



ABSTRAK

EVALUASI EFEKTIVITAS PELATIHAN IN-HOUSE TRAINING GEDP DI PT. ADHI KARYA

ADINDA FITRI INDRIASTARI

17/417345/PEK/22908

Program pelatihan GEDP (*Group Employee Development Program*) di PT. Adhi Karya adalah program pelatihan dengan tujuan pengangkatan menjadi karyawan tetap bagi mereka karyawan tidak tetap yang berprestasi. Salah satu tahapannya adalah *in – house training* yang sudah dijalankan pada September 2018. Penelitian ini bertujuan untuk melihat efektivitas program pelatihan *in-house training* yang dilihat dari sisi persepsi karyawan terhadap pengimplementasian materi – materi yang telah didapat selama pelatihan ke dalam pekerjaan mereka sehari – hari. Penelitian ini menggunakan pendekatan deskriptif dan pengumpulan data melalui metode survey dan *in – depth interview*. Efektivitas program pelatihan dalam penelitian kali ini menggunakan evaluasi pelatihan berdasarkan *The New Kirkpatrick Model* yang terdiri dari empat tahap yaitu reaksi, pembelajaran, perubahan sikap dan hasil. Hasil penelitian menunjukkan bahwa secara keseluruhan pelatihan *in-house training* sudah efektif, tetapi ada beberapa hal yang dapat ditemukan melalui penelitian ini diantaranya seperti hal – hal yang perlu ditingkatkan dari sisi *trainer*, materi yang dianggap paling sulit beserta alasannya, hambatan yang dihadapi serta adanya perbedaan persepsi mengenai pernyataan yang sama.

Kata Kunci : Evaluasi Pelatihan, Efektivitas Pelatihan, Sumber Daya Manusia

ABSTRACT

EVALUATION OF EFFECTIVENESS IN-HOUSE TRAINING GEDP IN PT. ADHI KARYA

ADINDA FITRI INDRIASTARI
17/417345/PEK/22908

The GEDP (Group Employee Development Program) training program at PT. Adhi Karya is a training program with the aim of being appointed as permanent employees for those outstanding non-permanent employees. One of the stages is in-house training that has been carried out in September 2018. This study aims to see the effectiveness of in-house training programs which are seen from the side of employee perceptions of the implementation of materials that have been obtained during training into their daily work . This study uses a descriptive approach and data collection through survey methods and in-depth interviews. The effectiveness of the training program in this study uses training evaluation based on The New Kirkpatrick Model which consists of four stages, namely reaction, learning, change in attitude and results. The results show that overall in-house training has been effective, but there are a number of things that can be found through this research such as things that need to be improved from the trainer side, the material that is considered the most difficult along with the reasons, obstacles faced and differences perception of the same statement.

Keywords : Training Evaluation, Training Effectiveness, Human Resources