



# MEASURING RETURN ON TRAINING INVESTMENT – ROTI

## Menjawab Masalah Apa

Kegiatan pelatihan di organisasi dipandang sebagai kegiatan yang sangat penting, namun di lain pihak masih banyak yang beranggapan bahwa pelatihan adalah kegiatan yang buang-buang waktu, uang dan usaha. Nilai tambah melalui pelatihan dipertanyakan.

Meskipun evaluasi pelatihan sudah menjadi isu yang umum dibicarakan di kalangan praktisi HRD, tetapi para praktisi masih banyak yang belum memahami bagaimana menunjukkan kepada perusahaan besarnya tingkat pengembalian dana yang telah diinvestasikan untuk pelatihan, yang biasanya menggunakan pendekatan *Return On Training Investment (ROTI)*. Permasalahan yang sering muncul adalah banyak manajer HRD yang belum mengenal cara mengukur ROTI. Atau sudah mengenal tetapi masih sering terjadi kesalahan dalam penentuan ROTI dan penyalahgunaan ROTI.

## Manfaat Apa yang Anda Peroleh

Setelah selesai mengikuti program ini, peserta diharapkan mampu:

- Menjelaskan cara mengukur tingkat pengembalian investasi pelatihan dengan teknik *Return On Training Investment (ROTI)*
- Memahami besarnya kontribusi pelatihan bagi perusahaan
- Menjelaskan bagaimana menentukan jenis pelatihan apa saja yang diperlukan perusahaan
- Menjelaskan anggapan bahwa pelatihan adalah *cost* yang tidak dapat diukur manfaatnya adalah tidak benar
- Menyusun pelatihan sesuai dengan budget dan resources perusahaan
- Menjelaskan cara yang dapat diandalkan dalam mempertanggung-jawabkan dana pelatihan

## Problems To Be Addressed

*Many organisations consider employees training as an important activity, however, there are still many who have an assumption that training is an activities that only spending times, money, and efforts without significant value added earning.*

*Although the evaluation of training activities has become a common issue discussed among HRD practitioners, but there are still many practitioners who do not understand how to show the significance of return on investment in training, which is calculated using return on training investment (ROTI) approach. The problem that often arises is that many HRD managers do not understand how to calculate ROTI. Some of them has recognized this method, but still make mistakes in using it.*

## Objectives

*Having attended this program, the participants are expected to be able to:*

- *Measure training return using return on investment (ROI) technique*
- *Calculate the significance of training contribution to organization*
- *Select training types that needed by the organization*
- *Explain that training is not a cost, but is an investment with measureable results*
- *Develop training activities plan in accordance with the organization's budget and resources*
- *Explain reliable methods to account the training cost*



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## Apa Saja yang Dibahas

- Evaluasi pelatihan dengan *Return On Training Investment (ROTI)*
- Teknik mengukur dampak pelatihan pada perusahaan
- Mengubah dampak pelatihan ke dalam ukuran keuangan
- Efektivitas pelatihan bagi perusahaan
- Menghitung *Return On Training Investment (ROTI)*
- Beberapa pendekatan menghitung ROTI

## Siapa yang Perlu Ikut

- Manajer HRD
- Manajer *Training & Development*
- Pengambil keputusan dalam hal *Training & Development* karyawan
- Staf HRD

## Subjects Covered

- *Training evaluation using Return On Training Investment (ROTI) approach*
- *Technique for measuring training impact on organization*
- *Converting training results into financial measure*
- *The training effectiveness for organizations*
- *Calculating Return On Training Investment (ROTI)*
- *Approaches on calculating ROTI*

## Who Should Attend

- *HRD Manager*
- *Training and Development Manager*
- *Decision Makers on Employees Training and Development*
- *HRD Staff*

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