

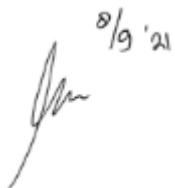
ANALISIS PELATIHAN DAN PENGEMBANGAN (STUDI KASUS TEKNISI PT. TELKOM AKSES PURWOKERTO)

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Abstrak

Penelitian ini bertujuan untuk menganalisis program pelatihan dan pengembangan yang ada di PT.Telkom Akses Purwokerto. Penelitian ini menggunakan metode deskriptif kuantitatif melalui metode survey kepada teknisi PT.Telkom Akses Purwokerto. Populasi dalam penelitian ini yaitu 150 orang teknisi, kemudian jumlah sampel dalam penelitian ini yaitu sebanyak 65 orang teknisi. Penelitian ini menggunakan teknik purposive sampling dengan kriteria teknisi yang telah selesai mengikuti program pelatihan dan pengembangan di PT.Telkom Akses Purwokerto. Teknik pengumpulan data yang digunakan yaitu metode kuesioner dan wawancara kepada Team Leader Fiber Academy selaku instruktur pelatihan. Uji instrumen penelitian dilakukan dengan uji validitas dan reliabilitas. Berdasarkan hasil uji validitas, seluruh indikator variabel pelatihan dan pengembangan dinyatakan valid ($r_{hitung} > r_{tabel}$). Hasil uji reliabilitas menunjukkan bahwa kedua variabel yaitu variabel pelatihan dan pengembangan dinyatakan reliabel ($Cronbach Alpha > 0,60$). Sedangkan analisis data, menggunakan metode uji *mean arithmetic*. Dari hasil uji mean aritmatik, variabel pelatihan memiliki rata-rata hitung sebesar 3,45 dalam kategori sangat setuju. Variabel pengembangan memiliki rata-rata hitung sebesar 3,61 dalam kategori sangat setuju. Rata-rata hitung tertinggi yaitu sebesar 3,61 dalam kategori sangat setuju terdapat pada variabel pengembangan. Sedangkan rata-rata hitung terendah yaitu sebesar 3,45 dalam kategori sangat setuju terdapat pada variabel pengembangan.

Kata Kunci:*Analisis, Pelatihan, Pengembangan*



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TRAINING AND DEVELOPMENT ANALYSIS
(CASE STUDY OF TECHNICIAN PT. TELKOM ACCESS PURWOKERTO)

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Abstract

This study aims to analyze the existing training and development programs at PT. Telkom Access Purwokerto. This study uses a quantitative descriptive method through a survey method to technicians at PT. Telkom Access Purwokerto. The population in this study were 150 technicians, then the number of samples in this study were 65 technicians. This study uses a purposive sampling technique with criteria for technicians who have completed the training and development program at PT. Telkom Access Purwokerto. Data collection techniques used are questionnaires and interviews with the Fiber Academy Team Leader as the training instructor. The research instrument test was carried out by testing the validity and reliability. Based on the results of the validity test, all indicators of the training and development variables were declared valid ($r_{count} > r_{table}$). The results of the reliability test showed that the two variables, which were training and development variables, were declared reliable (Cronbach Alpha > 0.60). While the data analysis, using the arithmetic mean test method. From the results of the arithmetic mean test, the training variable has an average count of 3.45 in the category of strongly agree. The development variable has an average count of 3.61 in the category of strongly agree. The highest arithmetic mean of 3.61 in the category of strongly agree is found in the development variable. While the lowest arithmetic mean of 3.45 in the category of strongly agree contained in the development variable.

Keywords: Analysis , Training, Development