

RINGKASAN

Penyebab tingkat pengangguran di Kabupaten Purbalingga masih cukup tinggi salah satunya adalah penyerapan tenaga kerja yang masih rendah. Salah satu program Dinas Tenaga Kerja dalam meningkatkan optimalisasi penyerapan tenaga kerja lokal adalah melalui Antar Kerja Lokal dengan fasilitasi rekrutmen tenaga kerja lokal. Dalam prosesnya, pelaksanaan fasilitasi rekrutmen dilaksanakan dengan menjalin kerjasama antar *stakeholder* dalam bentuk kolaborasi meliputi pihak pemerintah, pihak swasta, dan masyarakat lokal.

Proses kerjasama tersebut akan dideskripsikan melalui perspektif *Collaborative Governance*. Peneliti mengamati proses tersebut menggunakan teori Russel M. Linden yang berfokus pada dasar kolaborasi, hubungan, komitmen, dukungan, dan kepemimpinan kolaboratif.

Metode penelitian yang digunakan adalah metode kualitatif deskriptif. Teknik pemilihan informan dalam penelitian ini menggunakan teknik *purposive sampling* dan *accidental sampling*. Data dikumpulkan melalui wawancara, observasi, dan dokumentasi dan dianalisis menggunakan model analisis data interaktif Miles, Huberman, dan Saldana (2014), sedangkan validitas data menggunakan triangulasi sumber. Hasil penelitian menunjukkan kerjasama fasilitasi rekrutmen tenaga kerja lokal memberikan manfaat bagi masing-masing *stakeholder*. Namun, dalam proses pelaksanaannya fasilitasi rekrutmen masih terkendala SOP yang belum jelas dan rinci sehingga masing-masing *stakeholder* seringkali tidak melaksanakan apa yang seharusnya dilakukan. Proses komunikasi dan koordinasi masih kurang karena tidak adanya jadwal pertemuan rutin, serta dukungan sarana informasi yang masih rendah sehingga menghambat penyampaian informasi kepada masyarakat. Hal tersebut mengakibatkan komitmen kolaborasi terhadap pelaksanaan program juga rendah.

Hasil penelitian ini menunjukkan bahwa pelaksanaan fasilitasi rekrutmen tenaga kerja lokal belum berjalan secara optimal. Hal ini berdasarkan hasil penelitian terkait aspek dasar kolaborasi, hubungan, komitmen, dukungan, dan kepemimpinan kolaboratif melalui tahapan yang dilakukan menunjukkan kolaborasi yang dilakukan belum berjalan secara optimal. Implikasi dari hasil penelitian tersebut diharapkan proses kolaborasi melibatkan lebih banyak sektor lain karena program mengentaskan pengangguran tidak hanya menjadi tanggungjawab Dinnaker tetapi seluruh instansi dan lembaga daerah.

Kata Kunci: *Collaborative Governance*, Fasilitasi, Rekrutmen Tenaga Kerja

SUMMARY

One of the reasons why the unemployment rate in Purbalingga Regency is still quite high is that labor absorption is still low. One of the Manpower Department's programs to increase the optimization of local workforce absorption is through Inter-Local Employment Interventions with the facilitation of local workforce recruitment. In the process, recruitment facilitation is carried out by establishing cooperation between *stakeholders* in the form of collaboration including the government, private sector and local communities.

The collaboration process will be described from a *Collaborative Governance* perspective. Researchers observed this process using Russell M. Linden's theory which focuses on the basics of collaboration, relationships, commitment, support and collaborative leadership.

The research method used is a descriptive qualitative method. The informant selection technique in this research used purposive sampling and accidental sampling techniques. Data was collected through interviews, observation, and documentation and analyzed using the Miles, Huberman, and Saldana (2014) interactive data analysis model, while data validity used source triangulation. The research results show that cooperation in facilitating local workforce recruitment provides benefits for each *stakeholder*. However, in the implementation process of recruitment facilitation is still hampered by SOP that are not clear and detailed so that each *stakeholder* often does not carry out what they should do. The communication and coordination process is still lacking due to the absence of a regular meeting schedule, and support for information facilities is still low, thus hampering the delivery of information to the public. This results in low collaboration commitment to program implementation.

The results of this research indicate that the implementation of local workforce recruitment facilitation has not run optimally. This is based on research results related to the basic aspects of collaboration, relationships, commitment, support and collaborative leadership through the stages carried out showing that the collaboration carried out has not run optimally. The implication of the research results is that it is hoped that the collaboration process will involve more other sectors because the program to eradicate unemployment is not only the responsibility of the Department of Manpower but also all regional agencies and institutions.

Keywords: Collaborative Governance, Facilitation, Workforce Recruitmen