SUMMARY

GALANG MANUNGGALING IMAN. The Impact Of Competency Based Training On Competence and Employee Performance Of Directorate Emergency Responsibility Of National Board For Disaster Management. Supervised by M. SYAMSUL MAARIF and M. JOKO AFFANDI.

Effectiveness of employees is a key element in work activities to achieve the goals and objectives set in the planning with the achievement of goals and objectives to be achieved to improve the performance of Civil Servants in Indonesia. National Board For Disaster Management (abbreviated BNPB) is a Non Departmental Government Institution having duties and functions of formulation and stipulation of disaster management policy and handling of refugees by acting quickly and appropriately and effectively and efficiently; and coordinating the implementation of disaster management activities in a planned, integrated, and comprehensive manner.

The number of disasters that occurred in Indonesia made the role of BNPB changed from 2002 until 2016, a drastic change in the implementation of disaster management from passive to active, from subject to subject, and from victim become perpetrator to reduce disaster risk and impact of disaster. To achieve this, appropriate training is required such as competency-based training in order to improve the competence and performance of BNPB’s emergency department directorate.

The study was conducted at the BNPB emergency response directorate, a government-owned agency focusing on disaster management. The respondents of this research are employees in the directorate of emergency response of BNPB with the requirement that they have attended competency based training. The number of respondents in this study was 60 people with the technique of determining the sample using census. Processing techniques and data analysis used in this study are descriptive statistical analysis, rank spearman correlation analysis and structural equation modeling - partial least square (SEM - PLS). The results of this study indicate that CBT training has a positive influence on competence, besides the influence of training has a non-significant effect on performance, while competence also positively affect the performance. In this study, CBT training has a greater impact on competence compared to employee performance. It shows that CBT training has a high role in growing employee competency.

Key words: competency based training, competence, employee performance.