

RINGKASAN

Efektivitas merupakan pencapaian tujuan organisasi melalui pemanfaatan sumber daya yang dimiliki secara efisien. Keefektivitasan program tidak terlepas dari faktor lingkungan pelatihan dan motivasi belajar peserta. Maka dari itu peran kedua faktor tersebut sangat penting untuk menciptakan keefektivitasan tujuan program pelatihan. Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan pelatihan dan motivasi belajar peserta terhadap efektivitas program pelatihan kerja di BLK Banyumas.

Penelitian ini dilakukan dengan menggunakan metode kuantitatif asosiatif dengan variabel lingkungan pelatihan (X_1), motivasi belajar peserta (X_2) dan efektivitas program pelatihan (Y), pengambilan sampel dilakukan dengan menggunakan teknik sampling jenuh atau sensus dengan jumlah responden sebanyak 48 orang. Teknik analisis yang digunakan dalam penelitian ini yaitu Korelasi Kendall Tau-c, Koefisien Konkordansi Kendall W, dan Regresi Ordinal.

Hasil dari penelitian ini mengungkapkan bahwa terdapat pengaruh yang positif dan signifikan antara lingkungan pelatihan dan motivasi belajar peserta terhadap efektivitas program pelatihan kerja di BLK Banyumas. Hasil perhitungan regresi ordinal antara lingkungan pelatihan terhadap efektivitas program menunjukkan koefisien regresi sebesar 0,355 dengan arah yang positif atau lingkungan pelatihan memberikan pengaruh terhadap efektivitas program pelatihan sebesar 30,5%). Hasil perhitungan regresi ordinal antara motivasi belajar terhadap efektivitas program menentukan koefisien regresi sebesar 0,336 dengan arah yang positif atau motivasi belajar memberikan pengaruh terhadap efektivitas program pelatihan sebesar 33,6%. Hasil perhitungan regresi ordinal antara lingkungan pelatihan dan motivasi belajar terhadap efektivitas program menunjukkan koefisien regresi sebesar 0,500 dengan arah yang positif, atau lingkungan pelatihan dan motivasi belajar memberikan pengaruh terhadap efektivitas program pelatihan sebesar 50%. Dengan demikian dapat disimpulkan bahwa lingkungan pelatihan dan motivasi belajar peserta memberikan pengaruh positif dan signifikan terhadap efektivitas program pelatihan kerja di Balai Latihan Kerja (BLK) Kabupaten Banyumas.

Kata Kunci : lingkungan pelatihan, motivasi belajar, efektivitas program

SUMMARY

Effectiveness is the achievement of organizational goals through the efficient use of available resources. The effectiveness of the program is inseparable from the factors of the training environment and the learning motivation of the participants. Therefore, the role of these two factors is very important in determining the effectiveness of the training program objectives. This study aims to determine the effect of the training environment and participants' learning motivation on the effectiveness of the job training program at BLK Banyumas.

This research was conducted using associative quantitative methods with training environment variables (X1), participants' learning motivation (X2) and training program effectiveness (Y). Sampling was carried out using a saturated sampling technique or census with 48 respondents. The analytical techniques used in this research are the Kendall Tau-c Correlation, Kendall W Concordance Coefficient, and Ordinal Regression.

The results of this study reveal that there is a positive and significant effect between the training environment and participants' learning motivation on the effectiveness of the job training program at BLK Banyumas. The results of the ordinal regression calculation between the training environment and the effectiveness of the program show a regression coefficient of 0.355 with a positive direction, or the training environment has an influence on the effectiveness of the training program by 30.5%. The results of the ordinal regression calculation between learning motivation and program effectiveness show a regression coefficient of 0.336 with a positive direction, or that learning motivation has an effect on the effectiveness of the training program by 33.6%. The results of the ordinal regression calculation between the training environment and learning motivation on the effectiveness of the program show a regression coefficient of 0.500 in a positive direction, or the training environment and learning motivation have an effect on the effectiveness of the training program by 50%. It can be concluded that the training environment and participants' learning motivation have a positive and significant impact on the effectiveness of the job training program at the Job Training Center (BLK) Banyumas Regency.

Keywords: training environment, learning motivation, program effectiveness