

RINGKASAN

Ketenagakerjaan di Indonesia semakin banyak dan kompleks. Fakta menunjukkan bahwa Tingkat Pengangguran Terbuka (TPT) di Indonesia tahun 2015 mengalami kenaikan 0,24 % pada agustus 2015 dibandingkan agustus 2014. Untuk mengatasi permasalahan ketenagakerjaan, maka dilakukan upaya-upaya yang tepat kearah penciptaan kesempatan kerja dan penggunaan tenaga kerja dengan berdirinya UPT Balai Latihan Kerja. Pentingnya UPT Balai Latihan Kerja dalam melaksanakan pelatihan menuntut organisasi harus memiliki kapasitas dalam pelaksanaan tugas dan tanggung jawabnya.

Kapasitas organisasi harus memperhatikan dua unsur kapasitas, yaitu kapasitas sumber daya meliputi sumber daya manusia, infrastruktur, keuangan, teknologi, dan kapasitas manajemen meliputi kepemimpinan strategis, program, dan proses manajemen, serta jaringan-jaringan dan pertalian kerja. Kedua unsur tersebut dikemukakan oleh Horton, dkk (2003) yang menyatakan bahwa kapasitas organisasi akan baik apabila memperhatikan dua unsur tersebut yang disebut Model Kapasitas Organisasi.

Metode penelitian yang digunakan yaitu metode deskriptif dengan pendekatan kualitatif. Lokasi penelitian yaitu UPT Balai Latihan Kerja Banyumas dengan sasaran penelitian pegawai UPT Balai Latihan Kerja Banyumas dan peserta UPT Balai Latihan Kerja Banyumas. Pemilihan informan dilakukan dengan menggunakan teknik key informan dan snowball. Metode analisis data yang digunakan yaitu model interaktif oleh Miles, Huberman dan Saldana (2014) dengan pengujian keabsahan data menggunakan teknik triangulasi sumber. Hasil penelitian menunjukkan bahwa secara umum kapasitas UPT Balai Latihan Kerja Banyumas masih belum optimal, karena terdapat beberapa aspek yang belum terpenuhi serta terdapat beberapa kendala.

Kapasitas organisasi UPT Balai Latihan Kerja dalam melaksanakan pelatihan tenaga kerja masih belum optimal, karena terdapat beberapa aspek yang belum terpenuhi serta kendala yang ada. Sumber daya manusia masih kurang, sehingga pegawai harus memiliki tupoksi tambahan, selain itu hanya beberapa orang pegawai yang mengikuti pelatihan dari pemerintah, dan pengadaan infrastruktur bagi proses pelatihan masih kurang. Namun dengan beberapa kendala tersebut proses pelatihan masih tetap berjalan.

Kata Kunci: Kapasitas Organisasi, Pelatihan Tenaga Kerja, Sumber Daya, Manajemen

SUMMARY

Employment in Indonesia is more and more complex. Facts show that the Unemployment Rate (TPT) in Indonesia 2015 increased 0.24% in August 2015 compared to August 2014. To overcome the problems of employment, then made appropriate efforts towards the creation of employment opportunities and the use of labor with the establishment of UPT Balai Latihan Kerja. The Importance of UPT Balai Latihan Kerja in conducting training requires that the organization must have capacity in carrying out its duties and responsibilities.

Organizational capacity should take into account the two elements of capacity, ie resource capacity including human resources, infrastructure, finance, technology, and management capacity including strategic leadership, programs, and management processes, as well as networks and employment links. Both elements are proposed by Horton, et al (2003) which states that the capacity of the organization will be good when considering the two elements called Organizational Capacity Model.

The research method used is descriptive method with qualitative approach. The location of the research is UPT Balai Latihan Kerja Banyumas with the target of research staff of UPT UPT Balai Latihan Kerja Banyumas and participants of Training Center Banyumas. The selection of informants was conducted using key informant and snowball techniques. Data analysis method used is interactive model by Miles, Huberman and Saldana (2014) by testing the validity of data using source triangulation technique. The results showed that in general the capacity of UPT UPT Balai Latihan Kerja Banyumas is still not optimal, because there are several aspects that have not been met and there are some obstacles.

The organizational capacity of UPT Balai Latihan Kerja in conducting labor training is still not optimal, because there are several aspects that have not been fulfilled and the obstacles that exist. Human resources are still lacking, so employees must have additional tupoksi, other than that only a few people who attend training from the government, and procurement of infrastructure for the training process is still lacking. But with some of these obstacles the training process is still running.

Keywords: Organizational Capacity, Manpower Training, Resources, Management