



MONITORING STRATEGY AND EVALUATION OF EDUCATION AND TRAINING PROGRAM WITH THE CIPP METHOD

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Abstrak

This study aims to evaluate apprenticeship education and training at PPSDM MIGAS using the CIPP method. The research method used is a qualitative descriptive method where data is obtained from interviews, documentation, and photos. Respondents who are the source of data are managers, teachers, and participants in education and apprenticeship at PPSDM MIGAS Cepu. The result of this research is to evaluate from the aspect of the context of education and training which contains the background, goals, and objectives that have been implemented by the objectives, the input aspect consisting of curriculum, human resources, infrastructure, and education financing. programs and training have been carried out by the existing curriculum and with competent managers and instructors. The process aspect consisting of preparation and evaluation of the results of education and training programs has been carried out well. product aspect (outcome) which consists of the quality of participants' learning outcomes and the number of graduates participating in the training program according to their achievements.

Keywords: Education, Education and Training, CIPP, PPSDM

Abstrak

Tujuan dari penelitian ini adalah untuk menemukan pendidikan dan pelatihan pemagangan di PPSDM MIGAS dengan menggunakan metode CIPP. Metode penelitian yang digunakan adalah metode deskriptif kualitatif dimana data diperoleh dari wawancara, dokumentasi dan foto. Responden yang menjadi sumber data adalah pengelola, guru dan peserta pendidikan dan pemagangan di PPSDM MIGAS Cepu. Hasil dari penelitian ini adalah untuk mengembangkan aspek konteks pendidikan dan pelatihan yang memuat latar belakang, tujuan dan sasaran telah dilaksanakan sesuai dengan tujuan, aspek input yang terdiri dari kurikulum, sumber daya manusia, sarana prasarana, dan pembiayaan pendidikan. program dan pelatihan telah dilaksanakan sesuai dengan kurikulum yang ada dan dengan pengelola dan instruktur yang kompeten. Aspek proses yang terdiri dari persiapan dan evaluasi program pendidikan dan pelatihan telah dilaksanakan dengan baik. aspek produk (outcome) yang terdiri dari kualitas hasil belajar peserta dan kuantitas lulusan yang mengikuti program sesuai dengan prestasinya.

Kata Kunci: Pendidikan, Diklat, CIPP, PPSDM

INTRODUCTION

One of the government's efforts, especially the Central Java Provincial Government, in overcoming the surge in unemployment is to organize a Domestic Apprenticeship program by the Ministry of Manpower and Transmigration. According to the Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia Number PER.22/MEN/IX/2009 concerning the Implementation of Domestic Apprenticeships Article 1 paragraph (1), apprenticeships are part of a job training system that is carried out in an integrated manner between training in training institutions and working in an integrated manner. directly under the guidance and supervision of instructors or workers who are more experienced in the process of producing goods and/or services in the company, to master certain skills or expertise. Then in paragraph (2), it is added that a domestic apprenticeship is an apprenticeship organized by a company domiciled in the Unitary State of the Republic of Indonesia.¹

Before the apprenticeship program is implemented, training is conducted for participants. Kaswan believes that training is a process of increasing employee knowledge and skills.² The implementation of this training is a provision for participants to facilitate the implementation of the apprenticeship program later. Indeed, in every program or activity implementation, there are important things that are sometimes forgotten, namely program evaluation, including education and training programs.³

Juju Sudjana says that program evaluation is useful for decision-makers to determine whether the program will be stopped, repaired, modified, or not. expanded, or improved. Program evaluation is an activity that cannot be separated from program management or management, so program evaluation, especially education and training programs, is important for those in charge of Education Management.⁴

Education and training are a process of changing employees who do not have expertise in their fields to be converted into skilled employees so that it will produce employees who are ready to be given new responsibilities.⁵ The existence of education and

¹Angga AF. Sigit Rochadi Adilita Pramant,Sulaiman, *HUBUNGAN INDUSTRIAL ERA DEMOKRASI*, Edisi Pert (Pensil 324, 2020).

²Sudarman Sudarman, "Contribution of Education, Employment, and Ethnicity Level to the Integration of Islam and Christian Religions in Central Lampung Regency," *Indonesian Journal of Islam and Muslim Societies* 11, no. 2 (8 Desember 2021): 243–70, <https://doi.org/10.18326/ijims.v11i2.243-270>; Nanang Fatchurochman, "Improving the Performance of Administrative Employees in Madrasah Aliyah Negeri 1 Serang Regency," *Nidhomul Haq: Jurnal Manajemen Pendidikan Islam* 6, no. 2 (23 Juli 2021): 331–41, <https://doi.org/10.31538/ndh.v6i2.1505>.

³Amarullah Romadhon, "Pengaruh Pendidikan Dan Pelatihan Terhadap Kinerja Pegawai Di Badan Kepegawaian Daerah dan Diklat Kabupaten Serang" (FAKULTAS ILMU SOSIAL DAN ILMU POLITIK UNIVERSITAS SULTAN AGENG TIRTAYASERANG, 2013).

⁴Dr. Widiastuti Sulis Tyaningsih, "Evaluasi Pelaksanaan Pelatihan Menjahit Di Lembaga Kursus Dan Pelatihan Adana Yogyakarta," *Jurnal Pendidikan Teknik Busana* 7 (2018): 1–7.

⁵ Ahmat Nurulloh dkk., "The Role of the Head of Madrasah's Policy in Improving Teacher Professionalism," *Nidhomul Haq: Jurnal Manajemen Pendidikan Islam* 5, no. 3 (28 November 2020): 334–46, <https://doi.org/10.31538/ndh.v5i3.963>; Abdul Azis, Reem Abou-Samra, dan Andika Aprilianto, "Online Assessment of Islamic Religious Education Learning," *Tajkir: Interdisciplinary Journal of Islamic Education* 3, no. 1 (29 Januari 2022): 60–76, <https://doi.org/10.31538/tjije.v3i1.114>; Yeni Ciptaningsih dan Muhammad Husnur Rofiq, "Participatory Learning With Game Method For Learning Completeness In Islamic Religious Education,"

training is intended to adjust the attitudes, behavior, knowledge, and skills of employees to the demands of job development. According to Yohannes, education and training programs are one of the most important activities regarding human resources in facing various company challenges, both now and in the future.⁶

Efforts to ensure that the implementation of the plan is by the plan must develop a program, namely monitoring, monitoring is intended to obtain facts, data, and information about the implementation of the program. Monitoring provides basic data to answer problems. The data obtained during monitoring will be needed during the evaluation to position the data so that it can be used and is expected to provide added value to the program. By Government Regulation Number 39 of 2006, it is stated that monitoring is an activity to carefully observe a situation or condition, including certain behaviors or activities, with the aim that all input data obtained from these observations can be used as a basis for making decisions. further action is required.

There are various types of vocational apprenticeships organized by the government, one of which is in the oil and gas sector. One of the institutions that accommodate the need for education and training in the oil and gas sector is the Education and Training Center named PPSDM MIGAS CEPU (Center for Oil and Gas Human Resource Development). The agency is then selected by the government to cooperate in organizing training and apprenticeship programs. PPSDM MIGAS CEPU was chosen as the object of this research because this institution is considered to have good credibility in the field of oil and gas training, so this institution is interesting for further research.

Based on the Regulation of the Minister of Energy and Mineral Resources Number 13 of 2016 PPSDM Migas is an Echelon II Organization within the Ministry of Energy and Mineral Resources under the Energy and Mineral Resources Human Resources Development Agency (BPSDM ESDM) which has the task of carrying out Human Resource Development in the oil and gas sector. natural gas and is the only center for education and training for the oil and gas sub-sector industry that has an important role in improving the competence of Indonesian workers in the oil and gas sub-sector so that they can compete for both at national and international levels. competition.

In addition to carrying out education and training tasks in the oil and gas sub-sector, PPSDM Migas has the task of providing competency certification services for the oil and gas sub-sector. Based on PP No. 23 of 2004 concerning BNSP which carries out the task of verifying competence the Professional Certification Agency (LSP⁷), for that PPSDM Migas through LSP "PPSDM Migas" carries out the task of providing competency test services. PPSDM Migas was started in 1999, has been accredited by KAN-BSN and in 2006 was accredited by BNSP.

To develop education and training programs at PPSDM MIGAS Cepu, there must be

Fikroh: Jurnal Pemikiran Dan Pendidikan Islam 15, no. 1 (29 Januari 2022): 18–29, <https://doi.org/10.37812/fikroh.v15i1.361>.

⁶Seno Andri, "Pengaruh Program Pendidikan Dan Latihan Terhadap Kinerja Dan Kepuasan Kerja Karyawan," *Jurnal Aplikasi Bisnis* 1, no. 2 (2011): 64–77.

⁷Muji Slamet and Mulyanto, "Manajemen Uji Kompetensi Lembaga Sertifikasi Profesi (LSP) SMK Negeri 1 Kebumen," *Jurnal Media Manajemen Pendidikan* 4, no. 2 (2021): 206, <https://jurnal.ustjogja.ac.id/index.php/mmp/article/view/8640>.

monitoring and evaluation, so that the program runs according to the expected goals. Monitoring and evaluation of education and training at PPSDM MIGAS Cepu is carried out internally and externally. Internal supervision is carried out by Sub. Coordinator of Human Resources Development Standardization. Meanwhile, from outside parties, the Standardization of Human Resources Development of the Education and Training Agency of the Ministry of Energy and Mineral Resources is carried out from time to time. Meanwhile, internal monitoring has been scheduled in advance so that the organizers have prepared it.

As has been explained, in an activity monitoring and evaluation of the program are very important. Moving on from the program in the implementation of the education and training program at the CEPU MIGAS PPSDM, research was carried out on the strategy for monitoring and evaluating the education and training program using the CIPP method.

METHOD

This research uses a qualitative approach, to provide answers to the problems that have been described because it uses a descriptive analysis approach. What are the results and obstacles encountered in education and training activities at LPM and PPC Petroleum at PPSDM MIGAS Cebu? This research was conducted on April 10 – May 10. The informants of this study were managers, teachers, and participants of education and apprenticeship at PPSDM MIGAS Cepu. Data were collected through interview techniques, participant observation, and documentation studies. Furthermore, the data were analyzed using data reduction techniques, presentation of data, and conclusion (verification).

RESULTS AND DISCUSSION

Context Evaluation

Education and Training Background

Based on Law no. 13 of 2013 concerning Manpower all activities to provide, obtain, improve, and develop work competence, productivity, discipline, attitude, and work ethic at a certain skill and expertise level by the level and qualification of the position or job. This means that if a worker wants to improve his competence or ability in certain skills by attending the training that has been confirmed in the training, then he will add the latest knowledge and insights⁸.

Based on the results of the research, the background of holding an education and training program for the Oil and Gas Testing Laboratory and Oil Sampling Officer at PPSDM MIGAS Cepu is to prepare experts who have the competencies and qualities and attitudes needed to become experts in the field of oil and testing. gas. Petroleum Sampling Officer. In addition, the holding of educational programs and apprenticeship training programs for Oil and Gas Testing Laboratories and Petroleum Sampling Officers is based on personal and institutional needs where personal needs are based on their desires while institutional needs are job demands or assignments so that in the institution there is an

⁸Senda Yunita Leatemala, "Pengaruh Pelatihan dan Pengalaman Kerja terhadap Kinerja Pegawai (Studi pada Kantor Badan Pusat Statistik di Maluku)," *Jurnal Manis* 2, no. 1 (2018): 1–10.

expert in that field. After attending education and training, participants will have a certificate that serves to ensure one's expertise in their field.

Objectives of Education and Training

According to Oemar Hamalik, it is concluded that the purpose of education and training is basically to improve knowledge, attitudes, and skills for individuals in Human Resources who need education and training in the context of personal development as well as employees to assist in the completion of work, which of course leads to the achievement of the goals of the organization where he works.⁹

Based on the results of the research, the purpose of holding an education and training program for the Oil and Gas Testing Laboratory and Petroleum Sampling Officer at PPSDM MIGAS Cepu is as expected, namely preparing experts who have the competence (knowledge and expertise) and attitudes needed to become experts in Testing Oil and Gas Sampling Officers, in addition to creating qualified and professional experts so that efforts to develop human resources within the organization are achieved properly.

Evaluation Feedback

Training Organizers The implementation

of education and training requires human resources for professional education and training providers. Based on the results of the research, there are competency standards that are owned to become providers of education and apprenticeship at PPSDM MIGAS Cepu. The resource person explained that the manager of education and apprenticeship training at PPSDM MIGAS Cepu was chosen by the head of the PPSDM MIGAS Cepu center where the manager is an ASN with a minimum education of Strata 1, has a minimum of 7 years of work experience and has a DP3 or good job assessment. This is following the opinion of David H. Maister who said that: A professional person is relied on and trusted because he is expert, skilled, knowledgeable, responsible, diligent, disciplined, and serious in carrying out his duties. her job.¹⁰

Training Participants

Based on the results of the study, to become a training participant at PPSDM MIGAS Cepu through the procedures specified on the PPSDM MIGAS Cepu website. Apprenticeship training participants are over 18 years of age, at least have a high school education/equivalent, and usually, the participants are people assigned by the companies/institutions to deepen their capabilities in these fields. Recruitment of participants can be the key that can determine the success of the next training step. In this recruitment, the organizers set several requirements that must be met by participants, especially those related to the characteristics of participants who can attend the training.

According to Malayu Hasibuan set the terms and the number of participants who can take part in the development. For example, age, gender, work experience, and background,

⁹Hasan Baharun, "Peningkatan Kompetensi Guru Melalui Sistem Kepemimpinan Kepala Madrasah," *Jurnal Ilmu Tarbiyah At-Tajdid* 6, no. 1 (2017): 1–26.

¹⁰AFIN OKYDIANSYAH VIDIANTO, "Analisis Profesionalisme Kerja Pegawai Pada Kantor Dinas Perkebunan Kabupaten Kuantan Singingi," *Analisis Profesionalisme Kerja Pegawai Pada Kantor Dinas Perkebunan Kabupaten Kuantan Singingi Afin* (2013).

as well as educational background.¹¹ Based on the results of the study, it can be concluded that the participants have fulfilled the requirements as participants in the education and apprenticeship of the Oil and Gas Testing Laboratory and Oil Sampling Officer at PPSDM MIGAS Cepu and are expected to become competent graduates and qualified experts during their tenure.

Eligibility of Materials

Educational and training materials are all topics covered in future training. The material discussed must be related to the objectives that have been set. In addition, the material formulation has been arranged according to an integrated material structure that meets the participants' needs for knowledge, skills, and work attitudes. The results of the study, according to resource persons, managers, and training instructors, it was found that the curriculum had been determined by adjusting the existing education and training titles where this curriculum referred to the SKKNI. However, there was one participant who thought that the material presented by the instructor was not to their needs because the material was explained in general.

Based on the research data, the material for the education and training program for the apprenticeship of the Oil and Gas Testing Laboratory and Oil Sampling Officer at PPSDM MIGAS Cepu are a) Quality Control of Sampling Results, b) K3 LL, c) Knowledge of Petroleum Products d) Sampling Techniques, and Sampling Statistics The

material provided in education and training is a competency that must be mastered by training participants. The material provided is by the curriculum and is expected to equip participants to carry out their duties properly. So, it can be concluded that the feasibility of the material in the education and training program of The Oil and Gas Testing Laboratory and Petroleum Sampling Officer at PPSDM MIGAS Cepu is to the expected competencies and objectives. However, managers and instructors are expected to always upgrade and evaluate their programs.

Educational Learning and Training Methods

According to Hasan Basri, learning methods in education and training can be interpreted as methods used to implement plans that have been prepared in the form of real and practical activities to achieve learning objectives. Instructors must use various methods as learning tools¹². Using a variety of methods will increase the enthusiasm of the participants, reduce boredom and foster interest. The results of the study found that the learning method used in the internship training at PPSDM MIGAS Cepu is the classical method, namely Lectures, Questions and Answers, Simulations, and Practices. Although the method used is classic, the teacher packs the method in his style and way, uses good communication, and delivers the material in a loud voice so that the participants don't fall asleep.¹³

¹¹Dewi Retno Sari, "EVALUASI PROGRAM PENDIDIKAN DAN PELATIHAN MANAJEMEN EVALUATION OF EDUCATION AND TRAINING PROGRAMS HUMAN RESOURCE," *E-Jurnal Skripsi Program Studi Teknologi Pendidikan*, 2020.

¹²D Manda, "Program Latihan Pengembangan Aparatur Di Indonesia: Faktor Determinan Pergeseran Dari Mengajari Ke Fasilitasi," *Jssba Adpertisi Journal* 1 (2021): 1–12.

¹³ Atikah Markhamah Ayyusufi, Ari Anshori, dan Muthoifin Muthoifin, "Evaluation of The CIPP Model on The Tahfidz Program in Islamic Boarding Schools," *Nazhruna: Jurnal Pendidikan Islam* 5, no. 2 (18 Mei 2022):

However, there are also instructors in terms of delivery who are not able to liven up a good learning atmosphere. Because the curriculum includes the delivery of material in practical form, the practical method is good because participants are sent directly to the field. Thus, it can be concluded that the method used is good and appropriate, and acceptable to the training participants. The advantages of the simulation method and the practical method can be seen in that participants can know firsthand what they will face when working after the education and training is complete.¹⁴

Educational and Training Learning

Media are all sources that can be in the form of any tools or equipment which is used by teachers and students in the teaching and learning process that will be able to increase the effectiveness of learning programs. Teaching tools used in the teaching and learning process by teachers are used as intermediaries in conveying information, knowledge, and subject matter to participants. For participants, teaching tools serve as intermediaries to receive information, knowledge, and subject matter.¹⁵

Research data, and theory delivery media used in education and apprenticeship training for Oil and Gas Examining Laboratories and Oil Sampling Officers at PPSDM MIGAS Cepu are whiteboard markers, LCD projectors, handouts, and laptops. Meanwhile, when conducting field practice, the media has been fully provided by the organizers, namely PPSDM MIGAS Cepu such as refineries as a place for certification testing, upstream and downstream sectors as well as supporting the oil and gas sector.

The state of the media in education and training activities has good conditions and is suitable for use, even by standard operating procedures. used as well as possible and the practicum tools used are by standard operating procedures.¹⁶

Education and Training Facilities

The quality of a teacher and lecturer in the world of education is currently very important¹⁷, but the needs of educational institutions, in general, are infrastructure facilities to carry out the teaching and learning process adequately, as well as to support the teaching and learning process. Thus, the function of facilities and infrastructure is basically as a tool

466–84, <https://doi.org/10.31538/nzh.v5i2.2230>; Hania M. Al-Shanawani, “Evaluation of Self-Learning Curriculum for Kindergarten Using Stufflebeam’s CIPP Model,” *SAGE Open* 9, no. 1 (1 Januari 2019): 2158244018822380, <https://doi.org/10.1177/2158244018822380>; Shamsa Aziz, Munazza Mahmood, dan Zahra Rehman, “Implementation of CIPP Model for Quality Evaluation at School Level: A Case Study,” *Journal of Education and Educational Development* 5, no. 1 (2018): 189–206.

¹⁴ Ibnu Hizam, “Evaluasi Program Penyelenggaraan Mtsn Kediri Model Cipp,” *SOCIETY* 6, no. 2 (31 Oktober 2015): 22–42, <https://doi.org/10.20414/society.v6i2.1471>; Megan Lippe dan Patricia Carter, “Using the CIPP Model to Assess Nursing Education Program Quality and Merit,” *Teaching and Learning in Nursing* 13, no. 1 (1 Januari 2018): 9–13, <https://doi.org/10.1016/j.teln.2017.09.008>.

¹⁵ Mohammad Adnan, “Evaluasi Kurikulum Sebagai Kerangka Acuan Pengembangan Pendidikan Islam,” *Al-Idaroh: Jurnal Studi Manajemen Pendidikan Islam* 1, no. 2 (2017): 108–29, <https://doi.org/10.54437/alidaroh.v1i2.25>.

¹⁶ Akhmad Sirojuddin, Ashlahuddin Ashlahuddin, dan Andika Aprilianto, “Manajemen Kurikulum Terpadu Berbasis Multiple Intellegences Di Pondok Pesantren,” *Munaddhomah: Jurnal Manajemen Pendidikan Islam* 3, no. 1 (23 April 2022): 35–42, <https://doi.org/10.31538/munaddhomah.v3i1.143>; Syafruddin Syafruddin dkk., “Strategic Management of Islamic Boarding School In Building Student Character,” *Nidbomul Haq: Jurnal Manajemen Pendidikan Islam* 7, no. 1 (14 Mei 2022): 167–73, <https://doi.org/10.31538/ndh.v7i1.2237>.

¹⁷ Aldhila Mifta Firdhani, “Pengembangan Kompetensi Guru Seni Pendidikan Dasar Pulau Tidung Melalui Workshop Dan Pelatihan Metode-Metode Pembelajaran Musik,” 2021.

in the process of teaching and learning activities. The role of facilities and infrastructure is important to support the implementation of education and training to achieve the expected goals.¹⁸

The facilities used in the education and training program of the Oil and Gas Testing Laboratory and Oil Sampling Officer at PPSDM MIGAS Cepu include Internet and Free Hotspot, LCD/Projector, Sound System, Air Conditioning (AC), White Board and Marker, Stationery, Tables and Chairs, bags, Petroleum sampling equipment; Bomb samples, Transfer lines, pigtailed, isolates, locks, labeling, and safety bags or containers, LPG cylinders and petroleum sampling simulations, Safety equipment; gloves, petroleum sample masks, oil detectors.

While the infrastructure used is the Office Building, Field, Classroom, Hall measuring 2.5 MX 8.7 m, Lecturer Room 1 unit, Library Room 1 unit, Laboratory Room, Simulator Room, CCTV Room, Meeting Room, Operator Room, Canteen, Place of Worship, and Library.

Based on the research results, the infrastructure facilities in the education and training program for the apprenticeship of the Oil and Gas Testing Laboratory and Oil Sampling Officer at PPSDM MIGAS Cepu function properly and adequately to support the implementation of education and training.

Funding for Education and Training

In financing education and training for the implementation of each type of education and training, it is necessary to design as well as possible so that the planned training program can be implemented properly. Based on the results of the research, the source of funds for the education and training program for the apprenticeship of the Oil and Gas Testing Laboratory and Oil Sampling Officer at PPSDM MIGAS Cepu is adjusted to the work plan and budget of the agency ministry or called RKAKL. The financing has been adjusted to the General Cost Standard (SBU), where for ASN training participants there is no charge because the financing is borne by the Ministry of Energy and Mineral Resources, while for public institutions the financing is paid according to the provisions of the cooperation contract. Thus, the management and budget for education and training for the apprenticeship of the Oil and Gas Testing Laboratory and Oil Sampling Officer at PPSDM MIGAS Cepu have been well planned and meet good financial management standards.

Evaluation Process

Education and Training Activity Schedule

Based on research data, the education and training program for Oil and Gas Testing Laboratories and Oil Sampling Officers at PPSDM MIGAS Cepu begins at the beginning of every month for the next 2 months, adjusted to a predetermined quota of 40-45 participants for a total of 30 hours. lesson. Learning begins at 07.00 WIB until 15.00 WIB which is carried out for a minimum of 1 month and a maximum of 5 months. The

¹⁸ Hasan Baharun dkk., "Knowledge Sharing Management: Strategy for Improving the Quality of Human Resources," *AL-TANZIM: Jurnal Manajemen Pendidikan Islam* 5, no. 1 (31 Maret 2021): 129–39, <https://doi.org/10.33650/al-tanzim.v5i1.1831>; M. Syukri Azwar Lubis dkk., "Integrated Quality Improvement Strategy in International Standard Madrasah," *Nidhomul Haq: Jurnal Manajemen Pendidikan Islam* 7, no. 2 (17 Juli 2022): 217–28, <https://doi.org/10.31538/ndh.v7i2.2326>.

implementation of activities in the education and training program of the Oil and Gas Testing Laboratory and Oil Sampling Officer at PPSDM MIGAS Cepu is by the curriculum and syllabus. So, it can be concluded that the schedule for the education and training program of the Oil and Gas Testing Laboratory and Oil Sampling Officer at PPSDM MIGAS Cepu is by its implementation.

Training Manager Performance

Evaluation of employee performance (executive training) helps work management both government and private agencies to improve employee performance that is less than optimal. The performance of an employee/individual plays an important role in an organization because organizational performance is a collection of individual performance.¹⁹ The purpose of this performance evaluation is to build employee morale and maintain good performance and improve workplace communication.²⁰

Based on the research results, the implementation of education and training programs for the Oil and Gas Testing Laboratory and Oil Sampling Officer at PPSDM MIGAS Cepu is organized by human resources who have experience in the field of education and training. Managers carry out their roles through their duties in facilitating everything that supports the implementation of education and training. In other words, the education and training manager can be said to have been optimal and able to run smoothly.

Performance of Professional Education and Training Instructors

is a job or activity carried out by a person and becomes a source of income for life that requires expertise, skills, or skills that meet certain quality standards or norms, and becomes a source of income for life that requires expertise, skills, or skills that meet certain quality standards. certain standards. certain quality standards or norms and require professional education. (Law Number 14 of 2005 concerning Teachers and Lecturers)²¹. Educational institutions in general and education and training must have reliable and professional teaching staff. They are the spearhead of the institution because the greatness of a training institution can be measured by the quality and quantity of its teaching staff. For the training program to run effectively and efficiently, it is necessary selection of instructors who have certain qualifications.²² In general, the quality of teachers is measured based on two main things, namely mastering the material being taught, and knowing how to teach it to participants who have different characteristics.

Based on the results of the study, the instructor's ability to convey material and answer questions asked by participants, no doubt in terms of mastery of the material being taught,

¹⁹ Seny Herna Wanty, "Pengaruh Kepribadian Dan Kerjasama Tim Terhadap Kinerja Instruktur Rumah Sakit Pendidikan (Teaching Hospital) Di Kota Jakarta Timur," *Jurnal Manajemen Pendidikan* 9, no. 2 (2018): 121–30, <https://doi.org/10.21009/jmp.v9i2.10800>.

²⁰ Marta Ferrero, Miguel A. Vadillo, dan Samuel P. León, "A Valid Evaluation of the Theory of Multiple Intelligences Is Not yet Possible: Problems of Methodological Quality for Intervention Studies," *Intelligence* 88 (1 September 2021): 101566, <https://doi.org/10.1016/j.intell.2021.101566>; Fabio Caputo, Lorenzo Ligorio, dan Simone Pizzi, "The Contribution of Higher Education Institutions to the SDGs—An Evaluation of Sustainability Reporting Practices," *Administrative Sciences* 11, no. 3 (September 2021): 97, <https://doi.org/10.3390/admsci11030097>.

²¹KEMENPERIN, "Undang - Undang RI No 13 Tahun 2003," Ketenagakerjaan § (2003).

²²M.Pd Dr. Rahmat Hidayat, MA Dr. H. Candra Wijaya, *AYAT - AYAT ALQURAN Tentang Manajemen Pendidikan Islam, Lembaga Peduli Pengembangan Pendidikan Indonesia*, vol. 1 (Lembaga Peduli Pengembangan Pendidikan Indonesia (LPPPI), 2017).

and his experience in working is also conveyed to support the material. However, there are still some teachers who are less able to attract attention and are less able to create a climate good study, some even rushed to convey the material because the material presented was very much. It can be concluded that the overall performance of the instructors in the education and training of the Oil and Gas Testing Laboratory and Petroleum Sampling Officers at PPSDM MIGAS Cepu is quite good in the learning process although in practice some instructors are less than optimal. in teaching.

Activities of Training Participants

Based on research results, participants' activities that show their activeness include 1) discipline in participating in education and training, and 2) Compliance with regulated rules. 3) Seriously participate in education and training, actively ask if there is an opportunity to ask, actively answer when asked, and always share experiences related to the material. It can be concluded that in the education and training program of the Oil and Gas Testing Laboratory and Oil Sampling Officer at PPSDM MIGAS Cepu, participants participated optimally and effectively.

Evaluation of Teaching and Learning Activities

According to Malayu Hasibuan, the teaching and learning process must end with a test or evaluation to see whether the development objectives have been achieved. With the evaluation of training activities, participants' acceptance of the various materials offered will be known.²³ This way the manager can decide what follow-up steps to take. In the evaluation of training programs, this stage is the initial activity to evaluate all training activities from beginning to end, and the results become input for further training development. components, each step, and each activity carried out, then a comprehensive and objective description of the activities carried out. That is accepted. . Training evaluation also aims to ascertain whether the training carried out has succeeded in achieving its objectives or vice versa.²⁴

Based on the research results, the evaluation of education and training of the Oil and Gas Testing Laboratory and Petroleum Sampling Officer at PPSDM MIGAS Cepu evaluates not only participants but also trainers and managers (facilities). Participants are assessed by written exams and comprehensive exams (oral exam), while teachers and administrators (means) are assessed by filling out the questionnaire provided. So it can be concluded that the evaluation process carried out can be said to be good because it is carried out comprehensively.

According to E.Mulyasa, the assessment is carried out to determine the effectiveness of the learning carried out and to determine whether students can achieve the goals that have been formulated through learning.²⁵ Mastery of this material can be assessed by taking a test for all participants in each subject accepted by the participants. The test is carried out twice, the first before education and training and the second at the end of the training. By

²³ Malayu S. P. Hasibuan, *Manajemen Sumber Daya Manusia: Dasar Dan Kunci Keberhasilan* (Haji Masagung, 1989).

²⁴ Sarfaraz Javed, Azam Malik, dan Mutaz Minwer Hala Alharbi, "The relevance of leadership styles and Islamic work ethics in managerial effectiveness," *PSU Research Review* 4, no. 3 (1 Januari 2020): 189–207, <https://doi.org/10.1108/PRR-03-2019-0007>.

²⁵ Enco Mulyasa, *Pengembangan dan implementasi kurikulum 2013* (PT Remaja Rosdakarya, 2013).

taking this test twice (posttest and pretest), it will be known how well the material has been mastered before and after participating in this training. The vocational education and training program for the Oil and Gas Testing Laboratory and Petroleum Sampling Officer at PPSDM MIGAS Cepu aims to prepare experts who have the competencies and attitudes needed to become experts.

Based on the results of the research, the skills of participants in the education and training program of the Oil and Gas Testing Laboratory and Oil Sampling Officer at PPSDM MIGAS Cepu can be said to be very good. This can be seen from the participants who are active in questions and answers, and they are also critical of the questions asked by the teacher during class learning.

Graduates who are involved in education and training

Based on the results of the research, evaluation is not only seen from an academic perspective, but also from an attitude and discipline. Diumumkan bahwa peserta diklat telah lulus dan memperoleh sertifikat kehadiran untuk diklat vokasi. PPSDM MIGAS Cepu tidak menargetkan nilai kelulusan, namun jika peserta telah mengikuti pendidikan dan pelatihan secara komprehensif, PPSDM MIGAS Cepu akan menerbitkan Sertifikat Pendidikan dan Pelatihan Vokasi sebagai Peserta (Sertifikat Peserta). Dari kepuasan peserta yang mengikuti pelatihan, mereka mengatakan puas dengan semua program yang diadakan di VET ini. Peserta Program Diklat Laboratorium Penguji Migas dan Percontohan Minyak Bumi PPSDM MIGAS Cepu sebanyak 27 peserta yang dinyatakan lulus. Hal ini menunjukkan bahwa indikator keberhasilan pelaksanaan program pendidikan dan pelatihan laboratorium pengujian migas dan personel percontohan minyak bumi dikatakan sangat baik yaitu mencapai 100%. Menurut Subagio Atmodiwiro (2002:264) dalam Mustofa Kamil (2010:64), keberhasilan program pelatihan dapat dilihat melalui reaksi peserta, hasil belajar, hasil pelatihan serta on the job.

CONCLUSION

Based on the Minister of Energy and Mineral Resources Regulation Number 13 of 2016 PPSDM Migas is an Echelon II Organization within the Ministry of Energy and Mineral Resources under the Energy and Mineral Resources Human Resources Development Agency (BPSDM ESDM) which has the task of carrying out Human Resource Development in the oil and gas sector. natural gas and is the only center for education and training for the oil and gas sub-sector industry which has an important role in improving the competence of Indonesian workers in the oil and gas sub-sector so that they can compete in both national and international competitions.

Based on the results of the research evaluation of the education and training program of the Oil and Gas Testing Laboratory and Petroleum Sampling Officer at PPSDM MIGAS Cepu it can be concluded: 1. the evaluation of the context (context) is good, due to the suitability of educational and training backgrounds, the objectives of the education and training program and the target participants are by the expected competencies. so there are various monitoring and evaluation models, this research is focused on using the CIPP evaluation model in education and training programs at PPSDM MIGAS CEPU, while the input evaluation is good, because the organizers play a

good role, the instructor is competent and master the material, acceptance of training participants by the criteria and procedures, suitability of education and training materials, use of media and learning methods to function optimally, supporting infrastructure and by standard operating procedures, and management of budget funds good education and training.

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