

ABSTRAK

Evaluasi Terhadap Pelaksanaan Program Pelatihan Bagi Karyawan Dalam upaya Meningkatkan Produktivitas Kerja Karyawan Pada Perusahaan Pertenunan Santa Maria Boro Kulon Progo

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2004

Penelitian ini bertujuan untuk mengetahui bagaimana tanggapan karyawan terhadap program pelatihan dan apakah ada perbedaan produktivitas kerja karyawan sebelum dan sesudah pelatihan. Penelitian ini berupa studi kasus di Perusahaan Pertenunan Santa Maria Boro Kulon Progo.

Populasi dalam penelitian ini sebanyak 60 karyawan dengan sampel yang diambil sebanyak 30 karyawan. Teknik pengambilan sampel dengan menggunakan metode *Proportionate stratified random sampling*. Data yang diambil penulis adalah data hasil kerja pada bagian produksi sebelum dan sesudah pelatihan. Perolehan data dengan cara pemberian kuesioner kepada karyawan pada bagian produksi. Penelitian ini menggunakan teknik pengumpulan data wawancara, observasi dan kuesioner. Data yang diperoleh kemudian diolah dengan metode *rating scale* dan mencari rata-rata sebelum dan sesudah pelatihan serta uji beda t.

Berdasarkan analisis data dari persepsi 30 karyawan didapatkan hasil sebesar 88,7 % yang artinya bahwa tanggapan karyawan terhadap pelaksanaan program pelatihan sangat baik. Ada perbedaan produktivitas kerja karyawan sebelum dan sesudah pelatihan, hal ini dapat ditunjukkan oleh nilai t hitung = 17,33 lebih besar dari t tabel = 2,045 atau berada di daerah penerimaan H_a .

ABSTRACT

Evaluation On The Implementation of Employee Training Program For Increasing Employee Productivity at Santa Maria Weaving Company Boro Kulon Progo

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This research was aimed to find out the employee response toward the training program, and whether there was productivity difference between before and after the training program. This research was a case study at Santa Maria Weaving Company Boro Kulon Progo.

The population in this research was 60 employees and 30 of them were taken as sample. The sample taking technique was stratified proportional random sampling method. The data was those from the production department before and after training and giving questionnaire to the employee at this department. This research used interview, observation and questionnaire as the data gathering methods. The data than were processed using rating scale method and it tried to find the mean before and after training and also t test.

Based on the data analysis from 30 employees perception, the gained result was 88,7%. It meant that the employees response toward the training program implementation was very good. There was productivity difference between before and after the training. It was indicated by $t_{\text{count}} = 17,33$, bigger than $t_{\text{table}} = 2,045$ or H_0 was accepted.