

ABSTRACT

Pre-job training of contract doctor (PTT) was conducted before they carry out their task at Health Center (Puskesmas). The main problem found was lack of training result to support Health Center's duties, amounting of 55,2 % which should be 0 %, at East Java Province in the year 2001. The objective of this study was to evaluate the PTT's doctor pre-job training. The Evaluation was conducted by using system approach that consisted of input, process, output, outcome and environment.

The design of this research was evaluation after training. The population was ex-training participants joined at PTT's doctor pre-job training who has been working at Health Center, numbering 118 participants. By applying total sampling, data has been collected by questionnaire via mailing system, conducted by March to April 2003. Ninety six persons (80%) has returned the questionnaire (response rate). Data was analyzed descriptively, shown in the form of frequency distribution table. To explore the difference between sub-groups, t-test and χ -square test was done. If data did not met the prerequisites, Fisher's exact test was done.

The study has shown that (1) the training design was not completed with training program guidelines (GBPP) and learning method unit (SAP), (2) the training materials given to the participants were only transparent copies and papers, and no module, (3) the trainer's competency in terms of subject mastery was well enough, but in terms of teaching method was fairly poor, (4) the environmental condition produced less support both in learning process and in the application of the training result (5) there were a number of training materials that lacked of benefit in supporting Health Center's tasks (6) the existing training design has not met yet the standard of training accreditation.

From this study, it can be concluded that the design of PTT's doctor pre-job training in East Java Province in 2002 has not met yet the standard of training accreditation. To improve the quality of training, the study has suggested to arrange workshop, for reviewing and improving a number of training issues such as training objective, GBPP, program structure, method, as well as trainers, prior to PTT's doctor pre-job training.

Key Words: training evaluation, training design