

ABSTRAK

Skripsi dengan judul “Strategi Peningkatan Kompetensi Calon Tenaga Kerja Melalui Pelatihan Kerja Pada Balai Latihan Kerja Tulungagung” ini ditulis oleh Irma Eka Nur Widiyanti, NIM. 12402173069, Fakultas Ekonomi dan Bisnis Islam, Jurusan Ekonomi Syariah, Institut Agama Islam Negeri Tulungagung dibimbing oleh Bapak Ahmad Budiman, M.S.I.

Penelitian dalam skripsi ini dilatar belakangi oleh permasalahan tingginya pengangguran di Kabupaten Tulungagung saat ini. Hal ini diakibatkan oleh rendahnya keterampilan yang dimiliki angkatan kerja sehingga kesulitan untuk mendapatkan pekerjaan. Salah satu usaha yang dilakukan untuk mengatasi hal tersebut ialah dengan adanya Unit Pelaksanaan Teknis (UPT) Balai Latihan Kerja (BLK) Tulungagung sebagai suatu Lembaga Pelatihan Milik Pemerintah dalam menghadapi berbagai tantangan saat ini maupun kedepannya adalah dengan meningkatkan potensi angkatan kerja di Kabupaten Tulungagung melalui pelatihan-pelatihan berbasis kompetensi.

Rumusan masalah pada penelitian ini adalah (1) Bagaimana pelaksanaan kompetensi yang dilakukan oleh UPT Balai Latihan Kerja Tulungagung? (2) Bagaimana langkah-langkah/strategi yang dilakukan UPT Balai Latihan Kerja Tulungagung dalam meningkatkan kompetensi pelatihan? (3) Apa kendala dan solusi yang dihadapi oleh UPT Balai Latihan Kerja Tulungagung dalam meningkatkan kompetensi pelatihan?

Penelitian ini menggunakan penelitian deskriptif dengan pendekatan penelitian kualitatif. Dalam teknisnya pengumpulan data dilakukan dengan menggunakan metode observasi, wawancara dan dokumentasi. Setelah data terkumpul, dilakukan klarifikasi, editing dan penyajian data sesuai karakter dan jenis masing-masing data. Sebelum data yang terkumpul dianalisis, terlebih dahulu dilakukan pengecekan keabsahan melalui triangulasi pengumpulan data dan triangulasi sumber data.

Adapun hasil penelitiannya diperoleh bahwa (1) Pelaksanaan kompetensi yang dilakukan oleh UPT Balai Latihan Kerja Tulungagung memiliki tahapan-tahapan. Mulai dari pengumuman pendaftaran, proses seleksi, pengumuman hasil seleksi, dan pelaksanaan pelatihan. (2) Langkah-langkah/strategi dalam peningkatan kompetensi calon tenaga kerja dengan melakukan evaluasi, pembelajaran lebih banyak ke praktek daripada teori. uji kompetensi dan memberikan sertifikat kepada para peserta yang berkompeten. Materi pelatihan menggunakan standart dari kementrian tenaga kerja yaitu SKKNI (Standart Kompetensi Kerja Nasional Indonesia). Pihak BLK juga melakukan kerjasama dengan mitra kerja. (3) Kendala dan solusi yang dihadapi berupa latar belakang pendidikan, Lokasi penempatan kerja yang jauh, Kurangnya daya serap materi oleh peserta pelatihan. Solusinya melakukan pendekatan interpersonal.

Kata Kunci: Kompetensi, Pelatihan Kerja, Tenaga Kerja, UPT BLK Tulungagung.

ABSTRACT

The thesis titled "Strategies for Increasing Competence of Prospective Workers through Job Training at the Tulungagung Job Training Center" was written by Irma Eka Nur Widiyanti, NIM. 12402173069, Faculty of Economics and Islamic Business, Department of Sharia Economics, State Islamic Institute of Tulungagung supervised by Mr. Ahmad Budiman, M.S.I.

This research is motivated by the problem of high unemployment in Tulungagung Regency at this time. This is due to the low skills of the workforce so that it is difficult to get a job. One of the efforts made to overcome this problem is the existence of a Technical Implementation Unit (UPT) of the Tulungagung Work Training Center (BLK) as a Government-Owned Training Institute in facing various challenges today and in the future is by increasing the potential of the workforce in Tulungagung Regency through training -competency based training.

This study focuses on (1) How is the implementation of the competencies carried out by the UPT Tulungagung Vocational Training Center? (2) What are the steps / strategies carried out by the UPT Tulungagung Vocational Training Center in increasing training competencies? (3) What are the obstacles and solutions faced by the UPT Tulungagung Vocational Training Center in improving training competencies?

This research uses descriptive research with a qualitative research approach. Technically, data collection is done by using observation, interview and documentation methods. After the data was collected, clarification, editing and presentation of the data were carried out according to the character and type of each data. Before the collected data is analyzed, it is first checked its validity through triangulation of data collection and triangulation of data sources.

The results of the research show that (1) the implementation of competence carried out by the UPT Tulungagung Job Training Center has stages. Starting from the announcement of registration, the selection process, the announcement of the selection results, and finally the implementation of training. (2) The steps / strategies in increasing the competence of prospective workers through training at UPT BLK Tulungagung by conducting evaluation, learning more into practice than theory. After conducting job training at the end of the lesson, a competency test will be carried out and provide certificates to competent participants. The training material uses a standard from the Ministry of Manpower, namely SKKNI (Indonesian National Work Competency Standards). The BLK also collaborates with companies / work partners, provides motivation and monitors training alumni. (3) Constraints and solutions faced by the UPT Tulungagung Vocational Training Center in improving training competence Different educational backgrounds, Participants resigning during training, remote work placement locations, Lack of material absorption by training participants.

Keywords: Competence, Job Training, Labor, UPT BLK Tulungagung.