

**ANALISIS KEBUTUHAN PELATIHAN BERBASIS KOMPETENSI UNTUK  
AUDIT STOCKTAKING PADA DIVISI ASSET IT MANAGEMENT DI PT  
UNITED TRACTORS TBK.**

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**ABSTRAK**

Secara umum penelitian ini mendeskripsikan analisis kebutuhan pelatihan untuk audit stocktaking pada divisi asset IT Management di PT United Tractors Tbk. Pelatihan ini bertujuan untuk menganalisis kebutuhan pelatihan berbasis kompetensi untuk audit stocktaking serta membuat usulan pelaksanaan pelatihan untuk karyawan asset IT Management. Penelitian ini merupakan penelitian analisis deskriptif. Model Analisis kebutuhan pelatihan yang digunakan yaitu *Competency Model Need Assesment (CMNA)*. Teknik pengumpulan data dilakukan melalui penyebaran kuesioner dengan sampel 20 karyawan dan wawancara dilakukan kepada *team leader*. Hasil kuisisioner dianalisis melalui bantuan data kuantitatif dengan analisis deskriptif serta wawancara kemudian dianalisis melalui reduksi data, penyajian data dan kesimpulan. Hasil penelitian menunjukkan kesenjangan pada sub variabel fungsi administrasi dan fungsi informasi dan pelayanan, sedangkan untuk fungsi sosialisasi tidak ada kesenjangan. Alternatif intervensi pelatihan yang direkomendasikan yaitu Pelatihan *5R Awareness*, pelatihan *knowledge management & team work*, pelatihan penerapan inisiatif dan penerapan *knowledge sharing*, dan pelatihan *problem solving & decision making*.

**Kata Kunci** : Analisis Kebutuhan Pelatihan, Audit Stocktaking, Berbasis Kompetensi, *Competency Model Need Assesment (CMNA)*, PT.United Tractors Tbk

**TRAINING NEEDS ANALYSIS OF COMPETENCE-BASED FOR  
STOCKTAKING AUDITS IN ASSET IT MANAGEMENT DIVISION IN PT  
UNITED TRACTORS TBK.**

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**ABSTRACT**

*In general, this study describes the training needs analysis for stocktaking audits in the asset IT Management division at PT United Tractors Tbk. This training aims to analyze competency-based training needs for stocktaking audits and make proposals for implementing training for asset IT Management employees. This research is a descriptive analysis research. Model Analysis of training requirements used is Competency Model Need Assessment (CMNA). Data collection techniques were carried out through questionnaires with a sample of 20 employees and interviews were conducted with team leader. Questionnaire results were analyzed through the help of quantitative data with descriptive analysis and interviews then analyzed through data reduction, data presentation and conclusions. The results of the study show that there are gaps in the sub-functions of administrative functions and information and service functions, while there are no gaps in the socialization function. The recommended alternative training interventions are 5R Awareness Training, knowledge management & team work training, training in implementing initiatives and implementing knowledge sharing, and training in problem solving & decision making.*

**Keywords:** *Training Needs Analysis, Audit Stocktaking, Competency Based, Competency Model Need Assessment (CMNA), PT. United Tractors Tbk*