

# Overview of Alumni Behavior And The Impact of Public Speaking Training on Health Human Resources in The Ministry of Health A Quantitative Study at The Ciloto Health Training Center (BBPK Ciloto), Ministry of Health f Indonesia

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## Abstract.

*The background of this study lies in the relatively low public speaking ability among health human resources in Indonesia. Public speaking is one of the essential skills required across various aspects of life organizational, academic, professional, and social. Individuals with strong public speaking skills are also needed in health service institutions or organizations. Public Speaking Training for Health Human Resources aims to develop competencies that equip health human resources with the ability to speak effectively in public. To ensure that such training is well-organized, high-quality, and effective, a Post-Training Evaluation is conducted. This Post Training Evaluation aims to assess the effects of public speaking training on behavioral changes among alumni and its impact in their workplaces. The study employs a descriptive quantitative approach with total sampling of 60 alumni from two cohorts Public Speaking Training Batch 2023 and Batch 2024. Data were collected online using a Google Form questionnaire. The evaluation results show that all participants have applied the training material in their daily work following the standard structure of public speaking : introduction, body, and conclusion. Most alumni reported increased confidence when speaking in public. Public Speaking Training for Health Human Resources has proven effective in fostering behavioral change and improving workplace performance. Respondents stated that the training materials were relevant to their job needs and applicable in various public speaking activities, such as being a resource person, facilitator, conducting socialization sessions, and participating in meetings.*

**Keywords:** Public speaking; public speaking training; training evaluation and post-training evaluation.

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## I. INTRODUCTION

Public speaking is one of the fundamental skills required across various areas of life organizational, academic, professional, and social. Individuals with strong public speaking competence are better able to convey ideas clearly, influence audiences, and build confidence in both social and professional interactions. Such skills are also needed among human resources in health service institutions. However, many health personnel still lack competence in public speaking, both in health promotion and in other communication-related health services. Therefore, enhancing public speaking competence among health professionals is essential and can be achieved through structured training programs that meet the accreditation standards set by the Ministry of Health. The Ciloto Health Training Center (BBPK Ciloto) is one of the technical implementing units under the Ministry of Health responsible for organizing Public Speaking Training for Health Human Resources. BBPK Ciloto operates under and reports to the Head of the Center for the Development of Civil Service Competence of the Ministry of Health, as stipulated in the Regulation of the Minister of Health of the Republic of Indonesia No. 9 of 2025 on the Organization and Work Procedures of Technical Implementation Units in the Field of Health Training. The effectiveness of a training program cannot be measured solely by its implementation but must also be assessed in terms of the extent to which it produces positive changes among participants. In this context, the Post-Training Evaluation serves as a critical component of the overall training process.

Evaluation functions as an instrument to assess the degree to which training objectives have been achieved covering aspects of knowledge, skills, and attitudes, as well as the impact on the participants' respective institutions. Through evaluation, training organizers can obtain empirical data on the effectiveness of the material, delivery methods, quality of facilitators, and the impact of the training on participants'

workplace performance. Furthermore, post-training evaluation of public speaking training plays a vital role in identifying potential challenges or gaps that participants may still experience after completing the training. The evaluation results serve as a foundation for improving training programs—whether in curriculum, learning strategies, or evaluation methods. Without a systematic evaluation process, training risks becoming a mere formality that does not significantly contribute to competence development. Hence, post-training evaluation of public speaking is not merely an administrative procedure but a crucial step in ensuring the quality and effectiveness of the training. A comprehensive, objective, and measurable evaluation process will help develop more relevant, adaptive, and impactful training programs that enhance participants' public speaking competence. Therefore, it is essential for every training provider to design and implement post-training evaluations as an integral part of developing public speaking skills among health professionals. Based on the above considerations, this study seeks to explore how alumni apply the training materials and how public speaking training impacts their work performance. The evaluation aims to assess alumni behavior in applying the training content and the impact of public speaking training on task implementation in their workplaces.

## II. METHODS

This study employs a **descriptive quantitative** method to accurately, objectively, and systematically describe data, phenomena, and information based on scientific facts. Data collection was conducted using a **quantitative approach** aimed at obtaining a clear overview of respondents' profiles, the relevance of training materials to their work, behavioral changes among alumni after completing the training, the impact of training on task implementation, and participants' recommendations regarding curriculum, training methods, and the overall organization of the public speaking training program.

## III. RESULT AND DISCUSSION

### 1. Respondent Characteristics

**Table 1.** Characteristics of Respondents of the Public Speaking Training

Characteristic	N	%
<b>Gender</b>		
Male	15	32,61
Female	31	67,39
<b>Position</b>		
Fungsional	40	86,96
Managerial	6	13,04

The respondent profile shows that the majority of the participants in the public speaking training were **female** and held **functional positions**. This demographic information has important implications for the future design of training materials and instructional methods. Training programs should be tailored to the participants' backgrounds considering gender, job type, and professional level to ensure effectiveness, applicability, and alignment with their specific needs. Additionally, training opportunities should be distributed evenly across various work units, including central offices and managerial levels, to promote equitable enhancement of public speaking skills among all health professionals.

### 2. Relevance of Training Materials

**Table 2.** Compatibility between Public Speaking Training Materials and Alumni Job Requirements

	N	%
<b>Description</b>		
Relevant	46	100,00
Not Relevant	0	00,00

The materials presented in the public speaking training were found to be **highly relevant** to the professional context of the alumni. Both the practical skills taught and the theoretical components were directly applicable to their work environments. The 100% compatibility rate demonstrates that the curriculum and materials were carefully developed based on actual workplace needs, effectively addressing real challenges and meeting the increasing demand for strong communication competencies across professional fields.

### 3. Alumni Behavioral Changes After Training

#### Increased Confidence in Public Speaking

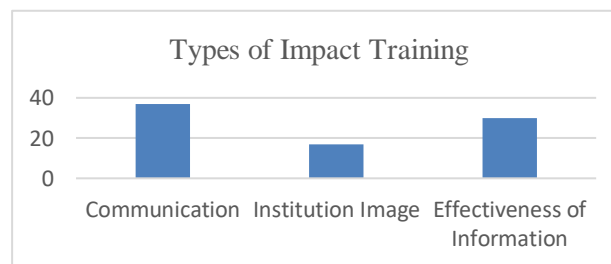
**Table 3.** Overview of Confidence Increase After Public Speaking Training

Score	N	%
10	7	15,22
9	6	13,04
8	22	47,83
7	9	19,57
6	1	2,17
5	1	2,17

Overall, the results indicate a **highly positive trend**. More than **76.09%** of respondents (scoring 8 or higher) reported a significant boost in confidence, suggesting that the public speaking training successfully met participants' needs both in mastering content and enhancing psychological readiness. This finding has important implications for human resource development within the Ministry of Health, where employees are often required to speak publicly, whether in internal meetings, policy dissemination, community education, or stakeholder engagements. The results are consistent with current literature identifying **self-confidence** as a key outcome of public speaking training. Self-confidence, defined as an individual's belief in their ability to successfully perform specific tasks (Bandura, as cited in Islam et al., 2022), is fundamental in public speaking because it correlates strongly with message organization, audience management, and the ability to overcome nervousness or anxiety (Wu et al., 2023).

#### 4. Impact of Public Speaking Training on Job Productivity

**Fig 1.** Types of Impact from Public Speaking Training



The graph illustrates a **predominantly positive perception** among respondents regarding the impact of public speaking training on organizational performance. Three main dimensions of benefit were identified:

1. Improved communication
2. Enhanced effectiveness of information delivery
3. Strengthened institutional image

These findings reinforce recent literature emphasizing public speaking as a **core soft skill** that contributes directly to **organizational effectiveness** and **institutional reputation**. From both academic and practical perspectives, these results highlight that **public speaking training constitutes an organizational investment**. The data support studies asserting that such training enhances human capital (Islam et al., 2022). Further, Downs and Adrian (2021) found that improving communication effectiveness within organizations directly impacts decision-making, team coordination, and institutional reputation consistent with the three benefit categories identified in this study: communication, information efficiency, and institutional image.

#### 5. Recommendations for Public Speaking Training

**Table 4.** Alumni Suggestions for Future Public Speaking Training

Suggestion	N	%
Prefer classical (in-person) training methods	12	37,50
Conduct advanced/continuation training	8	25,00
Increase practice session duration	6	18,75
Provide more practice relevant to job tasks	6	18,75

Overall, the data reveal that although the training received positive feedback, several aspects could still be improved. The four main suggestions from alumni highlight the importance of:

1. Effective learning approaches
2. Continuous training programs
3. Sufficient time allocation for practice
4. Job-related material relevance

Therefore, the evaluation results should serve as **strategic input** for training organizers to design and develop more responsive and participant-centered programs in the future.

#### IV. CONCLUSION

The results of the Post-Training Evaluation (EPP) of the Public Speaking Training for Health Human Resources can be summarized as follows:

- a. **Relevance of Training Materials:** All alumni (100%) stated that the training materials were aligned with their workplace needs, indicating that the curriculum design effectively reflected the practical communication challenges faced by health professionals.
- b. **Alumni Behavior:** The majority of training alumni (86.96%) reported that they had applied public speaking techniques in their daily work, following the standard public speaking structure consisting of opening, body, and closing.
- c. **Training Impact:** The Public Speaking Training produced a significant impact on participants' self-confidence when engaging in public speaking. It also enhanced communication skills and improved information delivery within their respective workplaces, contributing to better organizational performance.
- d. **Participant Satisfaction:** All participants expressed high satisfaction with the Public Speaking Training conducted by BBPK Ciloto. They also recommended the program to their colleagues and supervisors, emphasizing its practical value and relevance.

In summary, the Post-Training Evaluation demonstrated that the Public Speaking Training effectively improved the participants' public communication competence, fostered behavioral change, and positively influenced workplace performance. This evaluation highlights the importance of continuous professional development through structured and evidence-based training interventions to strengthen health human resource capabilities within the Ministry of Health.

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