

ABSTRAK

M. ZUMA AGIL, NPM: 2022246. “EFEKTIVITAS PELATIHAN BERBASIS KOMPETENSI PADA KEJURUAN MEUBELER DI BALAI LATIHAN KERJA (BLK) KABUPATEN HULU SUNGAI UTARA”. Dibimbing oleh Bapak **Arif Budiman, S.Sos., M.AP** sebagai pembimbing I dan Bapak **Nasripanti, S.Sos., M.AP** sebagai pembimbing II.

Penelitian ini dilatar belakangi fenomena yaitu: Pertama, Sejumlah lulusan BLK Amuntai tidak langsung terserap oleh pasar kerja sesuai pelatihan yang diikuti. Kedua, Minimnya kerja sama formal (MoU) antara pihak BLK dengan dunia industri mebel. Ketiga, Durasi pelatihan yang hanya sekitar satu bulan (20 hari kerja) dinilai kurang cukup untuk peserta.. Adapun tujuan penelitian adalah mengetahui Efektivitas Pelatihan Berbasis Kompetensi Pada Kejuruan Meubeler Di Balai Latihan Kerja (BLK) Kabupaten Hulu Sungai Utara dan untuk mengetahui faktor-faktor yang mempengaruhinya.

Penelitian ini menggunakan pendekatan kualitatif dengan tipe deksriptif kualitatif. Teknik pengambilan data yang digunakan adalah observasi, wawancara dan dokumentasi. Sumber data diambil melalui penentuan secara snowball sampling berjumlah 12 orang..

Hasil penelitian ini menunjukkan bahwa efektivitas pelatihan berbasis kompetensi pada kejuruan meubeler sudah efektif melalui model Campbell J.P dalam (Dyah Mutiarin & Arif Zaenudin, 2021: 96-97) yaitu: *Pertama* Sub-variabel Keberhasilan Program indikator Kesesuaian program dengan tujuan awal sudah sesuai, Tingkat partisipasi peserta cukup sesuai, dan Pencapaian target program secara keseluruhan sudah sesuai. *Kedua* Sub-variabel Keberhasilan Sasaran indikator Jumlah sasaran/kelompok yang terjangkau cukup sesuai, Kesesuaian program dengan kebutuhan sasaran dan Kepuasan sasaran terhadap hasil program sudah sesuai. *Ketiga* Subvariabel Keberhasilan Tahapan Program indikator Ketepatan waktu pelaksanaan tiap tahap dan Keteraturan alur kegiatan sudah sesuai, Ketersediaan fasilitas dan sumber daya kurang sesuai. *Keempat* Sub-variabel Tingkat Input indikator Ketersediaan dana dan Kualitas dan jumlah SDM sudah sesuai, Ketersediaan sarana dan prasarana kurang sesuai. *Kelima* Sub-variabel Tingkat Output indikator Jumlah lulusan/hasil pelatihan cukup sesuai, Kualitas hasil yang dicapai dan Peningkatan keterampilan atau pengetahuan peserta sudah sesuai. *Keenam* Sub-variabel Pencapaian Tujuan Menyeluruh indikator Perubahan perilaku, keterampilan, atau pengetahuan peserta sudah sesuai dan Kontribusi terhadap peningkatan produktivitas/pendapatan kurang sesuai. Adapun faktor pendorong efektivitas pelatihan berbasis kompetensi pada kejuruan meubeler adalah *Pertama* Dukungan Pemerintah; *Kedua* Kualitas Instruktur. Sedangkan faktor penghambat yaitu *Pertama* Latar belakang pendidikan dan usia peserta yang Variatif; *Kedua* Terbatasnya Fasilitas dan Peralatan; *Ketiga* Peserta yang kurang konsisten; *Keempat* Minimnya kerjasama dengan industri meubel.

Optimalisasi pelatihan mebel di BLK Amuntai memerlukan sinergi seluruh pihak: pimpinan fokus pada percepatan infrastruktur dan kemitraan industri, manajemen memperketat seleksi dan pelacakan lulusan, instruktur menerapkan metode adaptif, serta peserta meningkatkan disiplin. Dukungan pengusaha dalam penyerapan kerja dan umpan balik kurikulum sangat krusial bagi keberhasilan program.

ABSTRACT

M. ZUMA AGIL, NPM: 2022246. “The Effectiveness of Competency-Based Training in the Furniture Making Vocational Program at the Hulu Sungai Utara District Vocational Training Center (BLK)”. Supervised by Mr. Arif Budiman, S.Sos., M.AP as supervisor I and Mr. Nasripani, S.Sos., M.AP as supervisor II.

This research was motivated by the following phenomena: First, a number of Amuntai BLK graduates were not immediately absorbed by the job market in accordance with the training they had undergone. Second, the participant selection process was not targeted appropriately, causing participants to lack seriousness, making it difficult for graduates to find relevant jobs. Third, the training duration of only about one month (20 working days) is considered insufficient for participants. The objectives of this study are to determine the effectiveness of competency-based training in the furniture making vocational program at the Hulu Sungai Utara District Vocational Training Center (BLK) and to identify the factors that influence it.

This study uses a qualitative approach with a descriptive qualitative type. The data collection techniques used are observation, interviews, and documentation. The data sources were obtained through snowball sampling, totaling 12 people.

The results of this study indicate that the effectiveness of competency-based training in the furniture vocational program using the Campbell J.P. model (Dyah Mutiarin & Arif Zaenudin, 2021: 96-97) is as follows: First, the sub-variable Program Success indicators Program alignment with initial objectives is appropriate, participant participation levels are adequate, and overall program targets have been achieved. Second Sub-variable of Target Success indicators Number of targets/groups reached is adequate, program alignment with target needs and target satisfaction with program results are appropriate. Third Sub-variable of Program Stage Success indicators Timeliness of each stage and regularity of activities are appropriate, availability of facilities and resources is less than appropriate. Fourth Sub-variable of Input Level indicators Availability of funds and quality and quantity of human resources are appropriate, availability of facilities and infrastructure is less than appropriate. The fifth sub-variable, Output Level, indicates that the number of graduates/training results is adequate, the quality of the results achieved and the improvement in participants' skills or knowledge are adequate. The sixth sub-variable, Overall Goal Achievement, indicates that changes in participants' behavior, skills, or knowledge are adequate, while the contribution to increasing productivity/income is inadequate. The driving factors for the effectiveness of competency-based training in the furniture vocational program are: First, government support; Second, the quality of instructors. Meanwhile, the inhibiting factors are: First, the varied educational backgrounds and ages of participants; Second, limited facilities and equipment; Third, inconsistent participants; Fourth, minimal cooperation with the furniture industry.

Optimizing furniture training at the Amuntai Vocational Training Center requires synergy among all parties: leadership must focus on accelerating infrastructure development and industry partnerships, management must tighten selection and graduate tracking processes, instructors must apply adaptive methods, and participants must improve discipline. Business support in job placement and curriculum feedback is crucial for the program's success.