

Evaluasi Program Akselerasi Fresh Graduate Hire Periode Tahun Seleksi 2010-2012 di PT XYZ = Evaluation of Acceleration Program of Fresh Graduate Hire in the Selection Year Period 2010-2012 at PT XYZ

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Abstrak

Penelitian ini bertujuan untuk mengevaluasi efektivitas Program Akselerasi yang dijalankan oleh PT XYZ terhadap fresh graduate hire pada periode tahun seleksi 2010-2012. Penelitian ini menggunakan metodologi kualitatif dengan strategi pengembangan berdasarkan Three Gears of Development yang dikembangkan oleh Corporate Leadership Council (CLC). Evaluasi pelatihan mengacu pada konsep Kirkpatrick. Dari analisis yang dilakukan didapatkan kesimpulan bahwa Program Akselerasi PT XYZ telah menghasilkan business impact bagi PT XYZ, metode pengembangan yang paling bermanfaat adalah experiencing yang di dalamnya terkandung onthe job training dan project assignments, serta relationship dan feedback melalui coaching dan mentoring

.....This study aimed to evaluate the effectiveness of Acceleration Program run by PT XYZ for fresh graduate hires in the selection year period 2010-2012. This study used a qualitative research methodology by developing strategies based on the Three Gears of Development developed by the Corporate Leadership Council (CLC). Evaluation refers to the concept of Kirkpatrick. From the analysis performed it was concluded that the Acceleration Program XYZ has brought business impact for XYZ, the most useful method of development is experiencing in which there are on the job training and project assignments, as well as the relationship and feedback through coaching and mentoring