ABSTRACT

Training Needs Analysis in PT Karinda Kharisma
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The Purpose of this study was to identify compatibility of training development between the needs and job description. Beside that this study also formulate training program based on training need and process evaluation. The data collected from supervisors and their manager in department of production, supply, ppic and quality control. Training Need Assessment Tools (T-NAT) and The Kirkpatrick’s Model Evaluation used to analyze the data. The results of the study showed that there was some recommendation training that should be conducted in each department. In production, the supervisor need training communication skills, supply department needs discipline, motivation and machine handling. For ppic and logistic department, they need planning management and report compiling. And the last quality control department, need to have training quality management, competence, leadership and motivation development. Process evaluation level one and two showed that supervisors gave good responses for training program. That was indicated that training program appropriate with supervisor capability. In evaluation level three showed that some of area measuring has improved after they participate the training. This study suggested, there is should be another process analysis i.e. evaluation level four. Evaluation level four used to measure influence of training for ROI.