

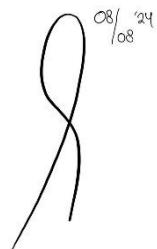
EVALUASI PELATIHAN KERJA MODEL *KIRKPATRICK* MENURUT KARYAWAN PADA HOTEL AVEON YOGYAKARTA

Dinda Amelia Kusumawati

Abstrak

Penelitian ini bertujuan untuk menganalisis evaluasi pelatihan kerja model *kirkpatrick* menurut karyawan pada Hotel Aveon Yogyakarta. Penelitian ini merupakan jenis penelitian kuantitatif. Metode yang digunakan dalam pengambilan sampel adalah *non probability sampling* jenis teknik *purposive sampling* dengan sampel berjumlah 40 responden. Pengumpulan data dilakukan dengan cara menyebarkan kuesioner yang telah diuji validitas dan reliabilitasnya. Analisis data menggunakan SPSS. Hasil penelitian ini menunjukkan nilai rata-rata terendah pada indikator *reaction evaluation* sebesar 3,24 termasuk kategori setuju, yang berarti karyawan Hotel Aveon Yogyakarta setuju dengan semua materi pelatihan, instruktur pelatihan, waktu pelaksanaan pelatihan, dan alat atau media pelatihan. Nilai rata-rata tertinggi pada indikator *result evaluation* sebesar 3,32 termasuk kategori sangat setuju, yang berarti karyawan hotel sangat setuju atas keseluruhan kegiatan pelatihan dapat bermanfaat dan menunjang pekerjaan.

Kata Kunci: *Evaluasi Pelatihan Kerja, Karyawan, Hotel*



08/08/24

A handwritten signature in black ink, appearing to be "Dinda Amelia Kusumawati". Above the signature, the date "08/08/24" is written in a smaller, handwritten font.

**EVALUATION OF KIRKPATRICK MODEL JOB TRAINING ACCORDING
TO EMPLOYEES AT AVEON HOTEL YOGYAKARTA**

Dinda Amelia Kusumawati

Abstract

This study is aimed to analyze the evaluation of the kirkpatrick model of job training according to employees at Aveon Hotel Yogyakarta. This was quantitative research. The method used in sampling was non probability sampling type of purposive sampling technique with sample of 40 respondents. Data collection was taken from distributing questionnaires that have been tested for validity and reliability. Subsequently, data analysis used SPSS. The results of this study indicate the least mean value on the reaction evaluation indicator of 3.24 in the agreed category. It means that Aveon Yogyakarta Hotel employees agree with all training materials, training instructors, training implementation time, and training tools or media. The highest average value on the result of evaluation indicator of 3.32 was in the strongly agree category. It means that hotel employees strongly agree that all training activities are useful and they support employees' work.

Keywords: Job Training Evaluation, Employees, Hotel