SUMMARY

AULIA RIZQI NUR ABIDI. Training Needs Analysis of Workshop Employee in Automotive Component Company of Rubber Material. Supervised by NURMALA K. PANJAITAN and M. JOKO AFFANDI.

The Automotive Component Company of Rubber Material (OBK) Company is an automotive component industry on rubber material, established in 2008. In 2013, the OBK Company was acquired by PT IKP for rubber material automotive component procurement to PT Astra Otopart. This acquisition led to a change in the management of the company, and new policies are implemented. One of the policies being carried out is the employee development to increase the performance of employees to compete in the global era. To develop professional employee, the company hold trainings for them. The objective of the training is to reduce the gap between the competence of the OBK employee with the competencies expected by the company to achieve the vision and mission.

This study aimed to analyze the perception of Workshop division employee of accomplished trainings at OBK Company and their improved performance after the training. This study analyze the relationship between the respondents perceptions towards accomplished training activities and the perceptions towards performance after the training, arrange the employee training needs to be held and the type of training need base on the analysis of the workload and competency. The perception data were processed using an average test score, the correlation using Pearson's rank correlation test and Training Need Assessment Tool (TNA-T) to analyze the employee training needed.

The results showed that the perception of production and PPIC subdivisions are satisfied with the training organized by the company and the perception of Maintenance and Quality Control subdivision are quite satisfied with the training organized by the company. Perception on the improved performance of Production, Quality Control and PPIC subdivisions after the training is increased on the average. Meanwhile the performance of Maintenance subdivision is enough.

The relationship between the variables of training and improved performance in Production, PPIC, QC and Maintenance subdivision has a positive direction. This shows that the higher the perception of the training, the higher the perception of improved performance. A strong and significant relationship between training and improved performance are on Production, Quality Control and PPIC subdivisions. Respondent perceptions on these subdivisions are high on the average. On the Maintenance subdivision, the relationship is low and not significant between training and performance. Low relationship is assumed to occur because the assessments of respondents tend to vary on the training variable.

Training is required by all respondents but not urgent. Preparation of the training program in accordance with the needs of employees found at the job description, namely intellectual competencies, which are the training on problem analysis, decision-making, information management and employee initiatives. On the emotional competencies, which are training on self-discipline, self-control and employee responsibility. On social competencies, the trainings are motivating
colleagues, cooperation, communication and supervision of co-workers. In the field of competence of work tailored to each sub-division.

Some managerial implication suggested to the OBK Company based on the research results are determining the training participants openly, involving employees directly in activities of training needs assessment, cooperation with various parties for the procurement of trainings, pay attention to the sustainability of the training by evaluating the training.

The Company needs to maintain employee good perception on production and PPIC sub-division of with consistent training, and increasing the satisfaction of the maintenance and quality control employees' perceptions of by doing improvement of past trainings.

The recommendation for the maintenance subdivision is an intensive employee performance evaluation. In addition, evaluation of training in maintenance subdivision needs to be done regularly and begins with a training needs analysis prior to training implementation, so that the training fit with the purpose of improved employee performance.

Keywords: employee, perceptions, performance, training needs assessment, training,