

ARTICLE

The Feasibility of COVI Sronдол as a Monitoring and Evaluation Strategy of Post-Competency Development to Accelerate Central Java Corporate University

Harini Setijowati^{1*} and Mariman Darto²

¹Badan Pengembangan Sumber Daya Manusia Provinsi Jawa Tengah, Semarang, Indonesia

²Kementerian Pendidikan Dasar dan Menengah, Jakarta, Indonesia

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ABSTRACT

The monitoring and evaluation (M&E) of post-competency development (post-comdev) are essential for assessing its benefits and impacts, typically conducted by training organizers. A prior survey found that most health human resources (HR) participants created follow-up plans under their supervisors' guidance and documented their involvement using simple checklists. However, there is no systematic monitoring of post-comdev, nor are there updated procedures in place. To address these issues, COVI Sronдол (Collaboration for monitoring and eValuation of post-competency development, a Strategy supported by Information and Technology, initiated in Sronдол) will be designed as an alternative approach. This research explores the feasibility of developing the COVI Sronдол strategy as a guideline for post-comdev M&E in accelerating the Central Java Corporate University (Jateng Corpu). Using a mixed-method approach, the authors identified the M&E models applied in 36 health offices, across Central Java and integrated them with qualitative analysis results from selected informants using purposive and snowball sampling techniques. The findings indicate that, despite a limited understanding of Jateng Corpu among informants, 50% agreed that post-comdev M&E could accelerate its development. While most health HR informants (64%) conducted post-comdev evaluations, these did not fully assess effectiveness or impact. Institutions such as the Regional Civil Service Agency (BKD), the Central Java Regional Human Resources Development Agency (BPSDMD), and the Health Training Center (Bapelkes) perform annual evaluations but lack proper monitoring mechanisms. Thus, the COVI Sronдол strategy presents an opportunity to be developed as a comprehensive framework to enhance post-comdev M&E, ultimately supporting Jateng Corpu.

A. INTRODUCTION

Central Java Corporate University (Jateng Corpu) plays an important role in various competency development (comdev) activities aimed at enhancing the skills and competencies of Civil Servants. It aligns with the Governor of Central Java's Regulation Number 19 of 2024 concerning the Integrated Learning System for the Development of State Civil Apparatus Competencies through the Central Java Corporate University. The monitoring and evaluation

* Corresponding Author

Email : hsetijowati2015@gmail.com

(M&E) process for post-comdev programs is a key element of Corpu, forming an essential part of the competency development implementation cycle.

Ensuring the quality of comdev programs is vital, and one of the key measures is conducting post-comdev M&E. Monitoring involves tracking the implementation and follow-up actions related to comdev results. After monitoring, an evaluation compares the initial plan with the outcomes achieved. Evaluation is a critical accountability measure (Sukardi, 2015). Properly conducted post-comdev M&E helps assess whether comdev follow-ups align with their intended goals—improving both individual and organizational performance—while also identifying areas for improvement in future implementations (Kaswan, 2013). Effective evaluation models, such as Kirkpatrick's, serve as valuable tools for assessing the impact of training on behavior, outcomes, and return on investment (ROI), though resource limitations can sometimes constrain their application (Alsalamah & Callinan, 2022; Mehale et al., 2021; Huang et al., 2022; Kusriyah, 2024; Dian & Rosanto, 2023; Ananda & Himawan, 2024). Additionally, applying the CIPP model to evaluate other aspects of Corpu has yielded positive results, despite requiring adaptations from participants, training staff, and organizers due to challenges posed by COVID-19 (Rahman & Anriani, 2023).

A prior survey conducted by the author revealed that after the comdev program for SDM (health human resources), most participants create a follow-up plan (RTL) under the supervision of their direct superiors, maintain a simple checklist of their participation, but lack structured post-comdev monitoring by district, city, or provincial organizers to assess its impact. Moreover, while the Central Java Regional Human Resources Development Agency (BPSDMD) has conducted post-training evaluations, the current procedures were established in 2017. On the other hand, the goal of comdev is not merely obtaining a certificate or complex result, but also ensuring follow-up actions and implementation to generate soft results or measurable impacts.

Given the importance of post-comdev M&E, the author plans to develop a COVI Srondol strategy. COVI is an abbreviation for “Collaboration for mOnitoring and eValuation of post-competency development, supported by Information and technology”. Meanwhile, the word Srondol refers to a location where the author initiated the study. This strategy aims to provide a comprehensive and structured approach to M&E, ensuring the effectiveness of HR competency development while accelerating Jateng Corpu's objectives. Accordingly, comprehensive research is required to ensure the strategy's relevance and practicality for broad acceptance among all relevant stakeholders.

This research is also closely related to the duties of trainers. According to the Regulation of the Minister of State Apparatus Empowerment and Bureaucratic Reform of the Republic of Indonesia Number 18 of 2024 on Functional Positions, *widyaiswara* refers to a functional position within the civil service responsible for learning facilitation, training program development, and training quality assurance. Conducting this research is crucial for meeting the competency standards required of trainers, particularly in technical competencies related to training quality assurance and implementing the corporate university model.

Based on the background described, this research addresses the following problem: What are the opportunities for developing COVI Srondol as an M&E strategy for post-comdev in support of Central Java Corpu? This study aims to assess the feasibility of the COVI Srondol strategy in accelerating Central Java Corporation's development. The findings are expected to strengthen comdev initiatives by formulating an applicable post-comdev M&E strategy that effectively supports Jateng Corpu.

B. LITERATURE REVIEW

Competency refers to civil servants' knowledge, skills, and attitudes/behaviors that can be observed, measured, and developed in their official duties. Civil servants must meet

standardized technical, managerial, and socio-cultural competencies before taking specific roles/ positions. Technical competency relates to expertise in a particular field, managerial competency involves managing organizational resources, and sociocultural competency pertains to social interactions and communication within society. Regulations also outline competency development strategies, including categories, types, pathways, and forms of development (Peraturan Kepala Lembaga Administrasi Negara Republik Indonesia Nomor 10 Tahun 2018 Tentang Pengembangan Kompetensi Pegawai Negeri Sipil, 2018). Such competencies are essential given Indonesia's cultural, linguistic, and socio-economic diversity. It is crucial to preserve local wisdom while adapting to modernization, particularly in Central Java, where human resources must also understand the region's cultural nuances.

The competency of health HR, especially medical personnel and health workers, is periodically assessed as part of standardized competency monitoring. Health service units must conduct credential tests for accreditation renewal in hospitals and health centers. According to hospital accreditation regulations, HR competency fulfillment is mandated under the Staff Qualification and Education Standards/ KPS (Keputusan Menteri Kesehatan Republik Indonesia Nomor Hk.01.07/Menkes/1128/2022 Tentang Standar Akreditasi Rumah Sakit, 2022).

Additionally, the number of competency development (comdev) hours attended by civil servants contributes to calculating the Civil Servants Professionalism Index (IP ASN). These calculations generate data for mapping ASN comdev, which helps improve Bureaucratic Reform performance (Direktorat Jabatan ASN BKN, 2022). This underscores that comdev is a measurable administrative requirement for all ASN, ensuring compliance with national standards set by BKN.

Previous studies have emphasized the importance of post-comdev monitoring and evaluation (M&E). Yusuf and Hendra (2023) and Gustina et.al. (2022), highlighted the necessity of fair and transparent HR training and development. Post-training monitoring has been shown to enhance job training effectiveness at the Cimahi City Manpower Office (Anita et al., 2024). However, obstacles arise when alumni fail to report post-training activities, as seen at the Surabaya City UPT Job Training Center (Setiawan & Casmiasi, 2024). These findings indicate the need for structured monitoring to assess early impacts and address challenges promptly.

Various evaluation models have been applied to measure training effectiveness. The Kirkpatrick model assesses training impact on behavior, outcomes, and return on investment (ROI), though it sometimes faces resource constraints resources (Alsalamah & Callinan, 2022; Mehale et al., 2021; Huang et al., 2022; Kusriyah, 2024; Dian & Rosanto, 2023; Ananda & Himawan, 2024). Esih and Rudiana (2023), used a source-process-target effectiveness approach to evaluate PBJP BPSDMD training in West Java. Meanwhile, Hidayat et.al. (2022) applied a five-dimensional approach—education, training, values, actions, and results—to evaluate technical training at the Magelang Regional Education and Training Personnel Agency.

The CSE-UCLA evaluation model, which includes system assessment, program planning, implementation, improvement, and certification, was used to evaluate export training. It showed effective material delivery and participant competency improvement, though operational readiness issues with Alibaba persisted (Wibowo, 2024). The HOT-Fit model, which examines human, organizational, and technological factors, evaluated e-learning effectiveness during the COVID-19 pandemic. While it proved a viable learning tool, the system's quality needed improvement for better user impact (Siswantoro, 2022).

There are also recommendations for automated evaluation systems for civil servants who undergo independent competency development (Habibah, 2022). Similarly, Ricaesar and

Siregar (2023) designed a post-health training evaluation information system for the Indonesian Ministry of Health. These findings highlight the necessity of structured post-training evaluations, which align with this study's aim to explore the feasibility of COVI Sronдол as a potential strategy for post-comdev M&E.

This study is also relevant to Corporate University (Corpu) evaluation research. Jateng Corpu implements integrative learning through the 70-20-10 model, ADDIE framework, and knowledge management (Suharsono, 2023). Such models support digital transformation among civil servants, as stated by Wijaya et al. (2024), who argue that Corpu is relevant to E-government implementation. Rahayu and Utama (2022) highlighted the effectiveness of BRI Corpu in improving employee competence through on-the-job training and self-learning. However, Suharsono (2021) found that the 70-20-10 model at the Financial Education and Training Center had yet to meet practical and impactful criteria, emphasizing the need for improved evaluation strategies.

Muttaqien and Hayati (2022) found that the Corporate University at PT. Telkom influenced employee behavior but needed enhancements in the Learning Organization (LO) aspect. A Silalahi Survey (2022), survey of millennial civil servants at the Ministry of Tourism and Creative Economy/Baparekraf showed that 86.7% supported Corpu as a competency development strategy. Using the CIPP model, Rahman Anriani (2023) observed good results despite adaptation challenges due to COVID-19 among participants, trainers, and organizers.

Stakeholder collaboration is key to Corpu and HR development program success. Sultan (2022), emphasized the importance of knowledge and technology transfer collaboration. The pentahelix model (government, academia, media, society, and the private sector) and quadruple helix model (government, academia, business, and the community) show great potential for economic growth and public innovation (Khitam, 2022; Najmudin et al., 2023; Siradj & Sudarmono, 2024). However, the triple helix model (government, universities, and industry) in Aceh has been ineffective due to weak synergy (Amirulkamar, 2023). Leadership challenges in multi-actor collaboration (government, private sector, and community) have also hindered public innovation funding for Ambilin Badar in Tawangmangu (Sasti Ihtiarni, 2023). Similarly, differences in stakeholder principles and capacities have slowed West Java's Champion MSME program (Nur et al., 2022).

However, collaborative success has been observed in initiatives such as the Bayah Dome Geopark development (Fathahillah, 2022) and blended learning-based training collaboration at the pre-Delphi stage (Ella et al., 2024). These studies reinforce the importance of collaboration-based M&E strategies within Corpu. While COVI Sronдол has not yet been designed, its conceptualization aligns with these findings, suggesting it has the potential to become a practical post-comdev M&E framework.

In line with the Decree of the Head of the National Institute of Public Administration Number 2/K.1/PDP.07/2023, post-comdev evaluations (EPP) must be conducted at least six months after training. Leadership training assessments should measure attitudinal and behavioral changes, supporting and inhibiting factors, follow-up actions, and input for future implementation.

The novelty of this research lies in its focus on describing the feasibility of COVI Sronдол before its development. While previous studies have examined post-comdev M&E, no research has specifically explored the potential for a collaborative M&E strategy in Jateng Corpu. This study fills that gap by analyzing whether COVI Sronдол could be developed as an effective and sustainable solution.

C. METHOD

This research employs a mixed-method approach. The quantitative data covers all health districts and provinces (36 offices). Data was collected using Google Forms and analyzed using the spreadsheet (Microsoft Excel), with results presented in graphs for interpretation.

The author determined the informants using purposive and snowball sampling based on the quantitative results. Purposive sampling was used to select informants with specific criteria—individuals involved in competency development (comdev) within their work areas. These informants include officials, employees, or officers responsible for HR management in existing comdev programs, such as those in the provincial health office, Regional Human Resources Development Agency (BPSDMD), one hospital, and three districts (consisting of Regional Civil Service Agency, the health office, and a hospital), as well as health professionals. Snowball sampling was implemented to gather additional data and insights beyond the initial plan, enhancing the validity and reliability of the research findings.

Qualitative data was collected through open-ended responses in Google Forms, in-depth interviews, and focus group discussions (FGDs). This approach aimed to collect accurate, sufficient, and precise data. Qualitative data analysis was conducted using NVivo software, following these steps:

1. Preparing and importing data.
2. Creating and refining codes to tag relevant sections.
3. Exploring data using queries and visualizations.
4. Summarizing themes, drawing conclusions, and linking findings to research objectives.

To ensure the validity and reliability of the findings, discussions were held with colleagues experienced in the research topic.

Secondary data was also collected from information held by the informants' organizations. This included guidelines, planning documents, reports, regulations, and other relevant materials to ensure a comprehensive analysis. Using secondary data helped enhance the quality of research outcomes, providing insights that could improve performance ([Indrawan, R., & Yaniawati, 2014](#)).

One of the HR groups studied was health human resources, which was selected using cluster sampling to explore current post-comdev M&E practices. This selection was based on the specificity and homogeneity of health, making it easier to develop strategies that could be applied to all HR types.

According to Law Number 17 of 2023 concerning Health, health human resources refer to individuals actively working in the health sector, whether they have formal health education or not. Certain roles within this category require official authority to carry out health-related tasks. For health with civil servant status, Comdev is essential to bridging competency gaps in line with established job competency standards. Effective comdev enhances individual performance, which in turn positively impacts organizational performance.

D. RESULT AND DISCUSSION

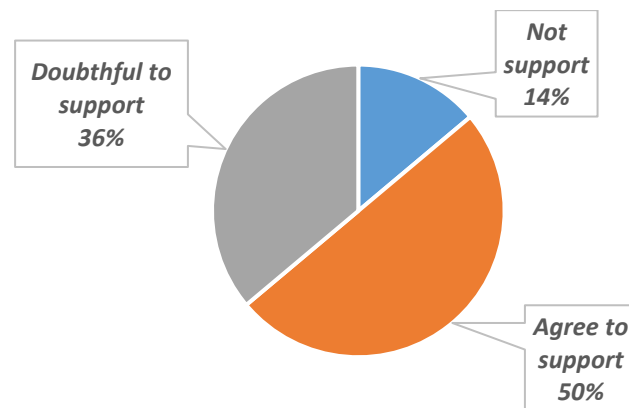
The result of this research consists of the role of the health HR programmer, including an understanding of Jateng Corpu, the availability of an alumni database, and an overview of the current M&E strategy post-comdev. The overall results and discussion are as below.

First, the role of the Human resources programmer includes understanding Jateng Corpu. Paying attention to the verbs that often appear in the role of health office informants, is comdev planning/ *merencanakan* (53 times) and to send (*mengirim*) participants (59 times).

from informants regarding the M&E role of post-comdev health HR is that the informant's statement regarding his role in the administration of the comdev is also in accordance with the conclusions of the research results of Yusuf and Hendra (2023) and Gustiana et.al (2022), where an evaluation needs to be carried out to find out whether the comdev has been implemented fairly and transparently.

More detailed information through of in-depth interviews with HR programmers in Health Province Office and the health training center (Bapelkes) of Central Java Province, as an office in the health sector and an accredited health training institution, they have carried out annual evaluation post-comdev (EPP), on a sampling basis for only 1 or 2 trainings. Even though there are more than 10 types of comdev in a year, Implementation of the EPP Bapelkes is required as one of the conditions for accreditation of training institutions by the Indonesian Ministry of Health. They involve professional health organizations such as IAKMI (Indonesian Public Health Alumni Association) and IBI (Indonesian Midwife Association). It shows that the EPP has been in collaboration with stakeholders, such as some research by Sultan (2022), Najmudin et al. (2023) and Siradj & Sudarmono (2024).

In relation to HR informants' understanding about post-comdev M&E in accelerating Jateng Corpu, the picture below shows that 50% of the health office informants answered "agree to support".

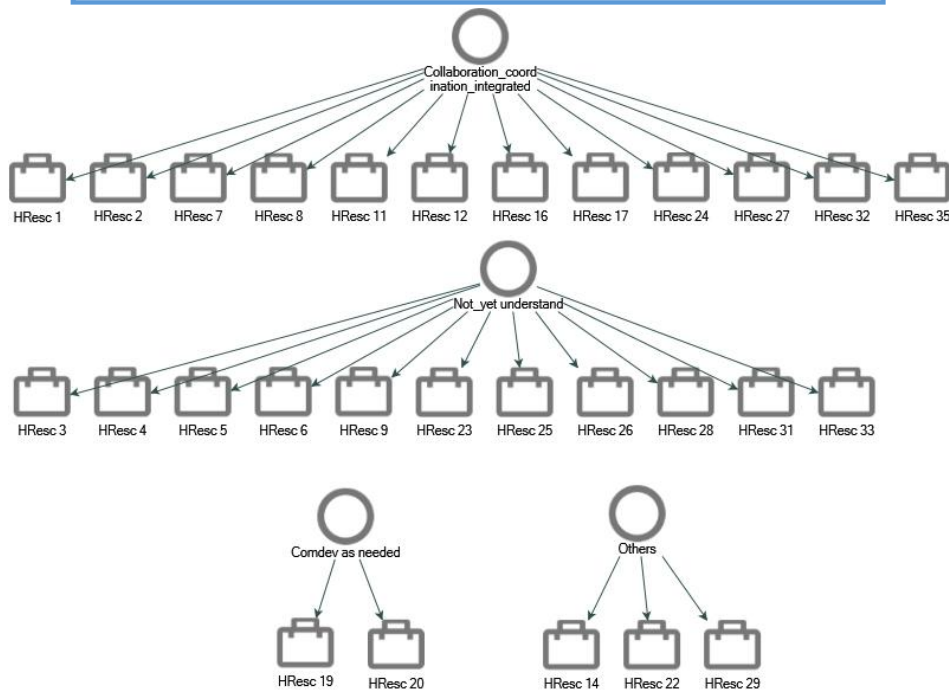
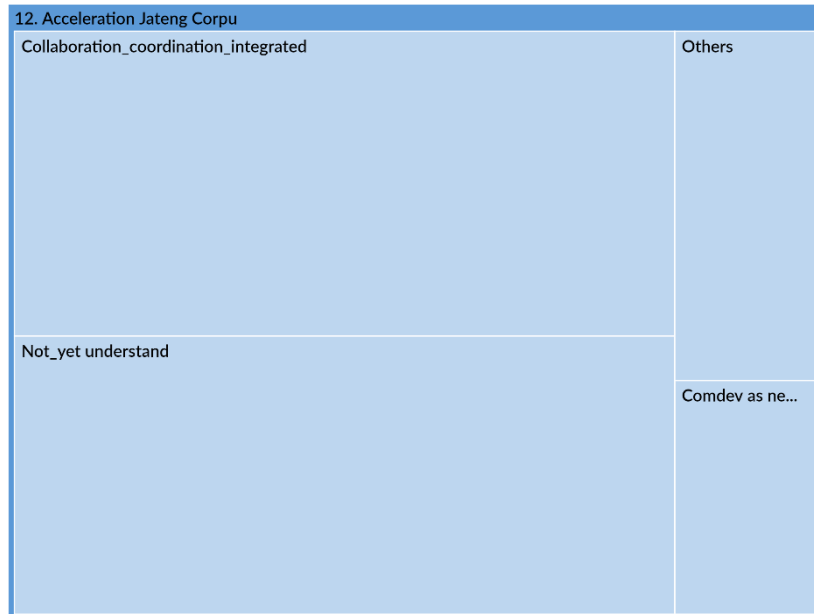


Picture 3. Answer about Post-comdev M&E as Acceleration of Central Java Corpu by HR Programmers

Meanwhile, 36% (13 health offices) said they were "doubtful", and 14% (5 SDK) said they "did not support" it.

The picture below shows the reason for the above answers. They "agree" because of synergy, collaboration, coordination and integration of related stakeholders during the M&E activity. The stakeholders include the Provincial Human Resources Development Agency (BPSDMD), Provincial Health Office, Regency/ City, Regional Civil Service Agency (BKD), Health Training Agency (Bapelkes), and health professional organizations. In addition, they said that "the existence of post-comdev health HR at Central Java Corpu will provide an overview of whether there has been an increase in civil servant competence. Collaboration with the district government so that the type of health HR comdev is in accordance with what is needed in the region or the field" and "with the post-comdev M&E, of course it supports the realization of Central Java Corpu because it can find out the extent of the effectiveness of the

comdev that ASN has followed”. They were “doubtful” and “did not support” because they did not really understand about Jateng Corpu.



(Source: NVIVO Analysis by Author)

Picture 4. Hierarchy Chart and Project Map about Jateng Corpu Understanding

The above results underline the importance of collaboration with some relevant actors involving the corporation when developing the COVI Sronjol Strategy. It refers to studying the importance of stakeholders' collaboration, whether pentahelix or quadruple helix (Khitam, 2022; Najmudin et al., 2023; Sultan, 2022). However, it is important to make sure each role of the actors. So the process could be learned from the Fathahillah study (2022). These results can also trigger the immediate socialisation of the Jateng Corpu Governor Regulation. When the legal aspects have been fulfilled, socialization will be more massive and can be implemented immediately, as in PT. Telkom Indonesia, BRI, The Ministry of Finance, and The Ministry of Tourism and Creative Economy (Muttaqien & Hayati, 2022; Rahman & Anriani, 2023;

Silalahi, 2022). Basically, Jateng Corpu will significantly contribute to the activities of the ASN skill and competency upgrade program. The National Institute of Public Administration has also declared the same thing as ASN Corpu (ASN Corporate University), an integrated learning system (Regulation of the National Institute of Public Administration Number 6 of 2023 concerning the Learning System for Integrated Competency Development, 2023). ASN Corpu has been introduced and implemented in Indonesia to match with Jateng Corpu.

To sum up, the role of the informants shows that the management of the health HR has been well implemented, underlining corpu activities, that training and development as well as post-comdev of M&E, need to be carried out. So that competent HR can contribute optimally to achieving organizational goals. This underlines the Governor of Central Java Regulation Number 19 of 2024 on the Integrated Learning System in the Development of State Civil Apparatus Competencies through the Central Java Corporate University.

Second. The availability of alumni database. The picture below addresses that most institutions (70% of health offices) have alumni databases, 22% are doubtful, and 8% do not. One reason they have no alumni database is that the alumni did not report.

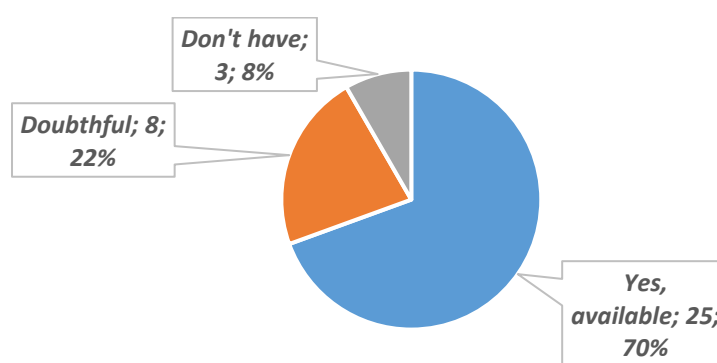


Figure 1. Availability of Health Comdev Alumni Database at the Health Office

The informants of health offices who answered in doubt because the database of alumni they had, was not updated enough or was not valid because in reality the civil servants had moved. After conducting an in-depth interview, this was because the database had not been integrated with the employment application in BKD. Another result is that some informants mention that they have functional e-competency records, applications at BKD, SIPPATEN, and SIPETIS, and use a system named *Plataran Sehat* belonging to the Indonesian Ministry of Health. So, this could be a possible automated post-comdev M&E system like the recommendation of Habibah's research (2022). However, it is urgent to promptly discuss with BKD and the IT office how to add the current application to the M&E post-comdev menu. Most offices (23 health offices) have various alumni databases, including manual records, and use MS Excel to document comdev participants.

The alumni data's availability guarantees one of the targets for post-comdev M&E. The availability of a valid comdev database is essential for M&E, making it easier and faster to search alumni, their direct superiors/mentors, and co-workers. Because there is also the possibility of mutation, rotation, or promotion of positions from alumni who leave their current work unit, good coordination with BKD is one solution for getting an updated alumni database. The data also contributes to one data comdev. According to a discussion with an HR programmer in the Tegal dan Purworejo district, BKD has one application to accommodate civil servants' needs. BKD Purworejo has its LMS (Learning Management System) integrated with the Employee Information System (Simpeg). So, every ASN participating in the comdev will have their learning hours number recorded and automatically considered in their IP-ASN.

Considering that, it could be concluded that a valid alumni database still needs to be checked before conducting M&E post-comdev.

Third. Post-comdev follow-up. The following graph shows that most Health offices (64% or 23 offices) carried out post-comdev M&E.

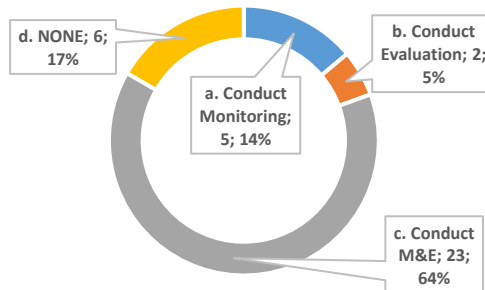
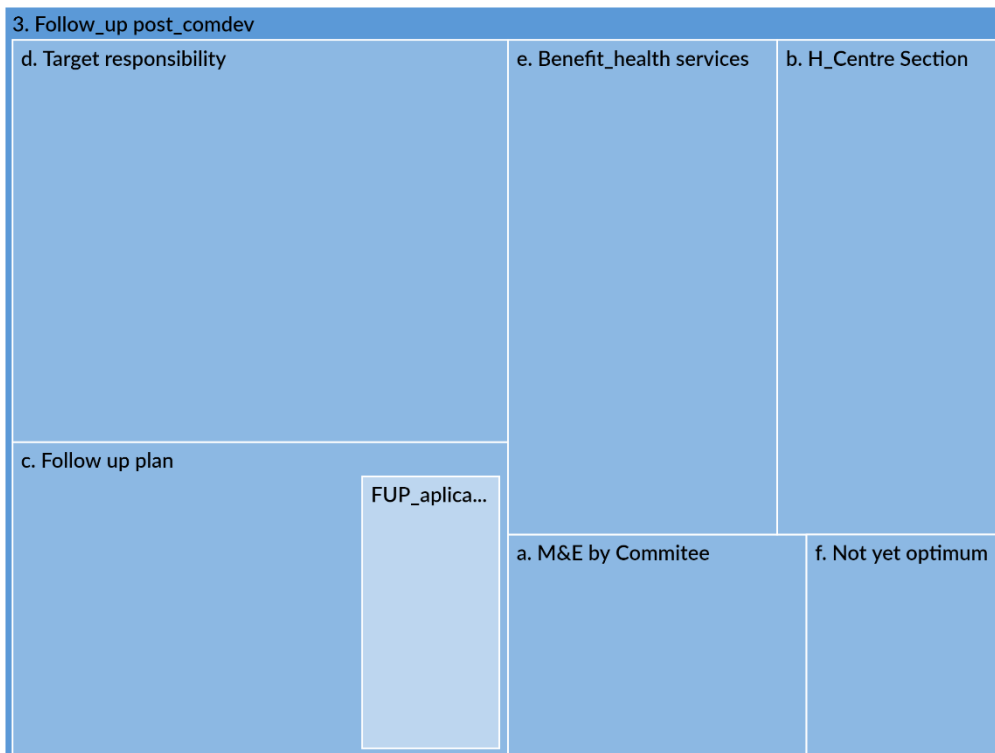
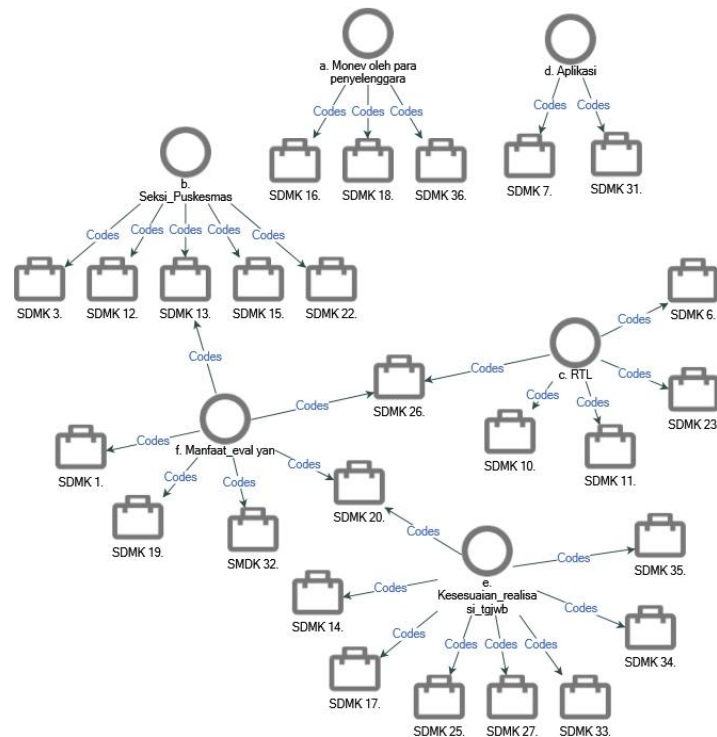


Figure 2. Graph Identification of Health HR Follow up of Post-Comdev

There are 17% (6 health offices) that do not conduct M&E post-comdev because the organizer has already carried out lack of budget, HR limitations, and the evaluation.

The following hierarchy chart showed codes of various strategies for carrying out post-comdev M&E, such as M&E by organizers, direct supervision by Health Centre section, follow-up plan, two applications concerning budget responsibility, and benefit to health services.





Source: NVIVO Analysis by Author

Picture 5. Hierarchy Chart and Project Map Strategy of Post-comdev Monev HHR Division

Paying attention to the project map above, three informants said that M&E post-comdev by organizers usually only forward the evaluation form to alumni, alumni's direct superiors, and alumni's colleagues. It can also be seen that five health HR programmers follow up after the comdev are the community health centers or direct superiors of the participants. Alternatively, in other words, M&E is carried out directly by the superiors at work after the alumni return from attending the comdev. So this could be the main reason for the need to carry out M&E from direct superiors and alumni colleagues, because they are the ones who know the condition of alumni after comdev. This result underlines the opinion of Ariyanto et al. (2021) HR performance is related to internal evaluations, including the organizational environment, direct superiors and alumni colleagues, and even customer feedback.

In addition, it was found that five informants conducted the follow-up plan prepared by alumni. It was reported to the leadership or the health HR programmer. This follow-up plan is the material to be monitored and evaluated. If it turns out that it is not implemented, the evaluator asks about the obstacles. This result is a good signal that the post-comdev evaluation is underway and can be included in the internal monitoring category, such as the results of research (Anita et al., 2024; Setiawan & Casmianti, 2024).

There were also findings about two applications called SIPPATEN and SIPETIS. Informants said that at SIPPATEN, alumni report their follow-up plan results. It usually contains a profile of the comdev that is being followed (including the name of the comdev, location, schedule, title and brief material and certificate) and technical plans that will be implemented after the comdev, including outreach to other health program managers, implementing new knowledge/ skills that have been implemented. At SIPETIS, it is the same, but only for health HR Hospitals and Health Offices. The Head of BKD of Surakarta City plans to adopt it for all of Surakarta City's civil servants. The existence of those applications can be developed into a more comprehensive application, by adding a post-comdev M&E menu. So,

post-comdev M&E can be carried out automatically. The use of technology is in line with the recommendations of [Habibah's research recommendation \(2022\)](#). However, the leadership's commitment and the budget's availability are needed to make this happen.

Subsequent post-comdev follow-up is also interpreted for budget planning related to comdev needs and accountability and monitoring of learning hours fulfillment for ASN. There are eight health HR programmers that state this. This underlines the writings of [Yusuf and Hendra \(2023\)](#) and [Gustina et.al. \(2022\)](#), that evaluation is a form of accountability for activities carried out. In addition, there are six health HR programmers that monitor or evaluate post-comdev impacts or benefits for health services. These results are in line with the need for post-comdev evaluation, which can show the effectiveness of clinical nurse innovation training in the article by [Huang et.al. \(2022\)](#). [Mehale et.al \(2021\)](#) also do the same thing, that the evaluation carried out will be able to present conditions for improving organizational performance.

After conducting FGD attended by employees who are responsible in comdev (dr. Amino Gondohutomo Psychiatric Hospital, Semarang City, Surakarta City, and Tegal Regency), alumni, and health professions (PPNI, IAI, PDGI, PERSAGI), it could be concluded that they have not properly conducted M&E post-comdev yet. So, they agree that the author would like to develop a strategy called "COVI Srondol," and they are likely to adopt it. In principle, they have been positive responses. The informant's opinion describes good collaboration between organizers and participants during comdev activities and continuing after becoming alumni. Referring to the Collaborative Governance Regime (CGR) Model theory, [Nur et.al. \(2022\)](#), this includes the dynamic dimension of collaboration to carry out joint action, in this case the post-comdev evaluation (capacity for joint action). Some factors influence the comdev, which is believed to be the commitment of specialists and generalists.

Another result of FGD with the administrator of Training and her staff Semarang city BKD is they regularly hold EPP every year, after Provincial Human Resources Development Agency (BPSDMD). However, they do not have SOP nor carried out M&E of comdev except for the training type. They adopted the BPSDMD questionnaire. Like BKD Blora, he conducted EPP three years ago (2020), without SOP. Both have LMS. So, it is possible to automatically M&E post-comdev in LMS development like the recommendation of [Habibah research \(2022\)](#).

BPSDMD of Central Java Province is the institution that organizes competency development, where the author works. Health HR attended the conference held in Central Java and throughout Indonesia. A post-training evaluation is underway, which will be held in 2023. The SOPs need to be updated. Only for post-comdev monitoring, it has never been held. So monitoring in the COVI Srondol as a strategy can be developed and implemented to complement the results of the ongoing post-comdev evaluation and for post-comdev monitoring in 2024. This result provides an important point that there needs to be an updated SOP for the implementation of post-comdev M&E.

The implementation of comdev management of Jateng Corpu in BPSDMD begins with mapping the needs of the comdev, as well as collaboration, registration, and learning management system. The system is also connected with Central Java SIMPEG BKD to account for IP ASN. So, every civil servant could directly find the number of IP ASN without inputting the certificate in MYASN BKN.

Based on the overall results of the identification of post-comdev M&E at Central Java health offices, it can be concluded that post-comdev M&E has indeed been running, but not everything has been integrated into one system in the district/ city Health Office or BKD or BPSDMD of Central Java Province or hospitals. It is still part of the follow-up plan component. There is also a need for post-comdev M&E that involves colleagues and direct superiors of alumni. This is an opportunity for the COVI Srondol to complement the current post-comdev M&E models, including developing existing applications.

There is also no specific format and updated procedure for carrying out post-comdev M&E. This condition is an opportunity for the need to design a COVI Sronдол as a strategy for implementing post-comdev M&E that complies with the rules, such as Kirkpatrick or CIPP theory (Kaswan, 2013), or its modifications. The post-comdev monev, which has been running in several health offices, is only to fulfill certain interests, for example, answering the planning needs of the comdev and the need for technical competency gaps in health services as well as financial accountability documents.

The above results and discussions are limited because they have not covered all BKD and Central Java hospitals responsible for all apparatus development. So, more research needs to be conducted to find more detailed support for M&E post-comdev.

E. CONCLUSION

This study highlights the role of post-comdev M&E in supporting Jateng Corpu. Approximately 50% of health office respondents agree that M&E post-comdev contributes to Jateng Corpu, emphasizing the importance of stakeholder collaboration in enhancing comdev quality. Additionally, 70% of health offices maintain an alumni database in various models.

While 64% (23 health offices) have conducted post-comdev M&E, these efforts primarily focus on administrative, managerial, or technical aspects of the health sector. However, they lack structured monitoring reports or in-depth discussions on material relevance, impact, and areas for improvement. Some institutions, including BKDs, hospitals, Provincial Human Resources Development Agency (BPSDMD), and Bapelkes, have implemented basic post-comdev M&E, but challenges remain, such as the absence of structured monitoring for non-training post-comdev, outdated SOPs, and limited overall efforts.

These findings present an opportunity to develop the COVI Sronдол Strategy as a comprehensive M&E approach for post-comdev, which could accelerate the implementation of Jateng Corpu. However, extensive socialization and systematic implementation efforts are required to ensure its effectiveness.

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