

Analysis of Human Resources Training and Development Strategy on The CV. Cakrawala

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ABSTRACT

The purpose of the research is to explain the analysis of needs, methods, benefits, supporting factors, inhibiting factors and training evaluation methods and human resource development strategies on CV. Cakrawala. This research is a qualitative approach. The method of data collection used is observation, semi-structured interviews, and documentation. The results of this study explain the strategy of training activities and human resource development on CV Cakrawala which is run based on the analysis of the work requirements of employees. The method used is the method in the classroom and the method of training in work. Training and development strategies are believed to be beneficial for employees and companies in an effort to increase competency so that the final results can be assessed, namely the results of their work. Basically a company engaged as a goods distributor fully supports the existence of training and strategic development activities. The attention of top management and employee motivation is less a limiting factor in attending training. Evaluation of activities is carried out through sharing sessions between employees and top management.

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1. INTRODUCTION

Success or failure of a company is determined by the quality of human resources, there are several factors that influence the potential of human resources, training and development are factors that affect the quality of human resources. In the modern era and the development of the current era, training and development is needed where formal education is not enough to meet the demands of work and position in the company.

The process of an employee to get and improve new abilities to do a job is called training, [1]. The training provides more specific information to employees about the knowledge, ways of working and skills needed at work. In carrying out the work usually has been programmed and determined according to what is needed by the organization, meaning that training is usually carried out within a certain time and lasts for a short period of time. [2] that development has a broad scope in efforts to improve and enhance an employee in terms of knowledge, ability and attitude. Development is carried out to focus on organizational needs that are general in the long run. The development activities are carried out so that each employee has prepared themselves and has the ability to assume different or higher responsibilities and jobs at the company.

The steps taken in carrying out a decision in order to meet the company's objectives are defined as strategy. The intended strategy of this research is about planning and determining the steps to be taken from implementing a work program to achieve the goals and targets of the company through training and development on CV Cakrawala.

Potential market is a market that is able and observant to see opportunities and opportunities, where in every sales and purchase activity there needs to be price competition, quality of a product, affordable costs and faster circulating time. To be able to read good opportunities requires reliable employees as well. Every company will certainly prepare its workforce properly. Rapid development progress certainly requires a reliable workforce that is also supported by sophisticated technology. The training includes all activities or activities that are designed to provide information to employees about the knowledge and skills needed to work in a certain period of time or at this time. Unlike the development of learning that exceeds the current job and has goals for the future or focus on the future [3] Training relates to all activities to improve performance both in the present and the future, in contrast to the development which aims to help employees in carry out his responsibilities in the future [4].

Training is more focused on increasing the ability to complete work that demands the completion of current tasks and work, while development focuses more on increasing knowledge in carrying out work ahead, through approaches that are linked to other activities for changing work behavior [5].

Training and development is a form of business carried out by the company to improve the ability of its employees. Training and development are an obligation for every company, because a company or organization cannot place employees only with information obtained when recruiting. Another reason that is very important in carrying out training and development activities is that the goals set by the company are achieved and get the best results. In the implementation of training and development, of course, based on what methods and methods are used and applied to the company. The methods or methods used in the training and development are part of the company's strategy. 6] argues that participants who can attend training and development from a company are:

- a. New employees accepted by the company. New employees really need it so they can understand and are competent in carrying out their duties and work.
- b. Old employees who have worked for long periods of time, where they need development because of the demands of work, position, company development, renewal of work methods, technology changes and preparation for promotion.

CV Cakrawala is one of the private companies in the field of sales and distributors of goods has an important mission that is to realize the "Blue Ocean Strategy", besides that CV Cakrawala has provided hosting services and domains for the benefit of internet users.

It is realized that the company will surely face complex challenges and problems, where the company will experience various things in creating and running programs from employee training and development. Based on the description in the previous paragraph the researcher conducted research under the title "Analysis of Training Strategies and Human Resource Development at CV Cakrawala. [1] argues that the ability gained in completing work is a process of training. Training will produce knowledge and skills that are specific and tailored to employees who are known to be able to use their current jobs. Sikula in [7] states that training is an ongoing educational process based on systematic and patterned procedures, in this case non-managerial employees are deeper into knowledge and technical skills in specific objectives. [1] argues that development is an effort to improve the ability of employees in handling various tasks and to grow the ability of employees beyond their current job needs. According to [2] what is meant by development is an effort to improve and enhance the knowledge, abilities, attitudes and personalities of each employee which covers a broader scope. Development activities are more focused on meeting the long-term general needs of a company. [8] argues that training activities have the aim to improve and hone the individual's ability to do each task or job satisfactorily. According to [9] in [2] training and human resource development aims to 1) improve employee performance; 2) honing the expertise of employees; 3) occupying the gap between predicted performance related to actual performance; 4) handling employee problems for the organization; 5) meeting the needs regarding employee personal development. Training and development has the main goal of improving the performance

and productivity of each employee at every level of the division in the organization. In general, the purpose of training and development activities is to provide competent human resources to be assigned both in terms of competence, managerial, and behavior so that they can make a positive contribution to the needs of the organization or company continuously in accordance with the development of competition and position. [6] states that there are two types of training and development, namely: 1) Training and development is carried out officially within the company; 2) Training and development carried out informally or informally, for example following activities on the basis of their own desires and efforts with a view to increasing abilities, skills and knowledge.

Training and Development Process. Changes experienced in the external and internal environment strive for progress in the company. The general process of training and development in anticipating or responding to changes according to Sri Wiludjeng (2007) consists of; 1) determining training and development needs; 2) setting goals that are general and specific; 3) The next process is the selection of methods; 4). media selection; 5) the last is the evaluation of the training and development program.

2. RESEARCH METHOD

This type of research is descriptive research, with a qualitative approach. This method is used by researchers in describing the entirety of the training and development training activities that take place at CV Cakrawala, Merauke-Papua district. The types and sources of data used by researchers are primary and secondary data. Data collection techniques through observation, interviews and documentation. The research instrument was carried out in accordance with interview guidelines, documentation guidelines, and researchers. The data analysis method used by researchers is the model proposed by Miles and Huberman in qualitative and R&D research methods [10] namely data reduction, data display, or data presentation and data verification or conclusions. In this study, researchers conducted data source validation and data verification or conclusions. In this study using data validation with the use of source triangulation and theory. Source triangulation is done by gathering information from informants, documents and drawings. Theory triangulation is done with the intention of comparing theory with the results of other interview data that have been obtained by researchers.

3. RESULTS AND DISCUSSIONS

3.1 Training and Development Needs Analysis

Based on the results of interviews conducted by researchers and from the theory delivered by [1] it is known that there is an unequal analysis of needs in the implementation of training and development on CV Cakrawala. According to [1] to do the needs analysis required for organizations, jobs and individuals. Whereas the CV Cakrawala does analysis through job and individual employee needs.

3.2 Training and Development Participants

Based on interviews with informants, it is known that CV Cakrawala selects and appoints employees as participants who have met criteria based on theoretical theories from [6] ie participants who are allowed to participate in training and development of a company both new and old employees, both operational and managerial employees. This was stated by the Chief of Human Resources and Development (CHRD), namely the training and development participants in CV Cakrawala do not look at employees who have been working for a long time or who have just worked, but based on what is needed by the company and also based on the assessment of the leadership that employees included in training and development are considered competent to gain more experience in order to support the work done.

3.3 Training and Development Methods

Methods in training and development that are applied must be in accordance with those agreed in the company [6] based on the theory CV Cakrawala has determined several methods used in training and employee development activities, including: instructor direction, role play (learning by doing) , in-basketball training, on the job training, job rotation, internship and beginner training. The training and development programs are selected and determined by the managerial.

CV Cakrawala uses training methods in the classroom or classroom methods implemented by the company's external parties. Instructor instructional methods and role playing (learning by doing) are training methods in the classroom. As for the development of CV Cakrawala chose the method on the job training, or what is commonly referred to as the placement of employees in actual work conditions with the help of mentors.

The results of the interviews summarized in this study, the participants stated that the method used was appropriate and effective, participants felt that the method was quite helpful in their work. In addition participants also get a picture outside the material or experience that can be further developed. The participants also felt that the on the job training method was very convenient for personal development. Assistance by a mentor during development facilitates the learning and work process of employees.

3.4 Supporting Factors of Training and Development of Corporate Support

Based on the results of researcher interviews, CV Cakrawala provides full support in training and development activities. The support is in the form of the activities of managers in supervising their employees who are training and development participants, as well as being active in delivering information about training and direct development of prospective participants. CV. The horizon also provides opportunities for employee proposals for those who need training. CV. Horizon appointed several mentors in assisting employees who participated in employee development. From the foregoing, it can be concluded that the company's support provided by CV. The horizon for the participants who participated in training and development activities was appropriate based on the theory put forward by [8]

3.5 Speakers and Conformance of Speakers

Based on interviews held by CV. Horizon in determining presenters and involving trainees outside the company on the grounds of CV. Horizon wants participants to get material directly from people who are experts in their fields, which are tailored to the needs of work and current employees.

Interviews were also conducted with participants who had participated in training and development activities. As a result the participants felt they had never experienced difficulty in receiving material, so in this case the participants were of the opinion that the speakers and the material presented were correct.

3.6 Training and Development Facilities

The facilities provided properly will create a comfortable atmosphere for training and development participants, indicating that the facilities provided by CV. The horizon for the participants was very good. These facilities include permission to leave work in the office, pocket money, transportation and lodging accommodations, mentors in development activities.

3.7 Training and Development Obstacles

Based on the results of researchers' interviews with CHRD, there were obstacles that came from companies and participants. The obstacle that comes from the company is the lack of top management attention to the participants after the training and development has been carried out, so there is no clear record of results, whether the training that has been done has been effective or not. This resulted in participants losing

motivation to attend further training activities.

The researcher also interviewed participants who had attended training and development. The results of interviews with participants showed that a major obstacle arose in themselves due to lack of motivation, lack of motivation in participants was none other than the impact of the lack of attention from top management by the CHRD.

Based on the description above, it can be concluded that the inhibiting factors originating from the company are the lack of support and attention to what participants have experienced after participating in activities and there is still a lack of motivation from the participants to participate in training and development activities to the maximum. Barriers originating from the top leadership and employees of CV Cakrawala is related to one another.

3.8 Evaluation Process and Benefits of Training and Development activities

The results of interviews conducted by researchers showed that the implementation of training and development activities had been going well even though the evaluation was carried out only by sharing sessions. This is evidenced by the benefits felt by the organization and employees. Share CV. The horizon of benefits is clearly not yet visible and visible, but the performance of each employee is considered to be better and in accordance with their respective responsibilities.

4. CONCLUSION

Training Needs Analysis and Human Resource Development in CV Cakrawala. Based on the results of interviews conducted by researchers and from the theory delivered by [1] it is known that there is an unequal analysis of needs in the implementation of training and development on CV Horizon. According to [1] to do the needs analysis required for organizations, jobs and individuals. Whereas the CV Horizon does analysis through job and individual employee needs.

Training and Development Methods. The methods in training and development that are applied must be in accordance with those agreed in the company [6] based on the theory CV Cakrawala has determined several methods used in training and employee development activities, including: instructor direction, role playing (learning by doing) , in-basketball training, on the job training, job rotation, internship and beginner training. The training and development programs are selected and determined by the managerial.

Training and Development Supporting Factors. Based on the results of researcher interviews, CV Cakrawala provides full support in training and development activities. The support is in the form of the activities of managers in supervising their employees who are training and development participants, as well as being active in delivering information about training and direct development of prospective participants. CV. The horizon also provides opportunities for employee proposals for those who need training. CV. Horizon appointed several mentors in assisting employees who participated in employee development. From the foregoing, it can be concluded that the company's support provided by CV. The horizon for the participants who participated in training and development activities was appropriate based on the theory put forward by [8].

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