

RINGKASAN

Salah satu upaya mengatasi pengangguran adalah melalui Balai Latihan Kerja (BLK), namun permasalahannya secara nasional manajemen lembaga ini menunjukkan masih belum optimal. Penelitian ini bertujuan untuk menganalisis Manajemen Balai Latihan Kerja Kabupaten Banyumas.

Menurut Malik (2007:10) Pelatihan adalah suatu proses yang meliputi serangkaian tindakan (upaya) yang dilaksanakan dengan sengaja dalam bentuk pemberian bantuan kepada tenaga kerja yang dilakukan oleh tenaga profesional kepelatihan dalam satuan waktu yang bertujuan untuk meningkatkan kemampuan kerja peserta dalam bidang pekerjaan tertentu guna meningkatkan efektivitas dan produktivitas dalam suatu organisasi.

Penelitian yang digunakan adalah penelitian Model Kualitatif dengan menggunakan analisis deskriptif. Pemilihan informan menggunakan teknik *purposive sampling*, pengumpulan data menggunakan wawancara, observasi dan dokumentasi. Sedangkan teknik analisis data menggunakan adalah model analisis interaktif.

Hasil penelitian dan pembahasan menunjukkan Manajemen Balai Latihan Kerja Kabupaten Banyumas sudah berjalan cukup baik. *Planning*, pada perencanaan program berjalan cukup baik walaupun masih belum sepenuhnya dianalisis berdasarkan kebutuhan pasar dunia kerja. Sarana dan prasarana masih kurang dan beberapa dalam kondisi rusak ringan maupun berat. *Organizing*, dengan beban kerja yang lebih kompleks, namun untuk mengurangi beban kerja BLK Kabupaten Banyumas menjalin kerjasama dengan BLK atau Lembaga Pelatihan Kerja lain. *Staffing*, bersifat jabatan fungsional umum namun sudah *kualified* secara legal formalnya bisa untuk melatih, namun belum pernah ada *upgrading*. *Directing*, sosialisasi sudah cukup baik. Pelaksanaan pelatihan sudah sesuai standar yaitu 30% teori dan 70% praktik. *Coordinating*, koordinasi berjalan baik dan lancar. *Reporting*, laporan hasil pelatihan sudah berjalan baik dan tertib. *Budgeting*. Anggaran BLK Kabupaten Banyumas bersumber dari APBD dan APBN. Dari hasil dan pembahasan maka dapat ditarik implikasi bahwa dalam segi *planning* dipandang perlu menyinergikan antara kebutuhan masyarakat dengan analisis pasar, sarana dan prasarana perlu adanya perbaikan, perawatan. Instruktur ditambah dan kerjasama dengan BLK atau Lembaga Pelatihan Kerja harus ditingkatkan dan diperluas. Untuk meningkatkan kualitas pegawai dipandang perlu diadakan *upgrading*. Sumber pendanaan dan pengalokasian dipandang perlu untuk ditambah karena BLK Kabupaten Banyumas setiap tahun semakin meningkat peminat dan itu membutuhkan pendanaan yang memadai agar pelatihan ini dapat memberikan manfaat bagi masyarakat luas khususnya masyarakat Kabupaten Banyumas.

Kata kunci : Manajemen, Pelatihan, Kerja

SUMMARY

One of the efforts tackle unemployment is through the Hall Practice work (BLK), however the problem nationwide Management Institute shows is still not optimal. This research aims to analyze the management of Work Practice Hall County Banyumas. According to Malik (2007:10) training is a process that includes a series of actions (attempt) carried out deliberately in the form of granting assistance to labor is done by professional coaching in units of time aims to improve the ability of participants in the work of certain areas of work in order to improve effectiveness and productivity within an organization.

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The study used Qualitative Research Model is by using the descriptive analysis. The selection of purposive sampling technique using informants, gathering data using interviews, observation and documentation. While the data analysis techniques using interactive analysis model is.

Research results and discussion shows the Management Work Exercise Hall County Banyumas has been running pretty well. Planning, program planning on going pretty well although still not fully analyzed based on the needs of the world market. Facilities and infrastructure is still lacking and some in a damaged condition light or heavy. Organizing, with more complex workload, however, to reduce the workload of Banyumas Regency partnering BLK with BLK or other job training Agencies. Staffing, are common but functional term already qualified his formal legally able to practice, but there has never been upgrading. Directing, socialization is already good enough. Implementation of the training is in compliance the standard IE 30% 70% theory and practice. Coordinating, coordination went well and smoothly. Reporting, report the results of the training's been going well and orderly. Budgeting. Budget of Banyumas Regency BLK budgets and the state budget. Of the results and a discussion of the implications can be drawn then that needs to be looked at in terms of planning menyinerjikan between the needs of the community with market analysis, and infrastructure improvement, the need for treatment. Instructor plus and cooperation with BLK or Work training institutions should be improved and expanded. To improve the quality of employees perceived need upgrading. Funding sources and allocation is seen necessary to Banyumas Regency BLK plus because every year the increasing demand and it requires adequate funding so that it can deliver benefits to the wider community in particular Community Regency of Banyumas.

Keywords: management, training, work