

INTISARI

Pengembangan SDM di lingkungan pemerintahan dewasa ini semakin sering dilakukan, tak terkecuali BKD Provinsi DIY. Kegiatan pengembangan SDM yang dilakukan oleh BKD Provinsi DIY adalah diklat, bimbingan teknis, ijin belajar, dan tugas belajar. Kegiatan pengembangan SDM yang dilakukan oleh BKD Provinsi DIY diikuti selain pegawai pemda Provinsi DIY juga diikuti oleh pegawai BKD itu sendiri. Tujuan dari pengembangan SDM adalah untuk meningkatkan kompetensi dan profesionalitas pegawai aparatur pemerintah. Kompetensi dan profesionalitas pegawai BKD dapat meningkat ketika mereka mampu mengimplementasikan materi atau pengetahuan yang didapat baik dari materi saat mengikuti pelatihan ataupun pengetahuan dari rekan kerja. Penerapan materi serta pengetahuan yang dimiliki oleh pegawai ke dalam lingkungan asal mereka setelah mengikuti pelatihan disebut *transfer of training*. Sehingga penelitian ini bertujuan untuk mengetahui bagaimana pelaksanaan *transfer of training* di lingkungan BKD Provinsi DIY serta mengetahui faktor-faktor yang mempengaruhi pelaksanaan *transfer of training* di BKD Provinsi DIY.

Untuk menganalisis pelaksanaan *transfer of training* di lingkungan BKD Provinsi DIY, penelitian ini menggunakan metode penelitian kualitatif dengan menggunakan tipe penelitian deskriptif. Sedangkan teknik penentuan informan menggunakan teknik *purposive sampling* yang kemudian berkembang dengan menggunakan teknik *snowball*. Kemudian teknik pengumpulan data menggunakan cara observasi langsung, wawancara mendalam, dokumentasi, dan juga triangulasi.

Berdasarkan hasil penelitian dapat disimpulkan bahwa pelaksanaan *transfer of training* di lingkungan BKD Provinsi DIY dilakukan dengan mengakuisi pengetahuan baik yang didapat selama mengikuti pelatihan maupun pengetahuan yang didapat dari rekan kerja. Pegawai BKD mengimplementasikan materi yang didapat selama mengikuti pelatihan baik teori maupun prakteknya serta memberikan sedikit modifikasi dalam melaksanakan tupoksi. Dalam melaksanakan *transfer of training* juga terdapat faktor-faktor yang mempengaruhi pelaksanaan *transfer of training* di lingkungan BKD Provinsi DIY, yaitu a) Faktor internal yang terdiri dari fasilitas, dukungan pimpinan dan rekan kerja, dan *reward* dan *punishment*; b) Faktor eksternal yang terdiri dari kebijakan pusat yang tidak sama dengan kebijakan daerah, dan teknologi.

Kata Kunci : Pengembangan SDM, *Transfer Of Training*.

ABSTRACT

Human resource development in a government organization is common practice today, and the regional employees service agency, Yogyakarta special administrative region, is no exception. Human resource development activities, which employees' services agency, Yogyakarta special administrative region, undertakes encompass training, technical counseling, study leave, and summation, and involves civil servants of Yogyakarta special administrative region, including employees of regional government employees' services agency. The main goal of human resource development is to enhance competence and professionalism of civil servants. Increase in the competence and professionalism of the regional employees' service agency is reflected in enhanced ability to implement materials or knowledge that is acquired during training exercises as well as from their colleagues. The use of knowledge that civil servants have acquired in working environment where they work after undergoing training is what is referred to as known transfer of training. In that back drop, the objective of this research is to examine the implementation of transfer of training in regional employees' services agency, Yogyakarta special administrative region. In light of that specific objectives of the research is to determine factors that influence the implementation of transfer learning in regional employees services agency, Yogyakarta special administrative region.

To analyze the implementation of transfer of training in regional employees services agency, Yogyakarta special administrative region, the research used descriptive qualitative research methods. Meanwhile, to determine the sample of respondents, purpose sampling technique was used based on in snowball technique. Direct observation, in-depth interview, document and triangulation methods were used in collecting the data .

Research results show that the implementation of transfer of training in regional employees services agency, Yogyakarta special administrative region, fosters the acquisition of knowledge, both during training exercise and from working colleagues. Employees of the regional employees' services agency implement knowledge that they acquire during training that entails takes theories and practices as well as in modifying the implementation of core task and functions. Factors that the research found to have significant influence on the implementation of transfer of training in regional employees services agency, special administrative region, include a) internal factors that comprise facilities, leadership support and working colleagues, and reward and punishment; b) external factors that comprise central government policy that by and large, is not commensurate with those implemented at local government level, and technology.

Key Words : human resource development, Transfer Of Training.