

Evaluation of The Role Syech Tambuh Foundation Community Work Training Center In Improving The Quality of Human Resources

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ABSTRACT

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The Community Work Training Center has a mission to produce unskilled Human Resources to become skilled in several areas of expertise and have entrepreneurial skills. The aim of this research is to evaluate the role of Community Work Training Center of Syech Tambuh Foundation in improving the quality of Human Resources in in Islamic boarding schools and the surrounding environment. This research approach was descriptive qualitative. The source of data was obtained from observation, interviews, and documentation. The findings showed that the role of the Syech Tambuh Foundation Community Work Training Center is quite good. This foundation has used the curriculum standardized by the Ministry of Manpower. Syech Tambuh Foundation Community Work Training Center has collaborated with BRI, Bank Mandiri, Sampoerna Foundation and ITS. Generally, its graduates have become entrepreneurs and worked in several local and national industries. The conclusion of this research is that the role of Syech Foundation Community Work Training Center has grown quite well in providing training. Optimization of cooperation programs needs to be carried out to support the improvement of the quality of training in providing experience for the training participants

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Introduction

In the globalization era, society cannot avoid the development of the times, where technology is growing faster. Space and time are no longer become barriers between communities. Globalization occurs because of technological advances and it has a positive and negative impact on all mankind. Many influential fields such as technology, social culture, arts and culture, education and others. Thus, in the 21st century, there are various challenges that must be faced and answered, especially in the field of education. Facing these challenges, good quality of human resources is needed, which can be through education. Paul Kennedy explains how society is well prepared to face the upcoming of the 21st century through education, women's position and the quality of their leadership (Kusmarni, 2019). This statement reinforces that education has a very important role in improving the quality of human resources, especially in the 21st century. Education is also the key to the development of a nation, because with the education, generations in a country can be educated, well trained and competent. It is hoped that by getting education, humans can increase their insight and apply it in their real life.

Education is one of the efforts to improve human resources (Rukmana, 2018). Every citizen has the same right to get a good education. The educational process indicates the existence of activities in the form of active action through a dynamic interaction which is done consciously in an effort to achieve the desired goal (Zamroji, 2020). Education can be taken in formal, non-formal or informal education units. Formal education is a structured education or has a level, ranging from Early Childhood Education (PAUD), Elementary Education (SD), Junior High School (SMP), Senior High School (SMA), to college. Informal education is a type of education that comes from the family and environment where students can learn independently for example: religion, character, ethics, manners, morals, socialization. Non-formal education is equivalent education that serves as a substitute, enhancer, and/or complement of formal education in terms of life long education (Arnady & Prasetyo, 2016). Non-formal education plays an important role in efforts to develop qualified human potential, which is the main principle of a development (Hijrotul Mursidah, 2018; Susila et al., 2021). Here are some examples of non-formal education, such as PlayGroup (KB), nursery (TPA), Course Institution, Work Training Center, etc. Work Training Center also includes vocational education (Fajar & Hartanto, 2019). There are 5 types of vocational education in

Indonesia, they are (1) Vocational High School and Vocational Madrasa; (2) Community academy; (3) Polytechnic; (4) University; and (5) Work Training Center.

The Work Training Center is a place for training to get skills or a place for those who want to explore their expertise in particular field. While according to (Husna, 2015; Isa, 2020) Work Training Center is one of the human resource development instruments that is expected to transfer knowledge, skills, and productive work ethic thus later it is able to produce qualified, competent Human Resources and meet the demands of the labor market with various curricula and programs in the Work Training Center. Training held by the Work Training Center is useful to equip participants in various vocational fields with skills and provide motivation to be independent. The above opinion is in line with the opinion of (Susilawati et al., 2016) that the empowerment of Work Training Center is one solution to improve the quality of the workforce. Work Training Center is one of the instruments for developing Human Resources which is expected to transfer knowledge and work skills. In 2017, the government built 50 Work Training Centers which are based on Islamic boarding school throughout Indonesia. The development continues to increase until it reached 1000 Work Training Centers in 2019 and continues to grow to 3000 Work Training Centers in 2020. Based on data from Central Bureau of Statistics, the number of residents projected 2010-2020 Lumajang was 1.044.70 or 1,044,700 people. While the number of open unemployment in Lumajang Regency in 2015 was 13,821 more than in 2011 which was only 11,791 (BPS Kab. Lumajang, 2020).

The quality of human resources in Indonesia shows that: (1) it is still very low; (2) it is uneven at various levels; and (3) due to the uneven quality of human resources at various levels, it leads to uneven fulfillment of job opportunities, both the fulfillment of job vacancies and the acceleration of private business (Romadin et al., 2022). The importance of human resources with good quality is becoming indispensable today due to increasingly fierce competition among workers globally (Susanti, 2018). The establishment of the Community Work Training Center is expected to be utilized as much as possible to produce human resources that have good character while having entrepreneurial skills, thus it can reduce the unemployment rate. The problem of unemployment becomes slightly solved if there is a desire to create one's own business field or successful self-employment (Rosyadi, 2016). Community Work Training Center is one of the government's efforts to bring access to community vocational training around Islamic boarding school in the form of character, soft skills as well as to equip the Islamic boarding school graduates and the surrounding environment with great skills. Based on the description above, a study entitled "Evaluation of the Role of Syech Tambuh Foundation Community Work Training Center in Improving the Quality of Human Resources" was conducted. The purpose of this research is to evaluate the role of the Work

Training Center in improving the quality of Human Resources. Evaluation is one of the tools that can be used to assist planning, improvement, development and refinement of an activity (Aryanti et al., 2015; Nurul Ichsan et al., 2020).

The evaluation of this study consists of the role of the Work Training Center in improving the quality of Human Resources. The evaluation of the role of the Work Training Center was obtained from interviews with the head of the Work Training Center, observation and collecting document data from the Work Training Center. This study is expected that its results can be used as a reference for other researchers who will conduct similar research and make contributions that can be used as consideration and input in developing the implementation of training at Syech Tambuh Foundation Community Work Training Center.

Method

This research is an evaluative research type because it evaluates the implementation of training program at the Work Training Center. The method used in this study was qualitatively descriptive. The main data source of this study was obtained from (1) observation, which was used to see the condition and situation of facilities and infrastructure of Syech Tambuh Foundation Community Work Training Center, (2) Interviews, which were conducted to obtain data on the role of the Work Training Center in improving the quality of Human Resources. The Interviews were conducted using interview guidelines to the head of Syech Tambuh Foundation Community Work Training Center, (3) Documentation, which was carried out on several activities at Syech Tambuh Foundation Community Work Training Center. Information documents, whether printed, recorded in print or electronic media, are used as complementary data to support research. The research was conducted at Syech Tambuh Foundation Community Work Training Center. The study was conducted on September 10th, 2020 and October 28th, 2020.

Result and Discussion

Overview of Community Work Training Center of Syech Tambuh Foundation

Syech Tambuh Foundation Community Work Training Center is located in the tourist area of Syech Tambuh Pasirian Mountain, Lumajang, which was established in Nurul Hayat Pasirian Islamic boarding school, Lumajang in 2019. Nurul Hayat Islamic Boarding School is managed by KH Muhammad Nur Hayid, a native of Lumajang who is currently active in Jakarta as a deputy of PBNU (Executive Board of Nahdlatul Ulama) dawah organization. He is active as an assistant of the minister of manpower in the social, cultural and religious fields as well as an assessor of National Agency for Professional Certification of the Indonesian Ministry of Manpower. Previously, he had

been in the world of journalism (Detik journalists), secretary of the Algeria Ambassador, and the central MUI (Indonesian Ulema Council) administrator (Kemenaker, 2018). At first, the Work Training Center experienced obstacles in finding participants because the Work Training Center was not familiar in Lumajang. However, the Work Training Center can overcome this problem by conducting socialization through websites, Facebook, videos, etc., even though it is relatively simple. Now it has been recognized that the students are not only from the Islamic boarding school but also from public either from Lumajang or outside the city. Syech Tambuh Foundation's Vocational Community Work Training Center is a creative industry whose sub-majors are graphic design, cinematography, coffee processing, and printing. While for the organizational structure of the Community Work Training Center of Syech Tambuh Foundation consists of the chairman of the foundation, deputy chairman of the foundation, head of the Community Work Training Center, administration staff, secretary, and treasurer.

Implementation of Training at Community Work Training Center of Syech Tambuh Foundation

Based on the results of interviews with the head of the Work Training Center, training at Syech Tambuh Foundation Community Work Training Center is usually held in February, April, June, and October. Initially, the training was carried out for 240 hours, 24 days, and every day for 10 hours. However, with the latest curriculum, the training is now carried out for 300 hours in 1 month. The implementation of the training has been standardized and has a curriculum designed by the Ministry of Manpower called SKKNI (Indonesian National Work Competency Standard). The educational process (formal or non-formal education) will not run without a curriculum (Efendi, 2017). The certificates obtained by graduates are also based on the Ministry of Manpower and are barcode-based. Funds used for training are obtained from the APBN (the state budget), the Ministry of Manpower or it could be funds from outside. The age of students participating in the training is the age of junior high school graduates. The implementation of the training can be done properly because it cannot be separated from the existence of facilities and infrastructure as well as the instructors. This is also reinforced by the opinion of (Priyanto, 2017), which stated that the main components in education and training are: curriculum, practice facilities, trainees and trainers. The following will explain about the facilities and infrastructure, as well as the instructors at Syech Tambuh Foundation Community Work Training Center:

Facilities and infrastructure

Facilities are everything that can be used as a tool in achieving goals or objectives. Meanwhile, infrastructure is everything that supports a business process (KEMDIKBUD, 2017). Facilities and infrastructure are needed by every organization to achieve the expected goals. The findings showed that the facilities and infrastructure owned by this Work Training Center are quite good because it

is still relatively new. The area is 400 m², with various facilities including office, dormitory, 3 in 1 kiosk hall, worship room, gymnasium, library, canteen, workshop, 2 building classroom with a capacity of 16 people, and a competency test room. The equipment owned by the institution is a PC/laptop, printer, camera, handy Cam, hand tools and power tools, work tools (OSH), main machine/equipment and its appliance, supporting equipment, etc.

Instructor

Human Resources become a factor supporting the success of work training programs, and this will contribute greatly to the improvement of the quality of human resources which further affects the improvement of job seeker's competence (Daud & Mobonggi, 2019). The human resources mentioned in this context are instructors. An instructor is a person who is in charge of teaching something and at the same giving training and guidance. According to (Elis & Santika, 2018), an instructor plays an important role in the implementation of a training program, in addition to mastering the substance, the instructor also needs to have knowledge and skills on how to teach the materials of the program trained. The role of the instructor in providing learning materials will have an impact on maximizing the improvement of students' skills. Instructors have the responsibility of preparing training materials, setting up facilities and evaluating trainees. Every training center must have an instructor, so does the Community Work Training Center of Syech Tambuh foundation. This Work Training Center has 2 instructors, they are communication graduate from UIN Malang and D2 Communication graduate from Jogja.

The Cooperation between Community Work Training Center of Syech Tambuh Foundation and Industry

The purpose of Work Training Center is to improve the quality of human resources, and reduce the unemployment rate to be free from economic problems. Therefore, it is expected that after participating in training, graduates can work in accordance with their fields or can open a business (entrepreneurship). This can be realized by means of cooperation between Work Training Center and labor users or can be called Industry. Community Work Training Center of Syech Tambuh Foundation has collaborated and signed MoU with BRI, Bank Mandiri, Sampoerna foundation, and ITS. Since its inception up to now, this Work Training Center has conducted training as many as 3 times thus the total graduates are 48 people. Most graduates from Community Work Training Center of Syech Tambuh Foundation have worked for people and some are entrepreneurs.

The Role of Students' Training Given by Syech Tambuh Foundation Community Work Training Center

The source of training funds obtained by this Work Training Center comes from the State Budget (APBN). The participants of Syech Tambuh Foundation Community Work Training Center training are not only from Islamic boarding school students, but also from public. The minimum age for training participants is junior high school (SMP) graduate. To become a training student at this

Work Training Center, participants must register first and then take an online test. Furthermore, participants who pass the test will follow orientation, only after that, students can take part in training activities and after carrying out the training according to the set time, participants will get a certificate. Previously, the Work Training Center used to make an announcement when opening the training. The example of the announcement can be seen in Figure 1.



Fig 1: Announcement Of The Training

Figure 1 shows the announcement of the training of Syech Foundation Community Work Training Center Batch IV majoring in multimedia designer. It has been written that the registration started from October 17th to October 23rd, 2020. The entry selection was held on Saturday, October 24th, 2020. While the training began on October 26th - November 26th, 2020. The registration form could be downloaded at the link listed in the announcement image above. After the announcement was published, there would be prospective participants who were interested and registered. The number of prospective trainees of Syech Tambuh Community Work Training Center batch 1 (October 28th to November 27th, 2020) was 14 people. The prospective participants came from Lumajang starting from Pasirian, Pasrujambe, Tempeh, Candipuro, Labruk Lor District, etc., there were also those who came from outside the city, Jember. While the number of prospective trainees of Syech Tambuh Community Work Training Center batch 2 (October 28th to November 27th,

2020) was for about 12 people. They came from Lumajang from Tempeh, Jatiroto, Labruk Lor District to outside the city, Jember.

The stage after registration was to take a test that was carried out online. The questions asked were related to work experience, graphic design knowledge, expectations of trainees after training at the Work Training Center, understanding of the vocational creative industries in Work Training Center, readiness to attend the training, and responsibility for their obligations during training. The example of the online test conducted by Syech Tambuh Foundation Community Work Training Center can be seen in Figure 2.



The image shows a screenshot of a web-based selection form. At the top, there is a header with a small image of a building and the text "Seleksi Calon Peserta Pelatihan Tahap IV" followed by the URL "https://blklumajang.com/". Below this, there is a text input field labeled "Nama Lengkap" and another labeled "Jawaban Anda". At the bottom, there is a question "Apakah Saudara Saat ini Sudah Bekerja ?" with two radio button options: "Ya" and "Belum".

Fig 2: Online selection of prospective training participants of Batch IV

Figure 2 shows some of the questions that were tested before taking part in training activities. Prospective participants only need to click the answer to be selected, then click the send button when they have finished in answering all the questions. First, they need to fill in the identity (name) before answering the questions. Some of the questions asked were: (1) Are you currently working?; (2) What field of work is your expertise?; and (3) Have you ever studied graphic design? etc.

The next stage was to follow the orientation activities held on Wednesday, October 28th at 09.30 a.m. The orientation activity was conducted at Syech Tambuh Foundation Community Work Training Center building. The orientation activity is the introduction of Syech Tambuh Foundation Community Work Training Center and the training curriculum. It can be seen in Figure 3.



Fig 3: The orientation of the introduction of the training center and curriculum

Figure 3 shows the introduction of the Job Training Center, how to convey it through power point media delivered by the head of Syech Tambuh Foundation Community Work Training Center himself. In addition, there was also a question-and-answer session between the presenter and the training participants, then there was also a formal photo session for documentation needs.

After the participants had done the orientation, they took part in training activities on Monday, Wednesday, Thursday, Friday, Saturday, and Sunday while on Tuesday, they are free. The training took place from 08.00- 11.00 a.m. The training given was not only training that includes hard skills but also soft skills. The process of training activities was also almost the same as in Vocational High School. If in Vocational High School, they have RPP (lesson plans) that has Basic Competence as its component, but the term KD (Basic Competence) in Work Training Center is called as Competency Unit. It can be seen in Table 1.

Table 1. List of Competency Units

NO	UNIT CODE	COMPETENCY UNIT
A. WORK TRAINING		
1.	M.74100.002.02	Applying basic principles of communication to handle receipt/delivery of letters/documents
2.	TIK.MM01.004.01	Demonstrating multimedia knowledge and requirements
3.	TIK.MM01.005.01	Identifying multimedia components
4.	TIK.MM01.006.01	Selecting and using software and hardware for multimedia
5.	TIK.MM01.007.01	Applying the principles of visual design
6.	TIK.MM01.008.01	Applying the principles of instructional design
7.	TIK.MM01.009.01	Creating a multimedia product
8.	TIK.MM02.069.01	Combining text into multimedia display
9.	TIK.MM02.070.02	Combining 2D picture into multimedia display
10	TIK.MM02.072.02	Combining audio into multimedia display
B. SUPPORTING TRAINING		
1		Soft Skills

Table 1 shows the competency unit code, in addition there are also work training points and supporting training, namely soft skills. During the training in the Work Training Center, the participants carried out learning activities according to the competency units that had been created (Fahimah & Selawaty, 2018; Gumilar, 2016; Savira et al., 2020). The participants of the training were given assignments, namely 2 products, the first product was in the form of banner and the second was in the form of cinematography, one of the products was considered as a final exam. After the training, participants got a certificate from Syech Tambuh Foundation Community Work Training Center, the certificate can be a proof that the participant has participated in the training activities in accordance with their field. The certificate can be used to find a job or participants can open their own business in accordance with the skills they have learned (Azzuhra & Setiawati, 2019; Simatupang & Herawati, 2017). The validity period of this certificate is for 3 years after the participant takes the training. However, Work Training Center does not guarantee the distribution of labor to the trainees. Based on the results of research and the description above, the role of Syech Tambuh Foundation Community Work Training Center is good enough. Some of its graduates are already working and some are even entrepreneurs.

Conclusion

The role of Syech Tambuh Foundation Community Work Training Center is good enough in indicator infrastructure, instructors, and cooperation with related institutions. Students can choose a major according to the talents, interests and majors available in the Work Training Center. The Syech Tambuh Foundation Community Work Training Center uses a curriculum standardized by the Ministry of Manpower. Syech Tambuh Foundation Community Work Training Center has cooperated with BRI, Bank Mandiri, Sampoerna foundation and ITS. Generally, its graduates have become entrepreneurs and work in several local and national industries. As for the management of this Work Training Center, it is quite good if it is seen from the age of the Work Training Center which is relatively new or young, which was only established in 2019. Although it is still new, but the existing facilities and infrastructure are quite complete even though it is not so large, in which one class is able to accommodate 16 students. The capacity in Syech Tambuh Foundation Community Work Training Center is the same as the capacity of Work Training Center in Bantul Regency which is 16 people. In addition, Syech Tambuh Foundation Community Work Training Center has 2 instructors, who are from UIN Malang and D2 Communication Jogja. Optimization of cooperation programs such as the placement of workers needs to be done thus graduates of the Work Training Center have jobs in accordance with their fields. Furthermore, the promotion activities of the Work Training Center can be added by bringing up Work Training Center graduates

who are already working or become entrepreneurs thus they can attract the attention of many people to register.

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