

**ANALYSIS OF THE NEED FOR IMPROVED PERFORMANCE  
EMPLOYEE LEARNING AND CULTURE DEPARTMENT  
PT . BRISyariah**

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**ABSTRACT**

This study aimed to analyze the needs required to improve performance for employee in Learning and Culture Department PT.BRISyariah, especially at Learning Program Development Section. The stages are identifying gaps, causing gaps, and determine the appropriate solution recommendations. In analyzing the needs, scientist used a need analyze model made by Allison Rosset and Arwandy. This study is a descriptive qualitative research in PT. BRISyariah. Scientist collected data with questionnaire and interview which spread out to respondents. The questionnaires itself were analyzed using descriptive statistical methods, meanwhile the interview using reduction and presentation data and also conclusion. The results showed that there is a gap in the sub-variable “preparing a work plan and training programs as needed, identification and analysis of training needs in BRISyariah, and improving internal employee competence to ensure the execution of the implementation of the working cultural program according to plan. The need for improving employee’s performance includes are the lack of competency of employees to be able to develop or prepare a work plan and program based on the needs that exist, employees do not have the educational background which capable both in training and education. Starting from the analysis, development, implementation, and evaluation so that the knowledge that they understand only the surface but not deep, and the motivation to broaden employees is low. According to the result, scientist recommend some intervention for the program which are knowledge management, knowledge sharing, small group activity, sharing sessions, refreshment program, leadership and supervision. And the recommended intervention for training program are training for Management of Training (MOT) and Training Needs Analysis (TNA). The implication of this research is the result of this study can be used as a reference by Learning Program Development Section people to determine follow-up in increasing the competence of employee’s performance while carrying out the duties and responsibilities of their jobs.

*Keywords* : Needs Analysis , Employee of Learning Program Development Section and Improved performance.