

## **Gambaran Pelaksanaan Analisis Kebutuhan Pelatihan Non Medis RS Hermina Depok Tahun 2011 = Description Implementation of Non Medical Training Needs Analysis in Hermina Depok Year 2011**

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### **Abstrak**

Dalam laporan pencapaian mutu 2010 Urusan Diklat, persentase kesesuaian kualifikasi ketenagaan belum mencapai 80%. Berdasarkan kondisi tersebut, maka dilakukan penelitian kualitatif deskriptif untuk mengetahui pelaksanaan analisis kebutuhan pelatihan yang dilakukan Urusan Diklat RS Hermina Depok (RSHD) tahun 2011. Hasil penelitian menunjukkan bahwa dalam menentukan kebutuhan pelatihan, belum berdasarkan Training Needs Analysis. Dalam menentukan calon peserta pelatihan tidak berdasarkan tes psikologis. Untuk kedepannya, RSHD sebaiknya melakukan analisis kebutuhan pelatihan yang meliputi analisis organisasi, analisis pekerjaan/tugas dan analisis pribadi serta dalam menentukan calon peserta pelatihan mengacu pada hasil tes psikologis. Evaluasi pasca diklat juga sebaiknya dilakukan agar dapat mengukur pelaksanaan dari pelatihan tersebut.

<hr>In a 2010 report the achievement of quality Education and Training Affairs, the percentage of suitability qualified workforce has not reached 80%. Under these conditions, then conducted a descriptive qualitative research to find out training needs analysis conducted Affairs Training Hermina Depok Hospital (RSHD) in 2011. The results showed that in determining training needs, not based on the Training Needs Analysis. In determining candidates for training is not based on psychological tests. For the future, RSHD should conduct a training needs analysis that includes organizational analysis, job analysis / job and personal analysis and in determining candidates for training based on the results of psychological tests. Posttraining evaluation should also be done in order to measure the implementation of the training.