ABSTRACT

THE EFFECTIVENESS OF THE DISTANCE LEARNING MODEL IN BASIC TRAINING FOR CIVIL SERVANTS CANDIDATES IN SOUTH SORONG REGENCY

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Basic training for civil servants candidates aims to develop professional state civil apparatus. The distance learning model is implemented as part of blended learning to increase the flexibility of training. However, in South Sorong Regency in 2023, the implementation of this model faced challenges such as infrastructure issues, participant readiness, limited interaction, and suboptimal evaluation. This study examines the effectiveness of the implementation as well as the challenges and opportunities encountered. The purpose of this research is to analyze the effectiveness of the implementation of the distance learning model in the Basic Training for Civil Servants Candidates in South Sorong Regency in 2023.

This study uses a qualitative descriptive method. The research stages consist of four phases, starting with the preparation stage, data collection and analysis, and ending with the preparation of the research results. The data sources consist of primary and secondary data.

The results show that the implementation of distance learning in the basic training for civil servants candidates in South Sorong Regency in 2023 was not yet effective. Participants experienced network issues, minimal guidance, and low learning independence. Trainers faced non-uniform methods and less contextualized materials. The training implementation was hindered by infrastructure and participant fatigue, which reduced the effectiveness of the training. To improve the effectiveness of distance learning in the basic training for civil servants candidates in South Sorong Regency, it is necessary to strengthen participant guidance, provide time management training, and support regional devices after the training. Trainers need to be trained in online methodology and involved in preparing contextualized materials. The implementation should be supported by infrastructure mapping, gradual application of blended learning, as well as adequate coordination and technical services..

Keywords: Effectiveness, Basic Training, Distance Learning.

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