

## ABSTRAK

**ADERIANTIKA**, Tahun 2019 Analisis konsep, implementasi dan dampak terhadap *Training Needs Assessment* (TNA ) aparat Desa Pattondon Salu Kecamatan Maiwa Kabupaten Enrekang. Skripsi program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Makassar. Dibimbing oleh Pembimbing I bapak **Dr. H. Muchran BL.,M.S.** dan Pembimbing II bapak **Nasrullah, S.E.,M.M.**

Penelitian ini bertujuan untuk mengetahui bagaimana konsep *Training Neds Assessment* (TNA), bagaimana implementasi *Training Needs Assessment* (TNA), dan dampak *Training Needs Assessment* (TNA) dalam pengembangan kualitas aparat diDesa Pattondon Salu Kecamatan Maiwa Kabupaten Enrekang. Sampel dalam penelitian ini sebanyak 11 informan dan teknik yang digunakan adalah analisis kualitatif yang dilakukan pada saat pengumpulan data berlangsung dan setelah selesai pengumpulan data. Kegiatan analisis data penelitian ini dilakukan secara interaktif dan berlangsung secara terus-menerus sampai tuntas melalui beberapa langkah kegiatan secara sistematis, yakni data *collection*, data *reduction* , data *display*. Hasil penelitian menunjukkan bahwa adanya penerapan konsep TNA yang benar dapat meningkatkan kemampuan kerja aparat desa Pattondon Salu dan Pengimplestasian *Training Needs Assessment* (TNA) di desa pattondon salu memberikan dampak yang positif terhadap kemampuan kerja aparat desa sehingga kinerja aparat desa lebih baik dari pada sebelum mengikuti pelatihan.

**Kata Kunci : Konsep, Implementasi, Dampak, *Training Needs Assessment* .**



## ABSTRACT

**ADERIANTIKA**, 2019 Analysis of Training Needs Assessment (TNA) officers of Pattondon Salu Village, Maiwa District, Enrekang District. Thesis program of Management Studies, Faculty of Economics and Business, University of Muhammadiyah Makassar. Guided by supervisor I, Dr. H. Muchran BL., M.Sc. and supervisor II, Mr. Nasrullah, S.E., M.M.

This study aims to find out how the concepts of Training Needs Assessment (TNA), how to implement Training Needs Assessment (TNA), and the impact of Training Needs Assessment (TNA) in developing the quality of officials in Pattondon Salu Village, Maiwa District, Enrekang Regency. The sample in this study were 11 informants and the technique used was qualitative analysis conducted at the time of data collection and after data collection was completed. The data analysis activity of this research was carried out interactively and took place continuously to complete through several steps in a systematic manner, namely data collection, data reduction, data display. The results showed that the application of the Training Needs Assessment concept that could properly improve the work ability of Pattondon Salu village officials and the Implementation of Training Needs Assessment in Pattondon Salu village had a positive impact on the ability of village officials to work so that the performance of village officials was better than before training. .

**Keywords: Concept, Implementation, impact, Training Needs Assessment**

