

ABSTRACT

The Training Model for Reporters and Up Loaders as an Employee Effort of Capacity Building of East Java Province Information and Communication Service

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Based on Provincial Regulation (Peraturan Daerah) no. 11, 2000 about Information and Communication Service of East Java Province, declared that as the regional government public relation to disseminated the information to public used of the information technology based in order to increasing the public service quality. But at the same time human resources supply as the brain ware was insufficient, thus the strategy to overcome was training. The training was also an employee capacity building which done to steady professionalism

This research is descriptive quantitative to identify and analysis training compared with theoretical and also identify training need analysis for reporter and up loader as using training approach to individual capacity building. Total respondent were 20, consisted of reporter and up loader taken from Information Media Section and Public Relation Section.

The result showed that the training implementation not optimal or accordance with yet the training implementation phase which consist of Training Need Analysis, Implementations (material, method, media, instructor and time) and also the Evaluation. The data were processed by using SPSS version 10.0 for windows.

An effort of individual capacity building through training approach at of East Java Province Information and Communication Service is an instrument to develop attitude, knowledge and skill of reporter and up loader. To succeeded it should be followed by employee commitment to concern with vision, mission and purpose of organization, internal conducive environment and also sufficient of resources to capacity building.

Key Words: Training, Capacity Building and Human Resources Development.