

ABSTRACT

Training is a systematic process that can change behavior and increase knowledge and skills of human resources. Training aims to achieve organizational goals, which are related to skills and abilities.

This study entitled "Evaluation of Competency Improvement through Functional Training Programs Using the Kirkpatrick's Four-Level Method at the Ministry of State Secretariat's Education and Training Center." This training evaluation aims to determine how the influence and effectiveness of the training program organized by the Ministry of State's Education and Training Center, carried out using the Kirkpatrick Four-Levels method including , level 1 reaction (reaction), level 2 learning (learning), level 3 behavior (behavior) and Level 4 result (result).

The research method used in this research is descriptive with a quantitative approach. The analysis technique used is path analysis, the calculation process in the research methodology and the results of the discussion is carried out with the help of SPSS ver. 23. Respondents in this study amounted to 94 respondents who were participants of functional training at the Kemensetneg Education and Training Center in January-December 2020.

Based on the descriptive analysis, it can be concluded that level 1 reaction, level 2 learning, level 3 behavior and Level 4 results are in the "very good" category. The relationship between the reaction variable and the behavior variable does not have a significant effect, it shows that the higher the trainee's reaction to the training program, it may not necessarily affect their behavior. The relationship between learning and behavior has a significant effect, this shows that the higher the learning carried out by the trainees in the training program, the greater the possibility of changing their behavior. The relationship between reaction and learning on behavior has a significant effect, this shows that if the reactions of the trainees are combined with the learning process during the training, the chances of changing the behavior of the trainees will also increase. And then the relationship between behavior and results, this shows that the habit of applying the knowledge and skills gained can have an impact on the work results of the trainees.

Keywords: Training Evaluation, Kirkpatrick Model, Kemensetneg Education and Training Center