

## **Evaluation of English Technical Training of Home Affairs Ministry at The Agency of Human Resources Development of Home Affairs Ministry**

***Chomsyah Putra***

*Agency of Human Resources Development of Home Affairs Ministry*

Email: [putraenglishcourse@yahoo.co.id](mailto:putraenglishcourse@yahoo.co.id), [putraenglishcoursejkt@gmail.com](mailto:putraenglishcoursejkt@gmail.com)

**Abstract:** Training evaluation is an effort to determine the effect of Technical Training Material and Key Note Speakers on the Performance of the Technical Training Committee. This Research aims to examine the implementation of technical training in English for home ministry civil servants at the Agency of human resources development of home affairs ministry. Data collection is done through a questionnaire. The questionnaire is used to measure H1= There is an effect of technical training material (X1) on the achievement of the committee (Y). There is an effect of the keynote speaker on the committee (Y). H=3 There are effects of Material (X1) and keynote speaker (X2) simultaneously on the achievement of the committee. Data analysis through multiple regression. Multiple regression analysis aims to determine whether or not there are effects of two or more independent variables (X) on the dependent variable Test (Y). The T-test aims to determine whether or not there is a partial effect given by the independent variable (X) on the dependent variable ( Y). The F-test aims to determine whether or not there is a simultaneous effect given by the independent variable (X) on the dependent variable (Y), and the coefficient of determination serves to determine how much percentage of influence is given by variable x simultaneously on variable y.. The results showed that the Sig. for the effect of X1 on Y is 0.002 <0.05 and the value of t count is 3.201 > t table 2.00247, therefore it can be concluded that H1 is accepted which means there is an effect of X1 on Y.

**Keywords:** Evaluation; Technical training Of English; Key Note Speaker, Performance of Committee.

**Abstrak** Evaluasi pelatihan merupakan upaya untuk mengetahui pengaruh Materi Diklat Teknis dan Key Note Speaker terhadap Kinerja Panitia Diklat Teknis. Penelitian ini bertujuan untuk mengkaji pelaksanaan pelatihan teknis bahasa Inggris bagi PNS kementerian dalam negeri pada Badan Pengembangan Sumber Daya Manusia Kementerian Dalam Negeri. Pengumpulan data dilakukan melalui kuesioner. Kuesioner digunakan untuk mengukur H1= Terdapat pengaruh materi pelatihan teknis (X1) terhadap pencapaian panitia (Y). Ada efek keynote speaker pada panitia (Y). H=3 Terdapat pengaruh Materi (X1) dan keynote speaker (X2) secara bersamaan terhadap pencapaian panitia. Analisis data melalui regresi berganda. Analisis regresi berganda bertujuan untuk mengetahui ada atau tidaknya pengaruh dua atau lebih variabel independen (X) terhadap variabel dependen Uji (Y). T-test bertujuan untuk mengetahui ada atau tidaknya pengaruh parsial yang diberikan oleh variabel independen (X) terhadap variabel dependen ( Y). Uji-F bertujuan untuk mengetahui ada atau tidaknya pengaruh simultan yang diberikan oleh variabel independen (X) terhadap variabel dependen (Y), dan koefisien determinasi berfungsi untuk menentukan seberapa besar persentase pengaruh yang diberikan oleh variabel x secara bersamaan terhadap variabel y.. Hasil penelitian menunjukkan bahwa Sig. untuk pengaruh X1 terhadap Y adalah 0,002 <0,05 dan nilai t hitung adalah 3,201 > t tabel 2,00247, oleh karena itu dapat disimpulkan bahwa H1 diterima yang berarti ada pengaruh X1 terhadap Y.

**Kata Kunci:** Evaluasi; Pelatihan teknis bahasa Inggris; Key Note Speaker, Kinerja Komite.

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## INTRODUCTION

In today's growing globalization era, the role of communication is becoming increasingly vital. The role of rapidly advancing science and technology has opened up opportunities to communicate internationally. Implementation of the free market requires the Indonesian nation to have competitive competence in various fields. Indonesia can no longer rely solely on natural resources and physical capabilities to achieve the welfare of its nation but must rely more on professional human resources. One absolute requirement to achieve it that is to have good communication skills.

It is undeniable that in recent times the first international language that is widely used is English. English is widely taught in many countries around the world. Many people in various countries use English to communicate in various essential international-level meetings. Mastery of English is essential because almost all sources of global information in various aspects of life use this language.

In order to improve the quality of the State Civil Apparatus (ASN), mastery of foreign languages, especially English, is very important, especially in an era of increasingly dynamic global competition, of course mastering English as an intermediary language requires good mastery for everyone, especially for those working in government. Improving English capacity, one of the English language measurement components used is the Test of English for International Communication (TOEIC). Unlike IELTS and TOEFL which are mostly used for academic purposes, TOEIC is generally used for business and work purposes and can be used to measure English level.

In this regard, the Ministry of Home Affairs' Human Resource Development Agency has carried out Technical Guidance for the Preparation of Research Papers Writing and Score Prediction Test of English for International Communication (TOEIC) for 3 (three) days to improve English language skills for ASN and optimize their potential in predicting. After this English Technical Training has been completed, it is deemed necessary to evaluate the extent of the influence of materials technical training and widyaiswara of technical training on the Performance of Technical Training organizers. Sudjiono, (2005) argues that literally, the word evaluation comes from the English that is evaluation. In Bahasa, it means assessment. The root word is a value which means value. Therefore, the term evaluation refers to an action or a process to determine the value of something.

In line with the definition of evaluation mentioned above, Arifin (2013: 5) argues that in essence evaluation is a systematic and continuous process to determine the quality (value and meaning) of something, based on certain considerations and criteria in order to make a decision. Based on this understanding, Arifin then explained several things about evaluation, such as:

1. Evaluation is a process, not a result (product). The results obtained from evaluation activities are a picture of the quality of something, whether it concerns value or meaning. Otherwise, the process of giving value and meaning is evaluation. The comprehension of the quality in question is a logical consequence of the evaluation process carried out. The process is carried out systematically and continuously, in the sense that it is planned, by procedures and rules, and continuously.
2. The purpose of an evaluation is to determine the quality of something, especially related to value and meaning.
3. In the evaluation process there must be a judgment. Giving this consideration is basically the basic concept of evaluation. It is through this consideration that the value and meaning (worth and merit) of something being evaluated are determined. Consideration is an essential activity of evaluation activities.
4. Considering the value and meaning must be based on some criteria. Judging the values and meanings ascribed is not a process that can be classified as evaluation without a clear criteria. This criterion is important for the evaluator to make with the considerations such as (a) the results of the evaluation can be scientifically justified (b) the evaluator is more confident (c) avoiding any element of subjectivity (d) The results of the evaluation will be the same even though it is conducted at different times and people (e) Providing convenience for the evaluator in interpreting the results of the evaluation.



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While the notion of training according to Blanchard and Thacker (2013) training is an activity of a company to provide knowledge and skills to work more effectively to understand company demands and be able to adapt to changes in the future.

Regulation of Administrative and Bureaucratic Reform Minister number 42 of 2021 concerning functional widyaiswara positions, in article 1 paragraph 9 states that Widyaiswara Functional Positions are positions that have the scope of duties, responsibilities, and rights to carry out training activities, training development, and training quality assurance in within the context of competency development based in training institutions at government agencies. Then in article 1 paragraph 10 states that Widyaiswara Functional Officers hereinafter referred to as Widyaiswara, are civil servants who are given full duties, responsibilities, authorities, and rights to carry out training activities, training development, and training quality assurance in the context of competency development based in institutions training organizers at Government Agencies.

The successful implementation of training activities is largely determined by the availability of various components that are interrelated with one another. This component in the outline consists of human resources (HR) and other resources that support the implementation of training. The human resource component in a training includes training managers or all levels of the organizational structure of training institutions, training organizers, or all committee personnel of a training activity.

Therefore, the quality of training providers is a standard that must be met by those responsible for organizing, coordinating, and organizing training such as planning, implementing, supervising and controlling, monitoring, and evaluating.

However, based on the evaluation that has been given so far by the training participants, it is judged that the quality of the training still needs to be improved. The quality of the training is affected by the widyaiswara, materials, and the organizing committee. On the basis of the evaluation of the participants' experiences, the implementation of education and training for civil servants should be based on a competency standard approach. The direction of organizing training must be planned in such a way as to meet the needs of ASN in overcoming their competency gaps.

Therefore it is necessary to do research on the influence of widyaiswara and materials on the performance of Bimtek organizers.

## RESEARCH METHOD

This research uses multiple regression analysis with SPSS. That is, it aims to determine whether or not there is an effect of two or more independent variables (X) on the dependent variable test (Y). The t-test aims to determine whether or not there is a partial (self) effect given by the independent variable (X) on the dependent variable (Y). The F test aims to determine whether or not there is a simultaneous effect (together) given the independent variable (X) on the dependent variable (Y). The termination coefficient serves to find out what percentage of influence is given by variable x simultaneously on variable y.

## RESULT AND ANALYSIS

### T-test

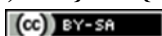
1. If the sig value  $< 0.05$  or t count  $> t$  table, there is an influence of variable X on variable Y.
2. If the sig value  $> 0.05$  or t count  $< t$  table, there is no effect of variable X on variable Y.

$$t \text{ table} = t \{ a/2 ; n-k-1 \} = t \{ 0,025 ; 57 \} = 2,00247$$

### Uji F

1. If the sig value  $< 0.05$  or F count  $> F$  table then there is a simultaneous effect of variable X on variable Y.
2. If the sig value  $> 0.05$  or F count  $< F$  table then there is no effect of variable X simultaneously on variable Y.

$$F \text{ tabel} = F \{ k ; n-k \} = F \{ 2 ; 58 \} = 3,16$$



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## TESTING THE H1 AND H2 HYPOTHESES WITH THE TEST

		Coefficients				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	3.827	3.949		.969	.337
	Materi (X1)	.285	.089	.294	3.201	.002
	Narasumber (X2)	.646	.098	.607	6.603	.000

a. Dependent Variable: Kinerja (Y)

### Testing the First Hypothesis {H1}

The value of Sig. for the effect of X1 on Y is 0.002 < 0.05 and the value of t count is 3.201 > t table 2.00247, it can be concluded that H1 is accepted which means there is an influence of X1 on Y.

### Testing the Second Hypothesis {H2}

The value of Sig. for the effect of X2 on Y is 0.000 < 0.05. The t-value is 6.603 > 2.00247. Therefore, it can be concluded that H2 is accepted. It means that there is an influence of X2 on Y.

## TESTING THE H3 HYPOTHESIS WITH THE F TEST

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	755.407	2	377.704	44.521	.000 <sup>b</sup>
	Residual	483.576	57	8.484		
	Total	1238.983	59			

Dependent Variable: Kinerja (Y)

b. Predictors: (Constant), Narasumber (X2), Materi (X1)

### Testing the Third Hypothesis {H3}

Based on the output above, it is known that the significance value for the simultaneous influence of X1 and X2 on Y is 0.000 < 0.05 and the calculated F value is 44.521 > F table 3.16 so it can be concluded that H3 is accepted, which means that there is a simultaneous influence of X1 and X2 on Y.

## KOEFISIEN DETERMINASI

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.781 <sup>a</sup>	.610	.596	2.91269

a. Predictors: (Constant), Narasumber (X2), Materi (X1)

Based on the output above, it is known that the R Square value is 0.610, this means that the effect of variables X1 and X2 simultaneously on variable Y is 61.0%.

## CONCLUSION

The results of multiple regression analysis using SPSS. It shows there is a simultaneous influence between Technical Guidance Materials and Widyaiswara on the Performance of Technical Guidance Organizers. Therefore, it is suggested that this English Technical Guidance can be carried out on an ongoing basis in the future. Because the need to improve English language skills is necessary for the State Civil Apparatus in carrying out their daily duties in serving the community.



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