

Analisis Program Pelaksanaan Pelatihan SDM di Bagian Diklat RSIJPK Tahun 2014

Meutia

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Abstrak

Rumah sakit perlu melakukan pengembangan karyawan salah satunya melalui pelatihan yang dikembangkan secara teratur. Penelitian ini bertujuan menganalisis pelaksanaan program pelatihan di RSIJPK tahun 2014 berdasarkan pendekatan sistem. Metode yang digunakan adalah kualitatif serta mengumpulkan data sekunder berupa data pelatihan tahun 2013 dan 2014. Hasil penelitian menemukan bahwa terdapat kesenjangan kuantitas pelatihan antar unit dan ketidaksesuaian dengan kebutuhan pelatihan unit tersebut. Penyebab masalah antara lain beban kerja di Bagian Diklat, uraian tugas yang belum spesifik, keterbatasan dana untuk kebutuhan unit, sarana-prasana yang belum menunjang, serta belum adanya kebijakan yang mengatur pembagian porsi pelatihan. Implementasi belum berjalan sesuai harapan karena kurangnya pemahaman akan analisis kebutuhan pelatihan baik di Bagian Diklat maupun unit selain itu metode pelatihan yang diusulkan dan selain tahapan evaluasi yang belum mencakup keseluruhan komponen, bukan hanya saat pelatihan berlangsung. Disarankan agar mengembangkan analisis kebutuhan pelatihan dan merencanakan pelatihan yang lebih sistematis. Kata Kunci : Pelaksanaan Program Pelatihan, Rumah Sakit

Hospital needs to do develop capacity of their employees by providing good training programs. This research aims to analyze the implementation of training program at RSIJPK 2014 based on system approach. A qualitative method and also collected RSIJPK data on training held in year 2013 and 2014. The research found that there were some challenges in providing a proposed number of training. The reason were the unclear job descriptions, lack of fund to support training for units, lack of infrastructures, and no clear policy that regulates ideal number of training . Lack of understanding for training needs assessment was also a challenge, at both training department and the units. Training methods have not been fully met due to lack of coordination while evaluation was only executed during the training process. The study suggest to develop a more systematic training need assessment and planning for implementation. Keywords : Training Program Implementation, Hospital