

Evaluation of Education and Training Program during The COVID-19 Pandemic

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Abstract

The goal of this study is to assess the Pekanbaru City Environmental and Forestry Center's education and training program. The approach employed in this study was descriptive qualitative data obtained from secondary and primary sources, as well as data analysis utilizing an interactive model, which is an interactive cycle in the sense that qualitative analysis is a continuous, recurring, and ongoing activity. The findings revealed that the evaluation of the implementation of education and training at the Pekanbaru Environmental and Forestry Center during the COVID-19 pandemic was still ongoing and had a fairly good impact on increasing the knowledge and abilities of the training participants, though it was not yet significant because it was conducted online and there were still issues with networking during the training process. Based on the competency assessment's evaluation results.

Keywords: *Evaluation, Education Training*

1. Introduction

Evaluation is to keep track of the process and outcomes of the training program in order to ensure a systematic, effective, and efficient training program. The technique of gathering data and information for training programs is known as training evaluation. The focus of training assessment is on reviewing the training process and measuring the training results as well as the influence of training on HR performance.

The Forestry Human Resources Extension and Development Center's Technical Implementation Unit (UPT) in Pekanbaru is the Environmental and Forestry Education and Training Center (BP2SDMK). The Forestry Education and Training Center is an important aspect in the development of human resources. Forestry Education and Training is aimed at improving the technical competence of human resources in the forestry apparatus, as well as leadership, commitment, and high morality in forestry development.

The difference between education and training before to and during COVID-19 pandemic is that training prior to the pandemic occurs at a predetermined location and for a predetermined amount of time. Meanwhile, during the COVID-19 epidemic, teaching and training continued, but only online, due to a number of challenges, including insufficient facilities and infrastructure, as well as assistance for apparatus in remote areas.

The implementation of education and training at the Pekanbaru Environmental and Forestry Center is intended to improve the capabilities and competencies of ASN in charge of the Forestry Sector, so that later it will be necessary to evaluate the success and failure of the training, particularly during the implementation of education and training during the Covid pandemic. 19 which was held from April to November 2020, which requires additional attention and ev It is expected that the training evaluation will be carried out in accordance with what is described in the organization's activities, and that it will be

able to provide input and suggestions in order to determine what the main problems in the training implementation are, namely the facilities and infrastructure that are less supportive in the training implementation.

The evaluation of education and training should be done to the greatest degree possible by the money team or the evaluation monitor. This team carried out the evaluation with the help of several teams, including the TU subdivision team,

which served as administration, and the sapras team, which was in charge of preparing the needs for training facilities and infrastructure. However, the evaluation activity could not be carried out optimally because the evaluation budget was still in place. The table below provides more information:

Data Budgeting Environmental and Forestry Education and Training Center (BP2SDMK) 2022.

No	Activity	Budget Objective (Rp)	Availability of resourcesn (Rp)
1	Development of the organization	78.867.000	78.867.000
2	Identifying training requirements	-	-
3	Making a magazine	14.000.000	-
4	Banners and posters	7.500.000	7.500.000
5	Internship training and detailed study	12.590.000	12.590.000
6	Post-Training Assessment	19.148.000	-
7	Virus Prevention Covid 19	46.080.000	46.030.000

Data Source: Office of the Environment and Forestry Office 2021

The table shows that there is still an insufficient budget to meet the evaluation of education and training activities at the Pekanbaru Environmental and Forestry Center, with a target activity budget of Rp. 19,148,000 needed in the framework of the Post-Training Evaluation, but the current financial situation is considered negative. As a result, it's probable that the evaluation won't be done properly.

There were symptoms or phenomena found during the Covid 19 Pandemic at the Pekanbaru Environmental and Forestry Center based on observations on the Research Evaluation of Education and Training (Diklat), namely: the lack of budget availability used for post-training evaluation activities at the Pekanbaru Environment and Forestry Center between needs and financial availability that have

not met the needs of the education and training evaluation so that it is possible that A comprehensive evaluation of the communication network system has not been carried out optimally, which remains an obstacle to the implementation of online training, such as slow networks that do not support the education and training process, resulting in the effectiveness of employee education and training not being able to run well.

The goal of this study is to determine and analyze the Evaluation of Education and Training (Diklat) at the Pekanbaru Environmental and Forestry Center during the Covid 19 Pandemic, as well as to identify and analyze the impeding factors.

Training programs can be evaluated based on information received at five levels,

according to Cardoso Gomes in Suwatno (2016:132/133).

a. Reaction, a measure of this reaction is used to determine the opinions of the training program participants. Efforts to obtain the participants' feedback on the training were primarily motivated by several factors, including a) determining how satisfied the participants were with the program, b) making changes to the training program, and c) ensuring that other participants behaved. receptive to learning the training program

b. Learning / Knowledge. The goal of this form of evaluation is to determine how well the participants have grasped the concepts, knowledge, and abilities presented throughout the training. Written tests (essays or multiple choice), performance tests, and simulation exercises are commonly used to do this. The questions are set out in such a way that they cover every aspect of all training programs' curricula.

c. Behavior. The behavior of the participants before and after the training can be compared to see how much of an impact the training had on their performance changes. Because the purpose of the training is to influence the participants' behavior or performance, this stage is critical. The participants' behavior or performance can be measured using a performance assessment system to determine their degree of performance, which is gathered by their individual supervisors and compared to their performance after the training.

d. The results of the organization. The goal of gathering data at this level is to identify the impact of training on a specific work group or the entire organization. Data on productivity, turnover, absences, accidents, complaints, quality improvement, client satisfaction, and other factors can be collected before and after training.

d. Effectiveness in terms of cost. Its purpose is to determine the amount of money spent on training programs and if

those expenses are minor or large in comparison to the costs incurred as a result of the organization's problems. Helping program costs with problem costs is how this criterion is judged. The expenditures incurred by an agency as a result of the usage of unskilled staff are known as problem costs.

2. Method

This research was conducted in the Pekanbaru Environmental and Forestry Center. It employed a qualitative approach. The following people were interviewed for this study: the Head of Center, the Head of TU's Sub-Division, Staff Employees, and Training Participants. Data can be collected in three ways: observation, interview, and documentation. After gathering data in the field, the information is sorted according to the type of information and then evaluated using qualitative descriptive methods.

3. Results and Discussion

Education and Training Evaluation (Diklat) During the Pandemic of Covid 19 The following interview results from the Pekanbaru Environment and Forestry Center demonstrate this according :

3.1 Reaction

Reaction (Reaction) is an activity that occurs as a result of a symptom or an event, such as satisfaction with the trainer, education, and training that leads to increased individual productivity in institutional performance has become a basic demand. This is due to the fact that institutions recognize the need of expanding professional and qualified human resources. Institutions that provide education and training will develop procedures and curricula for their implementation based on the types and degrees of education and training required during the implementation process.

The conclusion that can be drawn from the interview results on the Reaction/Reaction indicator, namely that

the satisfaction of the teaching staff in the training program is still in the spotlight for its implementation, that not all teaching staff have delivered learning materials in accordance with the applicable provisions and aspects, and that there are still some implementation weaknesses. considering the appearance of the covid 19 pandemic, the implementation of online learning programs so that all forestry training activities are carried out online One aspect of learning success is the provision of teaching materials, and so far the teaching materials provided have remained consistent with the field of training provided in the implementation of environmental and forestry education and training carried out by the Pekanbaru Environmental and Forestry Center.

3.2 Learning

Learning is knowledge paired with comprehension and action potential, which then sticks in a person's mind based on the understanding and information he receives. And the evaluation of the training's execution will be based on essay and multiple-choice assessments, performance tests, and simulations.

The conclusion that can be derived from the findings of the interviews linked to Learning/Knowledge indicators is that many tests and testing of the trainees' knowledge have been given to test the extent of the results acquired in the Pekanbaru Environmental and Forestry Center's training program. Participants are considered to have learned if they have changed their attitudes, gained new knowledge, or developed new abilities as a result of the training. As a result, these three factors must be measured in the training participants to determine the effectiveness of the training program.

Providing many exams to ensure the extent of the training participants' knowledge level with the training program that has been implemented. So, through education and training, information can also

be offered that can increase a sense of duty toward employees, and it is emphasized in education and training that success must be accompanied by a sense of responsibility toward employees.

3.3 Behavior

Behavior is a human act or action that includes assessing students before they begin an educational program, assessing students after they have completed an educational program, and collecting performance assessments. So that it can be determined to what extent the Pekanbaru Environmental and Forestry Center's execution of environmental and forestry training was successful during the COVID-19 epidemic.

The assessment before and after the training program is carried out, but the evaluation has not been carried out optimally since it is still constrained by several factors such as limited time and budget owned by the Environmental and Forestry Education and Training Center new weekend. The evaluation activities carried out by giving interviews to education and training alumni about the implementation of education and training that have been attended by employees or training participants who have completed the training will have a big impact on the success of the education and training program. The evaluation, both before and after the training program, was still not ideal, with various difficulties and inhibiting factors accompanying the training program's implementation at the Pekanbaru City Environmental and Forestry Education and Research Department.

3.4 Organizational Result

There are various new or alternate explanations. Many members of the organization justified the training by presuming that training and development had an impact on organizational effectiveness, notably at the Pekanbaru City Environmental and Forestry Education and

Training Center, due to the difficulty in defining these new outcomes. Organizational results, which include organizational productivity, employee turnover, and absenteeism, are the most essential aspect of learning and effort in organizations.

The conclusion that can be drawn from the results of interviews related to Organizational Result indicators is that opportunities are provided to them by allowing them to continue their education so that their opportunities for career development are good and great in the future for the increase in productivity that they will receive after completing regular training and in accordance with applicable regulations. Training programs, as well as the prevention of poor attitudes and conduct, can keep employees from transferring jobs because they are no longer productive. Following the implementation of the training, the committee performs monitoring/monitoring to see how the training participants have changed. Monitoring serves two purposes: determining the compatibility of program implementation with program plans, and determining how continued program implementation can be expected to cause the necessary changes in both the training implementers and the training participants.

3.5 Cost Effectiveness

The cost effectiveness of a training program is determined by the amount of money spent on it and how effectively it was implemented. Its purpose is to determine the amount of money spent on the training program, whether the training costs are small or large in comparison to the costs incurred as a result of the organization's problems, and whether the training costs are small or large in comparison to the results obtained by the Pekanbaru City Environmental and Forestry Education and Training Center.

The conclusion that can be drawn from the interview results on the Cost

Effectiveness indicator is that the budget for implementing the training program still needs to be increased so that the training evaluation process can show the level of funding that is in accordance with the training needs that must be evaluated in light of the current corona outbreak, which is extremely concerning. this.

According to the Pekanbaru City Culture and Tourism Office, the following obstacles impede the development of tourism objects in Pekanbaru City:

3.6 Budgetary constraints

Limited funds in the implementation of the employee training program necessitated in the overall implementation of the training, resulting in an inability to increase the knowledge and competence of employees as a whole, affecting the Pekanbaru Environmental and Forestry Education and Training Center's employees' work performance.

3.7 Education and training evaluations have not been carried out sufficiently.

Employees participating in the training program at the Pekanbaru Environmental and Forestry Education and Training Center have not yet been evaluated adequately, so it is unclear how much progress they have made.

4. Conclusion

Even though there had been no significant evaluation and there were still constraints with the online training system such as an underprivileged network, the training carried out at the Pekanbaru Environmental and Forestry Education and Training Center during the Covid 19 Pandemic had a relatively good impact and increased their knowledge.

The budget and evaluation were not utilized during the Covid 19 Pandemic at the Pekanbaru Environmental and Forestry Center, which hampered the Evaluation of Education and Training (DIKLAT).

5. References

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