

**MANAJEMEN WIDYAISWARA DI PUSAT PENDIDIKAN DAN PELATIHAN
BADAN PEMERIKSA KEUANGAN NEGARA RI**

MARIATUL KIBTIAH

ABSTRAK

Penelitian ini bertujuan untuk mengetahui alur rekrutmen widyaiswara, pembinaan dan pengembangan widyaiswara serta evaluasi kinerja widyaiswara. Penelitian ini merupakan penelitian kualitatif dengan pendekatan deskriptif. Pengumpulan data yang dilakukan melalui pengamatan, wawancara, dan studi dokumentasi. Hasil penelitian menunjukkan bahwa (1) rekrutmen widyaiswara dilakukan berdasarkan analisis kebutuhan widyaiswara di pusdiklat. (2) proses rekrutmen sesuai dengan peraturan LAN. (3) minimnya perhatian terhadap pengembangan dan pembinaan widyaiswara. (4) evaluasi widyaiswara yang dilakukan dari hasil feedback peserta diklat. (5) kegiatan evaluasi menggunakan sistem Sipusdiklat.

Kata Kunci : Widyaiswara, SDM, rekrutmen, pembinaan, pengembangan, evaluasi kinerja.

**MANAGEMENT WIDYAISWARA AT THE EDUCATION AND TRAINING
AUDIT BOARD OF THE REPUBLIC INDONESIA**

MARIATUL KIBTIAH

ABSTRACT

This research is with the aim of finding out widyaiswara recruitment's pathways, coaching and development and also widyaiswara's performance evaluation. This research is a qualitative research with a descriptive approach. The data was collected through observation, interviews, and documentation studies. The results showed that (1) widyaiswara's recruitment was carried out based on analysis of widyaiswara's needs in the education center. (2) recruitment process in accordance with LAN regulations. (3) The lack of attention to the development and guidance of widyaiswara. (4) Widyaiswara's evaluation conducted from the results of the training participants' feedback. (5) evaluation activities using the Sipusdiklat system.

Keywords: Widyaiswara, HR, recruitment, coaching, development, performance evaluation.