Analysis of the Training and Development Model of MSME Employees Ilbis Yogyakarta Using the MPPK 0.1 Test Tool

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Paper Type:
Research Paper

Abstract:

Purpose:
This study aims to analyze the training and development model of MSME employees ILBIS YOGYAKARTA to facilitate mapping interests or preferences of employee training and development model styles (visual, auditory, kinesthetic) in companies or business organizations.

Methodology:
This research method uses the Development Training Model (MPPK 0.1) tool designed by researchers. The sample used among MSME ILBIS YOGYAKARTA employees amounted to 5 people who will participate in this study. The results will be directly readable using the Microsoft Excel program and then be concluded by researchers regarding the results obtained. Some of the researchers' data should be shared in this article. Therefore, only data used for general importance will be listed in this article.

Findings:
Employee 1: Visual 73,33% (Like), Auditory 60,00% (Like), Kinesthetic 30,00% (Dislike). Employee 2: Visual 76,67% (Like), Auditory 46,67% (Quite Likes), Kinesthetic 30,00% (Dislike). Employee 3: Visual 76,67% (Like), Auditory 60,00% (Like), Kinesthetic 53,33% (Quite Likes). Employee 4: Visual 76,67% (Like), Auditory 53,33% (Quite Likes)., Kinesthetic 40,00% (Quite Likes). Employee 5: Visual 46,67% (Quite Likes), Auditory 53,33% (Quite Likes), Kinesthetic 40,00% (Quite Likes).

Implication:
This research benefits from finding out how the preferred style of employee training and Development models makes it easier for employees to receive information, knowledge, and knowledge to improve their skills. Make it easier for companies or business organizations to make decisions in providing employee training and Development.

Cite this as:
FEBRIANDIKA, I. (2023). "Analysis of the Training and Development Model of MSME Employees Ilbis Yogyakarta Using the MPPK 0.1 Test Tool." Journal of Entrepreneurial and Business Diversity, Volume (1), Issue (4), Page (172-175).

INTRODUCTION

The Employee Training and Development Model is a tool specifically designed to analyze employee behavior to get an overview of the behavioral results of the employee learning model. Every employee must be different in learning styles or absorbing information, especially material or training science, for the Development of knowledge and skills, so an analysis is needed about what training styles should be used or applied to employees in each company or other business organization.

Training is part of developing knowledge and skills according to the needs of every company or business organization, so training is essential to be held regularly with the correct method. Employee training methods can be divided into 3 (three): visual, auditory, and kinesthetic. Every employee may like all these training models. However, some may like one or two of these training models because employees have their uniqueness and are different from one another.

This study aims to analyze employee behavior and assess the effectiveness of training and development models on employee training and acceptance. The results of this study are presented for general needs as an illustration of the use of the Employee Training and Development Model tool (MPPK 0.1). This research is also expected to collaborate with readers or others as criticism, input, and suggestions in using this research tool in the hope that it can find weak points and be improved in the future.

METHODS

This research method uses the Development Training Model (MPPK 0.1) tool designed by researchers. The sample used among MSME ILBIS YOGYAKARTA employees amounted to 5 people who will participate in this study. The results will be directly readable using the Microsoft Excel program and then be concluded by researchers regarding the results obtained. Some of the researchers' data should be shared in this article. Therefore, only data used for general importance will be listed in this article.

RESULTS AND DISCUSSION

Employees have sense, desire, skill, knowledge, drive, power, and work. All potential employees towards organizational efforts in achieving company goals or business organizations (Edy Sutrisno, 2009). Training and Developing employees is essential to receive special attention to create a qualified, competent, and competitive workforce and produce good performance for achieving organizational goals (Sulistyandari et al., 2017).

Training and Development are essential when discussing company or business organization employees. Employees are the most crucial key to the sustainability of a business organization or company; therefore, training and Development is an indispensable step to improve an employee's knowledge, skills, and abilities. Training and Development are helpful for employees lacking ability and knowledge (Cahya et al., 2021).

The employee training and development model should adopt visual, auditory, and kinesthetic learning styles to provide a practical overview for companies and organizations to train and develop their human resources. Individuals who tend to the Visual learning style are fond of letters, visuals, diagrams, and objects. Apart from that, those who tend to this learning style like to learn with the help of text and images. Auditory learning style is a way of learning that emphasizes auditory function. These individuals predominantly use their hearing. While the kinesthetic learning style is learning leading to learning through movement (Mahadi et al., 2022).

Table 1. Employee 1

Test Results			Consistent	
Variable Name	Hasil	Nilai Max	Nama Variable	Nilai
Visual	73,33%	100%	Visual	0
Auditory	60,00%	100%	Auditory	0
Kinesthetic	30,00%	100%	Kinesthetic	1
Total Max	300%	300%		

Table 2. Employee 2

Test Results			Consistent	
Variable Name	Hasil	Nilai Max	Nama Variable	Nilai
Visual	76,67%	100%	Visual	-1
Auditory	46,67%	100%	Auditory	0
Kinesthetic	30,00%	100%	Kinesthetic	1
Total Max	300%	300%		

Table 3. Employee 3

Test Results			Consistent	
Variable Name	Hasil	Nilai Max	Nama Variable	Nilai
Visual	76,67%	100%	Visual	-1
Auditory	60,00%	100%	Auditory	4
Kinesthetic	53,33%	100%	Kinesthetic	-6
Total Max	300%	300%		

Table 4. Employee 4

Test Results			Consistent	
Variable Name	**Hasil**	**Nilai Max**	**Nama Variable**	**Nilai**
Visual	76,67%	100%	Visual	-1
Auditory	53,33%	100%	Auditory	2
Kinesthetic	40,00%	100%	Kinesthetic	-2
Total Max	300%	300%		

Table 5. Employee 5

Test Results			Consistent	
Variable Name	**Hasil**	**Nilai Max**	**Nama Variable**	**Nilai**
Visual	46,67%	100%	Visual	0
Auditory	53,33%	100%	Auditory	2
Kinesthetic	40,00%	100%	Kinesthetic	-2
Total Max	300%	300%		

CONCLUSION

Description of Test Results:

Very Likes: 100% - 80%

Likes: 79% - 60%

Quite Like: 59% - 40%

Dislikes: 39 – 10%

Intensely Disliked: 9% - 0%

Description of the sincerity of filling in the answer:

Very Good: 0

Sound: 1 or -1

Good Enough: 2 or -2

Less Good: 3 or -3

Very Not Good: 4 or -4

Error/Answered Carelessly: 5 or -5

The information above is a reference to read from the output results or test results carried out on five employees of MSME ILBIS YOGYAKARTA. From the output or test results, conclusions can be made in the table below:

Table 6. Result Employees of MSME ILBIS YOGYAKARTA

Name	Visual	Auditory	Kinesthetic	Answer Quality
Employee 1	73,33% (Like)	60,00% (Like)	30,00% (Dislike)	Visual (excellent) Auditory (Good Enough) Kinesthetic (Good Enough)
Employee 2	76,67% (Like)	46,67% (Quite Likes)	30,00% (Dislike)	Visual (Good) Auditory (excellent) Kinesthetic (Good)
Employees 3	76,67% (Like)	60,00% (Like)	53,33% (Quite Likes)	Visual (Good) Auditory (Very Poor) Kinesthetic (Error/answered carelessly)

Employees 4	76,67% (Like)	53,33% (Quite Likes)	40,00% (Quite Likes)	Visual (Good) Auditory (Good Enough) Kinesthetic (Good Enough)
Employees 5	46,67% (Quite Likes)	53,33% (Quite Likes)	40,00% (Quite Likes)	Visual (Excellent) Auditory (Good Enough) Kinesthetic (Good Enough)

The results of the table above are the results of research on employee training and development models; in this study, there are still many things that could be improved in terms of test equipment, which is still new and still needs future Development. Researchers do not rule out the possibility of collaborating with other researchers, and researchers are always open to criticism and suggestions from readers. There are suggestions from researchers to help test the accuracy of the test (MPPK 0.1) to create future innovation development.

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