

## RINGKASAN

Penelitian ini berjudul “ Evaluasi Penyelenggaraan Pelatihan *Training Officer Course* (TOC) Berbasis *Self Learning* Di Lembaga Administrasi Negara Republik Indonesia (LAN RI)” Penelitian ini dilatarbelakangi dengan tingginya angka peserta pelatihan *Training Officer Course* (TOC). Tingginya jumlah peserta pelatihan *Training Officer Course* (TOC) berdampak tingginya kualitas sumber daya manusia. Oleh karena itu Lembaga Administrasi Negara Republik Indonesia selalu memberikan inovasi baru agar sumber daya manusia di Indonesia semakin meningkat.

Penelitian ini menggunakan Menurut empat level evaluasi yaitu Pembelajaran (*Learning*), Perilaku (*Behavior*), Hasil (*Result*), Reaksi (*Reaction*) yang dikemukakan oleh Kirkpatrick.

Penelitian ini menggunakan penelitian kualitatif deskriptif dengan Teknik pemilihan informan menggunakan *purposive sumpling*. Pengumpulan data menggunakan wawancara, observasi, dan dokumentasi. Metode analisis yang digunakan adalah analisis interaktif oleh Miles Huberman.

Hasil penelitian menunjukkan yang pertama evaluasi reaksi peserta dalam pelatihan, kedua evaluasi belajar menunjukkan hasil sikap dan perilaku, pengetahuan para peserta pelatihan, ketiga evaluasi perilaku menunjukkan mengenai perilaku peserta setelah mengikuti pelatihan dan sikap peserta terhadap rekan sejawad, dan yang terakhir evaluasi akhir atau hasil Peserta sudah memahami dan sudah mendapatkan banyak manfaat dari pelatihan ini, namun masih ada beberapa hal yang harus di perbaiki agar pelatihan ini berjalan dengan sempurna.

Kesimpulan mengenai evaluasi pelatihan Evaluasi Penyelenggaraan Pelatihan *Training Officer Course* (TOC) Berbasis *Self Learning* Di Lembaga Administrasi Negara Republik Indonesia (LAN RI) adalah pelaksanaannya sudah baik dan para peserta sudah paham dan menerapkan di Lembaga Pendidik masing-masing.

**Kata Kunci:** Evaluasi, Sumber Daya Manusia, *Training Officer Course*

## SUMMARY

This research is entitled "Evaluation of the Implementation of Training Officer Course (TOC) Based on Self Learning at the State Administration Institute of the Republic of Indonesia (LAN RI)" This research is motivated by the high number of Training Officer Course (TOC) training participants. The high number of Training Officer Course (TOC) trainees has an impact on the high quality of human resources. Therefore, the State Administration Institute of the Republic of Indonesia always provides new innovations so that human resources in Indonesia are increasing.

This research uses according to the four levels of evaluation, namely Learning, Behavior, Result, Reaction proposed by Kirkpatrick.

This research uses descriptive qualitative research with informant selection techniques using purposive sampling. Data collection using interviews, observation, and documentation. The analysis method used is interactive analysis by Miles Huberman.

The results showed that the first evaluation of the reaction of participants in the training, the second evaluation of learning showed the results of attitudes and behavior, the knowledge of the training participants, the third evaluation of behavior showed the behavior of the participants after attending the training and the attitude of the participants towards their peers, and the last was the final evaluation or results Participants have understood and have benefited a lot from this training, but there are still some things that must be improved so that this training runs perfectly.

The conclusion regarding the evaluation of the training Evaluation of the Implementation of Training Officer Course (TOC) Based on Self Learning at the State Administration Institute of the Republic of Indonesia (LAN RI) is that the implementation is good and the participants have understood and implemented it in their respective Educator Institutions.

**Keywords:** Evaluation, Human Resources, Training Officer Course