

itu, dari hasil *follow up* dan *monitoring* yang dilakukan peneliti, supervisor mulai melibatkan karyawan yang mampu dalam menyelesaikan permasalahan-permasalahan yang muncul untuk mencari kesepakatan ataupun solusi serta bersama-sama mengevaluasi cara kerja apabila target kerja tidak terpenuhi.

Dengan meningkatnya prestasi kerja karyawan di PT. Anisamandiri Pratama setelah mengikuti pelatihan maka dapat diprediksi bahwa permasalahan yang dihadapi supervisor yaitu rendahnya prestasi kerja karyawan, yang terlihat dari beberapa gejala yang muncul seperti kurangnya *skills* dalam bekerjasama, kurang mampu memberikan informasi secara jelas, kurang mampu memengaruhi dan mengarahkan bawahan, serta banyaknya *reject* hasil produksi dan target yang tidak tercapai dapat diminimalkan.

Lebih lanjut dikatakan Fauzan (2012), dalam usaha meningkatkan prestasi kerja karyawan maka peran supervisor sangatlah penting, sebab sukses tidaknya suatu tujuan yang dicapai oleh sebuah organisasi tergantung dari supervisor *skills* dalam melaksanakan tugasnya. Hal ini merupakan kewajiban setiap supervisor untuk bisa memberikan motivasi kepada karyawan agar bekerja sesuai dengan petunjuk yang diberikan sehingga akan menciptakan lingkungan kerja yang mendorong tercapainya tujuan organisasi secara efektif dan efisien.

Ditadi lain, penelitian ini tidak lepas dari kelemahan yang diprediksi dapat memengaruhi hasil penelitian secara keseluruhan, meliputi:

1. Penelitian ini menggunakan *pre experimental* dengan *One Group Pretest-Posttest Design*, sehingga kemungkinan ada faktor lain yang tidak dapat dikontrol oleh peneliti, yang dapat memengaruhi hasil penelitian, sehingga perlu hati-hati dalam menggeneralisasikan hasil penelitian.
2. Pelaksanaan pelatihan belum memadai dibandingkan materi yang disampaikan dengan menyediakan waktu 5 jam selama dua hari dalam menyampaikan empat materi pelatihan sehingga peningkatan rentang skor dalam skala supervisor *skills* relatif tidak banyak karena penentuan dan pemilihan waktu pelaksanaan mempertimbangkan banyak hal baik kondisi peserta maupun proses produksi.

KESIMPULAN

Berdasarkan hasil evaluasi pelatihan pada tahap reaksi, tes pengetahuan, skala perilaku dan data pencapaian produksi sebelum dan sesudah mengikuti

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Sumintarsih



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PROMOTING ADAPTIVE SYSTEM TO THE CURRENT TURBULENCE WITHIN CRISIS ENVIRONMENTS Sulikah Asmorowati, Probo Daron Yakti, 2023-01-09 The extraordinary works and contributions of writers with different backgrounds ranging from academics to bureaucrats make this book rich in treasures to see how far the scientific development of public administration is dealing with global conditions which are currently starting to show signs of revival At the same time we can learn from when local to national governments have to work hard to provide public policies in the form of a stimulus to help the country get out of the problems caused by disease outbreaks This book is contained of 38 selected writings that can be an excellent literature for for those who seek for reference on public policy In addition this book is expected to ignite further discussions within the scientific scope Apart from the various shortcomings we apologize profusely and hopefully this book can provide benefits to the wider community We thank the authors and editors who have contributed their best energy thoughts and works

MULTI APPROACH IN STUDY Dr. Aditya Narayan and Dr. Muthmainnah, **Proceedings of the 7th Annual International Seminar on Transformative Education and Educational Leadership, AISTEEL 2022, 20 September 2022, Medan, North Sumatera Province, Indonesia** Bornok Sinaga, Rahmad Husein, Juniastel

Rajagukguk, 2022-12-06 Proceedings of the 7th Annual International Seminar on Transformative Education and Educational Leadership AISTEEL 2022 contains several papers that have presented at the seminar with theme Technology and Innovation in Educational Transformation This seminar was held on 20 September 2022 and organized by Postgraduate School Universitas Negeri Medan and become a routine agenda annually The 7th AISTEEL was realized this year with various presenters lecturers researchers and students from universities both in and out of Indonesia The 7th AISTEEL presents 4 distinguished keynote speakers from Universitas Negeri Medan Indonesia Murdoch University Australia Curtin University Perth Australia University Malaya Malaysia Monash University Australia and Tampere University of Applied Sciences Finland In addition presenters of parallel sessions come from various Government and Private Universities Institutions Academy and Schools Some of them are those who have sat and will sit in the oral defence examination The plenary speakers have been present topics covering multi disciplines They have contributed many inspiring inputs on current trending educational research topics all over the world The expectation is that all potential lecturers and students have shared their research findings for improving their teaching process and quality and leadership There are 162 papers passed through rigorous reviews process and accepted by the committee All of papers reflect the conference scopes by follow Teachers Education Model in Future Education and Research Global Issue Transformative Learning and Educational Leadership Mathematics Science and Nursing Education Social Language and Cultural Education Vocational Education and Educational Technology Economics Business and Management Education Curriculum Research and Development Innovative Educational Practices and Effective Technology in the Classroom Educational Policy and Administration Education **Proceedings of the 3rd**

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Recky Harold Elby Sendouw, Theodorus Pangalila, Sjamsi Pasandaran, Vivi P. Rantung, 2023-01-24 This is an open access book The Unima International Conference on Social Sciences and Humanity UNICSSH 2022 was conducted on October 11th 13th 2022 at The Grand Kawanua International City Manado North Sulawesi Indonesia In 2022 Universitas Negeri Manado will host the Indonesian National Education Convention KONASPI X Konaspi is a routine activity of the PPTKN which is held once every four years The fourth industrial revolution 4.0 is marked by technological advances and supported by artificial intelligence that creates opportunities and challenges for the education system University and vocational school graduates are facing a world transformed by technology which in turn is transforming the workplace from task based to human centered characteristics Certain skills such as critical thinking emotional intelligence problem solving cognitive flexibility and knowledge production are required To answer this demand the education system must put revolutionary innovation on its agenda Scholars researchers and practitioners are invited to share ideas research results and best practices about education science and technology now and in the future at an international conference held by Universitas Negeri Manado as part of the Indonesian National Education Convention KONASPI As part of KONASPI X activities Universitas Negeri Manado is holding the 2022 International Conference on Education Social Science and Humanities ICESSSHum The topics in this international conference are Education Law Politics and Social Sciences Economics Public Administration and Humanities Through these themes it is expected to involve many professionals who have indirect roles in related fields To enrich this

event the committee invites all national and international participants including academics researchers professionals and other relevant stakeholders to send research papers or review papers to be presented at the conference **Proceedings of the 9th International Conference on Accounting, Management, and Economics 2024 (ICAME 2024)** Mursalim Nohong,Fitra Roman Cahaya,Phung Minh Tuan,Arifuddin Mannan,Anas Iswanto Anwar,Rianda Ridho Hafizh Thaha,Rakhmat Nurul Prima Nugraha,Andi Tenri Harahap,Muhammad Try Dharsana,Fakhrul Indra Hermansyah,2025-08-30 This is an open access book **The Integration of Blue Green Economy Business for Sustainability Ideas for 21st Century Education** Ade Gafar Abdullah,Ida Hamidah,Siti Aisyah,Ari Arifin Danuwijaya,Galuh Yuliani,Heli S.H. Munawaroh,2017-08-09 Ideas for 21st Century Education contains the papers presented at the Asian Education Symposium AES 2016 held on November 22 23 2016 in Bandung Indonesia The book covers 11 topics 1 Art Education AED 2 Adult Education ADE 3 Business Education BED 4 Course Management CMT 5 Curriculum Research and Development CRD 6 Educational Foundations EDF 7 Learning Teaching Methodologies and Assessment TMA 8 Global Issues in Education and Research GER 9 Pedagogy PDG 10 Ubiquitous Learning UBL 11 Other Areas of Education OAE ICBLP 2019 Zulidiana D. Rusnalasari ,Tahegga Primananda Alfath ,Muhammad Wasil ,Reswanda T. Ade,Andini Dwi Arumsari,Rony Wardhana,2019-10-16 We are delighted to introduce the proceedings of the First edition of the 2019 European Alliance for Innovation EAI The International conference on business law and pedagogy ICBLP 2019 The International conference on business law and pedagogy accepts the papers in the three thematic areas with multiple research approaches and methodologies The conference provides a platform for wide ranging issues which captures contemporary developments in business law and pedagogy within which a wide range of networking opportunities can be nurtured for the advancement of future research and global collaboration This approach is now vital in research endeavours as business law and pedagogy practices are increasingly prone to an era of cross fertilization through meaningful multi disciplinary collaborations We strongly believe that ICBLP conference provides a good forum for all researcher developers and practitioners to discuss all science and technology aspects that are relevant to smart grids We also expect that the future ICBLP 2019 conference will be as successful and stimulating as indicated by the contributions presented in this volume **Proceedings International Conference on Educational Management and Administration & the 4th Congress of ISMAPI** Faridah,2016 **Bunga rampai hasil penelitian bahasa dan sastra** ,2014 Languages and literatures of Sulawesi Selatan Province Indonesia collection of research reports *Marwah* ,2011 Issues on women and gender in Indonesia according to Islam *Jurnal penelitian pendidikan* ,2004 On educational research and study in Indonesia *Kearifan lokal* Sumintarsih,2013 On intellectual social life and customs of Javanese and Madurese peoples in Indonesia collection of articles **Prosiding Seminar Nasional Pendidikan Khusus** ,2013 Prosiding Seminar Hasil Penelitian Peningkatan Kualitas Pembelajaran (Penelitian Tindakan Kelas) tahun 2015 bagi Tenaga Pendidik Universitas Hasanuddin ,2016 On development of method and quality of learning for lecturer papers of conference

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