**ANALISIS PELATIHAN DAN PENGEMBANGAN SUMBER DAYA MANUSIA PADA PT VALBURY ASIA FUTURES YOGYAKARTA**

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# **Abstrak**

Pelatihan ini bertujuan menganalisis kebutuhan pelatihan dan pengembangan sumber daya manusia di PT. Valbury Asia Futures Yogyakarta. Penelitian ini dilakukan dengan pendekatan kuesioner dan wawancara semi struktur. Sampel yang digunakan dalam penelitian ini adalah seluruh karyawan PT. Valbury Asia Futures Yogyakarta. Metode yang digunakan dalam pengambilan sampel kuesioner adalah metode sampling jenuhsejumlah 45 responden untuk kuesioner, sedangkan sampling untuk wawancara *nonprobability sampling* dengan *purposive sampling* sejumlah 5 orang narasumber*.* Pengumpulan data dilakukan dengan metode wawancara semi struktur, kuesioner, dokumentasi dan observasi yang telah diuji validitas dan reliabilitasnya. Analisis yang digunakan dalam penelitian ini menggunakan analisis nilai rata-rata *(mean).* Hasil analisis data yang diperoleh dalam penelitian ini menunjukkan bahwa pelatihan, dilihat dari nilai rata-rata mean keseluruhan indikator = 3,25 artinya dapat dikategorikan baik dan pengembangan, dilihat dari nilai rata-rata mean keseluruhan indikator = 3,29 artinya dapat dikategorikan sangat baik.

**Kata Kunci**: *Pelatihan, Pengembangan, Sumber Daya Manusia, PT Valbury Asia Futures Yogyakarta.*



***TRAINING ANALYSIS AND HUMAN RESOURCES DEVELOPMENT***

***IN PT VALBURY ASIA FUTURES YOGYAKARTA***

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# ***Abstract***

*This training aims to analyze the training needs and human resource development at PT. Valbury Asia Futures Yogyakarta. This research was conducted with a questionnaire approach and semi-structured interviews. The sample used in this study were all employees of PT. Valbury Asia Futures Yogyakarta. The method used in the sampling of the questionnaire is the saturated sampling method a number of 45 respondents for questionnaire, while the sample for the interview and the method used in sampling semi-structured interviews is probability sampling with purposive sampling a total of 5 speakers. Data was collected using semi-structured interviews, questionnaires, documentation, and observations which have been tested for validity and reliability. The analysis used in this study uses the analysis of the average value (mean). The results of data analysis obtained in this study indicate that the training, seen from the average value of the overall mean of indicators = 3.25, which means that it can be categorized as good and development, seen from the average value of the overall mean of indicators = 3.29, which means that it can be categorized as very good.*

***Keywords****: Training, Development, Human Resources, PT Valbury Asia Futures Yogyakarta.*