ANALYSIS OF TRAINING NEEDS OF PHARMACEUTICAL TECHNICAL PERSONNEL AND STAFF BASED ON *TRAINING NEEDS ASSESSMENT* WIYUNG SEJAHTERA HOSPITAL

ABSTRACT

Training needs analysis is the analysis needed to identify the training needs of each employee. It is known that there are some employees who have not reached the target or training standard, which is at least 20 hours of employee training per year. The purpose of this study is to identify the characteristics of pharmaceutical technical personnel and staff at Wiyung Sejahtera Hospital, identify the training that has been followed, identify abilities according to competence, training needs, and priority training needs of pharmaceutical technical personnel and staff at Wiyung Sejahtera Hospital. The distribution of respondents in this study are: pharmaceutical technical personnel, pharmacist assistants, HRD staff, casemix staff, and IPS / building maintenance and staffing staff. This research is quantitative research with a descriptive approach. Based on the results of this study, it can be seen that there is training that has been attended by respondents based on the benefits and urgency of training, there are abilities according to competencies that are still lacking by respondents, and there are 5 training priorities based on abilities according to competencies and 5 training priorities based on training needs. This shows that the hospital in order to be able to design a training program, must first conduct an analysis of the needs according to employee competence so that the implementation of training is more optimal.

Keywords : Training Needs Analysis, Pharmaceutical Technical Personnel, Staff

ANALISIS KEBUTUHAN PELATIHAN TENAGA TEKNIS KEFARMASIAN DAN STAF BERDASARKAN *TRAINING NEEDS ASSESMENT* RUMAH SAKIT WIYUNG SEJAHTERA

ABSTRAK

Analisis kebutuhan pelatihan merupakan analisis yang dibutuhkan guna mengidentifikasi kebutuhan pelatihan tiap karyawan. Diketahui bahwa terdapat beberapa pegawai yang belum mencapai target atau standar pelatihan yaitu minimal 20 jam pelatihan karyawan pertahun. Tujuan penelitian ini adalah untuk mengidentifikasi karakteristik tenaga teknis kefarmasian dan staf di Rumah Sakit Wiyung Sejahtera, mengidentifikasi pelatihan yang telah diikuti, mengidentifikasi kemampuan sesuai kompetensi, kebutuhan pelatihan, dan prioritas kebutuhan pelatihan tenaga teknis kefarmasian dan staf di Rumah Sakit Wiyung Sejahtera. Sebaran responden dalam penelitian ini yaitu: tenaga teknis kefarmaisan, asisten apoteker, staf HRD, staf casemix, serta staf IPS/pemeliharaan dan pegawasan bangunan. Penelitian ini adalah penelitian kuantitatif dengan pendekatan deskriptif. Berdasarkan hasil penelitian ini dapat diketahui bahwa terdapat pelatihan yang telah diikuti responden berdasarkan manfaat dan urgensi pelatihan, terdapat kemampuan sesuai kompetensi yang masih kurang oleh responden, dan terdapat 5 prioritas pelatihan berdasarkan kemampuan sesuai kompetensi dan 5 prioritas pelatihan berdasarkan kebutuhan pelatihan. Hal ini menunjukkan bahwa pihak rumah sakit agar dapat merancang program diklat, harus terlebih dahulu melakukan analisis terhadap kebutuhan sesuai kompetensi karyawan agar pelaksanaan pelatihan lebih optimal.

Kata Kunci : Analisis Kebutuhan Pelatihan, Tenaga Teknis Kefarmasian, Staf