

RINGKASAN

Penelitian ini berjudul “Efektivitas Model *Blended Learning* dalam Pelaksanaan Pelatihan Dasar Calon Aparatur Sipil Negara di Lembaga Administrasi Negara RI”. Penelitian ini dilatarbelakangi oleh adanya peningkatan jumlah calon ASN yang mendaftar untuk mengikuti pelatihan dasar di Lembaga Administrasi Negara Republik Indonesia. Maka penting untuk memastikan bahwa calon ASN yang lulus dari pelatihan dasar memiliki kualitas yang sesuai dengan tugas dan tanggung jawab mereka di pemerintahan. Sejalan dengan itu adanya *covid-19* dan kemajuan teknologi yang semakin pesat menjadi tantangan dalam penyelenggaraan Pelatihan Dasar CASN di LAN RI, sehingga terjadilah perubahan model pembelajaran yaitu model *Blended Learning*.

Tujuan Penelitian ini adalah untuk mendeskripsikan dan menjelaskan efektivitas model *blended learning* dalam pelaksanaan pelatihan dasar CASN di LAN RI dengan menggunakan indikator efektivitas menurut Budiani yang terdiri dari empat indikator yaitu ketepatan sasaran, sosialisasi program, tujuan program dan pemantauan.

Penelitian ini merupakan penelitian yang menggunakan metode penelitian kualitatif. Data yang digunakan dalam penelitian ini adalah data primer yang bersumber dari wawancara kepada narasumber/ informan. Sedangkan untuk data sekunder diperoleh melalui literatur yang berkaitan dengan masalah penelitian antara lain, dokumen berisi data yang relevan, peraturan, laporan-laporan dan arsip.

Hasil penelitian menunjukkan bahwa penerapan model *blended learning* dalam pelatihan dasar CASN di LAN RI didasarkan pada aspek ketepatan sasaran, model *blended learning* ini sudah tepat sasaran yaitu dengan menggabungkan pembelajaran online dengan klasikal. Kemudian dari aspek sosialisasi program, secara umum sosialisasi telah berjalan dengan lancar dan dilaksanakan secara masif. Selanjutnya adalah aspek tujuan program, dari aspek ini penggunaan model *blended learning* sudah sesuai dengan tujuan meskipun masih terdapat kendala seperti jaringan internet pada saat pembelajaran mandiri dan *distance learning*. Pada aspek pemantauan telah dilakukan pemantauan pada saat pelaksanaan pelatihan dan juga terdapat pemantauan pasca pelatihan dengan adanya evaluasi pasca pelatihan.

Kesimpulan mengenai efektivitas model *blended learning* dalam pelaksanaan pelatihan dasar CASN di LAN RI secara keseluruhan dinilai sudah efektif namun masih belum optimal karena tak jarang terjadi kendala pada stabilitas jaringan saat pembelajaran mandiri dan *distance learning* sehingga mengganggu para peserta dalam pelaksanaan pembelajaran.

Kata Kunci : *Blended Learning*, Efektivitas Program, Pelatihan Dasar.

SUMMARY

This research is entitled "The Effectiveness of the Blended Learning Model in the Implementation of Basic Training for State Civil Apparatus Candidates at the Indonesian State Administration Institute". This research was motivated by an increase in the number of prospective civil servants who registered to attend basic training at the State Administration Institute of the Republic of Indonesia. So it is important to ensure that prospective civil servants who graduate from basic training have qualities that are in accordance with their duties and responsibilities in government. In line with that, the existence of Covid-19 and increasingly rapid technological advances have become challenges in the implementation of CASN Basic Training at LAN RI, so there has been a change in the learning model, namely the Blended Learning model.

The purpose of this study is to describe and explain the effectiveness of the blended learning model in the implementation of basic CASN training at LAN RI using effectiveness indicators according to Budiani which consist of four indicators, namely target accuracy, program socialization, program objectives and monitoring.

This research is a research that uses qualitative research methods. The data used in this study are primary data sourced from interviews with sources / informants. As for secondary data obtained through literature related to research problems, among others, documents containing relevant data, regulations, reports and archives.

The results showed that the application of the blended learning model in CASN basic training at LAN RI was based on aspects of target accuracy, this blended learning model was right on target, namely by combining online learning with classical. Then from the aspect of program socialization, in general, socialization has run smoothly and is implemented massively. Next is the aspect of program objectives, from this aspect the use of a blended learning model is in accordance with the objectives even though there are still obstacles such as internet networks during independent learning and distance learning. In the monitoring aspect, monitoring has been carried out during the implementation of training and there is also post-training monitoring with post-training evaluation.

Conclusions regarding the effectiveness of the blended learning model in the implementation of basic CASN training in LAN RI as a whole are considered effective but still not optimal because there are often obstacles in the network during independent learning and distance learning that interfere with participants in the implementation of learning.

Keywords : *Blended Learning, Program Effectiveness, Basic Training.*