ABSTRACT
EFFECTIVENESS OF WORK TRAINING AT UPTD BLK OF TRANSMIGRATION AND MANPOWER OFFICE NORTH LUWU REGENCY

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The objective of this study was to understand the efficiency of training in the Regional Technical Implementing Unit of Training Center of North Luwu Regency Transmigration and Manpower Office (UPTD BLK Dinas Transmigrasi dan Tenaga Kerja Kabupaten Luwu Utara). Competency-based training is job training that focuses on mastery of job abilities such as knowledge, skills, and attitudes in accordance with defined workplace norms and regulations. The Transmigration and Manpower Office of North Luwu Regency expects the training at the UPTD BLK to equip trainees with information and skills, as well as develop discipline and work ethic, so that they are competent and ready to enter the workforce.

This study applied a descriptive-qualitative approach. This study was conducted through interviews with competent sources, as well as data access from connected agencies and analysis utilizing descriptive analysis.

The measures for analyzing the performance of job training according to Gomes (2003), are based on five factors: reaction, learning process, behavior change, results, and cost effectiveness. The result of the study showed that the training program at the UPT BLK of North Luwu Regency Transmigration and Manpower Office was ineffective. Only signs of effective behavior modification were evaluated out of the five. The impact of behavior modification, namely changes in participants' attitudes before and after training, is an increase in discipline, the ability to work in groups and teams, a rigorous work ethic, and the confidence to apply for or open a job. after completing training at the BLK of North Luwu Regency Transmigration and Manpower Office.

Keywords: Training, Effectiveness, Competency

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