

## **ABSTRACT**

*Human resources are very important capital and are one of the main factors in companies or organizations other than assets and technology. The training needs analysis using TNA-T for these operators can enable problems that exist in achieving target . Determination of priority needs of CV.Intech Manufaktur operators according to the difference is higher than the difference of more than 1 ( $> 1$ ) in the results of KKJ and KKP. In the Operator Milling Manual priority training needs in producing complicated parts and improving if there are reject conditions obtained with the results of the gap is 4. In the Operator Milling Manual the priority of training needs is training in producing complicated parts and improving if there are reject conditions obtained with the results of the gap is 6. In the Operator CNC Milling the priority of the main training needs is the need for training in understanding the programming language on CNC milling machines obtained with the results of the gap is 3. In Lathe Operators the priority of the main training needs is the need for training in producing complicated parts and improving if there are reject conditions and understanding and reading the Engineering Drawings obtained with the results of the gap is 2. In the Surface Grinding operator, the main priority for training needs is training in producing complicated parts and improving if there is a reject condition obtained with the results of the gap. which is complicated and corrects if there are reject conditions and understands and reads the picture The workpiece technique is obtained with the results of the gap obtained with the result of the gap is 2.*

**Keywords :** *training needs analysis, TNA-T , KKJ, KKP*