



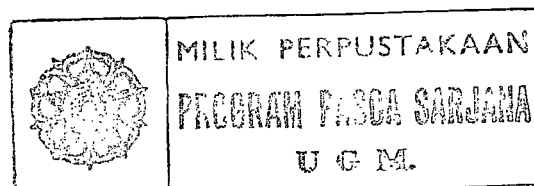
INTISARI

Judul dari penelitian ini Strategi Peningkatan Kinerja Pengelolaan Diklat Badan Kepegawaian Kota Batam. Penelitian ini bertujuan untuk mengetahui dan menganalisis isu-isu strategis dalam peningkatan kinerja pengelolaan diklat pegawai dan merumuskan strategi apa yang harus diambil pengelola diklat pegawai Kota Batam sehingga mampu meningkatkan kinerjanya.

Penelitian ini menggunakan metode deskriptif kualitatif dengan pendekatan analisis manajemen strategis yang menggunakan wawancara dan telaah dokumen sebagai teknik pengumpulan data. Analisis yang dilakukan terdiri dari beberapa tahap yaitu, pertama, memperjelas mandat dan misi, kedua, menganalisis lingkungan eksternal untuk mengetahui peluang dan ancaman, ketiga menganalisis lingkungan internal untuk mengetahui kekuatan dan kelemahan, keempat menganalisis dan mengidentifikasi isu strategis, kelima melakukan analisis kritis dengan menggunakan litmus tes, keenam merumuskan strategi untuk mengelola isu strategis yang teridentifikasi.

Dari Penelitian ini dapat diketahui isu-isu strategis dan strategi yang perlu diambil sebagai berikut:

1. Bagaimana mewujudkan Bidang Diklat Badan kepegawaian sebagai pusat pengelolaan diklat pegawai Kota Batam, strateginya antara lain:
 - (a.) Meningkatkan profesionalisme pengelola diklat.
 - (b). Menjalin kerjasama dengan lembaga diklat lain seperti kerjasama dengan Universitas terkemuka dan terakreditasi guna mengadakan penelitian-penelitian dibidang diklat.
 - (c). Mengusulkan pengadaan suatu laboratorium diklat dan penambahan sarana dan prasarana diklat.
2. Bagaimana menciptakan rekrutmen pegawai pengelola diklat yang benar-benar proporsional dan profesional, strateginya antara lain:
 - (a). Mengadakan perubahan pada prosedur penerimaan pegawai terutama dibidang diklat.
 - (b). Melibatkan pihak independent atau pihak universitas dalam penerimaan pegawai dibidang diklat.
3. Bagaimana meningkatkan kemampuan mengolah informasi diklat pegawai, Strategi yang perlu diambil adalah sebagai berikut:
 - (a). Meningkatkan kemampuan mengolah informasi secara komputerisasi.
 - (b). Mengadakan kursus atau training tentang penggunaan teknologi canggih, sehingga tercapai efektifitas dan efisiensi kerja
4. Bagaimana menghadapi beban tugas kedepan yang semakin kompleks, Strategi yang perlu diambil:
 - (a). Peningkatan Sumber daya manusia pengelolaan diklat baik kualitas maupun kuantitas dengan mengadakan kursus/TOT tentang pengelolaan diklat pegawai yang bekerja sama dengan konsultan diklat yang sudah memiliki kredibilitas dalam pelaksanaan diklat.
 - (b). Mengadakan pembinaan secara kontinue kepada pengelola diklat.





ABSTRACT

Title of this research is Strategy Improvement of Managing Performance Course and Training on Personal Board in City of Batam. This research was to know and analyze strategic issues in improving managing performance in personal Course and Training and to formulate what strategy must be taken by management of Personal Course and Training in City of Batam so that it could improve the performance.

This research used a qualitative method with strategic management analysis approach that taken by an interview and examination of document as a collecting data technique. Analysis conducted consisted some stages, that is, first, make clear an authority and mission; second, analyze external environment to know an opportunity and threat; third, analyze internal environment to know strength and weakness; fourth, analyze and identify strategic issues, fifth, conduct critical analysis by using litmus test; sixth, formulate strategy to manage the identified strategic issues.

From this research, it can be known strategic issues and those that need to be taken as follow:

1. How to establish Course and Training field in Personal Board as a center of course and training management in city of Batam, some strategies including:
 - (a) Improvement of Professionalisme human resources in Course and Training
 - (b) cooperate to other course and training institution such as former, accredited University to conduct some research in field of course and training.
 - (c) propose a supply of laboratory equipment for course and training and adding of utilities and course tool.
2. How to create personal recruitment in course and training management who are really proportional and professional, some strategies including:
 - (a) conduct a change in procedure to accept an employee especially in field of course and training.
 - (b) involve independent party or university in recruiting employees in this field.
3. How to improve Capacity to make information in personal course and training, some strategies that need to be taken, as follow:
 - (a) develop computerized information system that can be accessed by all agent and office.
 - (b) conduct a course or training about use of sophisticated technology, so in this management, course and training can use the advance technology to increase effectiveness and efficiency, then it will improve a managing performance of Personal Course and Training in city of Batam.
4. How to face the more complex duties in future, some strategies including:
 - (a) improvement of human resources in Course and Training Management. this improvement is expected either in quality or quantity by sending or conducting course/TOT about managing of personal course and training that cooperated to consultant that has credibility in course and training implementation.
 - (b) hold continue building to management of course and training.