

STUDY OF WORK TRAINING PROGRAM IMPLEMENTATION

(Case Study in Work Training Center and Productivity Development
Special Region of Yogyakarta)

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ABSTRACT

This study is intended to know how the implementation of Work Training Program in Work Training Center and Productivity Development (BLKPP) DIY in developing the hard skills and soft skills of the future workers. Besides, it aimed at discovering the factors that influenced the implementation of Work Training Program in order to develop hard skills and soft skills.

This research used descriptive qualitative research method with case study approach. The subject of the research was the training workers, instructor, participant and graduates of the training in BLKPP DIY. The data collection technique was conducted by using observation, interview, documentation, and questionnaire methods. The analysis of single table was used for the data obtained with survey method, while the qualitative data obtained with in- depth interview and observation was analyzed with operational component analysis method.

Work Training Program Implementation in BLKPP DIY was based on the appropriateness indicators with starting design that still did not fit. It could be seen from the syllabi and curriculum of the training that were still not appropriate with SKKNI guidance. The Implementation of the Program was based on the indicators of hard skills change mastered by the training participants was good enough. It was shown by the result that all training participants could fulfill the requirements of the instructor assessment during the training. The change of the soft skills mastered was not good enough because all soft skills indicators of communication, responsibility, team work, and work ethics did not have significant change, i.e. below 30%. The success of the program was influenced not only by human resources, training curriculum, facility and infra structure, and financial resources, but also by organization strategy.

Keywords: *Implementation, WTC, Training, Hard Skills, Soft Skills*

STUDI IMPLEMENTASI PROGRAM PELATIHAN KERJA

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INTISARI

Penelitian ini bertujuan untuk mengetahui bagaimana implementasi Program Pelatihan Kerja di Balai Latihan Kerja dan Pengembangan Produktivitas DIY dalam peningkatan *hard skills* dan *soft skills* calon tenaga kerja. Selain itu untuk mengetahui faktor-faktor yang mempengaruhi implementasi Program Pelatihan Kerja dalam upaya peningkatan *hard skills* dan *soft skills*.

Penelitian ini menggunakan metode penelitian deskriptif kualitatif dengan pendekatan studi kasus. Subjek penelitian adalah tenaga kepelatihan, instruktur, peserta dan lulusan pelatihan di BLKPP DIY. Pengumpulan data dilakukan dengan menggunakan metode observasi, wawancara, dokumentasi dan kuesioner. Analisa tabel tunggal dipergunakan untuk data yang diperoleh dengan metode survei, sedangkan untuk data kualitatif yang diperoleh dengan wawancara mendalam dan observasi dilakukan analisa dengan metode analisis *operational component*. Teknik keabsahan data menggunakan teknik triangulasi.

Implementasi Program Pelatihan Kerja di BLKPP DIY berdasarkan indikator keseuaian dengan *design* awal masih kurang sesuai. Hal ini dapat dilihat dari silabus dan kurikulum pelatihannya masih kurang sesuai dengan pedoman SKKNI. Implementasi Program berdasarkan indikator perubahan ketrampilan *hard skills* yang dikuasai peserta pelatihan sudah cukup baik. Hal ini ditunjukkan dengan semua peserta pelatihan dapat memenuhi persyaratan penilaian instruktur selama pelatihan berlangsung. Perubahan *soft skills* yang dikuasai belum cukup baik karena semua indikator *soft skills* komunikasi, bertanggung jawab, kerjasama tim dan etos kerja tidak mengalami perubahan yang signifikan, yaitu di bawah 30 %. Keberhasilan Program ini selain dipengaruhi oleh sumber daya manusia, kurikulum pelatihan, sarana dan prasarana dan sumber daya finansial didukung pula oleh strategi organisasi.

Kata Kunci : Implementasi, BLK, Pelatihan, *Hards skills*, *Soft skills*