

SUMMARY

YUNIAR ENDAH PALUPI. The Effectiveness of Outbound Team Building Program for Auditor Training at Pusdiklatwas BPKP. Supervised by SYAMSUL MAARIF and M. JOKO AFFANDI.

Training is meant to give guidance and knowledge to employees so they can be able to improve their competence and work performance. Competencies needed by employees includes knowledge, skills and specific attitude that required by employees to do their duties and functions in organization. Pusdiklatwas BPKP's duty to perform the function of BPKP in implementing the education and training of Government Internal Supervisory Apparatus (APIP), has implemented group dynamics with outbound techniques in every functional training event for APIP. The program was implemented in an effort to prepare participants to conduct training, accelerate the process of adaptation among the participants and forming adaptive behavior required by the auditor in performing audit engagements.

This study aims to: (1) to analyze and explain the effectiveness of the implementation of the program of group dynamics with outbound techniques according to the participants' perceptions of education and training; and (2) Test the existing theories regarding the effects of the program group dynamics techniques outbound towards the achievement of short-term outcomes are learning atmosphere that is held in the classroom after the implementation of the program, and intermediate outcomes that ability to adapt (adaptive performance) auditor in his job after completion training. Evaluation of the effectiveness of the program is carried out with reference to the four stages of training evaluation Kirk Patrick, so it can be seen how the effectiveness of the implementation phase of the program until the results are felt by the participants. Testing is done by using the theory of analisis Partial Least Square (PLS) Structural Equation Modeling (SEM), so that it can be seen how much influence the implementation of the program towards the achievement of the expected results.

The results of this study explains that the program has been effective since the program's objectives have been achieved, and the benefits of behavior change has been felt by the training participants. This program provides benefits perceived by participants of the training both in the training of auditors, auditor certification exams carry up to when they return duties in the audit team. Results of testing theories concerning the achievement of short-term outcomes and intermediate outcomes of the implementation of the program is done using the method of PLS-SEM showed that the Achievement of Short-term outcome and Intermediate outcomes are influenced directly and positively by learning, while the program indirect effect and positive impact on achievement short-term outcomes and intermediate outcomes.

Keywords: audit, human resource, management, psychology, training.