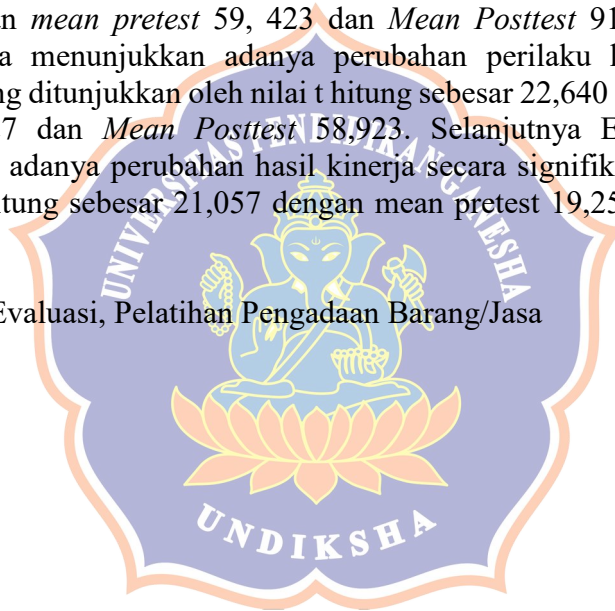


ABSTRAK

Penelitian ini bertujuan untuk mengevaluasi efektivitas Program Pelatihan Pengadaan Barang/Jasa Pemerintah (PBJP) Level 1 di Sekretariat Daerah Kota Denpasar dengan menggunakan pendekatan empat level Kirkpatrick, yaitu *reaction*, *learning*, *behavior*, dan *result*. Penelitian ini merupakan penelitian evaluasi yang membandingkan antara tujuan pelatihan yang direncanakan dengan hasil aktual yang dicapai. Subjek penelitian adalah Sumber Daya Pengelola Fungsi Pengadaan Barang/Jasa, dengan teknik pengumpulan data melalui kuesioner dan nilai *pretest posttest*. Analisis data dilakukan menggunakan analisis deskriptif, *Importance Performance Analysis* (IPA), serta uji statistik *t-test*. Hasil evaluasi *level reaction* menunjukkan pelaksanaan Pelatihan PBJP Level 1 berada pada kategori sangat baik, meskipun masih terdapat satu indikator terkait sistem *e-learning* yang perlu ditingkatkan. Rata Rata skor Harapan 65,03 sedangkan realita 61,86. Evaluasi *level learning* menunjukkan adanya peningkatan pengetahuan dan keterampilan peserta secara signifikan, yang ditunjukkan oleh nilai *t* hitung sebesar 11,144 dengan *mean pretest* 59,423 dan *Mean Posttest* 91,538. Evaluasi *level behavior* juga menunjukkan adanya perubahan perilaku kerja peserta secara signifikan yang ditunjukkan oleh nilai *t* hitung sebesar 22,640 dengan dengan *mean pretest* 31,327 dan *Mean Posttest* 58,923. Selanjutnya Evaluasi *level result* menunjukkan adanya perubahan hasil kinerja secara signifikan yang ditunjukkan oleh nilai *t* hitung sebesar 21,057 dengan *mean pretest* 19,250 dan *mean posttest* 34,673

Kata Kunci: Evaluasi, Pelatihan Pengadaan Barang/Jasa



ABSTRACT

This study aims to evaluate the effectiveness of the Government Procurement of Goods/Services Training Program (PBJP) Level 1 at the Regional Secretariat of Denpasar City using Kirkpatrick's four-level approach, namely reaction, learning, behavior, and result. This study is an evaluation study that compares the planned training objectives with the actual results achieved. The research subjects were the Procurement Function Management Resources, with data collection techniques through questionnaires and pretest posttest scores. Data analysis was carried out using descriptive analysis, Importance Performance Analysis (IPA), and t-test statistical tests. The results of the reaction level evaluation show that the implementation of the PBJP Level 1 Training is in the very good category, although there is still one indicator related to the e-learning system that needs to be improved. The average Expected score is 65.03 while the reality is 61.86. The learning level evaluation shows a significant increase in participants' knowledge and skills, as indicated by the calculated t value of 11.144 with a pretest mean of 59.423 and a posttest mean of 91.538. The evaluation of the behavior level also showed a significant change in the participants' work behavior, as indicated by the calculated t value of 22.640 with a pretest mean of 31.327 and a posttest mean of 58.923. Furthermore, the evaluation of the result level showed a significant change in performance results, as indicated by the calculated t value of 21.057 with a pretest mean of 19.250 and a posttest mean of 34.673.

Keywords: Evaluation, Goods/Services Procurement Training.

