

ABSTRACT

Syalsha, 2024. Use of Training Need Assessment in Lathe Machine Training at the Tasikmalaya Task Training Center. Department of Community Education, Faculty of Teacher Training and Education. Siliwangi University, Tasikmalaya.

In training there are several training participants whose performance is still not up to par and whose motivation to learn is still low. Training Need Assessment is a planning analysis carried out to analyze the differences between the skills possessed by an organization and those needed, therefore there is a need for Training Need Assessment in training. lathe. The aim of this research is to determine the use of Training Need Assessment in lathe machine training at the Tasikmalaya Job Training Center. This research uses qualitative methods and data collection techniques with case studies by interviewing managers, instructors and training participants, as well as observing the training process and documentation. The results of research using organizational analysis show that the use of Training Need Assessment has helped in directing the implementation of training to be more appropriate to the needs of participants. In the analysis of operations/tasks, trainees carry out training in accordance with the institution's provisions, however. Low motivation to learn is still a major concern. Apart from that, individual analysis is carried out, the existence of educational limitations is not an absolute barrier to participating in training. Conclusion: Using the Training Needs Assessment at the Kerta Tasikmalaya Training Center can improve performance and become proficient in using a lathe and create production innovations to get work and increase income.

Keywords: Training Need Assessment. Training, Lathes,