RINGKASAN

Penelitian ini bertujuan untuk mengetahui (1) Pengaruh kemampuan pelatih terhadap efektivitas pelatihan di Balai Latihan Kerja (BLK) Kabupaten Bayumas; (2) Pengaruh kualitas materi pelatihan terhadap efektivitas pelatihan di Balai Latihan Kerja (BLK) Kabupaten Bayumas; (3) Pengaruh kemampuan pelatih dan kualitas materi pelatihan terhadap efektivitas pelatihan di Balai Latihan Kerja (BLK) Kabupaten Bayumas.

Pada penelitian ini, metode yang digunakan adalah metode kuantitatif asosiatif dan instrumen penelitian yang digunakan adalah kuisioner dengan kemampuan pelatih sebagai variabel independen (X1), kualitas materi pelatihan sebagai variabel independen (X2), dan efektivitas pelatihan sebagai variabel dependen (Y). Teknik pengambilan sampel pada penelitian ini dilakukan dengan menggunakan teknik *Cluster Random Sampling* dengan jumlah sampel sebanyak 76 peserta. Metode analisis statistik yang digunakan adalah teknik analisis *Rank Spearman, Korkondasi Kendall W,* dan juga analisis regresi ordinal.

Hasil penelitian ini mengungkapkan bahwa kemampuan pelatih (X1) dan kualitas materi pelatihan (X2) memiliki pengaruh yang positif dan signifikan terhadap efektivitas pelatihan (Y). Hasil analisis data menggunakan korelasi *Rank Spearman* menunjukkan nilai signifikansi sebesar 0,000 dan koefisien korelasi sebesar 0,693 pada variabel X1 dan Y, serta 0,811 pada variabel X2 dan Y, yang berarti terdapat hubungan yang positif dan signifikan, baik antara kemampuan pelatih (X1) terhadap efektivitas pelatihan (Y), maupun antara kualitas materi pelatihan (X2) terhadap efektivitas pelatihan (Y). Pada uji *Korkondansi Kendall W,* terdapat nilai signifikansi sebesar 0,000 dan koefisien korelasi sebesar 1,000 yang menunjukkan bahwa terdapat hubungan pengaruh yang sempurna antara kemampuan pelatih (X1) dan kualitas materi pelatihan (X2) secara bersama-sama terhadap efektivitas pelatihan (Y). Begitu pula pada uji regresi ordinal yang menunjukkan bahwa kemampuan pelatih dan kualitas materi pelatihan mempengaruhi efektivitas pelatihan di BLK Kabupaten Banyumas.

Kata Kunci : Efektivitas Pelatihan, Kemampuan Pelatih, Kualitas Materi Pelatihan, Balai Latihan Kerja (BLK) Kabupaten Banyumas

SUMMARY

This study aims to analyze (1) The impact of the trainer's competency on training effectiveness at Balai Latihan Kerja (BLK) Kabupaten Banyumas; (2) The impact of training materials quality on training effectiveness at Balai Latihan Kerja (BLK) Kabupaten Banyumas; (3) The impact of the trainer's competency and training materials quality on training effectiveness at Balai Latihan Kerja (BLK) Kabupaten Banyumas.

The writer used a quantitative associative research method, and a questionnaire was used as a tool to gather data to answer the research questions in this study with trainer's competency as the independent variable (X1), training materials quality as the independent variable (X2), and training effectiveness as dependent variables (Y).

The sample that used in this study was 76 participants, and a Cluster Random Sampling was used as a sampling technique. The statistical analysis method that used in this study was Rank Spearman, Kendall W Correlation, and also Ordinal Regression Analysis.

The results of this study showed that the trainer's competency (X1) and the training materials quality (X2) had a positive and significant effect on training effectiveness (Y). The results of data analysis using Rank Spearman correlation showed a significance value of 0.000 and a correlation coefficient of 0.693 on X1 through Y variables, and 0.811 on X2 through Y variables, which means that there is a positive and significant relationship, both between the trainer's competency (X1) through training effectiveness. (Y), as well as between the training materials quality (X2) through training effectiveness (Y). In the Kendall W correlation test, there is a significance value of 0.000 and a correlation coefficient of 1,000 which indicates that there is a perfect relationship between trainer's competency (X1) and training materials quality (X2) together on the training effectiveness (Y). The same results showed in the ordinal regression test that trainer's competency and training materials quality had an impact to training effectiveness at BLK Kab. Banyumas.

Keywords : *Training Effectiveness, Trainer's Competency, Training Materials Quality, Balai Latihan Kerja (BLK) Kabupaten Banyumas*