ABSTRACT

A state officials who follow education and training program, often has gotten the stigma will not bring any changes. Therefore, improvement of the quality os State apparatus should be started since the recruitment for training program which allows the availability of qualified personel. nso we can conclude that the quality of an agencies relies on the quality of its human resources.

The aim of this research is described how alumni participant education and training apply the lessons for public service in their workplace and factors that influence successful or whether learning transfer.

The problem is there are still many complaints in agency public service, whereas state official worked in the field of education and training service had followed where the purpose of the education and training itself is improving performance. It can be said that the learning transfer not applied maximum.

The methodology in this research used a descriptive type. The location of research is done in two cities that are included in Badan Koordinasi Wilayah Malang. In this research the first informant determination technique done with a purposive sampling, then the determination of the informant later performed with snowball sampling technique.

The results of the research suggest that no all the alumni participants education and training having back in their workplace transfer a knowledge which is obtained from the education and training. Lots of factors found why learning transfer can not be applied in the workplace after returned from education and training.