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### RESEARCH ARTICLE

#### IMPLEMENTATION OF THE KIRKPATRICK MODEL TRAINING PROGRAM EVALUATION.

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#### Manuscript Info

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#### Abstract

This study aims to determine the effectiveness of the implementation of the Education and Training Medical Examiner Officer Hajj (PPKJH). Research using the evaluation method and model 4-L of Kirkpatrick. The instrument used in this study were interviews, observation, study documents, and questionnaires. The study was conducted at the National Bapelkes Cikarang. The study concluded that: (a) the implementation of the Health Inspector Training Officer Hajj (PPKJH) in Cikarang Bapelkes already well underway; (B) the evaluation of the reaction to the training activities. Based on the reactions or responses of participants on the implementation of training programs conducted for 6 days in accordance with the amount of material (eye training) provided, (c) evaluation of learning outcomes (learning) is sufficient, mastery of cognitive already high enough on the exam I and II, where participants will be able to exceed the limits of at least 75% mastery of the material, (d) the evaluation of work behavior (behavior) in the form of appliance of learning outcomes and the changes brought about are in good category, this means the use of science obtained almost entirely implemented, (e) evaluation of the impact which Training PPKJH against the unit of work which includes products, such as inspection administrative tools, show improvement, more complete and qualified. Similarly, the management techniques Jemaah pilgrim health checks, are in both categories. (D) the evaluation of work behavior (behavior) in the form of appliance of learning outcomes and the changes brought about are in good category, this means the use of knowledge gained almost implemented entirely, (e) evaluation of the impact which Training PPKJH to the unit that includes the product the resulting, in the form of administrative inspection devices, show improvement, more complete and qualified. Similarly, the management techniques Jemaah pilgrim health checks, are in both categories. (D) the evaluation of work behavior (behavior) in the form of appliance of learning outcomes and the changes brought about are in good category, this means the use of knowledge gained almost implemented entirely, (e) evaluation of the impact (result) which Training PPKJH to the unit that includes the product the resulting, in the form of administrative inspection devices, show improvement, more complete and qualified. Similarly, the management techniques pilgrim health checks, are in both categories. More complete and qualified. Similarly, the

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### ..... **Introduction:-**

The health status of the support for the pilgrims who will perform the Hajj is a major concern for the hajj organizing institutions. In connection with that, the organizers of the Hajj is obliged to carry out development, service, and proper protection by providing the necessary facilities and ease of assembly of pilgrims.

The effort began by training inspectors pilgrim pilgrims gradually and continuously. The training is always quality improvement effort to the improvement of curricula and training modules. Furthermore, the curriculum and the modules are arranged is then implemented into a learning process in Hajj training organized jointly by the Ministry of Health, especially through the Education and Training Center for Health Human Resources together with the relevant parties.

Actual implementation of the system health checks Jemaah Haji Candidate (JCH) are set out in detail in the book JCH implementation guidelines for medical examination, however, in practice in the field implementation of health checks vary greatly. It is influenced by the competence of human resources, local government policy, especially in terms of funding / infrastructure costs and availability checks.

Observing that the above and is driven by the need for standardization of inspection urgent, then counter posed policies through initiation and basic interventions for health inspectors for JCH, such as training health inspectors JCH. The training is intended to promote the ability of HR officers in achieving standardization efforts controlling implementation JCH health in various knot.

Education and training is a process of activities to obtain more qualified employees and have a good mental attitude, honest behavior, discipline and devotion, so as to improve services and protection to the public as well as possible. This is in line with the views expressed by Detyna, Detyna, and Kajewska which states that medical personnel both doctors and nurses aware of the need for professional development that will trigger their welfare in the role of his organization (Detyna et al., 2016: 203-216)

To ensure the implementation of education and training JCH, then do the evaluation to see penyelenggaraannya effectiveness. But in fact, the evaluation is rarely done by organizing training institutions including the National Institute of Administration as Guiding Authority Training Institute of the Ministry of Health. Training Centers (Bapelkes) National Cikarang as education and training providers in the health ministry, the need to conduct evaluation activities as a form of public accountability (accountability function) to stakeholders and service improvement plans to the user (user). As quoted by Stufflebeam that evaluation is a process illustrates,

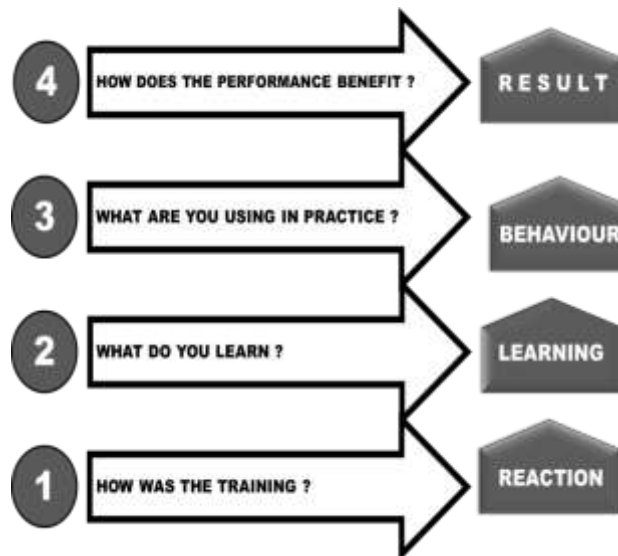
In particular the evaluation of the program in government institutions and education is a process to ensure accountability and continuous improvement of quality of education and training should be seen as a whole against all stages from preparation, implementation, until the results of the assessment and the impact of training on productivity improvement or performance of the service of an institution.

Training should be a solution of personnel competency gaps. Participation of attendees, the range of material and its delivery models as well as technical implementation is designed as a reflection of the culture of adult education which also combines the establishment of discipline, academic and administrative capacity in a collegial atmosphere. Participant recruitment system based on the needs of the organization, the reason for the increase in performance, capability and skills of employees, rank, and so on (Thoha, 2005: 70).

Based on the above, the researchers found it necessary to evaluate educational programs and training of health provider's officer pilgrims (PPKJH) on PPKJH Training program in Bapelkes Cikarang. The focus is to see PPKJH training objectives and the impact, taking into account the performance and impact on the workplace of the participants, with reference to Kirkpatrick models. Sub focus of research are: (1) Reaction (reaction), which is how

the participants in the program that followed; (2) Learning (learning outcomes) peeling the material studied and the results are expected as well as the type and quality of the tests used; (3) Behavior (behavior), which is how the application of the results of training (learning outcomes) and; (4) Result (impact), namely how the impact of training on workplace participants.

All aspects and components of the training system can be assessed the effectiveness and efficiency through program evaluation. Evaluation of training carried out by three specific reasons, namely: (1) to determine the effectiveness of a training program and obtain information to develop what veloped training program in the future; (2) to determine whether the training program be continued, modified or terminated; (3) to provide concrete evidence of the existence of training institutions to demonstrate its contribution to the goals and objectives of the company (Kirkpatrick, 2005: 17).



**Figure 1:-Model 4-Level Training by Kirkpatrick**

Kirkpatrick model evaluation is very relevant to the components inherent in the implementation of training. Application of Kirkpatrick's model in this study include the level of reaction (reaction), learning (learning), behavior (behavior), and the result (result).

In general, the Program Evaluation Research aims to determine with certainty of achievement, progress and obstacles encountered in the implementation of programs / activities (Gall, Gall, and Borg, 2003: 542) The results obtained will be assessed and studied for the improvement of the implementation of programs / activities in the future.

The fourth stage of the evaluation should be carried out simultaneously, step by step to maintain the consistency of the results of the evaluation are expected (Crone, 2005: <http://www.tbs-sct.gc.ca/eval/.html>). The fourth stage is as follows:

Evaluation Reactions (Reactions) come into one's vision-right phase of the study to measure the effectiveness of training programs based on the reaction or response of participants on the implementation of the training program followed. Reaction evaluation aims to get feedback and comments of participants of the training program based on participant satisfaction with the services of the organizers, Lecturer (sources), and the facilities they receive (Kirkpatrick, 2005: 21-22). There are several reasons why the measurement of the reaction is an important participant (Kirkpatrick, 2005: 27-41), namely: (1) provide feedback and help to develop the program in the future, based on the evaluation, comments, and suggestions from the participants; (2) help lecturer to improve its performance, after obtaining correction and input from participants; (3) The reaction provide valid information to be given to the person in charge of programs and institutions associated with the implementation of Pre-service training; and (4) reaction Participants can provide valid data and can be used to develop standards of performance trainers in the future.

Knowledge evaluation (Learning) is the stage to measure learning outcomes become the main focus in the evaluation phase of learning outcomes that teaching materials (eye training) and learning objectives, the tests used, and behavior developed through learning activities, as well as exam results. Phase evaluation of learning outcomes is important because it affects the success of the application of knowledge at this stage of the behavior (behavior) or changes in behavior as a result of the influence of learning. The success of this learning stage is influenced by participants' pleasure and fulfillment activities pursued by the expected needs in these activities. In other words, the success of learning stage will be influenced by the stage of reaction or response of participants to the learning component.

Evaluation Behavior (Behavior) is a step for measuring application of knowledge and training outcomes and their effects on behavior change Participants work. Positive changes that occur at this stage, to determine the success of stage effects (Result) against workplace alumni, therefore, very important to know whether the knowledge, skills and attitudes learned in training activities have been implemented alumni job. There are a few things to note at this stage that these activities are done after the training is complete and participants have been working again for some time in the workplace.

Impact Evaluation (Result) of the unit can be defined as the end product of the influence of education and training to work, how much productivity can be improved after the alumni can apply knowledge and skills acquired during the training. Changes in work behavior expected positive impact on the workplace. In this case because the participants are health inspectors Jemaah pilgrim, then how the impact of training on process improvement and quality of service and supporting media devices dihasilkannya services. In other words, the impact of training is the result of changes in work behavior after participants apply the knowledge gained in the training.

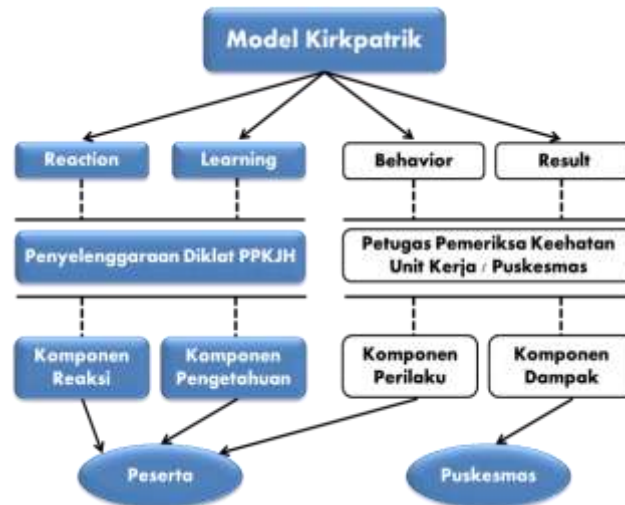
In general, this evaluation study aims to determine the success of the training program of health inspectors pilgrims (PPKJH). Operationally this evaluation research activity has a purpose: (1) how the effectiveness of PPKJH Training activities related to the components of learning activities that include: a) The material must be given; b) The timeliness of learning the characteristics of learning materials; c) the degree of fit and materials at the workplace keterpakaian participants; d) Widyaiswara display; and e. the suitability of the number and competence Widyaiswara with training eye to be taught in Bapelkes; (2) how the effectiveness of training activities related to the component PPKJH learning tools, namely a. feasibility study room, library, computer lab; b. the availability of teaching materials / modules; and c. the availability of teaching aids in Bapelkes; (3) how the training curriculum for the accuracy goals and objectives in Bapelkes PPKJH Training; (4) how the level of mastery of the material in Bapelkes PPKJH training participants; (5) how the application of learning outcomes and the changes brought in Bapelkes PPKJH Training on workplace behavior, knowledge and skills alumnus; (6) how PPKJH Training impact on the workplace in Bapelkes alumni include: a) loyalty and perception of the job; and b) initiatives; (7) how this impacts on the workplace PPKJH Training Training Alumni PPKJH that includes a) the products, and b) the ability to work together as a team (superiors and co-workers); (8) how the training program PPKJH own virtue (merit), usability (worth),

#### **Research Methods:-**

This research was conducted with the evaluative approach where empirical data from every aspect of components is evaluated in comparison with criteria / standards set. Implementation of training evaluation study conducted in Bapelkes PPKJH Cikarang and Karawang District Health Office in February to October 2017.

The evaluation method determines research techniques to be used, the type of data to be collected, the instrument will be used to collect the data and how the data collection and analysis techniques. The method to be used is a qualitative method. Qualitative Methods according Sugiyono is a research method that is based on the philosophy postpositivisme, is used to examine the condition of the object that is natural, triangulation (combined), data analysis is inductive / qualitative, and the results further emphasize the significance of the generalization (Sugiyono, 2011: 15 ).

Evaluation model used is a model Kirkpatrick. This model is made up of four types of evaluation which is a series of activities. These four types of evaluation have different object of study. Stages of activities to be undertaken are: (1) determine the aspects and evaluation criteria; (2) develop instruments that will be used; (3) collect data; (4) perform data analysis; (5) prepare the results of the analysis; (6) formulate conclusions based on the overall results of the evaluation; and (7) make a recommendation.



**Figure 2:-**Diagram of the evaluation design Training PPKJH Kirkpatrick Model

The main instruments that will be used to collect data were questionnaires and interviews. Gall as the opinion that to collect data on phenomena that can not be directly observed such life experiences, opinions, values and the like are better used questionnaires and interviews (Gall, Gall, and Borg, 2003: 222). Questionnaires and interviews can also be used to direct data from observable phenomena, but with the variety of considerations will be more easily done through questionnaires and interviews.

Evaluation instruments in this evaluation study include: (a) guidelines for assessment documentation; (B) guidelines for the interview; (C) the evaluation sheet; and (d) test the ability of the training program participants. Validation of evaluation instruments carried by 2 lecturers and 1 head section training and education programs. All three served in the Ministry of Health Training Center and was involved in the preparation of curricula, modules, speakers, and evaluating training organized by the Ministry of Health PPKJH.

Collection techniques in the evaluation of programs tailored to the component data sought by using questionnaires, interviews, inventory check list and observation form and document study, a panel discussion and analysis of test results. Summary of data collection techniques are presented in Table 1.

**Table 1:-**Summary of research data collection techniques

component Evaluation	Focus	Data collection technique
Reaction (Reaction)	1 learning components	Questionnaire (questionnaires), Interview.
	2 means of learning	Inventory check list
Results of learning (Learning)	1 Eye training and learning goals	The study of documents, discussion panels
	2 Item test	Studies document, test analysis
	3 The level of mastery of the material	Analysis of the test results
Workplace behavior (Behavior)	1 Implementation	Questionnaire (questioner)
	1 Aspects of cooperation	Questionnaire (questioner)
	2 Aspects of behavior and loyalty	
Results (Result)	1 product yangdihasilkan	Questionnaire (questioner), Observations.
	2 Tampilandi class	

Analysis of the data used in this research is descriptive statistical analysis with frequency distribution and analyzed qualitative analysis through data reduction, data presentation, drawing conclusions, verification, and interpretation of data.

#### Evaluation Result:-

Training participants PPKJH is a Civil Servant who came from Karawang District Health Office consisting of doctors, laboratory staff, and a nurse on duty at the health center as Jemaah Health Prospective Investigation Team

who will perform the Hajj pilgrimage. PPKJH training participants included 30 people with a composition of 10 general practitioners, 10 nurses and 10 laboratory workers.

#### Evaluation Reaction (Reaction):-

Evaluation of reaction is a measurement of the satisfaction of training participants to the training activities followed. The participants' reactions determine the level of effectiveness of education and training undertaken. In other words, to see how the participants gave an assessment of the education and training through a questionnaire given and interviews.

The effectiveness of the training program Bapelkes PPKJH in Cikarang, based on evaluation of reaction or response of participants on the implementation of the training program with an open interview techniques and giving a questionnaire consisting of 24 items using the Likert Scale questions. The focus of the evaluation phase is the reaction of the learning activities that include: (a) the duration and timing components of learning; (B) the flow of materials to the needs of participants in the workplace; (C) the performance of lecturer; and (d) the completeness of facilities and infrastructure of learning.

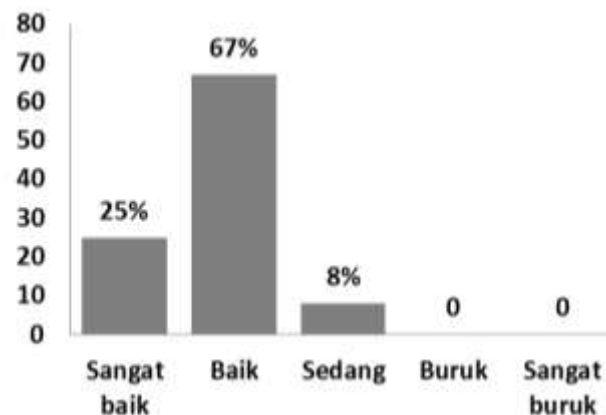
a. Reactions to the duration and time to learn



**Figure 3:-**The reaction of participants to the duration of the training and learning time

Based on Figure 3 shows that 21% of participants stating the duration and time to learn very well, some 68.7% of the participants stated either. This is also reinforced by the comments written on the questionnaire participants were given. Participants stated that the period of 6 days allowing it to explore a given training eye, so they believe is adequate time for the material provided. However, there are 10.3% of the participants responded to a range of training and learning time in the medium category, because they consider need more time in studying the materials provided, while the schedule was too forced and too dense.

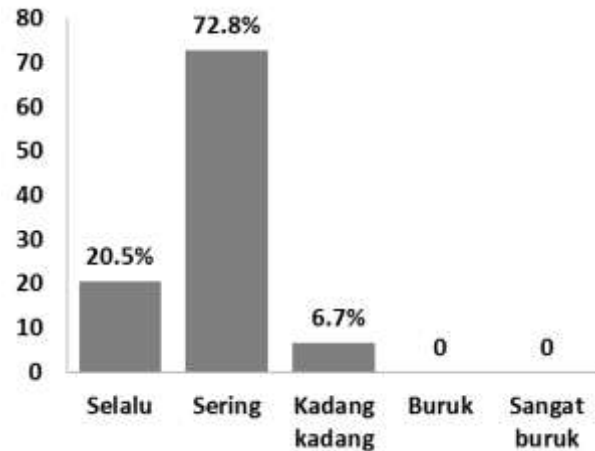
b. The reaction to the material needs of the participants.



**Figure 4:-**The reaction of participants to match training materials

Based on Figure 4 shows that for the reaction of participants to the components associated with the flow of materials to the needs of the participants as the Labor Inspector of Health Jemaah Candidate Haji, 8% of respondents were (fairly), 67% responded well and 25% answered already very good, although there is material presented relating to substances such as anti-corruption training are not so relevant for health checks pilgrims no government budget is used.

c. Reactions to the trainers.

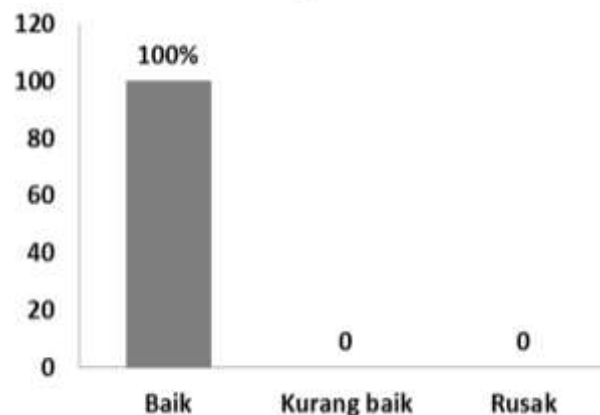


**Figure 5:-**The reaction of participants to performance widyaiswara

Based on Figure 5 shows that the response or reaction of the participants of the performance of lecturers such as mastery of materials, methods of teaching and learning media and achievement of learning goals 20.5% of participants (respondents) stated performance is very good lecturers, 72.8% of respondents answered either and only 6.7% said medium. Performance trainers in the excellent category and can be used as an example of the learning model and the management of a good overhaul, such as how to do a good discussion, how to use the facilities and infrastructure both in the investigation and provide good extension to the Jemaah Candidate Haji to provide understanding of the importance of health during the running of worship pilgrimage. The following chart performance feedback lecturers.

d. The reaction to the training facilities and infrastructure

As for the response or reaction to the infrastructure dilatat participants generally expressed very well. This is because it is infrastructure Bapelkes training in Cikarang is good. The following graph.



**Figure 6:-**The reaction of participants to facilities and infrastructure

**Evaluation of knowledge (learning):-**

At this stage the evaluator examines any knowledge that didapatan training participants in learning, which includes skills, attitudes and behavior and learning outcomes expected from the study. This is important, because the success of the next stage of the stages of work behavior (behavior) and the stage of the impact (result) does not occur if the learning objectives are not achieved to the optimum. Then there was also an assessment of the feasibility of the syllabus, curriculum and questions used in the test. The result is data that in PPKJH Training for Healthcare Audit Officer Candidate Jemaah Haji No 8 taught training eye and supplemented with material BLC and RTL (Action Plan), with the following data:

**Table 2:-Training Material PPKJH**

No.	eye Training	JP
1	Hajj health training policy	2
2	Hajj Policy health check	2
3	Health checks pilgrims	8
4	Care and health maintenance pilgrims	5
5	Recording and reporting of health checks pilgrims in health centers and hospitals	6
6	Protection and control of health risk factors Individujamaah Hajj	4
7	Health coaching pilgrims	9
8	Building Learning Commitment	2
9	Follow up plan	2
10	Anti Corruption	2
Total Number of Hours		42

To test the ability of the training participants PPKJH in the mastery of training, then held a two-stage exam (exam Exam I and II). Good exam exam I and II consists of multiple choice questions. Since the year 2010 exam only multiple-choice totaling 30 items. Exam is a collection of items from 10 taught training eye. However exam used both for training participants from year to year, there is no obvious difference, and the depth of material less prone to change towards improvement, construct validity exam is low, grain exams from year to year does not change either the test I and test II, use the same matter. Exam more dominant cognitive memory level. It's never complained of by the training participants who are elderly,

However, the rate stood at good value quite a lot, because the test results only to see the level of understanding of the material. Based on this scoring system the percentage of graduation of Training PPKJH in Cikarang Bapelkes reached 100%. Assessment system based on the testimony of a training manager in 2017, all the participants of the training PPKJH passed thus entitled to a certificate as an Operator Investigation Team Health Jemaah Haji Candidates at Level Health Center. This is evident from the results of tests that are performed before and after the training, where the highest value of the pre-test of 80.00, the lowest average of 26.00 with a standard deviation of 56.17 and 15.9. While the post-highest test score 93.00, the low of 66.00 with an average of 84.67 and a standard deviation of 8.9. From the table lists the value of pre and post-test shows that the number of participants has increased the value by 28 participants, the number of participants has not changed is 2 people (both pre-test and post-test value is 80). No participants experienced a decline in value, the percentage increase in the value reached 93.33%. From the results of this study can be concluded that training with honors PPKJH achieve quality objectives achieved.

**Evaluation Work Behavior (Behavior):-**

Results PPKJH training, participants are expected to have the ability to apply the knowledge that can be used directly in the work and changes in behavior (attitude) and concern for the rate of change and continuity. Workplace behavior (behavior) is also focused on cooperation of factors which include how to socialize with friends and superiors, willing and able to work together, to accept and give advice, and does not impose the will.

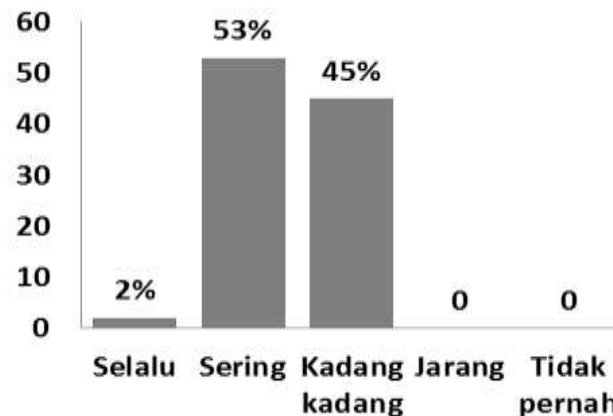
To express the above given questionnaires to the Head of Puskesmas as participants PPKJH superiors at work. Chief academic health centers to provide an assessment of the performance of alumni who became the staff at work. From the results of a questionnaire consisting of 23 items of questions, it was revealed that the application of the results of the training is generally included in both categories.



The focus of evaluation at this stage of work behavior (behavior) is on the aspects of: (a) the application of knowledge; (B) the attitude and loyalty; and (c) the level of cooperation.

a. Perilaku working on aspects of the application of knowledge

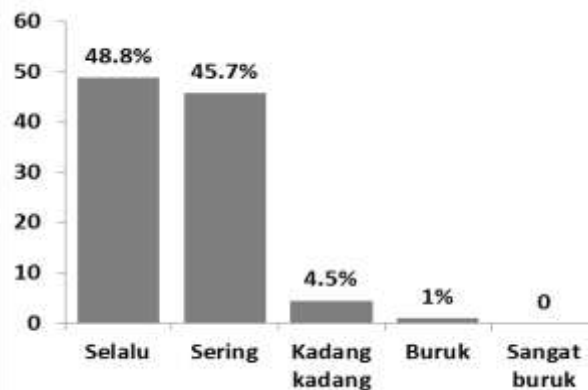
In detail can be explained that the application of the learning outcomes gained in training PPKJH in the opinion of his superiors, 2% in the category of always 53% in the category often, 45% in the category of always, this means the use of knowledge gained and directly related to the duties and functions of the alumni as officer Jemaah medical examiner pilgrim run well in the examination.



**Figure 7:-**The behavior of participants on the aspects application of knowledge

b. Work on aspects of behavior and attitude of loyalty

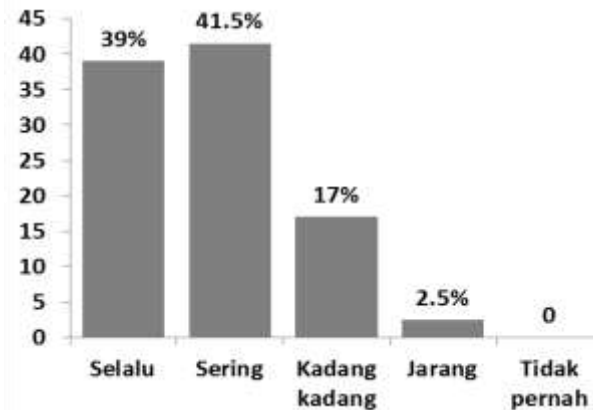
For the evaluation of the implementation of aspects of workplace behavior change including both categories. These aspects include: (a) discipline, (b) loyalty and perception of the work, and (c) initiative, the ability alumnus in giving suggestions and ideas for the progress of the work unit, and the application of new ideas in the works. For more details, outlined in Figure 8 below:



**Figure 8:-**The behavior of participants on the aspect attitude and loyalty

c. Behavior working on aspects of cooperation

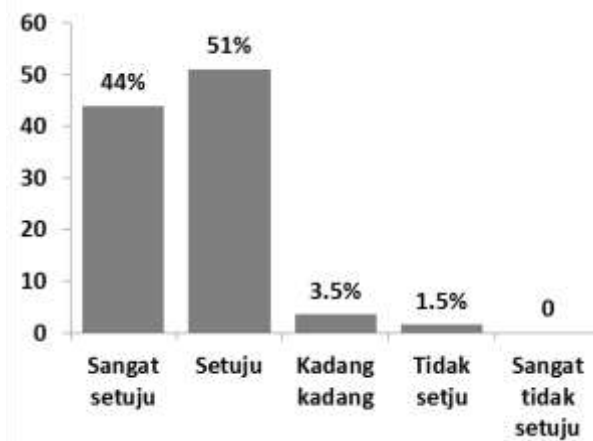
Application of the aspects of workplace behavior change (behavior) that are associated with the level of cooperation and initiatives based on the opinion of alumni colleagues included in both categories. This is shown by the results of a questionnaire given to fellow alumni. Where his co-workers as much as 39% say they always work together, and 41.5% of alumni frequently co-workers that are working together, but there are some colleagues who said that 17% of the theme in the category sometimes there is even a co-worker as much as 2.5% who said they were rarely in working together after following PPKJH training. This can be seen in the following diagram:



**Figure 9:-**The behavior of participants on the cooperation aspects

#### Evaluation of the impact (Result):-

As stated by Philips that the components of the impact (result) is the effect of training on the organization or workplace participants, as a research subject is power health inspectors Jemaah pilgrim, then the impact of the work unit (PHC) includes: (a) the products produced in the form of an administrative apparatus for recording and reporting the health of Jemaah pilgrim examination results; (B) health inspection techniques Jemaah pilgrim.



**Figure 10:-** Evaluation of training impact PPKJH the performance of

Based on a questionnaire given to alumni of the training supervisor in this case the head of health centers that overall the data obtained from the impact indicator after diuraikan into a 19 point statement, then the impact is generally included in both categories. Where his boss considers 44% strongly agree, 51% disagree, 3.5% moderate and 1.5% were deemed no change. These results can be seen in the diagram below:

#### Discussion Of Results Evaluation:-

Based on the evaluation of the training Bapelkes PPKJH in Cikarang, according to Kirkpatrick's model, ie starting reaction evaluation, evaluation of knowledge, evaluation of workplace behavior and impact evaluation, the evaluation results obtained linkages between stages. The evaluation results of each stage will mempengaruhi evaluation results at a later stage

In reaction evaluation obtained 20.4% of the participants responded very well and 69.3% and 10.3% responded well and the answer was the duration (range) and time to learn. While the participants' reactions to the appearance of lecturers consider the already excellent 20.5%, 72.8% good, and 6.7% considered moderate. Likewise, the observation of the structure and infrastructure of training PPKJH categorized as good and adequate. It looks affect the evaluation phase of learning related knowledge and insight majority of participants including both categories as well.

From the aspect of the flow of materials to the needs of the field at the evaluation stage reaction of the majority of participants assume that 25% is very good, 68% is good, and 8% of participants said it was ordinary (moderate), this may reflect on aspects of skills in the evaluation phase of learning, as a result application of knowledge and skills in evaluating the working behavior of participants regarded by his superiors to 45% always apply the knowledge gained in the training, 53% were deemed frequently and 2% were deemed to be sometimes.

At the stage of evaluation of the impact seen no significant changes to aspects of the products produced in the form of an administrative apparatus is in a category satisfactory inspection. Likewise, attitude and loyalty aspects as well as aspects of the degree of cooperation in evaluating the work behavior including high category, it is influenced by the stage of evaluation of knowledge emphasize aspects of attitudes, behavior and loyalty of participants is an important factor in the learning process and become the focus of an assessment of the participants. Similarly, in evaluating the impact in this aspect of the display in the examination room based on the observation includes both categories.

This is consistent with the findings of the evaluation stage reaction expressed views very good trainers in the category of 20.5%, both 72.8% and 6.7% in the moderate category. The performance or display this widyaiswara nominate them as referral management of on-site inspection duties.

To clarify the results of the evaluation of each stage be discussed in detail as follows:

#### **Discussion on the evaluation of the reaction to training activities (reaction):-**

Discussion of the results of the evaluation of the effectiveness of training programs reaction PPKJH in Bapelkes Cikarang, based on the reaction or response of participants on the implementation of the training program with a focus on learning activities, which includes the duration and time of learning, the flow of materials to the needs and lecturer performance and a focus on learning infrastructure.

In the component of learning activities related to the duration of the training and learning time PPKJH training with duration of 6 days and the average time to learn the lesson of 8 hours per day where 1 JP @ 45 minutes. If the learning activities adjusted to the time and the schedule set by the committee, then the activity can take place effectively, however, the transfer time learning from daytime to night is very disturbing to rest and readiness of the participants on the following day. For that we need the consistency of the organizers and trainers to always adhere to the agreed schedule, including providing the opportunity for other trainers to provide certain materials, when on duty or designee can not fill the available schedule.

For components that are associated with the flow of materials to the needs of the work unit, including both categories. This means that for participants who are health inspectors lot of material directly related to their needs in the field although there are material (eye training) contains about anti-corruption and better suited for participants who served as a structural force that takes care of the project budget. For that needs to be studied further whether this material needs to be or not diiuktsertakan in this training. Thus the purpose of training PPKJH to increase the competence of health inspectors Jemaah pilgrim can be achieved.

To sharpen the briefing given to the participants of the training, the need for separation and specialization training eye adjusted to the duties (duties and functions) of each participant. For example, participants who are health workers would be more useful if given material or eyes dklat relating to inspection devices and inspection methodology.

The discussion concerning the performance of widyaiwara like mastery of materials, methods of teaching and learning media as well as the achievement of learning objectives. In this case there are some findings that need to be taken into consideration organizer, namely the teaching load is large enough for each widyaiswara (WI), in which one person WI have to teach more than one training eye. This will affect the readiness and quality of learning. Socialization has not appeared simultaneously on the performance evaluation of trainers provided the participants, it is important that their views on the future improvement or the next PPKJH training.

So the evaluation results do not have to wait for the end of the year during the working meeting, but it will be better after ending PPKJH Training activities or by requiring trainers to attend the evaluation session at the end of the activities, so as to hear direct feedback from participants on the peformansi respectively. Then for trainers who are

less responsive to participant needs and learning objectives, this is caused by several things such as poor time management and lack of control of the use of ICT (Information and Communication Technology). Therefore, there should be some sort of workshop (Training in the Workplace) to various technical terms relating to the use of the Internet (ICT) in learning and teaching materials for the source of up to date.

In terms of the adequacy of the learning infrastructure is sufficient to meet eligibility standards to make learning conducive. To further increase the comfort of the training participants should also be managed well to facilities that already exist such as places of worship (prayer room) in particular, health clinic and library are always ready and have references required of participants, care of the local electricity (generator) should be conducted on a scheduled basis in order to remain in good shape to anticipate the disruption of PLN and lower voltages where activities occur simultaneously.

#### **Discussion Evaluation of Learning (learning):-**

The discussion at this stage the evaluator examines the knowledge, learning outcomes which include skills and attitudes that are taught and expected learning outcomes of Training activities Bapelkes PPKJH in Cikarang. Referring to the results of research that in PPKJH Training is taught 10 training eye comprising: (a) Basic materials (medical training policy pilgrimage, Hajj policy health check); (B) The core material (medical examination pilgrims, care and health maintenance pilgrims, recording and reporting of health checks of pilgrims in health centers and hospitals, protection and control of health risk factors Individu jamaah hajj, pilgrims health coaching); (C) Additional Material (Building Learning Commitment, Action Plan, and Anti-Corruption).

The need for additional materials or training eye adjusted to the duties (duties and functions) of the participants, so that PPKJH Training objectives as stated in PP.101 2000 can be achieved, which is to improve the competence of the participants. In this study, the focus was on health workers, it is necessary to consider the material on a more specific curriculum, inspection devices, inspection methodology and practice in the form of simulated medical examination Jemaah pilgrim. This material will be more beneficial for the participants in each work unit.

Concerns about the training curriculum and modules as well as teaching materials that are used from year to year should need for revision and continuous enrichment, so the needs of the participants will be accommodated properly. Especially those relating to regulation of the rapidly changing rules in the reform era. Therefore, the Institute of Public Administration (LAN) as an institution builder training in order to provide an opportunity for trainers to attend training at the Institute of Public Administration in the framework of the improvement and understanding of the modules and teaching materials used.

With regards to the test results, the need for training for creators about how to make a good question, how to analyze the test results and the valuation technique in accordance with the rules of evaluation and accountability, both in content and feasibility of test items used. In this case the organizers are required to have a question bank that holds a variety of exam questions that have been through the process of testing, both materially and levels, because they found the exam for training PPKJH from year to year is still the same.

Thus PPKJH Training participants will receive a matter in accordance with its demands. Regarding the level of matter (degree of difficulty) to make it explores questions of analysis is not a matter of just taking the memory of the participants, this is not just about the dominance of matter which is largely CI (test memory), but to support the achievement of the purpose of training PPKJH which provides practical provisions for participants in the workplace. That requires matters that are simulated workplace rules or examples of cases, this is certainly more useful to the participants in the application of which must be mastered. Likewise with the graduation criteria that actually refers to the principles of justice and decency, so that participants feel what she earned in accordance with the competence and effort that has been done.

This study is in line with the results of research conducted, by Wu, Roychowdhury, and Khan titled "Evaluating the impact of the healthcare provider training to improve tuberculosis management: a systematic review of methods and outcome indicators use" states that in order to evaluate the knowledge of participants of the training is done by using pre- and post-training tests. Further explained that this method is also most suitable for testing factual knowledge retention, improved quality of service and the application of diagnostic standards and treatment guidelines after the implementation of the training (<http://creativecommons.org/licenses/by-nc-nd/4.0/>).

**Discussion on the evaluation of workplace behavior (behavior):-**

Results Training PPKJH, expects the participants have the ability to apply the knowledge gained, the first: with a focus on work behaviors that include discipline, attitude and loyalty to the job, knowledge and skills that can be used directly in the work, the sustainability of the changes, concern for the level change. Second: focus on teamwork factors, including how to socialize with friends and superiors, willing and able to work together, to accept and give advice, and does not impose the will.

Based on the assessment of his boss (head puskesmas) against PPKJH training graduates on the staff of its auxiliaries, the data obtained overall in both categories. In detail can be described that the appliance of the results of lessons learned and the changes brought about in either category, this means the use of knowledge gained in the training executed well, health checks Jemaah pilgrim and health care Jemaah pilgrims can be applied in the examination. This means that out of ten given training eye used directly in alumni activities in the workplace. Thus affecting the continuity of care and the application of science and behavioral change as a result of training alumni included in both categories.

Likewise, the application or the transfer of knowledge related to cooperation and initiatives on employment, in the opinion of colleagues in the high category. This means that after following a training graduates are more likely to open and ready to cooperate in helping his colleague at work. The emergence of a sense more concerned about the progress and success together, not only focused on the interests of his personal tasks.

There are a few things to note at this stage that these activities are done after the training is completed and the participants have been working again for some time in the workplace (approximately 3 months). In this phase of this behavior would be more effective if the evaluator acts as a supervisor or mentor and participant, meaning evaluators working in the same place with the alumni and act as a mentor or supervisor (mentor or supervisor), so that it can directly observe changes in the behavior of the alumni in the line of duty.

**Discussion on impact evaluation (result):-**

As stated by Philips that the components of the results (result) is the impact that can be felt directly by the sending unit as a result of the training participants obtained training. In this case the direct impact of perceived work units (PHC) include (1) the product produced and (2) health checks management techniques Jemaah pilgrim.

For products produced alumni, in this case highlighted is the administration device examination. This was revealed from the results of questionnaires and interviews, which found that after following the alumni PPKJH training tend to complement and make the administrative tools for recording and reporting the better, not so long before. These results are consistent with research conducted by Borate, et. al. entitled "A Case Study Approach for Evaluation of Employee Training Effectiveness and Development Program" Using a case study approach Kirkpatrick's model shows that the training programs performed significantly affect the effectiveness of employees ([www.theijbm.com](http://www.theijbm.com)),

Likewise in the conduct of the examination included in both categories based on observations (observation) on the display or performance of inspectors (Alumni) on-site inspection from preparation check until the completion of the examination. This happens because in training PPKJH, the material is directly related to the duties and functions of labor inspectors as examiner. Participants also get to see the learning model examination of trainers while giving lessons. From this view indirectly participants get an example of how the management of the examination, the use of inspection tools and techniques of effective discussion.

When viewed as a whole, the results of this study according to research conducted by Farjad stating that the training is done regularly and properly will lead to improvements in the effectiveness of a better job. Further explained that the training will greatly depend on the design and implementation of training, participants involvement, change in attitudes, as well as provide an opportunity for participants to apply the skills and knowledge in the workplace.

Other research supports this research is research conducted by Asfaw, Argaw, and Bayissa entitled "The Impact of Training and Development on Employee Performance and Effectiveness". They concluded that education and training has a positive correlation with the performance and effectiveness of employee output (<http://dx.doi.org/10.4236/jhrss.2015.34025>),

**Limitations and constraints of research:-**

Limitations of the study conducted with regard to some aspects of the considerations in making decisions evaluation or research results obtained. Limitations and constraints among others, are: First, the subject of research only PPKJH training participants who are health inspectors Jemaah pilgrim at primary care level, so the decision was impossible in Bapelkes Cikarang who have not indicated an overall incidence PPKJH training participants in Indonesia. Second, the implementation of constrained funding research and mileage, for the alumni scattered in the district of Karawang. Problems arise if the alumni work place far from the city center, the distance and time becomes longer and the money should be spent more.

Third, time constraints, the evaluation should be done in the proper period to avoid bias that changes occurred not because of training but because of the work environment. Conversely, if the evaluation was conducted at the time of the alumni had returned to the original habit, or in other words an alumni no longer apply the knowledge and skills training results because the system does not support it, so that traces of the training results can no longer be recorded properly.

**Conclusion:-**

The general implementation of the National Health Training Center training PPKJH in Cikarang for health inspectors Jemaah pilgrim in both categories. Specifically conclusion of the evaluation results in Bapelkes Cikarang PPKJH training are as follows:

Evaluation Reactions to Training Activity. Based on the reactions or responses of participants on the implementation of training programs conducted for 6 days in accordance with the amount of material (eye training) is given. For components that are associated with the flow of materials to the needs of the work unit, then there is a material that is still not applicable for participants who are not administrative personnel. Selanjutnya widyaiswara performance was generally good and meet the standards, but there are some findings that need to be taken into consideration organizer, namely the teaching load for each widyaiswara still somewhat skewed because there are trainers must convey the material over a training eye. Then in terms of the adequacy of the learning infrastructure is sufficient to meet the standards kelayakann conducive to learning,

Evaluation of Learning Outcomes Training for health inspectors Jemaah PPKJH pilgrim is 9 taught training eye and coupled with the anti-corruption materials. It is sufficient for the formation of discipline and character of civil servants as inspectors health Jemaah pilgrim, however, the knowledge related to the work unit participants only 5 training eye as deemed appropriate and suitable, namely health examination pilgrims, care and health maintenance pilgrims, recording and reporting of health checks pilgrims in health centers, protection and control of individual health risk factors pilgrims, and health coaching pilgrims. For matters related to cognitive mastery of the material is already quite high. It can be seen from the results of the exam I and II,

Work Behavior Evaluation form of appliance of learning outcomes obtained and the changes brought about are in good category, this means the use of knowledge gained almost fully implemented. This happens because the participants considered the material obtained during the training considered the familiar and already implemented before they follow the training Bapelkes PPKJH in Cikarang. However, the application or the transfer of knowledge related to changes in work behavior in the aspect of cooperation, based on the opinion of colleagues in the high category. This means that after following a training graduates are more likely to open and be ready to work together to help colleagues at work.

Training impact evaluations PPKJH against the unit of work which includes products, such as inspection administrative tools, show improvement, more complete and qualified. Similarly, the management techniques Jemaah pilgrim health checks, are in both categories. It is based on the observation (observation) on the display or performance of inspectors (the alumni) in the classroom from preparation through to completion of the examination.

**Continued Research:-**

As research other evaluation, this study has limitations that may be used as a foundation for further research include: Limitations of the study relating to aspects of the consideration in decision-making evaluation results yani research subjects only training participants PPKJH which is the official medical examiner Jemaah pilgrim level health centers, so the decision was impossible in Bapelkes Cikarang who have not indicated an overall incidence PPKJH

training participants in Indonesia. In the future research should be conducted on the entire training PPKJH in Indonesia to learn more about the conditions and problems.

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