

**MANAJEMEN DIKLAT MEDIATOR HUBUNGAN INDUSTRIAL ANGKATAN
81 DI PUSDIKLAT PEGAWAI KEMENTERIAN KETENAGAKERJAAN
REPUBLIK INDONESIA
(2016)**

MADE ANGGA PALGUNA

ABSTRAK

Penelitian dilaksanakan di Pusdiklat Pegawai Kementerian Ketenagakerjaan Republik Indonesia. Penelitian ini bertujuan untuk mengetahui dan memperoleh data empiris kegiatan manajemen diklat mediator hubungan industrial angkatan 81 yang dilihat dari aspek perencanaan, pelaksanaan, dan evaluasi. Penelitian dilaksanakan sejak bulan Februari 2016 sampai Juni 2016. Pendekatan yang digunakan adalah pendekatan kualitatif dengan metode deskriptif. Pengumpulan data dilakukan melalui wawancara, observasi, dan studi dokumentasi. Sumber data penelitian berasal dari informan kunci yaitu kepala bidang program dan evaluasi dan kepala sub bidang fungsional dan kerjasama serta beberapa informan pendukung yaitu kepala sub bidang program dan data, kepala sub bidang evaluasi dan pelaporan, staf bidang program dan evaluasi dan staf sub bidang fungsional dan kerjasama.

Hasil penelitian ini menunjukkan bahwa: (1) Perencanaan diklat mediator hubungan industrial angkatan 81 diawali dengan *training need analysis* (analisis kebutuhan diklat). Setelah analisis kebutuhan diklat dilakukan, selanjutnya pusdiklat melakukan perencanaan dari segi kepesertaan dan segi program. Selanjutnya peserta diklat dan program diklat ditetapkan oleh sekretaris jendral dan kepala pusdiklat dan kemudian diklat dilaksanakan (2) Pelaksanaan diklat mediator hubungan industrial diawali dengan seleksi peserta diklat. Selanjutnya diklat dilaksanakan selama 3 (tiga) bulan dan diselenggarakan seminar akhir diklat untuk menilai hasil laporan LHPK (Laporan Hasil Praktek Kompetensi) dan KKP (Kertas Kerja Perorangan). Selanjutnya dilaksanakan penutupan diklat. (3) Evaluasi diklat mediator hubungan industrial angkatan 81 diawali dengan penyiapan instrument evaluasi diklat. Proses pengumpulan data dilakukan oleh berbagai pihak tergantung dari apa yang dievaluasi. Selanjutnya data diverifikasi dan disajikan oleh bidang evaluasi dan pelaporan. Tahap terakhir dari evaluasi diklat mediator hubungan industrial yaitu evaluasi purna diklat.

Kata kunci: Manajemen, Pendidikan dan Pelatihan.

**MANAGEMENT TRAINING MEDIATOR INDUSTRIAL RELATIONS
GENERATION 81 AT THE CENTER OF EDUCATION AND TRAINING
EMPLOYEES MINISTRY OF MANPOWER REPUBLIC INDONESIA
(2016)**

MADE ANGGA PALGUNA

ABSTRACT

Research conducted at The Center Of Education And Training Employees Ministry Of Manpower Republic Indonesia. This study aims to identify and obtain empirical data management training activities mediator industrial relations generation 81 viewed from the aspect of planning, implementation, and evaluation. The research was conducted from February 2016 to June 2016. The approach used is a qualitative approach with descriptive methods. Data collected through interviews, observation and documentation. Source of research data comes from key informants that the head of the program and the evaluation and the head of the sub-field of functional and cooperation as well as some informants supporting the head sub-field of program and data, the head sub-field evaluation and reporting, staff field of the program and the evaluation and sub fields of functional and cooperation.

The results of this study indicate that: (1) Planning industrial relations mediator training generation 81 begins with training need analysis. Once Upon a training needs analysis conducted, the next the center of education and training employees planning in terms of participation and in terms of programs. Then training participants and training program established by the secretary-general and head of the center of education and training and then training conducted (2) The implementation training of industrial relations mediator begins with the selection of training participants. Further training was conducted over 3 (three) months and held seminars end training to assess the results of the report LHPK (Report of Practice Competencies) and KKP (Working Paper Individual) (3) Evaluation of training industrial relations mediators conducted by the center of education and training employees begins with the preparation of training evaluation instruments. The data collection process carried out by the various parties depending on what is in the evaluation. Furthermore, the data presented by field verification and evaluation and reporting. The last stage of the evaluation of industrial relations mediator training is evaluation after training.

Keywords: Management, Education and Training.