

ABSTRACT

This research is about training evaluation in PT Temprina Media Grafika Surabaya. To gather the data it used an interview technique and documentation study. Then, to generate the data of training evaluation, it used qualitative and descriptive method. This research used some theories that point to how a stakeholder focus can solve such problems in training evaluation. Theories are used as explanatory material in this research include the theory of Models, Stakeholder Theory, Training System, and Training Evaluation. The researcher found that training evaluation is limited to evaluate the training result activities. In addition, the methods that used were not designed to communicate decision and relevant information about the benefit of training to people, especially inside organization. The Stakeholder Approach for training evaluation allowed stakeholder put something in and take something out to training activities. It needs some communication patterns in developing some performance that pointed stakeholder's contribution. Stakeholder must be work together to make sustainable training evaluation. So that the inducements of parties involved the training can be fulfilled.

Keywords: model, training, training evaluation, stakeholder approach