

## Evaluation of Education and Training Program Padangpanjang Social Organization for Youth Development

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### ABSTRACT

This study aims to evaluate the education and training program of the Padangpanjang Youth Development Social Institution (PSBR). Data collection techniques using observation, interviews, questionnaires, and documentation studies. The results of the study show the evaluation of the context of the PSBR Padangpanjang training program has met the requirements in government regulations regarding the implementation of education and training. The results of the input evaluation based on the results of filling in the teacher's questionnaire obtained results with a level of conformity reaching 88%, the results of filling out the organizer's questionnaire with a level of conformity reaching 90%, the results of filling out the questionnaire for training participants with a level of conformity reaching 95%. The results of the evaluation process were based on the results of filling in the teacher's questionnaire, it was found that the level of conformity reached 86%, and the results of filling out the organizer's questionnaire with the level of conformity reached 87%. The results of filling in the training participant's questionnaire with a level of conformity reached 95.6%. Product evaluation results of training participants Based on the results of filling in the teacher's questionnaire, the level of conformity reached 81%, and the results of filling in the organizer's questionnaire with the level of conformity reached 84%. the results of filling in the training participant questionnaire with a conformity rate of 94%. Educational Technology

*Keywords: Evaluation, Training Program, PSBR Padangpanjang*



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## INTRODUCTION

Currently, the demands and needs of the community for education and training programs, which are then abbreviated as Diklat, are increasing. The increasing number of institutions that provide education and training programs that offer various kinds of education and training programs is an indication of the importance and need for three things, namely the purpose of the training program, the strategy for implementing the training program, and the evaluation of the training program. The education and training program that is held certainly has a purpose and to find out the achievement of these goals needs to be evaluated.

According to Wideasih et al (2015); Grajcevcic & Shala (2016), education and training are non-formal education, it can simply be defined as an effort to increase knowledge, skills, and attitudes or abbreviated as KSA or often also called competence. Improving the quality of education and training can be obtained by increasing the capacity of education and training, as well as implementing patterns based on standard procedures that can be implemented and the level of success can be measured. Panti Sosial Bina Remaja (PSBR) Padangpanjang is in charge of implementing social welfare education and training for the social welfare of the community, reviewing and preparing standardization of education and training, providing information, and coordinating with relevant agencies following

applicable laws and regulations. In 2020 PSBR Education and Training held several training programs including entrepreneurship program training, skills program training, religious program training, and education and training for arts and sports programs. One of the training that has been carried out by PSBR Padangpanjang for the welfare of the community is entrepreneurship program training, skills program training, and arts and sports program training.

Last August PSBR Padangpanjang had just carried out several pieces of training which were attended by 30 people of various ages, from various regions in West Sumatra. The purpose of the training is to increase the knowledge, values, and skills of the people who take part in the PSBR training, so that they can carry out their main functions and duties in running the business they are going to live. The education and training activities carried out by PSBR Padangpanjang generally consist of three stages, namely the preparation, implementation, and evaluation stages. In the implementation of the PSBR Padangpanjang Training, there are still weaknesses. Weaknesses are intended, among others, seen in the organizers, participants, teachers, curriculum, learning methods, learning process, learning infrastructure, and the professionalism of the education and training manager.

Based on observations and interviews conducted by researchers on October 4, 2020, it was found that problems that arise, among others, in terms of human resources include less effective coordination between employees and less than optimal employee performance, lack of human resources who manage PSBR Padangpanjang training, and storage archives of the results of education and training activities that have not been managed properly and optimally. Furthermore, in terms of the preparation of the education and training, it is sometimes necessary to set the training schedule, which still has to adjust to the instructors proposed by the PSBR training organizer, and the limited teaching hours. In terms of inadequate learning facilities and infrastructure, for example, a sound system that does not function properly, lighting that is not bright enough, and a study table that is not suitable for adult learning. This causes the learning process in the classroom to be disrupted.

Besides the old building or architecture, some rooms leak when it rains and the participants have to change classes. In terms of the learning process, among others, there is no development of training materials at each annual change of generation (Aldcroft, 1992; Putra, 2010; Driptufany et al., 2021). All stages of this education and training are training management activities. Based on preliminary studies that have been carried out in the implementation of the PSBR Padangpanjang education and training program, there is still a lack of coordination between the implementing committee and the material provided for the training has not been updated, which results in the implementation of the training program is not optimal and a lot of time is wasted in organizing the activities involved. In progress, evaluation activities at PSBR Padangpanjang are carried out by the Monitoring and Evaluation section. Evaluation activities have been going well, but have not been maximized because several factors hinder the process of implementing the education and training program evaluation. Education and training evaluation activities consist of participant evaluation, instructor evaluation, and organizer evaluation. Based on the results of the existing field studies, this research is focused on "Evaluating the Padangpanjang Social Institution Training Program for Youth Development" which is important to do.

## **METHODS**

This research is evaluation research using the CIPP evaluative research model (content, input, process, product). Sugiyono (2013) suggests that evaluation research is applied

research, which is a systematic way to determine the effectiveness of a program, action or policy, or another object under study when compared to the goals or standards applied. This study aims to describe and provide an assessment of the context, input, process, and results of the PSBR training program for the Harapan Padangpanjang Program.

This research was conducted in 2020 at the Padangpanjang Social Institution for Youth Development. Research subjects (informants) as data sources in this study were determined based on information obtained directly by researchers who were considered to be the most knowledgeable about the topic/theme of this study. The informants in this evaluation research are; 1) Organizers of training activities regarding PSBR training programs; 2) Teachers/Instructors; and 3) Participants who have attended training in 2020.

Data collection techniques and instruments carried out in this study are: 1) Using non-participant observation methods, namely researchers become independent observers of activities that occur without being involved in these activities by using observation guidelines to see the condition or situation of the Harapan PSBR Padangpanjang program; 2) Interviews were used to obtain data and reveal data about the PSBR Padangpanjang Education and Training program; 3) Documentation studies are used to examine documents or other data records such as training schedules, PSBR training activities, training implementation, and learning processes, and are used as consideration for ongoing research that activities are carried out without having to be engineered; and 4) The questionnaire method used in this study was closed. The form of a closed questionnaire, where the answer is provided in the questionnaire and the respondent answers the statement by crossing the available answer choices.

## **RESULTS AND DISCUSSION**

### **A. Aspects of the context of training program**

Based on the social service standards for the PSBR issued by the Directorate General of Social Services and Rehabilitation, the legal basis for the implementation of the Harapan Padangpanjang Youth Institution for PSBR is 1) 1945 Constitution article 34 paragraphs 1 and 2; 2) RI Law No. 6/1974 concerning Basic Provisions of Social Welfare; 3) RI Law No. 4 of 1979 concerning Child Welfare. Law No. 1/2000 concerning Ratification of ILO Convention No. 182 concerning the Prohibition and Elimination of the Worst Forms of Child Labour; 4) Law No. 23/2002 concerning Child Protection; 5) Law No. 32/2004 concerning Regional Government; and 6) Decree of the Minister of Manpower and Transmigration No. KEP-235/MEN/2003 dated October 31, 2003 concerning types of work that endanger the health, safety, or morals of children.

### **B. Aspects of the input of the training program**

Table 1. Evaluation results of teacher input aspects

| No             | Statement   | Info | Score      |
|----------------|---|------|------------|
| 1              | Did you previously know the objectives of the PSBR Padangpanjang program in each of its activities?     | 3    | 12         |
| 2              | Have every activity of the PSBR Padangpanjang program that you know of has been well achieved?          | 3    | 13         |
| 3              | The existing curriculum is updated according to the training needs of PSBR Padangpanjang.               | 3    | 13         |
| 4              | The training materials provided are in accordance with the program of activities at PSBR Padangpanjang. | 3    | 14         |
| 5              | The infrastructure used in the PSBR Padangpanjang Program is adjusted to the level of need.             | 3    | 13         |
| 6              | The learning resources used in the PSBR Padangpanjang Program are adjusted to the level of need.        | 3    | 13         |
| 7              | Each program has a different instructor.  | 3    | 14         |
| <b>Total</b>   |   |      | <b>92</b>  |
| <b>Average</b> |   |      | <b>88%</b> |

Based on the results of filling out questionnaires to teachers, it was found that the evaluation results of the input aspects in the PSBR Padangpanjang Training were in accordance with the program planned by the PSBR Padangpanjang Education and Training with a conformity rate of 88%.

Table 2. Evaluation result of operator's input aspect

| No             | Statement   | Info | Score      |
|----------------|---|------|------------|
| 1              | The organizers previously informed the purpose of the PSBR Padangpanjang program in each of their activities. | 3    | 14         |
| 2              | Every activity of the existing PSBR Padangpanjang program was achieved well.                                  | 3    | 13         |
| 3              | The existing curriculum is updated according to the training needs of PSBR Padang Panjang.                    | 3    | 14         |
| 4              | The training materials provided are in accordance with the program of activities at PSBR Padang Panjang.      | 3    | 13         |
| 5              | The infrastructure used in the PSBR Padangpanjang Program is adjusted to the level of need.                   | 3    | 13         |
| 6              | The learning resources used in the PSBR Padangpanjang Program are adjusted to the level of need.              | 3    | 13         |
| 7              | Instructors and organizers work together in every training activity.  | 3    | 14         |
| <b>Total</b>   |   |      | <b>94</b>  |
| <b>Average</b> |   |      | <b>90%</b> |

Based on the results of filling out the questionnaire to the organizers, it was found that the evaluation results of the input aspects in the PSBR Padangpanjang Training were in accordance with the programs in the PSBR Padangpanjang Training with the level of conformity reaching 90%.

Table 3. Evaluation results of participants' input aspects

| No             | Statement  | Info | Score      |
|----------------|--|------|------------|
| 1              | The training materials that I attended at PSBR Padang Panjang were in accordance with the needs of the job.                  | 20   | 70         |
| 2              | The training materials that I attended at PSBR Padang Panjang were in accordance with the training objectives.               | 20   | 72         |
| 3              | The training materials that I attended at PSBR Padang Panjang were presented in an interesting way                           | 20   | 72         |
| 4              | The training materials that I attended at PSBR Padang Panjang were discussed in depth  | 20   | 71         |
| 5              | The training materials that I attended at PSBR Padang Panjang can provide benefits in terms of knowledge in my field of work | 20   | 71         |
| 6              | The training materials that I attended at PSBR Padang Panjang can provide benefits in terms of skills in my field of work    | 20   | 72         |
| 7              | The training that I participated in used training methods that were in accordance with the topics discussed.                 | 20   | 70         |
| 8              | The training that I attended was according to a predetermined schedule and on time.  | 20   | 71         |
| 9              | The location of the training program that I participated in was clean and comfortable.                                       | 20   | 72         |
| <b>Total</b>   |  |      | <b>641</b> |
| <b>Average</b> |  |      | <b>95%</b> |

Based on the results of filling out the questionnaire to the training participants, it was found that the evaluation results of the input aspects in the PSBR Padangpanjang Training with the level of conformity reached 95%.

### C. Process aspects of the training program

The results of the evaluation of the PSBR Padangpanjang Training program from the Process Aspect using the CIPP model can be seen in the table below.

Table 4. Results of evaluation of teaching process aspects

| No | Statement  | Info | Score |
|----|--|------|-------|
| 1  | Do you enjoy teaching at PSBR Padang Panjang with full responsibility?   | 3    | 12    |
| 2  | Can you take advantage of the facilities provided by the PSBR Padangpanjang Training Center?                   | 3    | 13    |
| 3  | Do the trainees always give a quick response when you give assignments.  | 3    | 14    |
| 4  | The implementation of tasks in the training environment is always carried out with enthusiasm by the trainees. | 3    | 13    |
| 5  | Is every meeting held with practical material.   | 3    | 12    |
| 6  | Using a variety of media in delivering training materials.   | 3    | 13    |

| No             | Statement   | Info | Score      |
|----------------|---|------|------------|
| 7              | Determine the steps that can improve the learning activities of the trainees. | 3    | 13         |
| 8              | The trainees are given the freedom to express their opinion.                  | 3    | 13         |
| 9              | Strive to increase knowledge in order to be able to do a better job.          | 3    | 12         |
| 10             | Strive to increase knowledge in order to be able to do a better job.          | 3    | 14         |
| <b>Total</b>   |   |      | <b>129</b> |
| <b>Average</b> |   |      | <b>86%</b> |

Based on the results of filling out questionnaires to teachers, it was found that the evaluation results of the existing process aspects of the PSBR Padangpanjang Training were in accordance with the program planned by the PSBR Padangpanjang training with a conformity level of 86%.

Table 5. Evaluation results of operator process aspects

| No             | Statement  | Info | Score      |
|----------------|--|------|------------|
| 1              | All parties involved in training activities at PSBR Padang Panjang are full of responsibility.                 | 3    | 15         |
| 2              | Facilities that have been provided by the PSBR Padangpanjang Training Center can be used.                      | 3    | 14         |
| 3              | Do the trainees always give a quick response when you give assignments.  | 3    | 14         |
| 4              | The implementation of tasks in the training environment is always carried out with enthusiasm by the trainees. | 3    | 15         |
| 5              | Is every meeting held practical material.  | 3    | 14         |
| 6              | Using a variety of media in conveying the material.  | 3    | 14         |
| 7              | Determine the steps that can improve the learning activities of the trainees.                                  | 3    | 15         |
| 8              | The trainees are given the freedom to express their opinion.   | 3    | 14         |
| 9              | Trying to find information in order to be able to do a better job.   | 3    | 14         |
| 10             | Strive to increase knowledge in order to be able to do a better job.   | 3    | 15         |
| <b>Total</b>   |  |      | <b>130</b> |
| <b>Average</b> |  |      | <b>87%</b> |

The results of filling out the questionnaire to the organizers showed that the evaluation results of the aspects of the process in the PSBR Padangpanjang Training were in accordance with the program planned by the PSBR Padangpanjang Training with a conformity level of 87%.

Table 6. Results of participant process aspect evaluation

| No             | Statement  | Info | Score        |
|----------------|--|------|--------------|
| 1              | The training committee has the readiness to assist the trainees.   | 20   | 71           |
| 2              | The training instructors I attended were able to interact well with me and other participants.   | 20   | 72           |
| 3              | The training instructor that I attended provided the opportunity for me and other participants to ask questions.                                 | 20   | 72           |
| 4              | The training instructors that I followed delivered the training material clearly and easily to understand.                                       | 20   | 73           |
| 5              | The training instructors that I followed were able to master the material being taught.  | 20   | 70           |
| 6              | The training instructors that I follow can encourage me and other participants to be active in training activities.                              | 20   | 72           |
| 7              | The language used during the delivery of the training materials is in easy-to-understand language.   | 20   | 71           |
| 8              | The training instructors that I follow are always ready to help the participants during the training.  | 20   | 70           |
| 9              | The training room has air conditioning (AC), and there are tables and chairs that are suitable for use to support the training learning process. | 20   | 73           |
| 10             | All the tools and equipment needed when carrying out the training that I participated in are available   | 20   | 73           |
| <b>Total</b>   |  |      | <b>717</b>   |
| <b>Average</b> |  |      | <b>95.6%</b> |

The results of filling out the questionnaire to the training participants showed that the evaluation results of the aspects of the process in the PSBR Padangpanjang Training were in accordance with the program planned by the PSBR Padangpanjang Training with a level of conformity reaching 95.6%.

#### D. Product aspects (results) of the training program

The results of the evaluation of the PSBR Padangpanjang Training program from the

Process Aspect using the CIPP model can be seen in the table below.

Table 7. Results of teacher product aspects

| No             | Statement   | Info | Score      |
|----------------|---|------|------------|
| 1              | Set clear goals and objectives for trainees.  | 3    | 11         |
| 2              | Set clear goals and objectives for the training instructor.   | 3    | 13         |
| 3              | The existing regulations are always carried out well by the trainees.   | 3    | 13         |
| 4              | The trainees can interact well with other participants.   | 3    | 12         |
| 5              | There is an increase in the skills of the participants after participating in the PSBR Padangpanjang training | 3    | 13         |
| 6              | There is a change in the attitude of the participants after participating in the PSBR Padangpanjang training  | 3    | 13         |
| 7              | Prioritizing the vision and mission of the institution rather than personal interests.                        | 3    | 10         |
| 8              | The achievement of the vision and mission of the PSBR Padangpanjang   | 3    | 12         |
| <b>Total</b>   |   |      | <b>97</b>  |
| <b>Average</b> |   |      | <b>81%</b> |

Based on the results of filling out questionnaires to teachers, the results of the evaluation of product aspects in the PSBR Padangpanjang Training are in accordance with the program planned by the PSBR Padangpanjang Education and Training with a conformity level of 81%.

Table 8. Result of product aspect of operator

| No             | Statement   | Info | Score      |
|----------------|---|------|------------|
| 1              | Set clear goals and objectives for trainees.  | 3    | 12         |
| 2              | Set clear goals and objectives for training instructors.  | 3    | 13         |
| 3              | The results obtained by participants who took part in the PSBR Padangpanjang training were in accordance with the target. | 3    | 13         |
| 4              | There is an evaluation of each training activity carried out.   | 3    | 12         |
| 5              | Prioritizing the vision and mission of the institution rather than personal interests.                                    | 3    | 13         |
| 6              | The existing regulations are always enforced properly.  | 3    | 13         |
| 7              | There was an increase in the skills of the participants after participating in the PSBR Padangpanjang training.           | 3    | 12         |
| 8              | There was a change in the attitude of the participants after participating in the PSBR Padangpanjang training.            | 3    | 13         |
| <b>Total</b>   |   |      | <b>101</b> |
| <b>Average</b> |   |      | <b>84%</b> |

The results of filling out the questionnaire to the organizers showed that the evaluation results of the product aspects in the PSBR Padangpanjang Training were in accordance with the program planned by the PSBR Padangpanjang Training with a conformity level of 84%.

Table 9. Results of participant product aspects

| No             | Statement  | Info | Score      |
|----------------|--|------|------------|
| 1              | Set clear goals and objectives for trainees.   | 20   | 71         |
| 2              | The results obtained by participants who took part in the PSBR Padangpanjang training were in accordance with the target | 20   | 70         |
| 3              | There is an evaluation of each training activity carried out.  | 20   | 72         |
| 4              | Prioritizing the vision and mission of the institution rather than personal interests.                                   | 20   | 70         |
| 5              | The existing regulations are always enforced properly.   | 20   | 70         |
| 6              | There was an increase in the skills of the participants after participating in the PSBR Padangpanjang training.          | 20   | 70         |
| 7              | There was a change in the attitude of the participants after participating in the PSBR Padangpanjang training.           | 20   | 69         |
| <b>Total</b>   |  |      | <b>492</b> |
| <b>Average</b> |  |      | <b>94%</b> |

The results of filling out the questionnaire to the training participants showed that the evaluation results of the product aspects in the PSBR Padangpanjang Training were in accordance with the program planned by the PSBR Padangpanjang Training with a suitability rate of 94%.

## CONCLUSIONS

Based on the results of the research and discussion that have been described previously, the following conclusions can be drawn 1) Context evaluation: The PSBR Padang Panjang education and training program has met the requirements of government regulations regarding the implementation of education and training; 2) Evaluation of input: PSBR Padang Panjang training program that the curriculum is relevant to the needs and objectives of the training. Education and training human resources, namely the education and training organizers have analyzed the level of training participants' needs according to the interests of the participants, the teaching staff has met the qualifications as providers of training materials. The available training and education facilities for the PSBR Padangpanjang have not been able to fully support the implementation of the training; 3) Evaluation of the process: The PSBR Padangpanjang training program that the learning media used has supported the implementation of the PSBR Padangpanjang training. The teaching method applied by the teacher is as planned; and 4) Product evaluation (results): The PSBR Padangpanjang training program that the quality of graduates from the PSBR Padangpanjang training is following what is required to be in the community. The training participants also have good skills and can develop their creativity of the participants.

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