

Abstrak

Dinia Nur Faisa. NIM: 202102010076. Efektivitas Pelaksanaan Program Diklat Kepegawaian Di Badan Kepegawaian Dan Pengembangan Sumber Daya Manusia (BKPSDM) Kabupaten Nganjuk 2024. Pembimbing I: Dr.Suwarno,M.Si. Pembimbing II: Heylen Amildha Yanuarita,S.A.P.,M. Si.

BKPSDM berfungsi sebagai lembaga yang bertanggung jawab atas pengelolaan dan pengembangan kompetensi pegawai melalui program-program diklat yang sesuai dengan tuntutan masyarakat. Program diklat ini tidak hanya berfokus pada produktivitas lembaga itu sendiri, tetapi juga memberikan pengaruh positif pada ASN secara individu. Penelitian ini bertujuan untuk mendeskripsikan seberapa efektif pelaksanaan program diklat kepegawaian di Badan Kepegawaian Dan Pengembangan Sumber Daya Manusia (BKPSDM) Kabupaten Nganjuk 2024. Teknik pengumpulan data meliputi metode wawancara, metode observasi, dan dokumentasi. Teknik analisis data menggunakan analisis menurut Miles dan Huberman (Sugiono, 2018:132-143) yaitu pengumpulan data, kondensasi data, penyajian data, dan penarikan kesimpulan/verifikasi. Hasil penelitian berdasarkan indikator teori efektivitas program menurut Subagyo dalam Budiani (2009) yaitu ketepatan sasaran program, sosialisasi program, tujuan program, dan pemantauan program menunjukkan bahwa pelaksanaan efektivitas program diklat kepegawaian cukup efektif, sehingga dapat meningkatkan kompetensi dan kinerja pegawai.

Kata Kunci: BKPSDM, Program Diklat, Efektivitas Program

Abstract

Dinia Nur Faisa. NIM: 202102010076. Effectiveness of Implementation of Personnel Training Program at the Human Resources Development and Personnel Agency (BKPSDM) of Nganjuk Regency 2024. Advisor I : Dr.Suwarno,M.Si. Advisor II: : Heylen Amildha Yanuarita,S.A.P.,M. Si.

BKPSDM functions as an institution responsible for the management and development of employee competencies through training programs that are in accordance with community demands. This training program not only focuses on the productivity of the institution itself, but also has a positive influence on ASN individually. This study aims to describe how effective the implementation of the personnel training program is at the Nganjuk Regency Personnel and Human Resources Development Agency (BKPSDM) in 2024. Data collection techniques include interview methods, observation methods, and documentation. The data analysis technique uses analysis according to Miles and Huberman (Sugiono, 2018: 132-143), namely data collection, data condensation, data presentation, and drawing conclusions/verification. The results of the study based on indicators of program effectiveness theory according to Subagyo in Budiani (2009), namely the accuracy of program targets, program socialization, program objectives, and program monitoring, show that the implementation of the effectiveness of the personnel training program quite effective, so that it can improve employee competence and performance.

Keywords: BKPSDM, Training Program, Program Effectiveness