

## **ABSTRACT**

In an era full of competition to meet the demands of an increasingly high society and keep abreast of the world of health, Hospital X has provided a training program for medical and non-medical personnel. This study aims to identify the factors that constrain the realization of the implementation of training activities in Hospital X with the literature review approach. There are still many training results in Hospital X that have not been realized due to limited facilities and infrastructure, and there is no separate training and training center at the center for the provision of facilities, organizers and training providers for hospital external personnel. Based on the review of the literature review, there are 6 positively dominant factors in training constraints, namely (1) Budget, (2) Facilities and Infrastructure (Place of Implementation and Training Facilities), (3) Modules, (4) Methods, (5) Instructors, ( 6) Evaluation Stage. In conclusion, the budget and infrastructure (the place of the organizer and the training facility) are the obstacles to the realization of the implementation of training activities, which are often mentioned in the discussion of 6 supporting journals, both intervening and independent variables.

**Keywords:** Training, Evaluation, Management Training

## ABSTRAK

Pada era yang penuh persaingan untuk memenuhi tuntutan masyarakat yang semakin tinggi dan mengikuti perkembangan dunia kesehatan, Rumah Sakit X telah menyediakan program kediklatan bagi tenaga medis maupun non medis. Penelitian ini bertujuan mengidentifikasi faktor-faktor yang menjadi kendala realisasi pelaksanaan kegiatan pelatihan di Rumah Sakit X dengan metode pendekatan *literatur review*. Hasil di Rumah Sakit X masih banyak pelatihan yang belum terealisasi dikarenakan keterbatasan sarana dan prasarana, serta belum adanya instalasi diklat tersendiri yang menjadi pusat penyediaan fasilitas, tempat penyelenggara, dan tenaga pemberi pelatihan bagi tenaga eksternal rumah sakit. Berdasarkan kajian terhadap *literatur review* terdapat 6 faktor secara positif dominan dalam kendala pelatihan yaitu (1) Anggaran, (2) Sarana dan Prasarana (Tempat Penyelenggara dan Fasilitas Pelatihan), (3) Modul, (4) Metode, (5) Instruktur, (6) Tahap Evaluasi. Kesimpulannya anggaran dan sarana prasarana (Tempat Penyelenggara dan Fasilitas Pelatihan) adalah faktor kendala realisasi pelaksanaan kegiatan pelatihan yang banyak disebut dalam pembahasan 6 jurnal pendukung baik variabel intervening maupun variabel bebas.

Kata kunci : Pelatihan, Evaluasi, Manajemen Diklat