BAB 7

KESIMPULAN DAN SARAN

7.1. Kesimpulan

Kesimpulan yang diperoleh dari hasil penelitian tentang Perancangan Training Untuk Karyawan di Elim Offset adalah sebagai berikut:

a.   *Training delivery* yang sesuai untuk diterapkan di Elim Offset adalah OJT (*On the Job Training*) dan *Coaching and Mentoring*. Jenis training yang diberikan yaitu *Skills*, *Quality*, dan *Safety Training*.

b.   Hasil usulan *draft / training template* pada Tabel 6.6, 6.7, dan 6.8.

c.   Hasil usulan format validasi dan evaluasi pada Tabel 6.9 dan 6.10.

7.2. Saran

Untuk penelitian selanjutnya dapat dikembangkan dan lebih diperdalam tentang *training cycle* di bagian *assess and analyze needs* (*need assessment*) dan *implement training design*. Melakukan perencanaan untuk implentasi program training yang telah dibuat dan memonitoring proses pelaksanaan pelatihan tersebut. Berikutnya melakukan evaluasi kinerja training dengan pengembangan analisis kelayakan pengadaan program training tersebut. Metode untuk studi kelayakan dapat menggunakan salah satu *tools need assessment* yaitu *feasibility analysis* yang berfokus pada *cost / benefit analysis*. Melakukan analisis perbandingan antara alokasi biaya dengan pengaruh pengadaan program pelatihan tersebut terhadap kinerja karyawan dalam suatu organisasi / badan kerja. Selain *feasibility analysis* dapat pula menggunakan aturan evaluasi *Kirkpatrick* pada *level* 3 dan 4 mengenai *Improvement Behavior* dan *Business Results*.

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