

Evaluasi Program Pelatihan Kesehatan Berbasis Online Learning Menggunakan Model Kirkpatrick Di BBPK Jakarta

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Abstrak

<div style="text-align: justify;">Evaluasi program pelatihan sangat penting untuk meningkatkan mutu pelatihan serta melihat seberapa jauh program yang dijalankan sesuai. Di era digital pelatihan mengalami transformasi menjadi online, termasuk di Balai Besar Pelatihan Kesehatan Jakarta yang bertugas menyelenggarakan pelatihan bagi tenaga kesehatan. Penelitian ini bertujuan untuk menggambarkan hasil evaluasi program pelatihan berbasis online menggunakan model Kirkpatrick level 1, level 2, dan level 3. Penelitian ini menggunakan desain evaluatif melalui analisis data sekunder dengan pendekatan kuantitatif. Hasil penelitian menunjukkan bahwa hasil level 1 mendapatkan respon baik dari semua indikator, namun masih ada hambatan akses yang dirasakan. Hasil level 2 semua peserta mengalami peningkatan pengetahuan secara signifikan karena peserta berpartisipasi aktif. Hasil level 3 terbagi menjadi empat aspek, yaitu peningkatan kompetensi, peningkatan kinerja, implementasi hasil pelatihan, serta faktor pendukung dan penghambat implementasi. Keseluruhan nilai terjadi peningkatan rata-rata sebelum dan setelah diberikan pelatihan serta implementasi dijalankan secara nyata di tempat kerja walaupun masih ada faktor yang menghambat dalam menjalankan implementasi. Secara keseluruhan pelatihan online di BBPK Jakarta yang dijalankan menurut model kirkpatrick sudah sejalan dengan kriteria efektivitas. Struktur pembelajaran yang matang, dukungan teknis dari penyelenggara yang responsif, partisipasi yang aktif, dukungan dari lingkungan kerja yang suportif, dan materi yang sesuai dengan kebutuhan peserta menjadi faktor utama dalam pelaksanaan program pelatihan online.</div><hr /><div style="text-align: justify;">The evaluation of training programmes is crucial for improving the quality of training and assessing the extent to which the programmes are being implemented effectively. In the digital age, training has undergone a transformation to an online format, including at the Jakarta Health Training Centre, which is responsible for organising training for healthcare workers. This study aims to describe the results of the evaluation of an online training programme using the Kirkpatrick model at levels 1, 2, and 3. This study employs an evaluative design through the analysis of secondary data using a quantitative approach. The results indicate that level 1 outcomes received positive responses across all indicators, though access barriers were still perceived. For level 2, all participants demonstrated a significant increase in knowledge due to active participation. Level 3 outcomes were divided into four aspects: competency enhancement, performance improvement, implementation of training outcomes, and supporting and hindering factors for implementation. Overall, there was an average improvement in scores before and after the training was delivered, and implementation was carried out effectively in the workplace, although there were still factors hindering implementation. Overall, the online training at BBPK Jakarta, which is delivered in accordance with the Kirkpatrick model, is in line with the criteria for effectiveness. A well structured learning programme, responsive technical support from the organisers, active participation, support from a supportive work environment, and materials tailored to participants needs are key factors in the delivery of online training programmes.</div>