The Effectiveness of the Basic Training Model of Civil Servants Candidate Category III

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Abstract

This study aims to determine the effectiveness of the CPNS (Civil Servant Candidate)Category III basic training model. This study uses the R & D (Research and development) method and data collection techniques, namely through observation, questionnaires, interviews and documentation. The secondary data from this study came from the education and training agency of the province of Gorontalo. In this case, the primary data from this study was supported by the results of observations, interviews, and questionnaires. The results of the study show that the basic training model for CPNS Category III emphasizes the activities of the trainees. Training participants better understand a concept because they actively pay attention to public service materials, ASN (State Civil Apparatus) management, WoG, and quality commitment. This is more effective in building training participants' understanding related to the material being studied. Participants carrying out activities can foster understanding and awareness in attitude. The basic training materials provided can help in carrying out their daily tasks when they return to the field where they work, resulting in truly meaningful knowledge.

Keywords: Basic Training, CPNS, Training Model.

INTRODUCTION

Basic training is one of the trainings that must be followed by prospective civil servants (CPNS) before becoming PNS which has now changed its name to State Civil Apparatus (ASN). As described in the Law of the Republic of Indonesia Number 5 of 2014 concerning State Civil Apparatus (ASN). that every state civil apparatus after going through the recruitment process and is declared to have passed as a CPNS is required to attend basic training for prospective civil servants. Implementation of basic CPNS training.

The basic training for CPNS, which is usually abbreviated as LATSAR CPNS, has been carried out since 2003, initially known as pre-service training. there is a paradigm shift from the old pattern to the new pattern of pre-service. Where the old pattern only accepts material in the classroom, but the new pattern requires training participants to make an actualization plan. What has been obtained through the material is

applied in real life. Adjusting to the background of science and main duties in the world of work as a State Civil Apparatus.

The old pattern uses a full class system while the new pattern is on class and off class (Hernandez-Rebollar et al., 2002). The off-class implementation continues to use mentors as a place for consultation with training participants. This is done by the training center in order to produce the maximum in accordance with the learning objectives. Therefore, it is necessary to test the learning model that has been made for the CPNS background.

LITERATURE REVIEW

Understanding CPNS Basic Training

Basic training or what is called Latsar is a training activity intended for prospective civil servants (CPNS). In the regulations of the State Administration of the Republic of Indonesia, it contains the definition of prospective civil servants, hereinafter abbreviated as CPNS, are "Indonesian citizens who have passed the selection for civil servant procurement, are appointed and determined by the PPK, and have obtained technical approval and determination of employee identification numbers." to provide basic training to state apparatus in serving the community.

The definition of training according to Poerwadarminta (in Basri & Rusdiana, 2015) that training comes from the word "train" plus the prefix ke-, pe and the suffix -an which means that it is normal, the situation is usually obtained by someone after going through the process or being taught. Practice means learning to get used to or acquire certain skills. Coaches are the people who provide the exercises (Ford et al., 2010; Motta, 2016; Iradati et al., 2020).

Quoting the opinion of Edwin B Flippo (inKamil (2012) who argues that: Training is the act of increasing the knowledge and skills of an employee for doing a particular job. Then Simamora (in Kamil (2012) suggests that what defines training as a series of activities designed to improve skills, knowledge, experience or change in an individual's attitude.Based on some of the opinions above about training, it can be concluded that training is an activity that is made to improve skills in carrying out a job to make it even better.

Overall in the Regulation of the State Administration of the Republic of Indonesia Number 1 of 2021 concerning Basic Civil Servant Training "Basic training for CPNS is education and training in the Pre-service Period which is carried out in an integrated manner to build moral integrity, honesty, spirit and motivation of nationalism and nationality, personality character superior and responsible, and strengthen professionalism and competence in the field."

CPNS basic training model

According to Elias M. Awadr (in Amirin, 2001) so what is called the model is a reflection, depiction of a real or planned system. In addition to the word model, it is also known as design, Atmodiwirio (2002) states that design is a planning process that describes a sequence of activities (systematics).) about a program. Then Hamalik (2001) stated that the training model is a form of training implementation in which there are training programs and implementation procedures.

Regulation of the Institute of State Administration of the Republic of Indonesia Number 1 of 2021 concerning Basic Civil Service Training provides information on several basic trainings: (a) Classical CPNS Basic Training, hereinafter referred to as Classical Training, is the Basic Training for Civil Servants whose learning strategies are mostly carried out through face-to-face learning processes at in class. (b) Integrated CPNS Basic Training, hereinafter referred to as Blended Learning, is a CPNS Basic Training conducted by combining the face-to-face learning process in the classroom with the online learning process. (c) Online Independent Training, hereinafter referred to as Independent Training, is independent learning carried out by participants of the CPNS Basic Training online by utilizing the learning system developed by the State Administration Institute. (d) Distance Training, hereinafter referred to as Distance Learning, is collaborative learning between CPNS Basic Training participants and training staff by utilizing the learning system developed by the State Administration Institute and managed together with accredited government training institutions.

Model 4-D

According to (Trianto, 2010) this model includes four stages, namely; (1) Stage I: Define (restrictions) The purpose of this stage is to determine and determine the terms of learning which include learning objectives and restrictions on learning materials. This stage includes five steps, namely the initial and final analysis, student analysis, concept analysis, task analysis and specification of learning objectives; (2) Stage II: Design The purpose of this stage is to produce a learning draft, which includes test questions and the development of learning materials. This stage includes four steps, namely the preparation of tests, media selection, format selection, and initial planning; (3) Stage III: Develope the purpose of this stage is to produce the final form of learning tools developed at the planning stage and to obtain feedback through formative evaluation. This stage includes two steps, namely expert assessment and trial; (4) Stage IV: Disseminate (Dissemination) The purpose of this stage is to conduct validity tests and cooperative selection of learning tools that have been tested and revised, then distributed to the field. The step taken at this stage is the distribution of learning tools for use in schools.

METHODS

The research uses an R&D (Research and Development) approach. The research and development procedure for the Category III CPNS Basic Training Model in Gorontalo Province refers to the S. Thiagarajan, Dorothy S. Semmel, and Melvyn I. Semmel models, namely the FourD Model (1974), namely: define, design, develop, and disseminate.

To produce a revised Basic Training Model for CPNS Category III based on input from experts. This stage includes: (a) testing the validity of the CPNS Category III Basic Training Model by experts followed by revisions, to test the validity of the tool, (b) trial activity I with real training participants, followed by data analysis of the results of trial I to test practicality. and effectiveness, Basic Training Model for CPNS Category III. The results of stages (a) and (b) are used as the basis for revision. The next step is trial II with actual training participants followed by data analysis of test results II to test the practicality and effectiveness of the Category III CPNS Basic Training Learning Model so that the final draft model is obtained. .

DISCUSSION

Results of Observation of Training Participants' Activities on Basic Training for CPNS Category III Gorontalo Province

Observation of the activities of the training participants on the basic training of Category III Gorontalo Province was carried out to determine the activities of the training participants including; the activities of the training participants on the aspects of the preliminary activities, the activities of the trainees on the aspects of the presentation activities, and the activities of the trainees on the aspects of the closing activities. The results of the observation of the activities of the training participants on the basic training of CPNS Category III. It can be explained that the activities of the trainees in the preliminary activity aspect obtained an average score of 3.3 with a percentage of 83.1 or rated very active (80% AP 100%) which means that the overall activity of the trainees towards the basic training of CPNS Go. III in Gorontalo Province in the preliminary activity aspect was in the very active category. On average, all components of the preliminary activity aspect were in very active training participant activity, so the Category III basic training model in Gorontalo Province was declared to meet the effectiveness criteria.

The activity of the training participants in the presentation activity aspect, obtained an average score of 3.4 with a percentage of 84.9 or rated very active (80% AP 100%) which means that the overall activity of the training participants towards the basic training of CPNS Category III in the aspect of presentation activities are in the very active category. On average, all components of the presentation activity aspects are in very active activities, so the Category III basic training model in Gorontalo province is declared to meet the effectiveness criteria.

The activity of the training participants in the closing activity aspect, obtained an average score of 3.4 with a percentage of 85.4 or rated very active (80% AP 100%) which means that the overall activity of the training participants towards the basic training of Category III in the activity aspect The closing activity is in the very active category. On average, all components of the closing activity aspect are in very active activity, so that the Category III basic training model is declared to meet the effectiveness criteria.

The overall aspect in the activities of the trainees towards the basic training of Category III, obtained an average score of 3.3 with a percentage of 83.0 or considered very active (80% AP 100%) which means that the aspects of basic training activities for the basic training of Category III is in very active activity. On average, all components of the basic training activity aspects of basic training are in the very high category, so the Category III basic training model is declared to meet the effectiveness criteria.

An overview of the activities of the training participants on the basic training for CPNS Category III in Prov, Gorontalo can be seen in Figure 1.
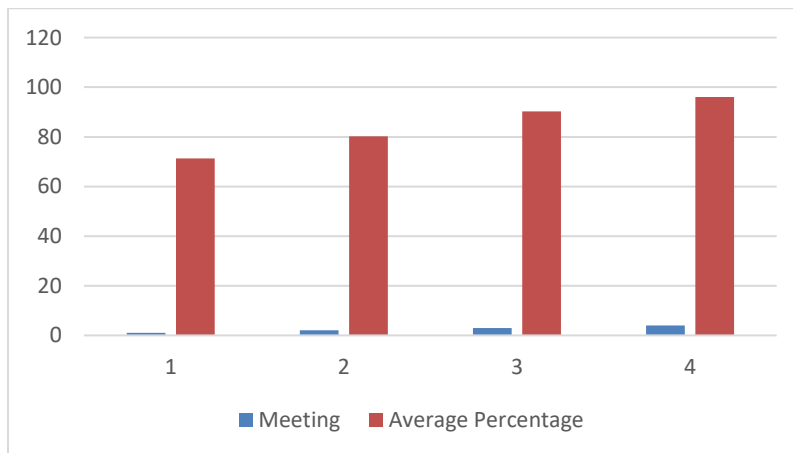
Figure 1. Activity Diagram of Training Participants on Basic Training for CPNS Category III in Gorontalo Province

Test Results of Learning Outcomes for Category III CPNS Basic Training in Gorontalo Province

The test of learning outcomes for basic training for CPNS Category III in Gorontalo Province is given to training participants at the beginning of the meeting (pre-test) and at the end of the meeting (post-test). Pre-test and post-test were given to determine the description of learning outcomes of basic training, adding four training courses and knowing the effectiveness or improvement of learning outcomes of trainees using the Paired T Test.

Description of Pre-Test Learning Outcomes for Category III CPNS Basic Training

Ideally, the correct answer is given a score of 1 and the wrong answer is given a score of 0, then converted to a scale score of 100, the lowest score is 27.5 and the highest score is 60.0. To find out the frequency distribution of each category can be seen in Table 4.26.

Based on the frequency distribution in Table 4.26, it can be explained that of the 64 respondents who were given the pretest of basic training learning outcomes, there were 5 respondents (7.8%) with very low learning outcomes, 55 respondents (85.9%) with low learning outcomes, and 4 respondents (6.3%) with high learning outcomes. This means, of the 64 respondents who were given a pretest in basic training, most of the training participants had low learning outcomes, so it was concluded that the pretest learning outcomes were generally in the basic training for CPNS Category III with low learning outcomes. An overview of the learning outcomes of the Category III CPNS basic training can be seen in Figure 2.
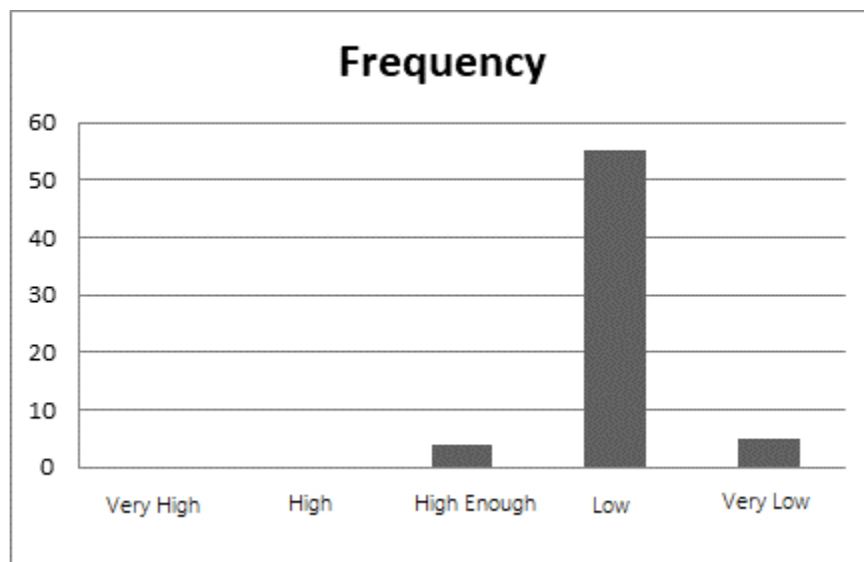

Figure 2. Diagram of the Pre-Test Basic Training for CPNS Category III

Description of Post-Test Learning Outcomes for Category III CPNS Basic Training

Ideally, the correct answer is given a score of 1 and the wrong answer is given a score of 0, then converted to a scale score of 100, the lowest score is 67.5 and the highest score is 85.

Based on the results of research from 64 respondents who were given a post-test on learning outcomes of basic training for Civil Servants Category III, there were 58 respondents (90.6%) with high learning outcomes, and 6 respondents (9.4%) with very high learning outcomes. This means, of the 64 respondents

who were given a post-test, most of the training participants were at high learning outcomes, so it was concluded that the learning outcomes for the basic training for CPNS Category III post-test were generally in high learning outcomes. The description of the learning outcomes of the training participants in the basic training for CPNS Category III can be seen in Figure 3.
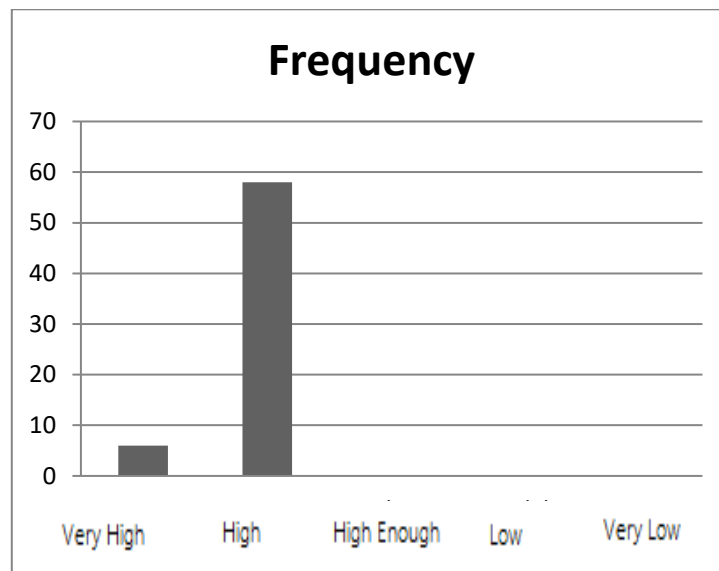
Frequency

| Very High | High | High Enough | Low | Very Low |

Figure 3. Post Test Diagram of Category III CPNS Training Learning Outcomes in Gorontalo Province

Paired T Test learning outcomes for CPNS Category III Basic Training

The results of the Paired T Test analysis on improving learning outcomes for CPNS Category III basic training:

Paired Sample Statistics

At the output of SPSS 25.0, it is known that the descriptive statistical results of the two samples studied are the pre-test and post-test values. For the pre-test value, the average value of the learning outcomes of basic training for CPNS Category III is 17.70. While the post test scores obtained the average value of the results of basic training learning outcomes for category III CPNS is 31.59. The training participants who became the sample in this study were 64 people. The standard deviation value for the pre-test is 2.724 and the post-test is 1.571. The standard error value for the pre-test is 0.340 and for the post-test is 0.196. Because the average value of learning outcomes for Category III CPNS basic training in the pre-test is $17.70 <$ post-test 31.59, it means that descriptively there is a difference in the average value of learning outcomes for basic training for CPNS Category III participants between the pre-test and post-test.

Paired Samples Correlations

The output shows the results of the correlation test or the relationship test between the two data or the relationship between the pre-test and post-test variables. Based on the output above, it is known that the correlation coefficient value is 0.101 with a significant value of 0.426. Because the significance value is $0.426 > 0.05$, it can be said that there is no relationship between the pre test variable and the post test variable.

Paired Samples Test

The third result is the most important output because the third output provides an explanation of the two results obtained above, regarding the presence or absence of the influence of the training model on the learning outcomes of Category III CPNS basic training.

The following is the formulation of the research hypothesis problem

H_0 : There is no difference in the average learning outcomes of Category III CPNS basic training in the pre-test and post-test, which means that there is no effect of the training model on learning outcomes for category III CPNS basic training.

H_a : There is a difference in the average learning outcomes of category III CPNS basic training in the pre-test and post-test, which means that there is no effect of the training model on learning outcomes for category III CPNS basic training.

According to Singgih Santoso (2014). Decision making on the paired sample t-test based on the significant value of the SPSS output results is as follows; (1) If the value of sig. (2-tailed) < 0.05, then H0 is rejected and Ha is accepted; (2) If the value of sig. (2-tailed) > 0.05, then H0 is accepted and Ha is rejected

Based on the "Paired Sample Test" output table above, it is known that the value of Sig. (2-tailed) is 0.000 < 0.05, then H0 is rejected and Ha is accepted. So it can be concluded that there is a difference in the average learning outcomes of category III CPNS basic training in the pre test and post test, which means that there is no effect of the training model on learning outcomes for category III CPNS basic training in the pre test and post test, which means that there is an influence of the learning model on learning outcomes of category III CPNS basic training.

The output of "Paired Sample test" above also provides information that the value of "Mean Paired Differences" is -17.96. This value indicates the difference between the average pre-test and post-test learning outcomes or 17.70 - 31.59 = -13.89 and the difference is between -14.6 to -13.1 (95% Confidence Interval of the Difference).

In addition to comparing the significance value (Sig.) with a probability of 0.05, there is also a way of testing the hypothesis in the paired t-test. This method is to compare between tcount and ttable. The basis for decision making is as follows; (1) If the value of tcount> ttable, then H0 is rejected and Ha is accepted; (2) If the value of tcount < ttable, then H0 is accepted and Ha is rejected

Based on the output of "Paired Samples Test" above, it is known that tcount is negative, namely -37.001. This negative tcount is due to the fact that the average value of pre-test learning outcomes is lower than the average post-test learning outcomes, so a negative t-count can be positive. So the value of tcount-37.001. Based on the output above, it is known that the df (degree of freedom) value is 63 and the value is 0.05/2 = 0.025. Based on this value, the ttable value is 1.990.

The tcount value is 37,001 and the ttable value is 1,990. Because the value of tcount 37.001 > ttable value of 1.990, then as the basis for making the decision to accept Ha. So it was concluded that there was an effect of the training model on the learning outcomes of Category III CPNS basic training.

Based on the description in table 4.85, it was found that 10 people or 40% of the training participants experienced an increase in statistical literacy learning outcomes in the high category, as many as 14 people or 56% of the training participants experienced an increase in the medium category, and 1 person or 4% of the training participants experienced an increase. low category. The average value of N-Gain as a whole is 0.62 or the increase in learning outcomes is in the medium category.

The results of the analysis of the Performance of the Training Participants

Results of Training Participants' Performance on Public Service Materials

The performance of the training participants is given to determine the ability of the trainees to understand the basic training of CPNS Category III, the performance is carried out by the training participants at every training material meeting. After being given a score, descriptive results are obtained which can be described as follows.

Based on the frequency distribution, it can be explained that of the 64 respondents in the public service subject there are 28 respondents (43.8%) with very high abilities, 27 respondents (42.2%) with high abilities, and 9 respondents (14.1%) with quite high ability. This means, of the 64 respondents whose subjects were public services, most of the training participants were at a high level, so it was concluded that the skills of the trainees were on the subject of public service at the Provincial Education and Training Agency. Gorontalo is generally in a high capacity.

The description of the performance of the training participants in relation to public service materials can be seen in Figure 4.
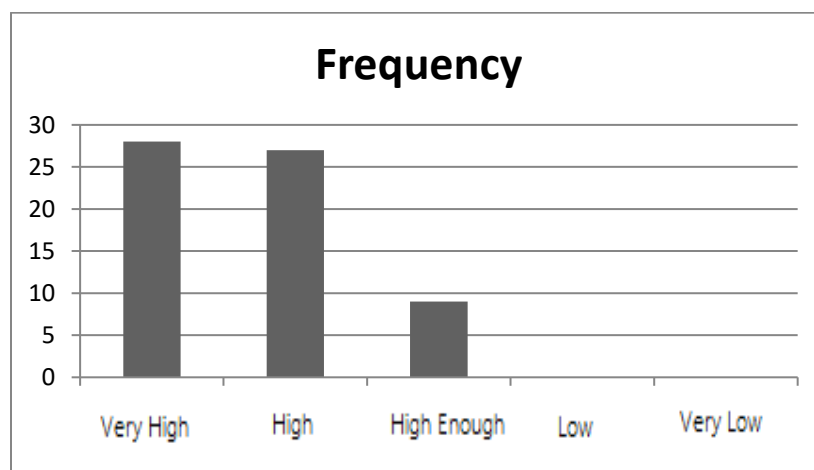

Figure 4. Diagram of Training Participants' Performance in Relation to Public Service Materials

Performance Results of Training Participants on ASN Management Materials

The performance of the training participants is given to determine the ability of the trainees to understand the basic training of CPNS Category III, the performance is carried out by the training participants at each training material meeting. After being given a score, descriptive results are obtained which can be described as follows.The performance consists of 5 question items about basic training materials, the lowest score is 0 and the highest score is 100.

Based on the frequency distribution, it can be explained that of the 64 respondents who were in the subject of public services, there were 9 respondents (14.1%) with very high ability, 38 respondents (59.4%) with high ability, 15 respondents (23.4%) with high ability. quite high and 2 respondents (3.1%) with low ability. This means, of the 64 respondents whose ASN management material, most of the training participants are in high ability, so it can be concluded that the ability of the trainees on the ASN management material at the Gorontalo Provincial Personnel and Training Agency is generally at a high ability. The description of the performance of the training participants in relation to public service materials can be seen in Figure 5.
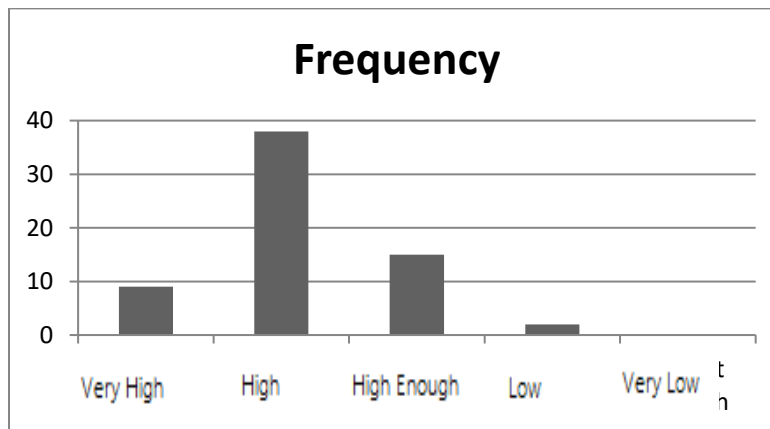

Figure 5. Diagram of training participants' performance in relation to ASN Management materials

Results of Training Participants' Performance on Whole of Government Materials

The performance of the training participants is given to determine the ability of the trainees to understand the basic training of CPNS Category III, the performance is carried out by the training participants at each training material meeting. After being given a score, descriptive results are obtained which can be described as follows.

Performance consists of 5 questions about basic training materials, the lowest score is 0 and the highest score is 100. very high, 40 respondents (62.5%) with high ability, and 10 respondents (15.6%) with moderately high ability. This means, of the 64 respondents who studied whole of government, most of the trainees were of high ability, so it was concluded that the ability of the trainees on the whole of government material at the Gorontalo Provincial Personnel and Training Agency was generally of high ability.

The description of the performance of the training participants in relation to the whole of government material can be seen in Figure 6.
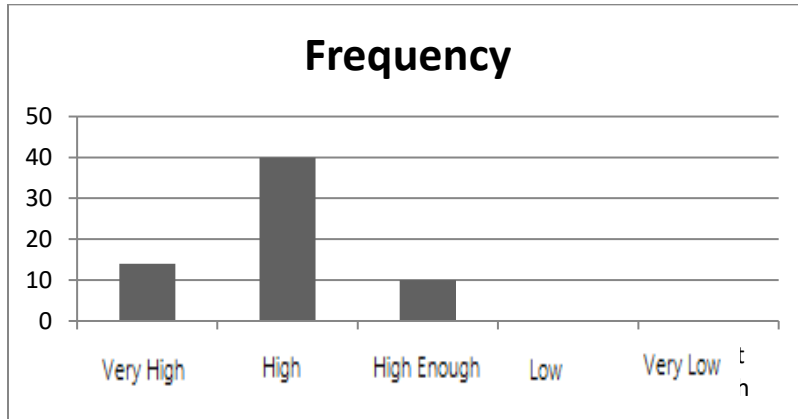
Figure 6. Diagram of Training Participants' Performance in Relation to Whole of Government Materials

Performance Results of Training Participants on Quality Commitment Material

The performance of the training participants is given to determine the ability of the trainees to understand the basic training of CPNS Category III, the performance is carried out by the training participants at each training material meeting. After being given a score, descriptive results are obtained which can be described as follows.

Performance consists of 5 questions about basic training materials, the lowest score is 0 and the highest score is 100. respondents (71.9%) with high ability, and 10 respondents (15.6%) with moderately high ability. This means, of the 64 respondents whose material is quality commitment, most of the training participants are in high ability, so it can be concluded that the ability of the trainees on the quality commitment material at the Gorontalo Provincial Personnel and Training Agency is generally at high ability.

The description of the performance of the training participants in relation to the quality commitment material can be seen in Figure 7.
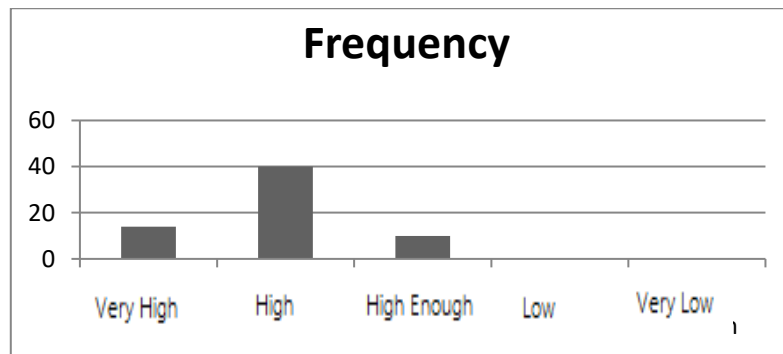

Figure 7. Diagram of Training Participants' Performance in Relation to Quality Commitment Materials

Based on the results above, it is explained that the basic training model for CPNS Category III emphasizes more on the activities of the trainees. Training participants better understand a concept because they actively pay attention to public service materials, ASN management, WoG, and quality commitment. This is more effective in building the understanding of training participants related to the material being

studied. Participants carrying out activities can foster understanding and awareness in attitude. Training materials The basics provided can help in carrying out daily tasks when they return to the field where they work, resulting in truly meaningful knowledge (Putnam& Borko, 2000).

The effectiveness of the training model is also determined by the learning outcomes test given to the trainees (Noe& Schmitt, 1986). The learning outcomes test developed in this model is a test of learning outcomes for basic training for CPNS Category III. This test is carried out on subjects who are research subjects. Before the treatment, a pre-test was carried out and after the treatment was carried out a post-test. Then all the data from the pre-test and post-test were analyzed statistically to obtain the Paired Samples Test.

The effectiveness of the Category III CPNS basic training model can also be determined from the ability to perform, from 64 respondents who performed, most of the training participants were at high ability, because the training participants understood the problems and were also supported by the material presented in the Category III CPNS basic training. So the basic training model for CPNS Category III is proven to be effective, which means the basic training model for CPNS Category III is more effective by adding three training materials to improve learning outcomes in the basic training.

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