


ANALISIS PELATIHAN KERJA KARYAWAN PADA PT SAPTA SARI TAMA YOGYAKARTA

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Abstrak

Penelitian ini bertujuan untuk mengetahui dan menganalisis pelatihan kerja karyawan pada PT Sapta Sari Tama Yogyakarta. Sampel penelitian berjumlah 20 karyawan yang dipilih dengan metode purposive sampling. Pengumpulan data dilakukan melalui penyebaran kuesioner dengan 12 item pertanyaan berdasarkan enam indikator pelatihan kerja. Analisis data menggunakan pendekatan deskriptif kuantitatif dengan uji validitas, reliabilitas, dan perhitungan rata-rata. Hasil penelitian menunjukkan bahwa indikator maksud dan tujuan pelatihan memperoleh nilai rata-rata 3,67, indikator fasilitas dan sarana pelatihan memperoleh nilai rata-rata 3,57, indikator instruktur/pengajar memperoleh nilai rata-rata 3,57, indikator materi pelatihan memperoleh nilai rata-rata 3,80, indikator waktu pelatihan memperoleh nilai rata-rata 3,67 dan indikator manfaat pelatihan memperoleh nilai rata-rata 3,67. Berdasarkan hasil analisis, dapat ditarik kesimpulannya bahwa pelatihan kerja pada PT Sapta Sari Tama Yogyakarta termasuk dalam kategori baik. Namun demikian, aspek fasilitas dan sarana pelatihan serta instruktur/pengajar masih perlu ditingkatkan, khususnya dalam penyediaan sarana yang lebih memadai serta peningkatan kompetensi instruktur agar proses pelatihan dapat berlangsung lebih efektif dan optimal.

Kata Kunci: *Pelatihan Kerja, Karyawan, Target Penjualan*

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ANALYSIS OF JOB TRAINING OF EMPLOYEES AT PT SAPTA SARI TAMA YOGYAKARTA

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Abstract

This study aims to identify and analyze employee training at PT Sapta Sari Tama Yogyakarta. The research sample consisted of 20 employees selected using purposive sampling. Data collection was carried out through the distribution of questionnaires with 12 question items based on six indicators of employee training. Data analysis used a descriptive, quantitative approach, including validity and reliability tests and mean calculations. The results of the study demonstrated that the indicator of training objectives obtained an average score of 3.67, the indicator of training facilities and infrastructure obtained an average score of 3.57, the indicator of instructors/trainers obtained an average score of 3.57, the indicator of training materials obtained an average score of 3.80, the indicator of training time obtained an average score of 3.67. The indicator of training benefits obtained an average score of 3.67. Based on the analysis results, it can be concluded that job training at PT Sapta Sari Tama Yogyakarta falls into the good category. However, the aspects of training facilities and infrastructure, as well as instructors/trainers, still need improvement, particularly by providing more adequate facilities and enhancing instructor competence, so that the training process can run more effectively and optimally.

Keywords: *Job Training, Employees, Sales Target*