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A measuring instrument for perception of individual capacity; an government training institution example

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Abstract

Background : Perception of individual capacity can described as, perceptions of ability and confidence that owned by an individual who will make it able to organize and manage certain situations. It positively affects the selected action by individuals and contributing to a significant increase in the their productivity. The purpose of this study was to examine the perception of the capacity of individuals based on their perspective and to contribute to managerial practices. Methods : The data collection is done by using the results of FGD with five main themes have been identified: The ability to plan for the future, ability in problem solving, adaptability, confidence in the future success and ability in planning a career in the organization. The participants were 104 trainees of Balai Besar Pengembangan Latihan Kerja (BBPLK) Semarang. Results : The analysis demonstrates that cronbach's alpha of perception individual capacity scale was calculated 0.936, and the measuring instrument can be considered reliable. Conclusions : Limitations, create and measure the effectiveness of training modules to enhance the perception of individual capacity as an advanced research, potential application of results to government training institution are discussed.

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