ABSTRACT

EKO WARISDIONO. Competency and Performance Training Facilitator Center for Empowering and Developing Educators and Educational Personnels Agriculture, Ministry of Education and Culture. Advisors: MA’MUN SARMA, DARWIS S. GANI, and DJOKO SUSANTO.

Competency and performance of the facilitators are two important factors among others which contribute to the successful of training program. Respective training program is considered successful if along the process it can fulfill the expectations and needs of the trainers. The objectives of the study are: (1) to describe facilitators characteristic, involvement the facilitators in learning processes, working environment, facilitators motivation, facilitators competency, and facilitators performance at the ‘P4TK Pertanian’ Cianjur; (2) to describe characteristic and performance training participants and their perception to facilitators performance at the ‘P4TK Pertanian’ Cianjur; (3) to analyze factors related and influenced to facilitators competency at the ‘P4TK Pertanian’ Cianjur; (4) to analyze factors related and influenced to facilitators performance at the ‘P4TK Pertanian’ Cianjur; (5) to analyze related facilitator performance at the ‘P4TK Pertanian’ Cianjur to performance training participants; (6) to formulate strategy of facilitators competency and performance development at the ‘P4TK Pertanian’ Cianjur. The important results of the study showed that the majority of the involvement the facilitators in learning processes, working environment, facilitators motivation, facilitators competency, and facilitators performance in medium level. Dominant factors have affect facilitators competency are involvement the facilitators in learning processes, motivation and working environment. Dominant factor has affect to facilitators performance is facilitators competency. The performance of the facilitators has no significant relation to the performance of the training participants. The strategy to improve the facilitators competency and performance were: (1) to develope facilitators working environment, (2) to develope involvement of the facilitators in learning processes, and (3) to improve the competence of the facilitators, i.e the ability to plan and develop learning process ang team work.

Key word: facilitator, competency, performance, learning process, training