

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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