

ABSTRACT

Training is an important aspect in developing human resource, which can affect directly or indirectly on company performance. This research was conducted to find out 1) how to evaluate the implementation of training based on Kirkpatrick's theory which consist of the level reaction, learning process, behaviour change, and performance as a result of training, 2) how is the effect of the reaction of the implementation of training and learning on employee behavior, 3) how does behavior change effect the outcome of training to employees at Pension Fund Telkom Bandung.

The method used in this research is quantitative method with descriptive research type. The sampling technique used is non probability sampling using saturated sampling. The sample used in this study was 60 respondents where the respondents in this study where employees of the Telkom Pension Fund Bandung who had attended the KPKU (Kriteria Penilaian Kinerja Unggul) by using questionnaires to collect data. The data analysis used was path analysis path 1 and 2 using SPSS software.

Based on the result of processing descriptive data, it can be seen that the reaction is in the good category. Learning is in the good category. Behavior is in either category. And result is in good category.

Keywords: *Reaction, Learning, Beahvior, and Result*