

Analysis of The Effectiveness of the Implementation of Education and Training (Case Study of Training in the Management of Regional Property within the Government of West Nusa Tenggara)

Isra Dewi Kuntary Ibrahim¹, Kurniawati², Irwan Cahyadi³

¹Universitas Mataram

^{2,3}Universitas Bumigora

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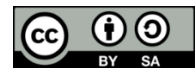
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ABSTRACT

Finding out how effective the 2022 West Nusa Tenggara Government Regional Asset Management training program, which was carried out by the West Nusa Tenggara Province Regional Human Resources Development Agency, was the aim of this study. Through a case study methodology and interview data gathering procedures acquired directly from respondents, this study employs a descriptive qualitative method. According to the study's findings, the NTB Province Regional Human Resources Development Agency's education and training program has been effective as seen from the effectiveness analysis through five levels, but from the five levels, further training is still needed for participants in managing goods to better understand the use of technology or applications used.

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Corresponding Author:

Name: Isra Dewi Kuntary Ibrahim

Institution Address: Jalan Majapahit No.62 Mataram

e-mail: israibrahim@staff.unram.ac.id

1. INTRODUCTION

The state civil apparatus or abbreviated as ASN is a profession for civil servants (PNS) and government employees with work agreements (PPPK) who work in a government agency. The function of an ASN is as an implementer of public policy, public service, and the adhesive and unifier of the nation [1]. The problem that frequently occurs in the State Civil Apparatus (ASN) in the layout of ASN is that personnel are not placed in the appropriate position or type of work. Based on the principle of 'The right man on the right place', placement or staffing is

particularly crucial for human resource management in order to increase organizational performance [2]. Therefore, in order to align the organization's requirements with the capabilities of its personnel, it is imperative to implement appropriate education and training.

The objective of Government Regulation Number 101 of 2000 [3], which pertains to Education and Training for State Civil Apparatus Positions, is to enhance the capacity of ASN to perform operational position duties by enhancing their knowledge, skills, and attitudes, based on the qualified ethical personality of civil servants.

Education and training are defined as the organization of teaching and learning. [4] also states that professional and class ASN is an absolute prerequisite for the government in facing challenges in the current era. So that the government must prepare a competent ASN to anticipate these threats and be able to protect economic, social, cultural, political stability and community welfare. To support this, ASN education and training is very important to be carried out properly, starting from planning, implementation to evaluation so that the goal of creating a competent ASN can be achieved.

[5] states that the effectiveness of education and training is the level of success of a training implementation in achieving goals, both goals related to participants and organizations. Meanwhile, according to [6] the effectiveness of ASN education and training is defined as the level of achievement of ASN education and training objectives in improving apparatus capabilities such as knowledge, attitudes and skills in carrying out work and being able to achieve predetermined work results.

The Regional Human Resources Development Agency or abbreviated as BPSDMD of NTB Province is one of the components in the bureaucracy that has an obligation to support the agenda of a national development in accordance with its roles and responsibilities. BPSDMD of NTB Province plays an important role in terms of carrying out training for each regional apparatus organization (OPD) in NTB. In this case, every training that aims to develop competence is held by the field of technical competency development (PKT), of course, to carry out every training that aims to improve the competence of an ASN in NTB, the training must run effectively and efficiently. One of the trainings conducted by BPSDMD NTB Province is the Management of Regional Property (BMD) Scope of the NTB Government 2022. The NTB Government's training on the Management of Regional Property Scope will be implemented in 2022 with the goal of improving ASN's ability to manage regional property. The learning pattern used is classically with lecture,

discussion and practice methods, with learning hours for 50 hours starting from 27 June - 1 July 2022.

The planning and preparation stage of the training activities carried out is that the implementation team makes a participant application letter, a decision letter for the training implementation team and a task order for the participants, then makes a schedule of training activities, prepares financial administration, prepares a request letter for teaching staff / presenters, then prepares guidebooks, modules, forms related to the training, after that prepares the classroom and its equipment, then holds a preparatory meeting.

The implementation stage of the training activities for BMD Management of the NTB Government Scope in 2022 is to determine the schedule for the implementation of the training, namely on 27 June to 1 July 2022 which is located at Wisma Tambora BPSDMD NTB Province, then confirm the availability of participants and instructors, and also monitor the distribution of teaching materials and participant learning equipment, monitor the learning process in the classroom, and monitor the attendance of participants and presenters. The closing of the BMD Management Training Scope of the NTB Government Year 2022 is the evaluation stage. The evaluation of the training was carried out on participants, lecturers / presenters and training organizers who were also carried out by the evaluation and reporting team from the NTB Province BPSDMD office.

2. LITERATUR REVIEW

According to [7] human resources is 'the attraction, selection, development, maintenance and use of human resources to achieve organizational goals effectively.' Additionally, [8] defines human resource management as the strategic development and utilization of personnel or employees to effectively achieve individual, organizational, community, national, and international objectives and goals. According to [9], human resource management is integral to the planning, organizing, directing, and supervising of activities including

procurement, development, compensation, integration, and maintenance and release of human resources to fulfil the expectations of individuals, organizations, or society.

[10], education and training are the process of improving work skills, both technical and managerial. Education is theory-orientated, conducted in the classroom, and lasts a long time. Meanwhile, training is practice-oriented, conducted in the field, and lasts a short time. With education and training, employee productivity will increase, and the quality and quantity of production will improve.

[11] explains that education and training is an effort to develop human resources, especially to develop intellectual abilities and human personality. The use of the terms education and training in an institution or organization is usually unified into training. Meanwhile, according to [12], education and training is one of the important factors in human resource development. Education and training not only increase knowledge, but also improve work skills, thereby increasing work productivity.

According to [13], Gap analysis is a tool or process of identifying gaps and differences between the current situation of the organization and what should exist in the organization, and is used to design the organization's implementation plan and to improve its organizational effectiveness in various areas of the organization. The results of the analysis can be a useful input for planning and prioritizing future implementations for the organization itself. Gap analysis is an important step in the planning and evaluation stages of competency development; this method is one of the most commonly used in the management of an institution, as it allows for a comparison of the competencies possessed and the competencies required [14].

According to [15] Effectiveness is how well the work is done, the extent to which people produce outputs as expected. That is, if a job can be completed in accordance with the plan, both in time, cost and quality / competence, it can be said to be effective. [16] also argues that organizational effectiveness

can be expressed as the level of organizational success in achieving goals or objectives. [17] explains that the issue of effectiveness is actually not limited to constitutional circumstances but to all aspects of human life with various administrations of an effective science that cannot be separated from other criteria, namely rational and efficiency.

3. METHODS

The type of research that will be used is a type of qualitative research with a descriptive approach to place more emphasis on a process and the meaning of the results of activities, as well as studying existing problems and applicable work procedures. Descriptive qualitative research aims to obtain information about the situation in the field. According to [18], qualitative research is research that intends to understand phenomena about what is understood by research subjects, for example behaviour, perceptions, motivations, actions, holistically and by means of descriptions in the form of words and language, in a special natural context and by utilising various scientific methods. In this research, the planning stage in detail includes: preparing a field plan, selecting a research field, taking care of licensing, exploring and assessing the field, selecting and utilising information, and preparing research equipment.

Regarding data collection in this study, the author prepared various things needed, namely interview sheets, photo cameras and sound recording devices. After the required data has been collected, the next thing to do is processing the research data, as it is known that data analysis in qualitative research is carried out during and after the field. The activities carried out are compiling the data and information collected and then adjusted to the study of this research, namely describing the effectiveness of the implementation of training.

Data analysis is obtained through observation, in-depth interviews to analyse the effectiveness of the implementation of education and training, checking the validity of the data by checking the data sources

obtained. The triangulation technique is a research using different data collection techniques to get data from the same source. This technique uses observation, interviews, and documentation for the same data source simultaneously. In research that is sought is words, so it is possible that there are wrong words that do not match what is said with the actual situation [15].

4. RESULTS AND DISCUSSION

The Regional Human Resources Development Agency (BPSDMD) of West Nusa Tenggara Province is located on Jl. Pemuda No.59, Dasan Agung Baru, Selaparang District, Mataram City, West Nusa Tenggara, this office is a representative office in NTB province which is under the auspices of the Indonesian Ministry of Home Affairs which has the prospect of working to develop human resources, especially the State Civil Apparatus in Regional Apparatus Organisations / Government Agencies in NTB or Prospective Civil Servants (CPNS). The establishment of BPSDMD West Nusa Tenggara Province is stipulated by Regional Regulation of West Nusa Tenggara Province Number 11 of 2016 concerning the establishment and composition of regional apparatus of West Nusa Tenggara Province. The position of BPSDMD West Nusa Tenggara Province as a supporting element of local government in the implementation of State Civil Apparatus management, which includes the preparation and determination of policies in the field of HRD.

Regional property (BMD) is a critical component in the context of governance, empowerment, development, and public services. The government must conduct out management management appropriately and accurately in order to realize enhanced benefits from these assets, taking into account functional principles as well as legal certainty standards [19].

Gap analysis is used to establish comparisons between competences possessed and competencies required, making it easier to set goals and priorities during the competency development planning stage of training and education implementation. The training participants' competencies still need

to be improved in order to better carry out their duties as goods managers, as goods managers still do not understand their duties and functions as stated in NTB Provincial Regulation No. 11 of 2017. The competencies needed by the training participants are an understanding of carrying out their duties and responsibilities as administrators of goods, because the tasks of the administrators of goods are still being assisted by BPKAD, namely in completing the results of the BMD report, the completion of reports that must be completed by the administrators of goods, namely quarterly reports, semester reports, and annual reports, this is a competency needed by the administrators of goods because the administrators of goods are civil servants who handle BMD starting from the planning process to destruction / elimination. The use of technology in completing the duties of goods managers is also very much needed in BMD management, the application currently used is the Simda BMD application which helps complete tasks ranging from planning to BMD reporting.

The implementation analysis was carried out to find out the BMD management training process within the scope of the NTB government in 2022 starting from the training planning stage to the evaluation stage carried out at the NTB Province BPSDMD office. Planning is the initial stage of the training process that will be held, in this planning there are several parts so that the process can be carried out in a more structured manner, in the BMD Management Training Scope of the NTB Provincial Government which is carried out at the BPSDMD office of NTB Province, the planning is carried out by the training implementation team / facilitator, namely the PKT field, the PKT field which also collaborates with the General Subdivision in several planning processes contained in the planning of training facilities and infrastructure preparation. Implementation is part of the process of training activities that have been designed or prepared, the process of implementing training from the first day to completion is monitored by the head of evaluation and reporting (evapol) to ensure that the training runs smoothly in accordance with the planning that has been done, the evapol team watches the implementation

team as well as the presenters to help improve the next training process that will be carried out in order to meet the specified objectives. The evaluation process in the training of BMD management within the scope of the NTB government in 2022 was carried out by an evaluation team from the evaluation and reporting division of the NTB Province BPSDMD office. The evaluation was carried out from the training implementation meeting until the training programme ended. The evaluation team is referred to as training observers because the entire process of training activities must be ensured to run according to plan and minimise obstacles / obstacles in the training process.

After the effectiveness analysis was carried out, it was found that the implementation of the BMD management training program within the scope of the NTB government in 2022 was quite good, because the holding of the training was enough to help the administrators of goods in terms of better understanding their duties and responsibilities as administrators of goods, besides that the holding of the training also made it easier for the BMD management team from BPKAD to provide the latest information related to BMD management to civil servants of goods administrators, especially the participants. BMD management training within the scope of the NTB government in 2022 is able to provide benefits to increase the participants' understanding of BMD management, considering that BMD management requires a detailed understanding of the aspects of BMD management, with a developed understanding of the participants, namely civil servants who manage goods, being able to carry out their duties and responsibilities better than before.

Learning or learning is the purpose of the BMD management training, so that training participants are able to improve their knowledge, understanding and ability to manage regional property, the BMD management training is able to help participants to increase knowledge and understanding in BMD management, as well as to refresh the knowledge of the participants in BMD management, because the regulations in BMD management are always developing

in conformity with the applicable regulations. The training participants obtained knowledge that can support their duties and responsibilities as goods administrators; however, they were not satisfied in terms of the use of technology. Changes in the behaviour of the BMD management training participants show that the participants are able to apply the knowledge and understanding gained during the BMD management training, the training is able to assist them in developing the skills and competencies needed to carry out their duties and responsibilities as administrators of regional property. In the context of asset management, it is important to note that regional property assets must be managed appropriately and accurately, the process of reconciling assets with financial statements is important because both must be a consistent and related unit.

The process of preparing the training budget plan is the initial stage in ensuring that the necessary funds have been considered and allocated appropriately, with the help of the Regional Development Information System which functions as a system that integrates information related to budget plans and regional development activities, in line with what is stated in Permendagri Number 8 of 2014 that Bappeda is a regional work unit that is responsible for carrying out the duties and functions of development planning in the Provincial Region, Regency or City, the Regional Device Information System abbreviated as SIPD is a system that documents, administers, and processes regional development data into information that is presented to the public and decision-making materials in the context of planning, implementing, evaluating local government performance. Cost effectiveness in BMD management training within the NTB government in 2022 is quite effective because it is able to adjust to the budget and with the budget it is Capable of carrying out training that can strengthen the understanding of the participants, notably civil personnel who manage goods in the process of completing their duties and responsibilities, especially the completion of reports and reconciliation.

5. CONCLUSION

The effectiveness of the training implemented by the NTB Province BPSDMD has been quite effective, as evidenced by the implementation of BMD management training within the NTB Government in 2022. The implementation of the training is said to be quite effective because it is seen from the results of the effectiveness analysis that has been carried out through five levels, namely, reaction (reaction) is said to be quite effective because it is able to help goods managers better understand their duties and responsibilities, namely in completing reports, the second is learning (learning) in this learning process there is still a lack of discussion regarding the use of technology used by goods managers related to the use of the Simda BMD application, but it can be said to be quite effective because it is able to help participants refresh their knowledge about BMD management, the third is behaviors (behavior), this aspect can be said to be quite effective because it is able to help with changes in performance or achievements of participants in completing tasks such as minimizing the risk of errors that occur when completing reports.

Fourth, namely organizational results or results for the organization, can be said to

be quite effective because the goods manager is able to build cooperation and coordinate with the finance department regarding the goods and financial reconciliation report. Fifth, based on the description of the analysis results and discussions related to cost effectiveness, that the training budget can be said to be quite effective because the funds budgeted/planned are able to provide results that are in accordance with the objectives of the BMD management training.

Based on the results of the study that has been described regarding the effectiveness of the implementation of education and training at the NTB Provincial BPSDMD office as seen from the NTB government's BMD management training in 2022, the researcher provides suggestions for the implementation of training. It is also better to carry out further training for participants (goods managers who have participated in training) related to the use of technology, namely the Simda. As a result, training on the application can be scheduled specifically to discuss the application's use in relation to BMD management, allowing for more effective training for civil servants who manage goods in each OPD in West Nusa Tenggara province.

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