

ABSTRAK

Yamnur Mahlia NIM 8196114026. Pengembangan Model Manajemen Pelatihan Dasar CPNS Berbasis AES Learning (*Accerelate Experiential Self Regulated Learning*) Untuk Meningkatkan *Core Values* ASN di BPSDM Provinsi Sumatera Utara. **Disertasi. Medan : Program Studi S3 Manajemen Pendidikan, Sekolah Pascasarjana Universitas Negeri Medan.**

Tujuan penelitian untuk: (1) mengetahui karakteristik model manajemen pelatihan dasar CPNS berbasis *AES Learning* untuk meningkatkan *Core Values* ASN; (2) mengetahui kelayakan model manajemen pelatihan dasar CPNS berbasis *AES Learning* untuk meningkatkan *Core Values* ASN; (3) mengetahui efektivitas model manajemen pelatihan dasar CPNS berbasis *AES Learning* untuk meningkatkan *Core Values* ASN di BPSDM Provsu. Penelitian ini merupakan penelitian pengembangan dengan menggunakan model Plomp. Dilakukan di BPSDM Provsu. Subjek penelitian seluruh peserta pelatihan dasar cpns gol III tahun 2020. Subjek sampel 40 peserta latih. Teknik pengumpulan data dengan observasi, wawancara, dokumentasi, angket dan tes. Instrumen penelitian dan desain model terlebih dahulu divalidasi oleh pakar untuk memperoleh kelayakan penggunaannya. Uji coba dilakukan sebanyak dua kali, uji coba uji coba terbatas 20 responden, uji coba luas 40 responden. Berdasarkan hasil penelitian ditemukan: model manajemen pelatihan dasar CPNS berbasis *AES Learning* untuk meningkatkan *Core Values* ASN di BPSDM Provsu memiliki keunggulan dengan sintak model; 1) *fase analyze operational requirement*; 2) *fase defining training requirement*; 3) *fase developing objectives*; 4) *fase planning, developing, and validating training*; 5) *fase conduct and evaluate the training*; 6) *fase Integration the system* yang diintegrasikan dengan prinsip-prinsip Accelerate Experiential Self Regulated Learning yakni; 1) *motivating your mind*; 2) *concrete experience*; 3) *reflection observation*; 4) *abstraction conceptual*; 5) *active experimental*; 6) *self efficacy* dapat meningkatkan *Core Values* ASN Peserta latih CPNS di BPSDM Provsu dengan karakteristik yaitu: (1) Model berbasis *Need asesment*, (2) Segi konsep, struktur, desain model ringkas, dan jelas, dari segi bahasa mudah dipahami, (3) fasilitator yang berkompeten, (4) Dilengkapi perangkat pendukung, buku panduan pelatihan, Modul *Core Values* ASN, (5) Materi berkaitan dengan *Core Values* ASN, (6) Mendorong peserta latih menjadi pembelajar sepanjang hayat dan (7) refleksi. Nilai uji kelayakan 93 % (ahli materi) sangat layak, nilai 89% (ahli media) dengan sangat layak, dan pengguna 93,75% dengan sangat baik. Hasil uji efektivitas Uji Efektifitas dilihat dari nilai *N-Gain Score* untuk pemahaman *Core Values* ASN 85,10 % (uji coba terbatas) dan 82,86 % (Hasil uji coba luas). Sedangkan untuk penerapan *Core Values* ASN nilai *N-Gain Score* 83,61 % (uji coba terbatas) dan 82,93 % (Hasil uji coba luas). Karena nilai $g > 75$ berada pada kategori efektif. Efektivitas model manajemen pelatihan dasar CPNS memperoleh nilai 93,75% dengan kategori sangat baik dan program pelatihan dinilai rata rata 93,65 % dengan kategori sangat baik. Sehingga dapat disimpulkan Artinya Model Manajemen Pelatihan dasar CPNS berbasis *AES Learning* sangat efektif untuk meningkatkan *Core Values* ASN di BPSDM Provinsi Sumatera Utara.

Kata Kunci: Manajemen, Pelatihan Dasar CPNS, *Accerelate Learning*, *Experiential Learning*, *Self Regulated Learning*, *Core Values* ASN.

ABSTRACT

Yamnur Mahlia NIM 8196114026. Development of Basic CPNS Training Management Model Based on AES Learning (Accelerating Experiential Self Regulated Learning) to Improve ASN Core Values at BPSDM North Sumatra Province. Dissertation. Medan: Doctoral Program in Educational Management, Postgraduate School, State University of Medan

The research objectives are: (1) the characteristics of knowing the AES Learning-based CPNS basic training management model to improve ASN Core Values; (2) determine the feasibility of the AES Learning-based CPNS basic training management model to improve ASN Core Values; (3) determine the effectiveness of the basic CPNS training management model based on AES Learning to improve ASN Core Values in the Provincial BPSDM. This research is development research using the Plomp model. Carried out at the Provincial BPSDM. The research subjects were all CPNS Gol III basic training participants in 2020. The sample subjects were 40 trainees. Data collection techniques include observation, interviews, documentation, questionnaires and tests. The research instrument and model design were first validated by experts to obtain feasibility of use. The trial was carried out twice, a limited trial with 20 respondents, a wide trial with 40 respondents. Based on the research results: the basic CPNS training management model based on AES Learning to improve ASN Core Values in the Provincial BPSDM has advantages with model syntax; 1) analyze operational requirements phase; 2) defining training requirements phase; 3) developing objectives phase; 4) planning, developing, and validating training phase; 5) conduct and evaluate the training phase; 6) Integration the system phase which is integrated with the principles of Accelerate Experiential Self Regulated Learning, namely; 1) motivating your mind; 2) concrete experience; 3) reflection observation; 4) conceptual abstraction; 5) active experimental; 6) self-efficacy can increase ASN Core Values for CPNS trainees at Provincial BPSDM with characteristics, namely: (1) Need assessment-based model, (2) easy to understand, (3) competent facilitator, (4) Equipped with supporting tools, training manual, ASN Core Values Module, (5) Material related to ASN Core Values, (6) Encouraging trainees to become learners throughout life and (7) reflection. The feasibility test score is 93% (material expert) very decent, the score is 89% (media expert) very decent, and the user score is 93.75% very good. The effectiveness test results of the Effectiveness Test are seen from the N-Gain Score value for understanding the ASN core value of 85.10% (limited trial) and 82.86% (extensive trial results). Meanwhile, for the application of the ASN Core Values, the N-Gain Score was 83.61% (limited trial) and 82.93% (extensive trial results). Because the g value > 75 is in the effective category. The effectiveness of the CPNS basic training management model received a score of 93.75% in the very good category and the training program was rated at an average of 93.65% in the very good category. So it can be concluded that this means that the basic CPNS Training Management Model based on AES Learning is very effective in increasing the Core Values of ASN in BPSDM North Sumatra Province.

Keywords: Management, CPNS Basic Training, Accelerated Learning, Experiential Learning, Self Regulated Learning, ASN Core Values.