ABSTRACT

In the implementation of training, it is necessary to improve the implementation of activities continuously as a basis for planning activities, an evaluation of previous activities is needed, based on the results of interviews with the head of the training unit, it is known that evaluations related to the implementation of training or training have been carried out but have not been carried out in depth and the implementation of the last evaluation was carried out three years earlier. This research aims to evaluate training will use many approaches, one of which is 5M, namely the dispositional factors of age, education, gender, knowledge, tenure, supporting factors, attitudes and motivation, reinforcing factors of training materials and competencies Satisfaction 5M evaluation which includes aspects of Man, Material, Method, Money. By using this method to improve the knowledge and skills of human resources at RSI Surabaya Jemursari, this study uses a quantitative descriptive method through a cross sectional approach from the above calculations obtained a sample size to be studied as many as 88 employees from 737 total population. The results of the research obtained from the longest working period is> 6 years (88%) and those with the shortest working period of 3 - 6 years (12%). the motivation of the survey results showed that the majority of respondents had strong motivation as many as 47 respondents (53%), the attitude of employees at the Surabaya Islamic Hospital Jemursari which was categorized into two negative and positive groups as many as 85 respondents (97%) showed a positive attitude towards their work and work environment. The attitude analysis showed that respondents with negative attitudes were evenly divided between medical and non-medical personnel, each category having 50% of the total respondents with negative attitudes. In contrast, most of the respondents with positive attitudes were medical personnel (79%), while 21% were non-medical personnel, satisfaction evaluation was considered satisfactory by the majority of respondents, the hospital needed instructors who had the ability to interact in delivering more up-to-date material using a variety of training methods that suited the needs of participants.

Keywords: Evaluation, 5 M Method (Man, Money, Material, Method, Machine), HR.

ABSTRAK

Didalam pelaksanaan pelatihan diperlukan adanya perbaikan pelaksanaan kegiatan terus menerus sebagai dasar perencanaan kegiatan diperlukan adanya evaluasi dari kegiatan sebelumnya, berdasarkan hasil wawancara kepada kepala unit diklat, diketahui bahwa evaluasi terkait dengan pelaksanaan diklat atau pelatihan ini telah dilakukan namun belum dilakukan secara mendalam dan pelaksaan evaluasi terahir ini dikalakukan tiga tahun sebelumnya. Penelitian ini bertujuan melakukan evaluasi pelatihan akan banyak menggunakan pendekatan salah satunya adalah 5M, yaitu Faktor desposisi Usia, pendidikan, jenis kelamin, pengetahuan, masa kerja, Faktor pendukung, Sikap dan motivasi, Faktor Penguat Materi pelatihan dan kompetensi Kepuasan Evaluasi 5M yang mencakup aspek *Man, Material, Method, Money*. Dengan menggunakan cara ini untuk meningkatkan pengetahuan dan keterampilan SDM di RSI Surabaya Jemursari, Penelitian ini menggunakan metode diskriptif kuantitatif melalui pendekatan cross sectional dari perhitungan diatas diperoleh besar sampel yang akan diteliti sebanyak 88 karyawan dari 737 total populasi. Hasil penelitian yang didapat dari Masa kerja paling lama ialah > 6 tahun (88%) dan yang memiliki masa kerja paling sebentar 3 - 6 tahun (12%). motivasi hasil survei menunjukkan bahwa mayoritas responden memiliki motivasi yang kuat sebanyak 47 responden (53%), sikap karyawan di Rumah Sakit Islam Surabaya Jemursari yang dikategorikan menjadi dua kelompok negatif dan positif sebanyak 85 responden (97%) menunjukkan sikap positif terhadap pekerjaan dan lingkungan kerja mereka. Analisis sikap menunjukkan bahwa responden dengan sikap negatif terbagi merata antara tenaga medis dan non-medis, masing-masing kategori memiliki 50% dari total responden dengan sikap negatif. Sebaliknya sebagian besar responden dengan sikap positif adalah tenaga medis (79%), sementara 21% adalah tenaga non-medis, evaluasi kepuasan dianggap memuaskan oleh mayoritas responden, rumah sakit dibutuhkan instrukstur yang memiliki kemampuan untuk berinteraksi didalam menyampaikan materinya lebih *up-to-date* menggunakan variasi metode pelatihan yang sesuai dengan kebutuhan peserta.

Kata kunci : Evaluasi, Metode 5 M (*Man, Money, Material, Method, Machine*), SDM