

TESIS

**PENGEMBANGAN MODEL PELATIHAN KOLABORATIF
INTEGRATIF DALAM PENYELENGGARAAN PROGRAM
PELATIHAN BERBASIS KOMPETENSI DI BALAI LATIHAN
KERJA PROVINSI NUSA TENGGARA TIMUR**



Oleh

Rosarianto Mariano Amleni
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**PROGRAM STUDI MAGISTER
PENGEMBANGAN SUMBER DAYA MANUSIA
SEKOLAH PASCASARJANA
UNIVERSITAS AIRLANGGA
SURABAYA
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TIMUR**

Untuk Memenuhi Syarat Memperoleh Gelar Magister
Dalam Program Studi Pengembangan Sumber Daya Manusia
Pada Sekolah Pascasarjana Universitas Airlangga

Oleh:

Rosarianto Mariano Amleni
NIM 091714253030

**SEKOLAH PASCASARJANA
UNIVERSITAS AIRLANGGA
SURABAYA
2020**

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PADA TANGGAL 26 SEPTEMBER 2020

Oleh:

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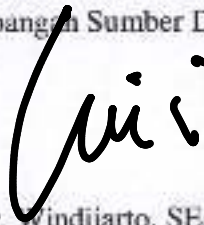
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Judul Tesis : Pengembangan Model Pelatihan Kolaboratif Integratif Dalam
Penyelenggaraan Program Pelatihan Berbasis Kompetensi Di Balai
Latihan Kerja Provinsi Nusa Tenggara Timur

Menyatakan sebenarnya bahwa Tesis saya ini adalah asli (hasil karya sendiri) bukan merupakan hasil peniruan atau penjiplakan (Plagiarism) dari karya orang lain, Tesis ini belum pernah diajukan untuk mendapatkan gelar akademik.

Dalam tesis ini tidak terdapat pendapat yang telah ditulis atau dipublikasikan orang lain, kecuali secara tertulis dengan jelas dicantumkan sebagai acuan dengan disebutkan nama pengarang dan dicantumkan didalam daftar pustaka. Demikian, pernyataan ini dibuat tanpa adanya paksaan dari pihak manapun, apabila pernyataan ini tidak benar, maka saya bersedia menerima sanksi sesuai dengan norma dan peraturan yang berlaku di Universitas Airlangga.

Surabaya, 20 September 2020



Rosarianto Mariano Amleni
091714253030

UCAPAN TERIMA KASIH

Puji dan syukur kehadiran Tuhan Yang Maha Esa atas karunia dan rahmat yang telah dilimpahkan sehingga penulis dapat melaksanakan penelitian dan menyelesaikan penulisan tesis dengan judul PENGEMBANGAN MODEL PELATIHAN KOLABORATIF INTEGRATIF DALAM PENYELENGGARAAN PROGRAM PELATIHAN BERBASIS KOMPETENSI DI BALAI LATIHAN KERJA PROVINSI NUSA TENGGARA TIMUR.

Pada kesempatan ini seiring doa penulis juga ingin menyampaikan terimakasih sebesar-besarnya kepada:

1. Direktur Sekolah Pascasarjana Universitas Airlangga Prof. Dr. Hj. Sri Iswati, SE, M.Si., Ak. dan Koordinator Program Studi Magister Pengembangan Sumber Daya Manusia Dr. Windijarto, SE., MBA atas kesempatan yang diberikan kepada saya untuk menempuh pendidikan di Program Studi Magister Pengembangan Sumber Daya Manusia Sekolah Pascasarjana Universitas Airlangga.
2. Prof., Dr., Drs. H. Jusuf Irianto, M. Com. selaku pembimbing ketua dan Dr. Pinky Saptandari Endang P. Dra., M.A. selaku pembimbing, atas segala perhatian, waktu, kritik, saran, dan bimbingannya dalam rangka penyelesaian tesis ini.
3. Dewan penguji tesis atas segala penilaian juga saran yang diberikan terhadap tesis ini.

4. Seluruh staf pengajar di Program Studi Magister Pengembangan Sumber Daya Manusia Sekolah Pascasarjana Universitas Airlangga atas kesempatan berbagi wawasan keilmuan selama mengikuti pendidikan Magister.
5. Staf Direktorat Pendidikan dan Direktorat Keuangan Universitas Airlangga atas segala perhatian serta bantuannya dalam rangka pengurusan administrasi dan penyaluran dana bantuan perkuliahan.
6. Universitas Timor yang telah memberikan kesempatan juga dukungan untuk mengakses beasiswa BPPDN sehingga saya dapat melanjutkan pendidikan Magister di Universitas Airlangga.
7. Seluruh Pegawai Balai Latihan Kerja Provinsi Nusa Tenggara Timur yang telah mendukung dan membantu menyediakan data dan informasi secara baik dalam rangka penyelesaian penulisan tesis ini.
8. Ayahanda dan ibunda tercinta atas semua doa, perhatian, waktu, kasih sayang, pengorbanan dan dukungan tiada henti yang selalu diberikan kepada saya selama menempuh pendidikan Magister
9. Anaku tersayang Cecilia Quinzha Maylafaisha Amleni yang terus menjadi penyemangat serta sumber motivasi dan juga kepada istri tercinta Ika Veronika Br. Sijabat yang dengan tulus dan penuh kasih selalu mendampingi selama menempuh pendidikan Magister.
10. Kakak, adik dan keluarga yang dengan caranya masing-masing telah memberikan dukungan baik materil dan non materil selama saya menempuh pendidikan Magister.

11. Saudara dan saudari seperjuangan dalam Ikatan Keluarga Besar Mahasiswa NTT Surabaya (Mabes Karmen) yang selalu mendukung dengan berbagi dinamika serta diskusi-diskusi menarik untuk membuka wawasan lintas keilmuan.
12. Semua pihak yang secara langsung maupun tidak langsung dengan berbagai caranya masing-masing telah memberikan dukungan kepada saya selama menempuh pendidikan Magister di Universitas Airlangga.

Surabaya, 20 September 2020

Penulis

SUMMARY

**DEVELOPMENT OF INTEGRATIVE COLLABORATIVE TRAINING
MODEL IN THE IMPLEMENTATION OF COMPETENCY BASED
TRAINING PROGRAM AT EAST NUSA TENGGARA PROVINCIAL WORK
TRAINING CENTER**

Rosarianto Mariano Amleni

The vision of future work will demand more complex competency qualifications as the implications of change and the outgrowth of science and technology. Thereof it is indispensable the creation of opportunities to acquire the skills needed through high quality training. Training through government training institutions in Indonesia namely Balai Latihan Kerja (BLK) is required to provide competency based training that is able to produce human resources with high competency qualifications, productive, innovative, professional and competitive in order to compete to fill the needs of the job market both at the local, national and international level. BLK Provinsi NTT is one that still has problems in the realization of quality job training programs. This is because there has not been the creation of inter-sectoral connectivity in the form of active collaboration that integrates every need and development in the job market into the training program.

This study seeks to examine the implementation of the currently training model used by BLK Provinsi NTT to present the facts regarding constraints and problems at each training phase. This finding become the basis for the development of integrative collaborative training models adopted from the integrative collaborative training model of *Innovative Training Network* (ITN) applied by the *European Commission* through the training institute *Marie Skłodowska-Curie Action* (MSCA) as a training model recommendation that can overcome various obstacles and problems faced today.

The primary data in this study was obtained through observation and direct interviews verbally or using a written questionnaire against informants in BLK Provinsi NTT and NTT Provincial Office of Cooperative, Labor and Transmigration as well as through several written documents related to this study. The data analysis technique used is the qualitative data analysis model (Miles, *et. al*) covering the process of data condensation, presentation of data, as well as drawing conclusions and verification.

The results of this study found that at the preparation training phase there are limited budget allocation and resources of analytical experts in training needs identification activities as well as the supply of information on the development of market needs that are not properly distributed. In addition, the preparation of training programs that are only based on Indonesian National Work Competency Standards (SKKNI) caused some of the proposed training programs to be unrealized. BLK Provinsi NTT also faces problems with the limited availability of competent instructors. At the implementation training phase, BLK Provinsi NTT is constrained in providing facilitation, materials and equipment in accordance with the development of its use in the world of work. *On the job training* as an advanced training process has also not been optimally run due to the channeling hampered by the cooperation of industrial partners or private companies that are minimal and erratic. At the evaluation training phase constraints and problems faced by BLK Provinsi NTT is an evaluation process that does not involve the user or beneficiaries to the maximum, the facilitation of trainees into the world of work has not gone well and there is no continuous control over the development of trainees who have completed the training in BLK NTT Province.

Based on that fact, an integrative collaborative training model consists of five phase: (1) Partnership preparation phase to identify and prepare each partner organization that will be involved in the training program. It is based on the concept of “*quality and efficiency of participating organization*” on the ITN integrative collaborative training model. This phase also mandates the “*added value*” of joint work through the commitment of each partner of BLK Provinsi NTT; (2) Training preparation phase by confirming the partners who have been appointed through the previous stage can take an active role in each training preparation activity. This refers to the concept of partner participation in ITN's integrative collaborative model to examine the competencies, knowledge, and activities of partner organizations integrated into training programs; (3) Implementation training phase with its focus on integrating the competencies of participants with the factual conditions of their use. BLK Provinsi NTT Partnerships with industry parties or private companies established at the early stage shall include an obligation to accommodate the training at the partner's place; (4) Training evaluation phase emphasizes the quality aspect of the evaluation which highlights the joint provision stipulated by the entire partnership network in conducting the evaluation of the training; (5) Follow-up of the training results phase where in the description of the principle ITN is described as exposing the results of the training. The development of the follow-up facility phase of the training results refers to the orientation of the government training institution is to create a superior, competitive and work-ready workforce.