

'THE INFLUENCE OF COMMUNITY JOB TRAINING AND COMPENTENCY TOWARD LABOR ABSORPTION IN SUKABUMI REGENCY

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ABSTRACT

This study focuses on the effect of community job training and competence on labor absorption in Sukabumi Regency on job training participants at UPTD Job Training Center (BLK) Sukabumi Regency. The research used is quantitative research with an associative approach. The sample of this research is the alumni of the Sukabumi Regency Job Training Center who are absorbed in the Sukabumi Regency area. Samples were carried out by saturated sampling method. Data was collected by using a questionnaire using a rating scal model. which were distributed to alumni of the Job Training Center as many as 60 questionnaires. While the data analysis technique used is the product moment correlation analysis technique using the SPSS v.25.0 application and the Linear Regression analysis technique, by testing the hypothesis test statistic test t test.

The results of the study show that there is a significant correlation between community job training and employment, there is also a significant correlation between competence and employment, community job training and competence simultaneously affect employment, community job training has a significant positive effect on employment workforce, competence has a significant positive effect on job absorption, community job training and competence simultaneously have a significant effect on employment.

Keywords: community work training, competence, employment.

INTRODUCTION

Changes that are multidimensional in nature from various dimensions of regional development so far have continued to roll. The shift in thinking about development that used to be oriented towards production (production centered development) and emphasis on production results (distribution-growth development), is now starting to develop towards human development (human development). These efforts are part of the direction of the main goal of development, namely raising humans as objects and subjects of development.

The development of human resources in Sukabumi Regency is carried out in the context of developing competencies to create a productive, advanced, prosperous, just, prosperous, and equitable society, both materially and spiritually based on Pancasila, the 1945 Constitution of the Republic of Indonesia, the Unitary State of the Republic of Indonesia. (NKRI) and Bhineka Tunggal Ika.

Increasing the quality of human resources in accordance with the needs of the labor market must be balanced with increasing competence and productivity of the workforce through job training. Competency development for prospective workers at the Sukabumi Regency Job

Training Center (BLK) through the implementation of job training as stipulated in Government Regulation of the Republic of Indonesia No. 31 of 2006 concerning the National Job Training System (SISLATKERNAS)

Every vocational community job training is carried out in an effort to improve the competence of training students in the context of preparing a quality workforce, in the implementation of community job training it is hoped that there will be linkage and integration with various components of job training so that all job training alumni have job opportunities and can be absorbed as workers. .

The job training carried out by the Job Training Center (BLK) consists of: (1) Mechanical Technology Vocational, (2) Automotive Vocational, (3) Electrical Vocational, (4) Building Vo The absorption of labor carried out is the number of workers absorbed in a particular business, but the absorption capacity will differ from one business unit to another due to the different capabilities of the business unit. Manpower absorption needs to be supported by the readiness of job seekers who have the competencies or work skills required by the labor market so that labor absorption can be carried out optimally.

Based on data obtained from January s.d. December 2020, the list of job seekers in Sukabumi Regency was 17,549 people. Data on the placement of workers according to the number of job vacancies in January s.d. December 2020 as many as 4,464 people. The number of job vacancies has been completely absorbed, in several companies in the Sukabumi Regency area in 2020.

When compared between the number of job seekers as many as 17,549 with the number absorbed as workers as many as 4,464, there are still 13,085 people who have not entered the job market in companies as workers. This is because the majority of seekers are graduates of junior and senior high school who lack work competencies that match the needs of the company. In this regard, UPTD BLK Sukabumi Regency seeks to conduct job training in order to equip participants to have work competencies so that they can be easily absorbed as workers in the company. The work competencies provided are adjusted to the level of company needs and job market opportunities. cational, (5) Various Vocational (Sewing, Various Screen Printing)), (6) Agricultural Vocational, and (7) IT Vocational (Computer Operator, Computer Technician).

The implementation of community job training policies and improvement of work competence in UPTD BLK Sukabumi Regency is very necessary, considering that the Sukabumi Regency Government has given authority for job training affairs, allocated job training budgets, and provided job training facilities and infrastructure so that all alumni of job training participants can be absorbed. as a worker in Sukabumi Regency.

Tulus (1995:56), argues that training is a short-term educational process to acquire operational technical skills in a systematic and sustainable manner. The training is intended to help improve the ability of workers to carry out their current duties. This is in line with the view of Siagian (1997:27), which states that in essence the development of human resources can rely on the training aspect. Another emphasis on the importance of training programs was delivered by Effendi (1992:206) who said that training is the most important element for human resource development.

Job training according to Government Regulation of the Republic of Indonesia No. 31 of 2006 concerning the National Job Training System is all activities to provide, obtain, improve, and develop work competence, productivity, discipline, attitude and work ethic at certain skill

and expertise levels in accordance with the level and qualification of the position or job. Competence includes the combination of knowledge, skills and abilities needed to perform a job or function in a work setting. Competence consists of knowledge, skills and consistent application of both to achieve the performance standards required in the job (Competency Standards Body Canberra 1994: 6).

Competency standards are specifications or something standardized, containing minimum requirements that must be possessed by someone who will do a certain job so that the person concerned has the ability to carry out work with good results (Suprpto, 2002: 7). The absorption of labor considered in the production function is substitution. The company chooses not to determine the minimum wage so that it employs workers by renegotiating lower wages with the nature of labor absorption as a substitute for other workers, the use of unemployment, and contract labor only (Cahuc, et al, 2008).

The purpose of this study was to determine the implementation of job training at UPTD Job Training Center Sukabumi Regency, to determine the competency level of alumni of job training participants, to determine the level of influence of job training and competence on employment of job training alumni at UPTD Job Training Center Sukabumi Regency.

METHODS

The research method used is a quantitative method, which is a method that examines the variable x as the independent variable and the variable y as the dependent variable. This study uses 3 variables, namely X_1 = Community Job Training, X_2 = Competence, Y = Labor Absorption. Using a descriptive correlational survey approach. Arikunto (1992:84) argues that the survey approach can be broad or narrow, in terms of geographical areas and variables. Survey is the collection of data from a number of units or individuals at the same time.

The population in this study consisted of 60 job training graduates from the UPTD Sukabumi Regency Job Training Center in 2019. The sample in this study was 60 job training graduates from the Sukabumi Regency Job Training Center and was obtained using the method according to Suharsimi Arikunto, namely as follows: If less than 100, it is better to take all so that the research is a population, if the number of subjects is large, it can be taken between 10-12% or 20-25% or more.

To find out the state of the research variables, descriptive analysis will be used, namely the analysis by comparing the scores obtained with the ideal score. To measure the correlation between research variables will be used correlation analysis "Product Moment". To measure how much the independent variables can explain the dependent variable, the coefficient of determination (R^2) is used. This coefficient of determination shows the proportion of total variability in the dependent variable described by the regression model. The value of R^2 is in the interval $0 < R^2 < 1$. Logically, it can be seen that the better the estimation model in describing the data, the closer the R value is to the value 1 (one).

Simple linear regression is based on a functional or causal relationship of one independent variable with one dependent variable. To calculate the value of the multiple correlation coefficient used correlation analysis "Double Product Moment" Correlation coefficient to determine the strength or weakness of the variable relationship. The number is in the interval $0 < r < 1$ or $-1 < r < 0$.

Hypothesis testing with t-test is used to determine whether the independent variable is significant or not on the independent variables individually for each variable. The research location is in the UPTD of the Sukabumi Regency Job Training Center, which is located at Jalan Raya Kadupugur, KM.10, 4 Cicantayan, Sukabumi Regency. While this research was conducted in January – August 2021.

DISCUSION

From the results of calculations using descriptive analysis the results of the highest average and the lowest average of the Community Job Training variable are: Highest Average Score (H): 5; and Lowest Average Score (L): 3. Furthermore, to find out which classification the Community Job Training variable is in, by using intervals for the results, you can use the following calculations: $R = (H - L) / 5$, $(5-3)/2 = 0,40$. From the calculation results above, it can be arranged the average reference level or category of research variables as follows: (1). 3 – 3.40 means very less ; (2) > 3.40 – 3.80 means less ; (3) >3.80 – 4.20 means moderate ; (4) >4.20 – 4.60 means good ; (5) >4.60 – 5 means very good

To determine the distribution of categories of Community Job Training by dividing the total average by the number of respondents, which is $267.50 : 60 = 4.46$, the Community Job Training is categorized as good. If we look at the distribution of the dimensional categories, we can see it as follows:

Table 1. Distribution of categories based on the dimensions of the Community Job Training Variable (X1)

Dimension	Question	Average Item	Average	Chategory
Job Training Goals	X1.1	4.70	4.70	Good
Training Programs Goals	X1.2	4.70	4.70	Good
Participant Selection	X1.3	4.48	4.45	Good
	X1.4	4.41		
Trainers / Instructors	X1.5	4.31	4.36	Good
	X1.6	4.41		
Curriculum	X1.7	4.33	4.42	Good
	X1.8	4.51		
Training Method	X1.9	4.45	4.40	Good
	X1.10	4.35		
Training Facilities	X1.11	4.35	4.41	Good
	X1.12	4.47		

From the results of calculations using descriptive analysis, the results of the highest average and the lowest average of the Competency variables are: Highest Average Score (H): 5; and Lowest Average Score (L): 3.50. Furthermore, to find out which classification the Competency variable is in, by using intervals for the results, you can use the following calculations: $R = (H - L)/5$; $(5-3.50)/5 = 0,3$. From the calculation results above, it can be arranged the average reference level or category of research variables as follows: (1) . 3.50 – 3.80 means very less; (2) > 3.80 – 4.10 means less ; (3) >4.10 – 4.40 means moderate ; (4) >4.40 – 4.70 means good ; (5) >4.70 - 5 means very good.

To determine the distribution of categories of Competency Training Participants by means of the total average divided by the number of respondents, which is $266: 60 = 4.43$, then the competence is included in the good category.

Table 2. Category Distribution by dimension Against Competency Variables (X2)

Dimension	Question Item	Item Average	Average	Chategory
Knowledge	X2.1	4.25	4.29	moderate
	X2.2	4.33		
Skill	X2.3	4.43	4.46	good
	X2.4	4.48		
Attitude	X2.5	4.48	4.48	good
Competency test suitability	X2.6	4.62	4.62	good

From the results of calculations using descriptive analysis, the results of the highest average and the lowest average of the Labor Absorption variable are: Highest Average Score (H): 5; and Lowest Average Score (L): 3.75. Furthermore, to find out which classification the labor absorption variable is in, by using intervals for the results, you can use the following calculations: $R = (H - L) / 5$; $(5 - 3.75) / 5 = 0.25$.

From the calculation results above, it can be arranged the average reference level or category of research variables as follows: (1). 3.75 – 4.00 means very less ; (2). >4.00 – 4.25 means less ; (3). >4.25 – 4.50 means moderate ; (4). >4.50 – 4.75 means good ; (5). >4.75 - 5 means very good. To determine the distribution of categories of Labor Absorption by means of the total average divided by the number of respondents, which is $264.13 : 60 = 4.40$, then Labor Absorption is in the medium category.

Table 3. Category Distribution by dimension Against Labor Absorption Variable (Y)

Dimension	Question	averages item	averages	Chategories
Job Vacancy Information	Y.1	4.62	4.65	well
	Y.2	4.68		
Labor Absorption	Y.3	4.27	4.40	midlle
	Y.4	4.53		
Salary Match	Y.5	4.45	4.39	midlle
	Y.6	4.33		
Woker Guarantee	Y.7	4.55	4.17	less
	Y.8	3.78		

CONCLUSION

The implementation of Job Training at the UPTD Job Training Center (BLK) of Sukabumi Regency is included in the good category. The distribution of categories based on the variable dimensions of community job training consisting of job training targets, training objectives and programs, selection of participants, trainers/instructors, curriculum, training methods, and training facilities is included in the good category. Competencies of job training participants at UPTD Sukabumi Regency Job Training Center are in good category. The distribution of categories based on the dimensions of the competency variables of community job

training participants for the knowledge dimension is in the medium category, while for the dimensions of skills, attitudes and behavior as well as the suitability of the competency test, it is in the good category.

The Effect of Community Job Training and Competence on Labor Absorption Simultaneously there is a positive and significant influence between the Community Job Training and Competency variables on Labor Absorption. The magnitude of the influence of Community Job Training and Competence on Labor Absorption is 34.1%, while the remaining 65.9% is influenced by other variables not examined.

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