

## **THE ANALYSIS OF TRAINING NEEDS IN TRAINING INSTITUTE OF SOUTH SULAWESI**

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### **ABSTRACT**

This study aims to describe the analysis of training needs in training institute and explain the proper analysis model of training needs that applied in training institute. The Method used a qualitative approach and the data was collected by direct observation and in-depth interview. Data analysis did several steps including data reduction, data presentation and verification. The result found that the Training Needs Analysis (TNA) is an essential prerequisite for training institute in conducting training. TNA built on three needs: organizational need, job requirements and individual need. Organizational need wants everyone in the organization can develop culture, mission, climate, objectives and structure of an organization. Job requirement has an important role to determine whether the organizational training is a success or not which supported by knowledge, skills, expertise and attitude control. While, the Individual needs should be kept in maintaining motivation, relationships, discipline and human resource development. TNA model IDRUS is a proper model that need to be applied in training institute in South Sulawesi. This model assumes that training activities should be executed Integration, Dedication, realistic, urgency and synchronization which are a premise of building postulate as a forerunner of training development theory in training institute.

**Keywords:** Training Needs Analysis, Organizational Needs, Job requirement, Training Needs Analysis (TNA).