ABSTRACT

PT At the start of operations, PT PT XYZ has a minimum production capacity of 150 tons of palm kernel oil (PKO) every day. Over the last three years, the company has experienced an increase in the list of employee resignations, namely in 2020 the number of employee resignations was 10%, then increased in 2021 to 12%, after that in 2022 there was an increase again to 14%. This can affect the company's productivity in processing pure palm kernel oil. Most of the influence on the increase in employee resignation lists is due to the low level of employee involvement in the organization because employee turnover has a positive effect on employee engagement in the company. After looking at the production division employee resignation list, we can also see the reasons why employees decide to resign from the company due to employee dissatisfaction with compensation/salary, training provided, job specifications provided, opportunities for promotion, apart from that, also the level of employee engagement of division employees. production based on data from the company states that there are 68% of employees in the not engaged category, while there are 32% of employees in the engaged category. A high level of engagement makes employees feel more like they belong and play an important role in the company so that it can reduce the number of employees who resign or resign. . Based on the results of gap analysis using training need analysis, it was found that the skill gap with a value of >1 is problem solving skills with a gap of 1.4

Based on the problem, data acquisition, and alternative solutions, this research aims to design a training program to increase employee engagement of production division employees. The method used in this research is the ADDIE method (analyze, design, develop, implement, evaluate). The design process is carried out with the first stage of analysis, validating training needs, setting goals, confirming the audience and identifying the resources needed, namely content resources, technology resources, facility resources and human resources, then the final design process is carried out at this stage. performance goals and determining test strategies using on-the-job training consisting of case studies and lectures.

The design results are a training program consisting of training modules used to develop problem solving skills designed using ADDIE. The design results are verified based on comparison with the design specifications. Designing production division employee training programs in a systematic and structured manner. To see whether the training was effective and had an impact on the training participants, an evaluation of the performance of employees who received training was carried out using the Kirkpatrick Model.

Keyword - *Turnover, Employee Engagement , Training, ADDIE*