

**Efektivitas Manajemen Pendidikan dan Pelatihan Jabatan Fungsional Auditor (Studi Kasus pada Pusat Pendidikan dan Latihan Pengawasan Badan Pengawasan Keuangan dan Pembangunan). Api Achmad Rochjadi (NIM.1008971)**

**ABSTRAK**

Pendidikan dan Pelatihan Jabatan Fungsional Auditor (Diklat JFA) merupakan sarana pengembangan para auditor untuk meningkatkan pengetahuan, keterampilan, dan sikap guna melaksanakan tugas jabatan secara profesional dengan dilandasi kepribadian dan etika pegawai negeri sipil sesuai kebutuhan unit organisasi, serta dengan sasaran terwujudnya aparat pengawasan internal pemerintah yang memiliki kompetensi yang sesuai persyaratan jabatan fungsional auditor. Penyelenggaraan Diklat selama ini masih belum efektif sehingga auditor belum mampu memberikan jaminan atas proses tata kelola yang sesuai aturan dan belum mampu mencegah korupsi. Penelitian ini bertujuan untuk mengetahui, mendeskripsikan, menganalisis, memaknai, dan menafsirkan efektivitas manajemen Diklat JFA yang meliputi perencanaan, pelaksanaan, evaluasi, penerapan hasil diklat, dan diakhiri dengan memberikan rekomendasi penyelenggaraan Diklat JFA yang efektif. Penelitian ini dilakukan di Pusat Pendidikan dan Pelatihan Pengawasan, menggunakan pendekatan kualitatif dengan teknik pengumpulan data berupa metode wawancara, observasi, dan studi dokumentasi. Objek penelitian ini adalah penyelenggara, widyaiswara, peserta, dan alumni Diklat JFA yang diambil secara *purposive sampling*. Dari hasil penelitian dapat disimpulkan bahwa Pendidikan dan Pelatihan JFA kurang efektif disebabkan dalam merencanakan Diklat JFA belum dilakukan analisis kebutuhan secara komprehensif. Dalam merancang sasaran diklat belum spesifik, sulit diukur, dan belum ada kurun waktu. Pengembangan kurikulum, materi diklat, dan panduan diklat belum disesuaikan dengan tuntutan kebutuhan pengguna. Alat bantu pembelajaran kurang berfungsi dengan baik. Pemilihan widyaiswara belum dilakukan sesuai kompetensinya, serta tidak pernah dilakukan seleksi peserta. Dalam pelaksanaan diklat, widyaiswara kurang kreatif menarik minat peserta, dan metode pembelajaran kurang variatif. Evaluasi terhadap peserta diklat belum dilakukan. Berkaitan dengan penerapan hasil diklat, rancangan transfer pembelajaran belum dibuat, beberapa hasil diklat belum diterapkan dalam pekerjaan, serta belum ada indikator kinerja auditor. Berdasarkan kesimpulan tersebut, direkomendasikan agar dilakukan analisis kebutuhan secara komprehensif, dan sasaran diklat ditetapkan dengan struktur yang benar. Kurikulum, materi, dan panduan diklat disusun sesuai dengan analisis kebutuhan, tersedia alat pembelajaran yang layak digunakan, seleksi widyaiswara dan peserta diklat dilakukan sesuai standar yang ditetapkan. Dalam pelaksanaan diklat, kompetensi widyaiswara perlu dikembangkan secara terus-menerus, dan widyaiswara didorong lebih kreatif menggunakan metode pembelajaran yang variatif. Evaluasi peserta diklat perlu dilakukan baik sebelum, sesudah, dan pada saat diklat berlangsung. Peserta perlu dibimbing dalam penyusunan rancangan transfer diklat untuk menerapkan hasil diklat dalam pekerjaan. Unit kerja perlu menetapkan tupoksi dan indikator kinerja auditor.

Kata Kunci: perencanaan, pelaksanaan Diklat, penerapan hasil, evaluasi, efektivitas manajemen.

**Effectiveness of Education and Training Management for Auditor Functional Position (Case Study at Supervisory Education and Training Centre, Finance and Development Supervisory Agency). Api Achmad Rochjadi (NIM.1008971)**

**ABSTRACT**

Education and Training for Auditor Functional Position (*Diklat JFA*) is one of the means of improvement so that auditors can enhance their knowledge, skill, and attitude for accomplishing their duties professionally based on the personality and ethics of civil servant in accordance with organization unit needs, and with an objective to realize government internal supervisory officials with competence according to the requirements of auditor functional position. Organizing training until now has not been effective so that the auditors have not been able to provide assurance for the appropriate governance rules and to prevent corruption yet. The purpose of this study is to describe, analyze, and interpret the effectiveness of education and training management, which includes planning, implementation, evaluation, transfer of training, and the conclusion by providing recommendation how to arrange Education and Training for Auditor Functional Position effectively. The research was conducted at Supervisory Education and Training Centre, Finance and Development Supervisory Agency by using a qualitative approach through interview, observation, and documentary study methods. The research objects were organizers, trainers, participants, and *Diklat JFA* graduates selected purposively. The results of research showed conclusions that *Diklat JFA* is less effective because training needs analysis has not been done comprehensively yet. In designing the training objectives, has not been specific, difficult to measure, and has not had time period. Curriculum development, training material, and training guidance have not been adjusted with the demands of the users needs. Some learning tools were less functioned. Trainers has not been selected as their competencies, and participants selection was not been done. In implementing training, some trainers were less creativity to attract participants attention, and learning methods had less variety. Evaluation to training participants have not been done. According to training results application, training transfer design has not been made, some training results have not been able to implemented in workplace, and there have not been auditor performance indicators yet. Based on the conclusions, it was recommended that needs analysis is performed comprehensively, and training objectives is set with correct structure. Curriculum, training material and guidance are rearranged in accordance with needs analysis, learning tools are prepared to be used feasibly, selection of trainer and participants are performed according to determined standard. In training implementation, trainer competencies need to be developed continuously, and trainers are demanded more creative using more variety of learning methods. Training participants evaluation need to be performed before, after, and in time of training arrangement. Participants need a guidance to make training transfer design in order to implement training results in workplace. Organization unit is necessary to determine auditor job description and performance indicators.

*Key words:* planning, training implementation, result application, evaluation, management effectiveness.