ABSTRACT

The purpose of research is to analyze the effect of training needs analysis and training evaluation to effective training.

All of data, collected by questioner as research instrument. Sample in research is 40 respondent, who taken from small and medium enterprise in Mojokerto. Using technical of random sampling.

The research analysis was using Pearson Co-relation Analysis for the instrument validity and Alpha Gronbach test for the instrument reliability, white using Multiple Linnier Regression for the influence of independent variable (X1 dan X2) to dependent variable (Y). The result of analysis are :

1. There are influence of significant independent variable is Training Needs Analysis and Training Evaluation to Effective Training is 71.0 %,

2. And 29.0% Effective Training is influenced by out of Training Needs Analysis and Training Evaluation.

So that, it is concluded them Training Needs Analysis and Training Evaluation must be needed for reaching effective training program, Although without ignoring another factor that influence is factors in training implementation.

x