

## EVALUASI ORIENTASI PEGAWAI BARU DI INSTITUSI “X” DENGAN RACKING STACKING RASCH MODEL

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### ABSTRAK

Di masa kini persaingan untuk bekerja semakin ketat, kita dituntut untuk berkompetisi mengembangkan pengetahuan, sikap dan perilaku kita agar dapat menunjang kinerja. Salah satu upaya untuk mengembangkan pengetahuan, sikap serta perilaku adalah dengan mengadakan pelatihan. Terlebih lagi orientasi pegawai baru yang bertujuan untuk memberikan pengenalan, pemahaman terkait lingkungan tempat kerja serta menyiapkan pegawai baru untuk bekerja. Namun tidak hanya sebatas mengadakan pelatihan atau orientasi saja, institusi perlu mengevaluasi orientasi tersebut agar mendapatkan jawaban apakah pelatihan yang dilaksanakan sudah efektif. Salah satu teknik evaluasi efektivitas pelatihan yang banyak digunakan adalah 4 level evaluasi milik Kirkpatrick. Penelitian ini bertujuan untuk mengembangkan alat ukur evaluasi efektivitas pelatihan level 2 (*pre-test* dan *post-test*) dan mengevaluasi program orientasi dengan racking stacking rasch model. Penelitian ini merupakan penelitian kuantitatif pra eksperimen, menggunakan *purposive sampling* dengan jumlah responden 35 orang yang merupakan pegawai baru di institusi X. Analisis data dilakukan menggunakan *rasch model*, analisis *stacking* dan *racking* menggunakan aplikasi *Winsteps*, serta uji *dependent t-test* menggunakan aplikasi *JAMOVI*. Hasil analisis menunjukkan bahwa alat ukur yang peneliti kembangkan dapat dikatakan cukup valid dan reliabel namun dengan perbaikan pada tingkat kesulitan aitem dan pilihan jawaban. Selain itu, pelatihan terbukti memberikan peningkatan pengetahuan dan pemahaman responden dilihat dari hasil *pre-test* dan *post-test* walaupun perbedaan yang terjadi termasuk dalam kategori *small effect* sehingga tidak dapat dikatakan efektif.

Kata kunci: Evaluasi efektivitas pelatihan, orientasi pegawai baru, reliabilitas, validitas

TITLE: EVALUATION OF NEW EMPLOYEES ORIENTATION AT  
INSTITUTION "X" WITH RACKING STACKING RASCH MODEL

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ABSTRACT

*Nowadays, competition for work is getting tougher, we are required to compete to develop our knowledge, attitudes and behavior in order to support performance. One of the efforts to develop knowledge, attitudes and behavior is to conduct training. Moreover, the orientation of new employees which aims to provide an introduction, understanding of the workplace environment and prepare new employees to work. However, it is not only limited to conducting training or orientation, institutions need to evaluate the orientation in order to get an answer as to whether the training carried out has been effective. One of the most widely used training effectiveness evaluation techniques is Kirkpatrick's 4-level evaluation. This study aims to develop a measuring tool for evaluating the effectiveness of level 2 training (pre-test and post-test) and evaluate the orientation program using the racking stacking rasch model. This research is a pre-experimental quantitative research, using purposive sampling with 35 respondents who are new employees at institution X. Data analysis was carried out using the Rasch model, stacking and racking analysis using the Winsteps application, and dependent t-test using the JAMOVI application. The results of the analysis show that the measuring instrument that the researcher developed can be said to be quite valid and reliable but with improvements to the item difficulty level and answer choices. In addition, the training was proven to provide an increase in respondents' knowledge and understanding seen from the results of the pre-test and post-test even though the differences that occurred were included in the small effect category so that it could not be said effective.*

**Keywords:** *Evaluation of training effectiveness, new employee orientation, reliability, validity*