

## **Efektivitas pelaksanaan pendidikan dan pelatihan kepemimpinan tingkat IV dalam rangka meningkatkan kualitas aparatur pemerintah daerah (studi kasus di Kabupaten Belitung)**

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### **Abstrak**

<i>Government Regulation (PP No. 101/2000) of Republic of Indonesia on Education and Training in Jobs of Civil Servants says that national demands and global challenges regarding realization of a good governance needs human resources competent to their jobs in managing the State and development. Law (UU No. 22/199) on Local Governance and UU No. 2511999 on Financial Balance between Central and Local Government has been the factors causing social, economic, cultural and political changes, which extended to local areas. The both UUs have given a broad authorization to autonomous areas to manage their own human resources. However, in reality, quality of human resources among those autonomous areas has not yet promised an optimal performance in general.

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Diklat in Leadership Level IV program has been determined as the object of the research to evaluate. Reason for selecting such a Diklat is because the Diklat represents one of conditions for any officials to get structural job promotions within the environment of Belitung Sub Province Local Government.

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The type of the research used in the research is descriptive and evaluative aimed at measuring how effective the Diklat program implementation. Data collection technique of the research is by using a questionnaire completed by respondents to obtain quantitative data from such aspects as requirement analysis, implementer determination, curriculum, participant, instructor, facility and infrastructure, learning process, method, service to participant, material presentation, knowledge competence, attitude and skill, and benefit of the Diklat to the alumni. Besides, the research uses also open-ended questions to get qualitative information in support of the quantitative data.

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Data analysis and processing in this research is descriptive purposed to measure the level of Diklat program effectiveness. The results of the research have indicated that.

1. Implementation of Education and Training in Leadership Level IV program has been consistent with expectations.
2. Implementation of Education and Training in Leadership Level IV program has given effects to the competences of officials in forms of knowledge, attitude and skill.
3. Utilization of Diklat alumni believable to hold some jobs has been compatible with their ranks and classes, which means an improvement in their careers after following the Diklat.

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The results of the research on Diklat in Leadership Level IV program suggests an improvement in Diklat-related facilities to make the Diklat activities successful, the supporting equipment optimal, and the facilities Committee has prepared not wasteful. This Education and Training in Leadership (Diklatpim) program is intended to shape prospective structural officials. As a result, it is expected that the use of the alumni with

respect to fulfilling their tasks in any job units can be optimal and an integrated job analysis related to the future Diktat requirement realizable.</i>