

ABSTRACT

ANALYSIS IMPLEMENTATION TRAINING EVALUATION UTILIZING RETURN ON TRAINING INVESTMENT FOR PT. TELKOM AREA III JAWA BARAT DAN BANTEN

In this era PT. Telkom has changed their image into an Infocom TIME company (Telecommunication, Information, Media and Edutainment). As a TIME business company they have a wide range of telecommunication products in the form of telephone (fixed wireline, fixed wireless and mobile), data and internet, network and interconnection services, as well as the content or applications. The impact of changing their company's business into TIME, PT.Telkom also had to change their company's vision and mission. One of their efforts to achieve their vision and mission is develop human resource. Such as to build a competency a developmnet program. Building the company's human resource is a mean to establish competitive employees as well as having the capability to be able to compete. Furthermore, it is expected of them to make PT.Telkom always in top shape in the face of business competition in the future. Another strategic initiative by PT. Telkom in the face of global business competition is 1% to allocate the revenue obtained by PT.Telkom for competency development of employees through training programs organized by PT.Telkom. Training programs organized by PT.Telkom is expected to gain a value for the company and should be able to be calculated using the Return On Investment. Therefore that all training is effective to evaluate the effectiveness of training to measure the extent to which costs are awarded affect the company and the training will run more optimally it starts with proper training needs analysis.

Key word :Training, Human Resource, and ROTI