

RINGKASAN

Laeli Risdianti, 2021. **Efektivitas Program Pelatihan Kerja Pada Masa Pandemi Covid-19 di Balai Latihan Kerja Kota Probolinggo**. Dr. Hj. Siti Marwiyah, M.Si, Husni Mubaroq, S.Fil.l., M.IP, 118 hal + xiv

Dunia sedang mengalami wabah yang sangat serius yaitu *Coronavirus*. *Coronavirus Diseases 2019* (covid-19) merupakan bencana non alam yang dirasakan oleh seluruh masyarakat dunia, salah satunya ialah bagi masyarakat Indonesia. Virus ini pertama kali ditemukan pada Desember 2019 di Wuhan, Ibukota Provinsi Hubei China, dan sejak itu menyebar secara global di seluruh dunia. Munculnya wabah covid-19 ini mampu melumpuhkan segala aktivitas masyarakat yang dilakukan diluar rumah serta menimbulkan banyak dampak negatif terhadap berbagai jenis aspek, termasuk dalam bidang pelatihan kerja. Pasalnya pemerintah meminta masyarakat untuk melakukan *social & physical distancing*. Serta salah satu pencegahan untuk memutus penularan covid-19 yang dihimbau oleh pemerintah ialah untuk tetap tinggal dirumah. Hal ini juga berdampak pada pelatihan kerja yang ada di Balai Latihan Kerja Kota Probolinggo

Tujuan penelitian ini adalah Untuk mengetahui bagaimana efektivitas program pelatihan kerja pada masa pandemi covid-19 di Balai Latihan Kerja Kota Probolinggo. Dengan menganalisis efektivitas pelatihan dengan empat indikator efektivitas pelatihan menurut Kirk Patrick, yaitu reaksi (*reaction*), pembelajaran (*learning*), perilaku (*behavior*), hasil (*result*). Penelitian ini menggunakan metode penelitian kuantitatif teknik analisis *Importance Performance Analysis (IPA)* .

Hasil penelitian pada uji validitas semua nilai r_{hitung} pada semua item memiliki nilai lebih besar dari r_{tabel} 0,185 sehingga dapat dikatakan semua konsep pengukur variabel pada penelitian ini adalah valid. Pada uji reliabilitas karena semua item memiliki nilai *Croanbach's Alpha* lebih besar dari 0,60 dapat dikatakan bahwa semua instrumen dalam penelitian ini adalah reliabel sehingga dapat digunakan untuk analisis lebih lanjut. Serta berdasarkan analisis *Importance Performance Analysis (IPA)* berdasarkan 4 indikator : reaksi (*reaction*), pembelajaran (*learning*), perilaku (*behavior*), hasil (*result*) dengan 20 item pernyataan yang digunakan maka dapat disimpulkan bahwa 5 item dianggap sangat efektif, 5 item dianggap efektif, 7 item dianggap tidak efektif dan 3 item dianggap sangat tidak efektif.

Kata Kunci : Organisasi, MSDM, Efektivitas, Pelatihan

SUMMARY

Laeli Risdianti, 2021. **The Effectiveness of the job training program during the covid-19 pandemic at the Probolinggo city job training center**. Dr. Hj. Siti Marwiyah, M.Si, Husni Mubaroq, S.Fil.l., M.IP, 119 pages + xiv

The world is experiencing a very serious event, namely the Coronavirus. Coronavirus Diseases 2019 (covid-19) is a non-natural disaster that is felt by the entire world community, one of which is for the people of Indonesia. This virus was first discovered in December 2019 in Wuhan, the capital of China's Hubei Province, and has since spread globally throughout the world. The emergence of the Covid-19 outbreak was able to paralyze all community activities carried out outside the home and cause many negative impacts on various types of aspects, including in the field of work. Because the government asks the public to practice social and physical distancing. As well as one of the preventions to stop the transmission of Covid-19 which is recommended by the government is to stay at home. This also has an impact on job training at the Probolinggo City Job Training Center

The purpose of this study was to find out how effective the job training program was during the COVID-19 pandemic at the Probolinggo City Job Training Center. By analyzing the effectiveness of training with four indicators of training effectiveness according to Kirk Patrick, namely reaction (reaction), learning (learning), behavior (behavior), results (results). This research uses quantitative research methods with Importance Performance Analysis (IPA) analysis techniques.

The results of the research on the validity of all rcount values on all items have a value greater than rtable 0.185 so it can be said that all the concepts of measuring variables in this study are valid. In the reliability test because all items have a Croanbach's Alpha value greater than 0.60, it can be said that all instruments in this study are reliable so that they can be used for further analysis. And based on the analysis of Importance Performance Analysis (IPA) based on 4 indicators: reaction (reaction), learning (learning), behavior (behavior), results (results) with 20 statement items used, it can be said that 5 items are considered very effective, 5 items considered effective, 7 items considered ineffective and 3 items considered very ineffective.

Keywords: Organization, HRM, Effectiveness, Training