

## THE ROLE OF LABOR TRAINING AND PROTECTION IN INCREASING PERFORMANCE EFFECTIVENESS AT THE INDUSTRY AND EMPLOYMENT SERVICES OF BADUNG REGENCY

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### Abstract

Currently, there is an increasing demand in the community for the implementation of good and clean government (Good Governance and Clean Government). Badung Regency Regional Regulation Number 8 of 2014 concerning the Implementation of Manpower Services as follows: In line with the spirit of autonomy and mandatory affairs that must be carried out by local governments, by taking into account Law Number 32 of 2004 concerning Regional Government, local governments are given the authority to determine policies for determination and backing in various fields, one of which is the field of manpower. As an effort to provide labor services that are the authority and task of the government, training, productivity, placement, coaching, supervision, and protection of workers, are strategic steps in overcoming labor problems. Therefore, it is necessary to have a training mechanism, and the productivity, placement, coaching, supervision, and protection of workers so that services to the community are faster and more appropriate in the spirit of regional autonomy. The job training program organized by the Badung Regency Manpower Office is a program that aims to improve the competence of Human Resources. The Badung Regency Government is committed so that people who take part in this job training program can open their businesses independently or get jobs according to their expertise this can reduce unemployment in Badung Regency. The purpose of this study is to determine the implementation of job training and the factors that hinder the successful implementation of job training programs in Badung Regency. The method in this study uses a descriptive qualitative method. The theoretical concept used in this study is Edward III's theory, namely 1) communication, 2) resources, 3) disposition, and 4) bureaucratic structure. The results of this study show that the implementation of the job training program has not been said to be optimal, namely from communication criteria and resources. In its implementation, there are still obstacles that occur such as 1) lack of instructors, 2) references to job training centers that are still small, and 3) budget constraints in the implementation of job training.

**Keywords:** Implementation, Training, LPK.

## **INTRODUCTION**

PKL is an academic activity that must be carried out by students through work internships in a company, organization, or institution, both government and private. PKL is part of the requirements needed to obtain a Bachelor's degree at the National Education University. On this occasion, the topic raised was "The Role of Training and Protection of Workers in Improving the Effectiveness of Employee Performance at the Department of Industry and Manpower of Badung Regency". Currently, the increasing public demands for good and clean governance (Good Governance Clean Government) have encouraged the development and implementation of clear, precise, regular, and effective accountability, known as the Government Agency Performance Accountability System (SAKIP).

Badung Regency Regional Regulation Number 8 of 2014 concerning the Implementation of Employment Services as follows: In line with the spirit of autonomy and mandatory affairs that must be carried out by regional governments, by taking into account Law Number 32 of 2004 concerning Regional Government, regional governments are given the authority to determine policy determination and support in various fields, one of which is the field of manpower. As an effort to provide employment services which are the authority and duties of the government, training, productivity, placement, guidance, supervision, and protection of workers, are strategic steps in tackling labor problems. Therefore, it is necessary to have a mechanism for training and productivity, placement, guidance, supervision, and protection of workers so that services to the community are faster and more appropriate in the spirit of regional autonomy. Therefore, it is necessary to regulate normative provisions regarding the Implementation of Employment Services which are stipulated by Regional Regulations.

PERDA number 20 of 2016 concerning Regional Organizations and Apparatuses that the presence of the Department of Industry and Manpower is expected to be able to answer and respond to all problems in the development of small and medium industries and is expected to be able to overcome employment problems which include, among others, job vacancies, job opportunities, placement of workers, labor training, worker welfare, and labor protection. The establishment of the Department of Industry and Manpower as part of the elements and assistants of regional heads in realizing the objectives of regional government administration, namely increasing public welfare, quality public services, and increasing regional competitiveness. The purpose of this study was to determine the implementation of job training and the factors that hinder the successful implementation of job training programs in Badung Regency. The method in this study used a descriptive qualitative method. Concept The theory used in this study is Edward III's theory, namely 1) communication, 2) resources, 3) disposition, and 4) bureaucratic structure. The results of this study indicate that the implementation of job training programs has not been said to be optimal, namely from the criteria of communication and resources. In its implementation, there are still obstacles that occur such as 1) lack of instructors, 2) few references to Job Training Centers, and 3) limited budget for the implementation of job training.

## **IMPLEMENTATION METHOD**

The method chosen to complete this research is a qualitative approach with a descriptive method. As quoted (Sugiyono, 2018), namely "Research that applies qualitative methods is

research based on postpositivism or interpretive philosophy, which is generally used to examine natural objects, where the researcher himself is the key instrument, data collection techniques are carried out by triangulation and the data obtained tend to be qualitative, data analysis is inductive/qualitative, and research results are to understand the meaning, understand the uniqueness, construct phenomena, and find hypotheses". Where is looking for data and information, the authors apply interview techniques with the Head of the Division and Staff of Placement, Training, and Protection of Workers of the Department of Industry and Manpower of Badung Regency. In addition to applying the technical interview, the author also took data from the archives section of the Placement, Training, and Protection of Workers.

## **RESULTS AND DISCUSSION**

Regional regulation number 20 of 2016 concerning Regional Organizations and Apparatuses that the presence of the Department of Industry and Manpower is expected to be able to answer and respond to all problems in the development of small and medium industries and is expected to be able to overcome employment problems which include, among others, job vacancies, job opportunities, placement of workers. employment, labor training, worker welfare, and labor protection. The establishment of the Department of Industry and Manpower as part of the elements and assistants of regional heads in realizing the objectives of regional government administration, namely increasing community welfare, quality public services, and increasing regional competitiveness, especially in the Badung area. In the Badung area, many people still have difficulty finding work based on data from the Bali Central Statistics Agency (BPS), this realization makes Badung the number two area in Bali with the largest unemployment. Denpasar has the first position with 41,334 unemployed people, which is up 236.69 percent. Denpasar, in the trend for the past three years, has indeed become the area with the largest number of unemployed in Bali.

Considering the Badung Industry and Manpower Service (Disperinaker) wrote to the company in 2020, this is to find out the condition of the company, which was forced to stop operating due to the Covid19 pandemic. DISPERINAKER also wants to know the current condition, whether the company has resumed operations or not. Including how the existence of workers (nakers) who have been laid off. Based on July 2020 data, 532 companies were reported to have closed, 42,431 workers were reported to have been laid off and 1,625 workers were laid off. The Badung Regency Government has also provided incentives for workers who have been laid off or furloughed. It was recorded that 2,983 laborers received incentives in the form of money of Rp. 600 thousand per month. Incentive assistance is provided for three months, starting in May, June, and July 2020.

Training for the workforce who need work is very necessary to increase their skills so that they are ready to work according to the labor market that the Department of Industry and Manpower cooperates with LPK (Job Training Institutions) such as LPK Karunia Dewata, namely the Agency for Sending Interns to Japan, Banks BCA, and many more. In improving the competence of employees in the tourism sector in the fields they are involved in, the Department of Industry and Manpower of Badung Regency, Bali will be active again in training and competency testing. This training and competency test is to improve skills so that employees can get certificates they can compete with workers from outside the region and

even abroad.

The title or research topic that was raised, namely "The Role of Training and Protection of Labor in Improving Performance Effectiveness at the Department of Industry and Manpower of Badung Regency focuses on discussing training and protection of workers to increase the effectiveness in their performance so that the community both with the status of the workforce and the workforce more honed in skills and abilities and ready to survive in every technological change and increasingly fierce work competition. In management science there is a course in HR Management, where HR management is a branch of general management that includes the features of planning, organizing, implementing, and monitoring this process in the functions/fields of production, marketing, finance, and personnel. (Suwatno & Juni P, 2018). Human Resource Management (HRM) is the management of the use of people, as well as a set of strategies, processes, and activities aimed at helping organizations achieve their goals by combining organizational and individual demands. In addition, they are not only ready in terms of branding themselves, but they will also find it easier to do research, be it in a company or agency, conduct individual research, or business research.

## CONCLUSION

Based on the discussion that has been presented regarding the research entitled "The Role of Training and Protection of Workers in Improving Performance Effectiveness at the Department of Industry and Manpower of Badung Regency" it can be concluded as follows: The establishment of the Department of Industry and Manpower as part of the elements and assistants of regional heads in realizing the objectives of regional government administration, namely improving community welfare, quality public services, and increasing regional competitiveness, especially in the Badung area. Training for the workforce who need work is very necessary to increase their skills so that they are ready to work according to the labor market that the Department of Industry and Manpower cooperates with LPK (Job Training Institutions) such as LPK Karunia Dewata, namely the Agency for Sending Interns to Japan, Bank BCA, and many more.

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