

## ABSTRAK

### KAJIAN MODEL EVALUASI PROGRAM KIRKPATRICK PADA PENYELENGGARAAN DIKLAT SERTIFIKASI JABATAN FUNGSIONAL PEKSOS TINGKAT AHLI (Study di Balai Besar Pendidikan dan Pelatihan Kesejahteraan sosial Regional II Bandung)

FITRIA MARGININGSIH  
Universitas Pendidikan Indonesia

Penelitian yang dilakukan merupakan penelitian evaluatif terhadap program melalui model evaluasi program Kirkpatrick. Tujuan pelaksanaan penelitian meliputi; 1) mendeskripsikan rancangan evaluasi model Kirkpatrick pada diklat sertifikasi jabatan fungsional peksos tingkat ahli, 2) mendeskripsikan penerapan evaluasi model Kirkpatrick pada diklat sertifikasi jabatan fungsional peksos tingkat ahli, 3) mendeskripsikan penyusunan laporan evaluasi model Kirkpatrick pada diklat sertifikasi jabatan fungsional peksos tingkat ahli dan 4) mendeskripsikan tindak lanjut hasil evaluasi program diklat sertifikasi jabatan fungsional peksos tingkat ahli. Teori pendukung dalam penelitian menggunakan teori evaluasi, model evaluasi program Kirkpatrick, diklat sertifikasi jabatan fungsional peksos. Penelitian dilakukan di Balai Besar Pendidikan dan Pelatihan Kesejahteraan Sosial Regional II Bandung. Penelitian menggunakan metode deskriptif melalui pendekatan kualitatif. Teknik pengumpulan data dilakukan menggunakan wawancara, observasi dan studi dokumentasi, studi keabsahan data dilakukan dengan menggunakan triangulasi data. Hasil penelitian yang diperoleh meliputi; 1) rancangan evaluasi program dilaksanakan bersifat *top down* oleh BADIKLIT sebagai pusat pengembang program pendidikan BBPPKS, 2) penerapan model Kirkpatrick dilakukan sesuai tahapan yakni *reaction* yang dilakukan dalam penilain penyelenggaraan serta widyaiswara, *learning* digunakan dalam penilaian kemampuan peserta serta proses pembelajaran, *behavior* dilakuakn sebanyak dua kali saat pelaksanaan diklat juga pasca diklat, *result* digunakan dalam evaluasi manfaat diklat, 3) pelaporan yang dilakukan dibagi kedalam dua jenis laporan yakni laporan penyelenggaraan dan laporan monitoring dan evaluasi diklat, 4) hanya berdampak pada perbaikan sarana dan prasarana penunjang diklat.

**Kata kunci** : Evaluasi Program, Model Evaluasi Kirkpatrick, Diklat Sertifikasi Jabatan Fungsional Peksos Tingkat Ahli

## ABSTRACT

### **STUDIES ON KIRKPATRICK'S PROGRAM EVALUATION MODEL OF ORGANIZING TRAINING CERTIFICATION POSITION FUNCTIONAL PEKSOS EXPERT LEVEL (Study at Balai Besar Pendidikan dan Pelatihan Kesejahteraan Sosial Regional II Bandung)**

FITRIA MARGININGSIH  
Universitas Pendidikan Indonesia

The research undertaken is an evaluative study of the program through the Kirkpatrick program evaluation model. The purpose of research implementation include; 1) describing the model evaluation design of Kirkpatrick on the certification training of functional position of expert staff level, 2) describing the application of Kirkpatrick model evaluation on the functional position of the professional functional level certificate, 3) to describe the preparation of evaluation report of Kirkpatrick model on the certification training of functional position of expert level and 4 ) describes the follow-up of the evaluation result of the certification program of the functional position of the functional position of the expert level. The research was conducted at Balai Besar Education and Training of Social Welfare Regional II Bandung. Research uses descriptive method through qualitative approach. Technique of data collecting done by interview, observation and documentation study, data validity study done by using triangulation data. The results of the research are: 1) the program evaluation plan is top down implemented by BADIKLIT as the center of BBPPKS education program developer, 2) the application of Kirkpatrick model is done according to the stage of reaction which is done in the assessment of the implementation and the widyaiswara, learning is used in the assessment of the ability of the participants and the learning process, the behavior is done twice in the execution training and training, 3) reporting is divided into two types of reports, namely implementation report and monitoring and evaluation report of training, 4) follow-up of evaluation result is not fully done by BBPPKS, because the improvement of program can only be done by BADIKLIT.

**Keywords:** Evaluation Program, Kirkpatrick Model Evaluation, Certification Training Of Fungsional Peksos Expert Level