

ABSTRAK

Tria Rizki Safitri (1306430). Pengembangan Instrumen Analisis Kebutuhan Diklat Berbasis *Training Need Assessment Tool* (TNA-T) Berbantuan *Web Based Questionnaire*.

Skripsi Departemen Kurikulum dan Teknologi Pendidikan, Fakultas Ilmu Pendidikan, Universitas Pendidikan Indonesia, Bandung 2018.

Penelitian ini merupakan studi mengenai pengembangan instrumen analisis kebutuhan diklat *training need assessment tool* (TNA-T) berbantuan *web based questionnaire*. Tujuan dari penelitian ini adalah untuk mendeskripsikan : (1) proses pengembangan instrumen analisis kebutuhan *training need assessment tool* berbantuan *web based questionnaire* di Pusat Pengembangan Sumber Daya Manusia Aparatur; (2) kelayakan dari pengembangan instrumen menurut para ahli; dan (3) tanggapan dari pengguna terhadap instrumen. Penelitian ini merupakan penelitian yang menggunakan metode *Design and Development* (D&D). Penelitian yang dilakukan melalui lima tahapan, diantaranya: (1) identifikasi masalah; (2) menggambarkan tujuan; (3) merancang dan mengembangkan produk; (4) uji coba; dan (5) penulisan laporan. Penelitian ini menghasilkan sebuah instrumen analisis kebutuhan diklat berbasis web yang didalamnya terdiri dari dua jenis instrumen, yaitu instrumen Kompetensi Kerja Jabatan dan Kompetensi Kerja Pribadi. Untuk melihat kelayakan dari instrumen, maka dilakukan penilaian ahli dan tanggapan pengguna. Hasil penilaian yang diperoleh berdasarkan penilaian para ahli memperoleh persentase 84,81% dengan kategori "Sangat Layak" dan penilaian oleh pengguna diperoleh persentase 70,3% dengan kategori "Baik".

Kata Kunci : Desain dan pengembangan, analisis kebutuhan diklat, *training need assessment tool* (TNA-T), *web based questionnaire*, Teknologi Pendidikan

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Tria Rizki Safitri, 2018
**PENGEMBANGAN INSTRUMEN ANALISIS KEBUTUHAN DIKLAT BERBASIS
TRAINING NEED ASSESSMENT TOOL (TNA-T) BERBANTUAN WEB
BASED QUESTIONNAIRE**

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ABSTRACT

Tria Rizki Safitri (1306430). *The Development Training of Need Analysis Instrument Based on Training Need Assessment Tool (TNA-T) Assisted by Web Based Questionnaire*

Thesis, Department of Curriculum and Educational Technology, Faculty of Educational Science, Universitas Pendidikan Indonesia, Bandung 2018.

This study is about developing a training need analysis instrument using training need assessment tool (TNA-T) assisted by web based questionnaire. The aim of this study is to describe : (1) the process of developing a training needs analysis instrument using a training need assessment tool (TNA-T) assisted by web based questionnaire at Pusat Pengembangan Sumber Daya Manusia Aparatur; (2) the feasibility of the development of the instrumen according to experts; and (3) the user's response to the instrument. This study is used a design and development (D&D) design. There are five steps in this design, such as : (1) identify the problem; (2) describe the objectives; (3) design and develop the artifact; (4) test the artifact; (5) communicate the testing result. This research produces a web-based needs analysis instrument that consists of two types of instruments, there are Competency of Job Instrument and Personal Work Competence. To see the feasibility of the instrument, then the expert judgments and user responses are performed. The results of the assessment obtained on the basis of expert judgment obtained the percentage of 84.81% with the category "Very Eligible" and the assessment by the user obtained a percentage of 70.3% with the category of "Good".

Keywords : Design and development, training need analysis, training need assessment tool (TNA-T), web based questionnaire, Educational Technology