics) has a relationship to the effectiveness of the training. In the variable X2 (training design) has a relationship to the effectiveness of the training. The X3 variable (work environment) has a relationship with the effectiveness of the training. The Success Case Method evaluation model found 10 factors that influenced success and 7 factors that hindered the effectiveness of training at BLKPP DIY Batch 4 of 2021. These factors were categorized into individual characteristics, training design and work environment characteristics. This study provides a clear picture of the SCM approach in evaluating job training programs in the public sector in Indonesia. The results can be used as feedback for improving the quality of training in the future.

**Keywords:** Evaluation, Effectiveness of Training, Success Case Method, BLKPP  
DIY, Job Training.