

RINGKASAN

Penilaian dan pengembangan kompetensi bagi Aparatur Sipil Negara yang dimana termasuk Pegawai Negeri Sipil adalah hal yang mutlak dan wajib. Salah satu wujud dari Corporate University Kemenkumham untuk memenuhi hak pengembangan kompetensi pegawai yakni memanfaatkan sebuah cara seperti aplikasi atau media penunjang lainnya sesuai dengan kebutuhan instansi tersebut seperti halnya di Kantor Imigrasi Kelas I TPI Cilacap yang merupakan instansi dibawah naungan Kemenkumham yakni dengan aplikasi Massive Open Online Course (MOOC). Kurangnya pengawasan penerapan aplikasi *Massive Open Online Course* (MOOC) membuat beberapa pegawai negeri sipil kurang melaksanakan dengan optimal pengembangan kompetensi misalnya melalui webinar. Selain kurangnya pengawasan, kendala lain aplikasi ini yaitu server yang down sehingga menghambat penilaian hasil pengembangan kompetensi ini. Tujuan dari penelitian ini untuk mendeskripsikan efektivitas penerapan aplikasi Massive Open Online Course (MOOC) dalam Pengembangan Kompetensi Pegawai Negeri Sipil di Kantor Imigrasi Kelas I TPI Cilacap.

Penelitian ini merujuk pada teori efektivitas dari Faustino Cardoso Gomes (2000, h.209), untuk mengukur efektivitas suatu program pelatihan dapat dievaluasi berdasarkan informasi yang diperoleh pada lima tingkatan yaitu *reaction, learning, behaviors, organizational result, dan cost effectivity*.

Metode penelitian yang digunakan adalah kualitatif deskriptif. Sasaran penelitian adalah Aparatur Sipil Negara Kantor Imigrasi Kelas I TPI Cilacap tetapi hanya Pegawai Negeri Sipil yang dipilih menggunakan teknik *purposive sampling*. Data dikumpulkan melalui wawancara, observasi, dan dokumentasi. Analisis data menggunakan model analisis interaktif. Hasil penelitian menunjukkan bahwa pengembangan kompetensi melalui penerapan aplikasi Massive Open Online Course telah berjalan efektif. Pegawai dengan status PNS sebanyak 56 di Kantor mengikuti pengembangan kompetensi melalui aplikasi tersebut.

Kesimpulan dalam penelitian ini adalah efektivitas penerapan aplikasi Massive Open Online Course atau MOOC dalam Pengembangan Kompetensi Pegawai Negeri Sipil di Kantor Imigrasi Kelas I TPI Cilacap dapat dikatakan efektif namun ada beberapa kekurangan seperti pemahaman yang didapat beberapa pegawai akan lebih memahami jika pelaksanaannya bisa melalui tatap muka tidak hanya melalui online saja dan kendala pada saat membuka akses melalui aplikasi atau website yang terkadang sering error.

Kata Kunci : Aplikasi MOOC, Efektivitas, Pengembangan Kompetensi

SUMMARY

Competency assessment and development for the State Civil Apparatus which includes Civil Servants is absolute and mandatory. One of the manifestations of the Kemenkumham Corporate University to fulfill the right to develop employee competencies is to utilize a method such as applications or other supporting media according to the needs of the agency as well as at the Cilacap Class I TPI Immigration Office which is an agency under the auspices of the Ministry of Law and Human Rights, namely the Massive Open Online Course (MOOC) application. The lack of supervision of the application of the Massive Open Online Course (MOOC) application makes some civil servants less optimally carry out competency development, for example through webinars. Apart from the lack of supervision, another obstacle to this application is that the server is down, which hinders the assessment of the results of this competency development. The purpose of this study is to describe the effectiveness of the application of Massive Open Online Course (MOOC) in the Competency Development of Civil Servants at the Immigration Office Class I TPI Cilacap.

This research refers to the theory of effectiveness from Faustino Cardoso Gomes (2000, p.209), to measure the effectiveness of a training program can be evaluated based on information obtained at five levels, namely reaction, learning, behaviors, organizational result, and cost effectivity.

The research method used is descriptive qualitative. The research target was the State Civil Apparatus of the Immigration Office Class I TPI Cilacap but only Civil Servants were selected using purposive sampling technique. Data were collected through interviews, observation, and documentation. Data analysis used an interactive analysis model. The results showed that competency development through the application of Massive Open Online Course application has run quite effectively. Employees with civil servant status as many as 56 in the Office follow competency development through the application. There are various materials listed in the application to be followed so that employees can develop their competencies properly and certificates obtained as one of the results obtained and proof of having participated in the competency development.

The conclusion in this study is that the effectiveness of the application of the Massive Open Online Course or MOOC application in the Competency Development of Civil Servants at the Cilacap Class I TPI Immigration Office can be said to be quite effective, but there are some shortcomings such as the understanding gained by some employees will understand better if the implementation can be done face-to-face not only through online and obstacles when opening access through applications or websites that sometimes often error.

Keywords : MOOC Application, Effectiveness, Competency Development