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**PERSENTASE PELAKSANAAN ANALISIS KEBUTUHAN PELATIHAN
BBPP BATANGKALUKU**

Pelaksanaan AKP		Persentase (%)
Kendala yang dihadapi	- Anggaran	10.6
	- Fasilitas penunjang	20.8
	- Kebijakan	10.4
	- Transparansi	25.9
	- Akuntabilitas	25.6
Kebutuhan organisasi	- Budaya Organisasi	83.5
	- Misi	84.6
	- Iklim Kerja	87.2
	- Sasaran	85.9
	- Struktur Organisasi	90.4
Kebutuhan pekerjaan	- Pengetahuan	87.9
	- Keterampilan	92.4
	- Keahlian	87.6
	- Sikap	90.4
Kebutuhan individu/personal	- Motivasi	90.4
	- Hubungan Kerja	87.5
	- Disiplin	89.3
	- Pengembangan SDM	92.6



**PERSENTASE PELAKSANAAN ANALISIS KEBUTUHAN PELATIHAN
BBPPKS REGIONAL V SULAWESI**

Pelaksanaan AKP		Persentase (%)
Kendala yang dihadapi	- Anggaran	20.7
	- Fasilitas penunjang	34.1
	- Kebijakan	35.8
	- Transparansi	30.5
	- Akuntabilitas	32.7
Kebutuhan organisasi	- Budaya Organisasi	85.4
	- Misi	87.9
	- Iklim Kerja	92.4
	- Sasaran	87.6
	- Struktur Organisasi	91.4
Kebutuhan pekerjaan	- Pengetahuan	85.9
	- Keterampilan	83.5
	- Keahlian	84.6
	- Sikap	87.2
Kebutuhan individu/personal	- Motivasi	90.4
	- Hubungan Kerja	89.3
	- Disiplin	80.4
	- Pengembangan SDM	87.5



**PERSENTASE PELAKSANAAN ANALISIS KEBUTUHAN PELATIHAN
BBPK MAKASSAR**

Pelaksanaan AKP		Persentase (%)
Kendala yang dihadapi	- Anggaran	50.3
	- Fasilitas penunjang	5.7
	- Kebijakan	10.8
	- Transparansi	24.4
	- Akuntabilitas	23.5
Kebutuhan organisasi	- Budaya Organisasi	93.5
	- Misi	90.4
	- Iklim Kerja	87.5
	- Sasaran	89.3
	- Struktur Organisasi	90.9
Kebutuhan pekerjaan	- Pengetahuan	87.6
	- Keterampilan	85.4
	- Keahlian	87.9
	- Sikap	92.4
Kebutuhan individu/personal	- Motivasi	87.2
	- Hubungan Kerja	87.6
	- Disiplin	85.9
	- Pengembangan SDM	83.5



**PERSENTASE PELAKSANAAN ANALISIS KEBUTUHAN PELATIHAN
BALAI DIKLAT KEAGAMAAN MAKASSAR**

Pelaksanaan AKP		Persentase (%)
Kendala yang dihadapi	- Anggaran	57.6
	- Fasilitas penunjang	10.8
	- Kebijakan	39.5
	- Transparansi	28.7
	- Akuntabilitas	27.9
Kebutuhan organisasi	- Budaya Organisasi	87.6
	- Misi	95.4
	- Iklim Kerja	85.9
	- Sasaran	84.6
	- Struktur Organisasi	90.2
Kebutuhan pekerjaan	- Pengetahuan	89.3
	- Keterampilan	90.4
	- Keahlian	87.5
	- Sikap	89.3
Kebutuhan individu/personal	- Motivasi	92.4
	- Hubungan Kerja	84.6
	- Disiplin	87.6
	- Pengembangan SDM	85.4



**PERSENTASE PENILAIAN KEMAMPUAN WIDYAIKWARA DAN KINERJA ORGANISASI
DALAM PELAKSANAAN ANALISIS KEBUTUHAN PELATIHAN
BBPP BATANGKALUKU**

	Pelaksanaan AKP	Persentase (%)
Keterampilan Widyaiswara	- Penguasaan materi	86.5
	- Relevansi materi dengan tujuan pelatihan	74.6
	- Sistematika penyajian pelatihan	87.2
	- Penggunaan metode dan alat bantu	75.9
	- Keterampilan menjawab pertanyaan	93.4
	- Daya simpatik dan gaya penyajian materi	93.5
	- Penggunaan bahasa (Indonesia dan Inggris)	90.4
	- Kualitas bahan pelatihan	87.5
	- Ketepatan waktu penyajian pelatihan	89.3
Keahlian Widyaiswara	- Fungsional	92.4
	- Teknis	87.6
	- Manajerial	81.4
	- Profesional	80.6
Sikap Widyaiswara	- Penguasaan kerja	75.8
	- Dedikasi	82.4
	- Etos kerja	77.9
	- Kepemimpinan	80.8
	- Komitmen kerja	90.4
Motivasi Widyaiswara	- Kebutuhan	77.9
	- Prestasi	80.8
	- Harapan	90.4
	- Pengembangan	85.7
Disiplin	- Kerajinan	75.9
	- Kehadiran	81.6
	- Kepatuhan	78.4
	- Loyalitas	82.5
Kinerja Organisasi	- Kuantitas	89.6
	- Kualitas	85.9
	- Efisiensi	89.3
	- Efektivitas	87.5



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	- Penggunaan metode dan alat bantu	87.6
	- Keterampilan menjawab pertanyaan	81.4
	- Daya simpatik dan gaya penyajian materi	80.6
	- Penggunaan bahasa (Indonesia dan Inggris)	85.4
	- Kualitas bahan pelatihan	85.9
	- Ketepatan waktu penyajian pelatihan	84.6
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	- Kualitas	86.8
	- Efisiensi	84.9
	- Efektivitas	88.2



Dokumentasi



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