ABSTRACT

Usman DP, 2019. Human Resource Development through Training Needs Assessment at the Ministry of Religion Office of Makassar. Supervised by Edi Jusriadi and Dg. Maklassa.

This study aimed to analyze the training needs information system in developing ASN (official staff) human resources at the Ministry of Religion office of Makassar. This type of research was qualitative descriptive research. The process of data collection was done by observation, interviews, documentation studies, and website access. The research informants were the Head of the Ministry of Religion of Makassar City, the Sub-Section Staffing Head, and the ASN (official staff) who had attended the training.

Based on the discussion, the results of the study can be concluded that: 1) From the aspect of the quality of the official staff at the Ministry of Religion office of Makassar City with education level indicators indicated that the quality of official staff at the Ministry of Religion Office of Makassar City was still low. It was reflected in the fact that there were still 21.53% of the official staff who were still of equivalent high school education. 2) From an institutional aspect, at the Ministry of Religion office of Makassar City internally or independently there is no program to develop intellectual capital of official staff in the form of training that has been designed in the Strategic Plan and work program. Training programs that have been conducted so far by the Regional Office of the Ministry of Religion of South Sulawesi Province, 3) The training needs information system for developing human resources of official staff at the Ministry of Religion Office of Makassar City had not been effective and efficient in supporting performance related to : a) from the aspect of the method, curriculum, and training material carried out so far is still by design and top down which only uses one instrument in the process of collecting training needs assessment data, b) the training program policy is not based on the proposal / results of the questionnaire so education and training programs are not as the target and are considered as ordinary routines, c) curriculum, materials, and training methods do not in line with the operational aspects of official staff tasks so that they had an impact on the level of performance and discipline, and d) the development of intellectual capital specifically through the official staffs' initiative.

Keywords: Training Needs Assessment, Human Capital Development, Intellectual Capital.

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