

Pengaruh intervensi modul pelatihan VMV terhadap keberhasilan pelatihan pada level operator di PT. ERI = The influence of VMV training module intervention to the success of training in operator level at PT ERI

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Abstrak

Penelitian ini mengenai keberhasilan penelitian sebelum dan sesudah dilakukan intervensi pada karyawan yang mengikuti pelatihan VMV di PT ERI. pelatihan berisi materi visi, misi dan nilai yang penting untuk kesuksesan perusahaan. berdasarkan hasil evaluasi pelatihan ini disusun intervensi yang diukur dan kemudian persepsi keberhasilan pelatihan pun diukur. pengukuran dilakukan dengan kuesioner evaluasi pelatihan, kuesioner intervensi dan kuesioner perilaku setelah intervensi.

Dari hasil evaluasi diketahui bahwa pelatihan VMV telah berhasil memunculkan reaksi positif peserta pada dan berhasil merubah pengetahuan peserta, namun belum berhasil merubah perilaku peserta sesuai yang diharapkan perusahaan. dari hasil ini disusun modul pelatihan yang berisi arahan perilaku konkrit dari pelatihan VMV. selanjutnya persepsi keberhasilan pelatihan yang diukur melalui indikator perubahan perilaku didapatkan hasil yang baik, dengan kata lain sudah dapat dipersepsi adanya perubahan perilaku.

Dengan demikian dapat disimpulkan bahwa pelatihan VMV dipersepsi memenuhi 3 indikator keberhasilan yakni reaksi, pembelajaran, dan perubahan perilaku setelah dilakukannya intervensi. hasil penelitian menyarankan perlunya penelitian lebih lanjut dengan melibatkan banyak responden.

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This study is about the success of the study before and after the intervention of employees who participated in VMV training at PT ERI. training contains material vision, mission and values that are important for the success of the company. based on the results of this training evaluation, interventions were measured and then the perception of training success was measured. measurements were made by training evaluation questionnaire, intervention questionnaire and behavioral questionnaire after intervention.

From the evaluation results, it was found that VMV training had succeeded in generating positive reactions from participants on and successfully changing participants' knowledge, but had not succeeded in changing the behavior of participants as expected by the company. from this result a training module was prepared which contained concrete behavioral directions from VMV training. Furthermore, the perception of the success of training that is measured through behavioral change indicators results in good results, in other words it can be perceived as a change in behavior.

Thus it can be concluded that VMV training is perceived as fulfilling 3 indicators of success namely reaction, learning, and behavior change after intervention. the results of the study suggest the need for more research by involving many respondents.