

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisis efektivitas dari Program Pelatihan Kerja yang diselenggarakan oleh Bidang Tenaga Kerja Dinas Penanaman Modal, Tenaga Kerja dan Pelayanan Terpadu Satu Pintu (DPMTKPTSP) dalam menanggulangi pengangguran di Kota Pontianak. Penelitian ini menggunakan metode penelitian deskriptif dengan pendekatan kualitatif. Adapun teori yang digunakan yaitu teori yang dikemukakan oleh Mangkunegara (2017:65), dengan 3 tahapan pelaksanaan program pelatihan yang efektif yaitu terdiri dari tahap persiapan pelatihan, pelaksanaan pelatihan dan evaluasi pelatihan. Hasil penelitian menunjukkan bahwa dalam pelaksanaan program pelatihan kerja yang diselenggarakan oleh Bidang Tenaga Kerja Dinas Penanaman Modal, Tenaga Kerja dan Pelayanan Terpadu Satu Pintu (DPMTKPTSP) Kota Pontianak sudah berjalan dengan baik. Namun, walaupun demikian peneliti menilai bahwa pelatihan yang dilakukan oleh Bidang Tenaga Kerja DPMTKPTSP Kota Pontianak masih belum efektif, dikarenakan sosialisasi program pelatihan kerja yang belum optimal sehingga sebagian besar peserta merupakan peserta yang telah bekerja dan pelaku wirausaha, sehingga pelatihan kerja yang dilakukan belum mampu memberikan kesempatan kepada pencari kerja untuk meningkatkan kompetensi dan keterampilannya, serta kurangnya pengawasan maupun pemberdayaan peserta setelah mengikuti kegiatan pelatihan. Rekomendasi dalam penelitian adalah perlu dilakukannya sosialisasi secara intens mengenai pelatihan kerja kepada masyarakat serta perlu diadakannya pengawasan kepada peserta yang telah mengikuti kegiatan pelatihan guna mengetahui apakah kegiatan pelatihan kerja yang telah diikuti telah efektif memberikan peningkatan keterampilan dan mengurangi angka pengangguran.

Kata Kunci : Efektivitas, Program Pelatihan Kerja, Bidang Tenaga Kerja DPMTKPTSP Kota Pontianak

ABSTRACT

This study aimed to find out and analyze the effectiveness of the Job Training Program organized by the Manpower Sector of the Investment, Manpower, and One-Stop Service Department (DPMTKPTSP) in tackling unemployment in Pontianak City. This study used the descriptive research method with a qualitative approach. This study also used Mangkunegara's theory (2017;65), which consisted of three stages of implementing an effective training program namely training preparation, training implementation, and training evaluation. The results of this study showed that the implementation of the job training program by the Manpower Sector of the Investment, Manpower, and One-Stop Service Department (DPMTKPTSP) of Pontianak City had been running well. Even so, the researcher considered that the training conducted by the Manpower Sector of DPMTKPTSP of Pontianak City was still not effective due to the socialization of job training programs that had not been optimal resulting in most of the participants who had worked or were entrepreneurs. Therefore, the job training conducted had not been able to provide opportunities for job seekers to improve their competencies and skills. Lastly, there was a lack of supervision and empowerment of participants after participating in training activities. The researcher suggests that it is necessary to conduct intense socialization regarding job training to the community and it is necessary to hold supervision to participants who have attended training activities to find out whether the job training activities that have been attended have been effective in providing increased skills and reducing unemployment rates.

Keywords: Effectiveness, Job Training Program, Manpower Sector, DPMTKPTSP of Pontianak City.

