

Analisis Manajemen Strategis Dinas Ketenagakerjaan Kabupaten Bekasi Dalam Mengurangi Pengangguran Akibat Pandemi Covid-19 Melalui Pelatihan Tenaga Kerja = Strategic Management Analysis of Bekasi Regency Department of Labor in Reducing Unemployment Due to the Covid-19 Pandemic through Workforce Training

Priamry Al Fath Valentino, author

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Abstrak

Dinas Ketenagakerjaan Kabupaten Bekasi mengelola berbagai strategi dalam mengurangi tingkat pengangguran akibat pandemi Covid-19. Salah satunya melalui pelatihan tenaga kerja. Dinas dalam hal ini menghadapi berbagai tantangan berupa dampak pandemi Covid-19 menurunnya kegiatan bisnis, kurangnya keterlibatan perusahaan swasta, tingginya jumlah angkatan kerja akibat pendatang dari luar daerah, dan rendahnya kualitas tenaga kerja lokal. Skripsi ini bertujuan untuk menganalisis mengenai manajemen strategis Dinas Ketenagakerjaan Kabupaten Bekasi dalam mengurangi pengangguran akibat pandemi Covid-19 melalui pelatihan tenaga kerja. Peneliti menggunakan konsep manajemen strategis (David, 2011) untuk menilai gambaran strategi dalam aspek pelatihan tenaga kerja oleh Dinas Ketenagakerjaan Kabupaten Bekasi, sebagai salah satu bentuk pengentasan pengangguran. Peneliti menggunakan pendekatan post-positivist dan menggunakan teknik pengumpulan data kualitatif melalui wawancara mendalam dan studi pustaka. Analisis hasil penelitian disajikan secara deskriptif. Penelitian ini menghasilkan temuan bahwa, pelatihan tenaga kerja sudah menyesuaikan dengan kebutuhan bagi perusahaan sektor industri, namun masih terdapat hambatan dan tantangan dalam pelaksanaannya. Pelatihan tidak bisa maksimal akibat realokasi anggaran ke penanganan covid. Hasil dari Indikator Kinerja Utama juga menunjukkan target kinerja yaitu tingkat pengangguran terbuka yang tidak tercapai.

.....In reducing unemployment due to the Covid-19 pandemic, the Bekasi District Manpower Office manages its strategy. One of them is through workforce training. The agency in this case faces various challenges in the form of the impact of the Covid-19 pandemic, reduced industrial and business activities, lack of involvement of private companies, high number of workforce due to migrants from outside the region, and low quality of local workforce. This thesis aims to analyse the management strategy of the Bekasi District Manpower Office in reducing unemployment due to the Covid-19 pandemic through workforce training. Researchers use the concept of strategic management (David, 2011). to assess the description of the strategy in the aspect of workforce training by the Bekasi District Employment Office, as a form of alleviating unemployment. Researchers used a post-positivist approach and used qualitative data collection techniques through man-in-depth interviews and literature study. Analysis of research results is presented descriptively. This research resulted in the finding that workforce training has adapted to the needs of industrial sector companies, but there are still obstacles and challenges in its implementation. Training cannot be maximized due to budget reallocation to handling Covid. The results of the Key Performance Indicators also show that the open unemployment rate target as a performance indicator was not achieved.