



**Kampus  
Merdeka**  
INDONESIA JAYA



## TRAINING NEED ANALYSIS : ORGANIZATIONAL LEVEL

# ASESMEN KEBUTUHAN TRAINING

- ORGANIZATIONAL ANALYSIS
- TASK ANALYSIS
- PERSON ANALYSIS

## ORGANIZATION-WIDE SOURCES

Grievances      Observations  
Accidents      Complaints  
Waste/Scrap      Exit interviews  
Training observations  
Equipment use



## JOB-BASED SOURCES

Employee KSAs  
Job specifications



## INDIVIDUAL EMPLOYEE SOURCES

Tests      Questionnaires  
Records      Attitude surveys  
Assessment centers  
Performance appraisals

# ASESMEN KEBUTUHAN TRAINING: ORGANIZATIONAL ANALYSIS

- ORGANIZATIONAL ANALYSIS
  - “WHERE” AND “WHEN” TRAINING DIBUTUHKAN.
  - MEMASTIKAN APAKAH TRAINING MERUPAKAN SOLUSI DARI PERSOALAN ORGANISASI.
  - JIKA IYA, DI BAGIAN MANA DALAM ORGANISASI PERLU DILAKUKAN TRAINING.
  - BAGAIMANA DUKUNGAN DARI SEMUA PIHAK TERHADAP TRAINING, TERUTAMA PROSES TRANSFER DARI TRAINING KE PEKERJAAN (IMPLEMENTASI).
  - MELIBATKAN SENIOR DAN MID LEVEL MANAGER
  - MENGAPA STEP INI PENTING UNTUK DILAKUKAN PERTAMA KALI?

# ASESMEN KEBUTUHAN TRAINING [LANJUTAN]

## **Organizational Level**

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- How does the training relate to organizational objectives?
- How does the training impact day-to-day workplace dynamics?
- What are the costs and expected benefits of the training?

