

ATTRACTION OF TRAILING PROGRAMS IN JLKC LPK PT. OS SELNAJAYA BANDUNG

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***ABSTRACT**---The apprenticeship program is a form of cooperation from several parties, in this case the Indonesian State and the Japanese State to improve good relations in forming equality in developments in certain fields, and aims to carry out skills transfer and so on and foster human resources that contribute to industrial development, increase mutual understanding and friendship between the two countries, by teaching the skills, technology, or knowledge possessed by the Japanese State to apprentice participants by referring to the laws of the two countries.*

The author carries out street vendors at the JLMC (Japanese Language & Management Center) which are carried out from July 17, 2019 to August 19, 2019. JLMC is located on Jl. W. R. Supratman No. 3, Cihapit, Kec. Bandung Wetan, Bandung City, West Java 40114.

The purpose of this Field Work Practice is to find out the appeal of the apprenticeship program implemented at the JLMC LPK PT. OS Selnajaya and to find out the background of the apprenticeship choose an apprenticeship program at the JLMC LPK PT. Selnajaya OS.

The author uses a descriptive method which is a method for making reports through direct observation in the field and collecting data from the company. The author also conducts limited interviews with company employees.

The conclusion of the writing of this Final Project is the appeal of the apprenticeship program in the JLMC LPK PT. OS Selnajaya is a clear / certain apprenticeship program because apprentices who carry out apprenticeships will definitely leave for Japan. That also motivated the apprentice to choose the apprenticeship program in the JLMC LPK PT. Selnajaya OS.

***Keywords**---apprenticeship, LPK, JLMC*

I. Introduction

This apprenticeship program is indeed slightly different from the general apprenticeship we know, usually an apprenticeship is a condition of graduation while studying. This apprenticeship program to Japan is not related to formal educational institutions such as vocational / high school or tertiary institutions but is under the umbrella of vocational training institutions (LPK). As explained in the Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia Number: PER.08 / MEN / 2008 concerning procedures for licensing and conducting apprenticeship abroad. Overseas apprenticeship is part of a training system that is carried out intact and integrated in Indonesia and abroad by job training institutions or companies or institutions or educational institutions under the guidance and supervision of

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instructors and / or workers who are more experienced, in the process of producing goods and / or services in order to master certain skills or expertise. Based on the PERMEN's explanation, it can be seen that the purpose of this international internship is to be able to master certain skills obtained from the process of working while studying abroad.

Participating in an international internship program especially in Japan certainly needs careful preparation. Japan, which certainly has a different language and culture from Indonesia, requires that internship participants to Japan receive training and preparation of knowledge of both Japanese language and culture, so that when they are in Japan, the apprentice can adapt well. It is here that the role of the Pelekan Job Institute (LPK) is very important, namely as a trainee for Japanese apprenticeship program (kenshu) and provisioning and preparing for everything about Japanese and through a series of trainings in knowledge, physical and mental to forge Japanese apprentices to become private which has a high work ethic as required by the industrial world in Japan. The apprenticeship program to Japan is divided into 2 channels, namely through IM Japan organized by the Job Training Institute appointed by the Ministry of Manpower and through the private channel organized by the Private Employment Training Institute (LPKS). The difference between the two is the selection system. Apprenticeship through IM Japan tends to be tighter and with more affordable costs because it gets subsidies from the government.

Although the IM Japan route is more in demand because in terms of more affordable costs, but over time now LPKS are also competing to provide quality training by offering intensive training programs and supported by more adequate training facilities. So that the existence of LPKS as a guiding institution for prospective Japanese apprentice participants is increasingly recognized by its quality. As explained Febrianti (2013: 41) which says that to produce a quality workforce that will be sent abroad, training institutions need to pay attention to several aspects, among others; professional trainers, a good learning process, a curriculum that is used, availability of funds, and adequate infrastructure, so that users of the workforce will feel satisfied.

One of the Private Job Training Institutions (LPKS) which organizes training on the preparation and supply of prospective internship participants to Japan is through training activities to prepare for an internship program in Japan organized by the LPKC (Japanese Language & Management Center) LPK PT. Selnajaya OS. JLMC is a Japanese language education institution that was established in the city of Bandung, West Java Province on January 31, 2012.

This educational institution, which was established in the city of Bandung, where there are many Japanese students, organizes Japanese language education for students living in Bandung and local high school students. In addition, the JLMC also cooperates with the technical apprenticeship division and has been recognized by the Indonesian Ministry of Manpower as an institution for sending apprentices and organizing education for prospective apprentices before they are dispatched to Japan.

On this occasion, the author will discuss what lies behind the apprentices choosing the apprenticeship program that is available at the JLMC LPK PT. OS Selnajaya Bandung. The author also wants to know what is the appeal of the apprenticeship program so that apprentices choose training at the JLMC LPK PT. OS Selnajaya compared to other LPK.

II. METHODS

The method or ways that the writer does is to use descriptive methods. Methods that describe systematic and actual arrangements. According to Nazir (1988: 63) in the Research Method Sample Booklet, the descriptive method is a method of examining the status of a group of people, an object, a set of conditions, a system of thought or a class of events at the present time. The purpose of descriptive research is to make a systematic, factual and accurate description, description, or painting of the facts, properties and relationships between the phenomena investigated. The author also makes direct

observations in the field, collects data from the company concerned, limited interviews with company employees, literature studies and experiences experienced directly by the author.

III. RESULT

The Attractiveness of the LPMC LPMC Internship Program PT. Selnajaya OS

In this chapter, the author will discuss the appeal of the JLMC LPK LPK apprenticeship program. Selnajaya OS. This apprenticeship program is a form of cooperation from several parties which in this case is the State of Indonesia and Japan to improve good relations in forming equality in developments in certain fields, and aims to carry out skills transfer and so on and foster human resources that contribute to industrial development , increasing mutual understanding and friendship between the two countries, by teaching the skills, technology, or knowledge possessed by the Japanese State to apprentice participants by referring to the legislation of the two countries.

Some things that became the attraction or strength of the apprenticeship program at the JLMC LPK PT. Selnajaya OS, including:

Training Facilities and Content

Educational Content

LPKC LPK PT. OS Selnaja organizes effective education with a combination of teaching Japanese conversation by native speaker instructors and teaching grammar and vocabulary by experienced local instructors. Job Training Institute (LPK), this can design a curriculum that suits the needs of companies ranging from short-term to long-term.

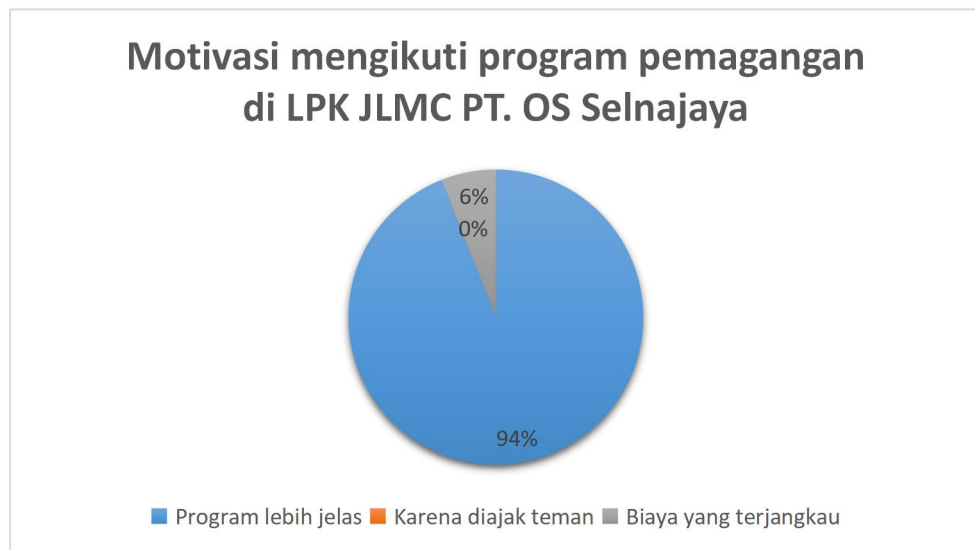
Educational Facilities

JLMC which is a sending institution is the first educational institution in Indonesia that has obtained ISO 29990 (International Standards of Education and Training), and has supportive resources to organize stable and high-quality education. JLMC has two educational facilities located in Bandung and Lembang, and can provide education at the same time in large numbers.

Support / Support Through Group Cooperation

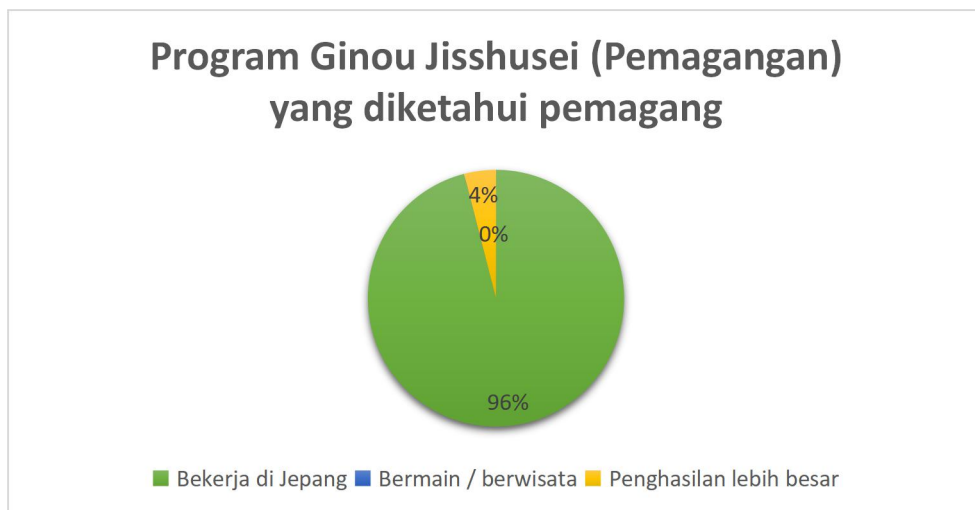
Not only recruitment in Indonesia, company interviews, pre-departure education, and preparation of departure documents, but also after arriving in Japan, all elements of this group of companies under the umbrella of Outsourcing Co.Ltd will help through cooperation with specialized companies that handle daily life support and the Recipient Organization (Cooperative) because it can provide full assistance in the field of management of the lives of the apprentices, so you can focus on technical coaching that was the initial goal of implementing the apprenticeship program itself. Then PT. OS Selnajaya will also help find jobs for apprentices who have returned to Indonesia so that they can calmly participate in training.

Diagram 4.1 Motivation to follow the apprenticeship program at the LPMC LPK PT. Selnajaya OS



Based on the diagram above, the questionnaire results from the interns regarding their motivation to follow the apprenticeship program at the LPMC LPK PT. OS Selnajaya, 94% ie 47 apprentices chose the program more clearly, 6% ie 3 apprentices chose affordable fees, and 0% ie no apprentice chose because invited by friends.

Diagram 4.2 What apprentices know from Pr ogram Ginou Jisshusei (Apprenticeship)



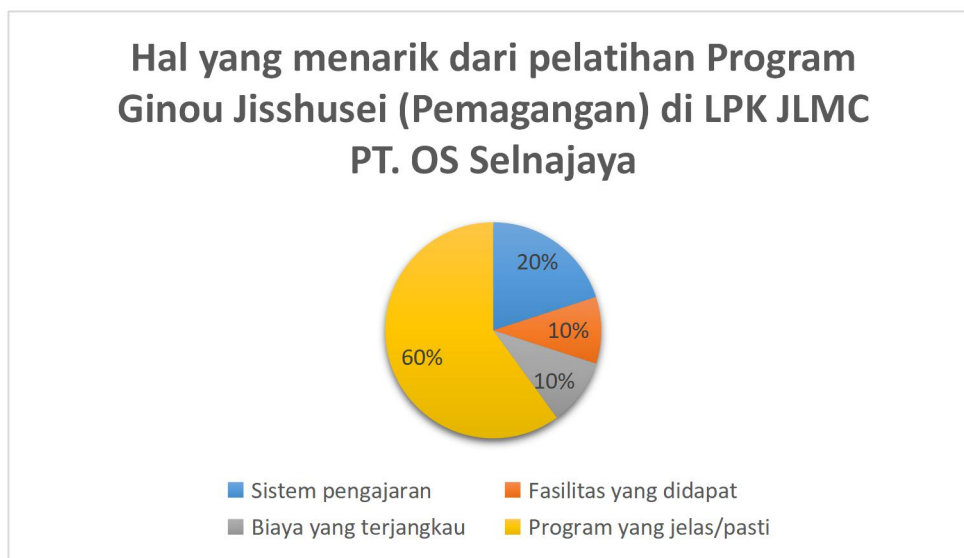
Based on the diagram above it can be concluded that as much as 96% ie 48 apprentices know that the Ginou Jisshusei (Apprenticeship) program is working in Japan. Meanwhile, as much as 4%, namely 2 apprentices choose a bigger income, and 0% for apprentices who choose to play / travel.

Diagram 4.3 Strengths of the Ginou Jisshusei (Apprenticeship) Program at the LPMC LPK PT. Selnajaya OS



Based on the diagram above, the writer can conclude that the advantages of the Ginou Jisshusei (Apprenticeship) Program of the LPMC LPK PT. OS Selnajaya as much as 70% ie 35 apprentices choose a definite work placement. Meanwhile, 4%, namely 2 apprentices chose a sizable salary, 6% ie 3 apprentices chose apprenticeship facilities, and 20% ie 10 apprentices chose competent teachers.

Diagram 4.4 The interesting thing from the Ginou Jisshusei (Apprenticeship) training program at the LPMC LPK PT. Selnajaya OS



Based on the diagram above as much as 60%, namely 30 apprentices choose a clear / definite program for interesting things from the Ginou Jisshusei (Apprenticeship) Program at the JLMC LPK PT. Selnajaya OS. Meanwhile, 20% ie 10 apprentices choose the teaching system, 10% ie 5 apprentices choose the facilities obtained, and the remaining 10% choose affordable costs.

IV. CONCLUSIONS

Based on the description and discussion in the previous chapters, in this chapter the author will draw conclusions and provide some suggestions that may be useful for the JLMC especially the LPMC LPK PT. Selnajaya OS. The conclusions are as follows:

- The attraction of PT OS OS JLMC LPK. Selnajaya so much demanded by apprentices is a learning system with a curriculum that is tailored to the needs of the company, native speakers and highly experienced instructors and instructors, educational facilities that support learning, definite work placements for apprentices, and certainty of departure after the apprenticeship program.
- Based on the results of the questionnaire, the apprentice's motivation to follow the apprenticeship program at the LPMC PT OS LPK. Selnajaya is a clearer program with a response rate of 94% from 50 apprentices. As many as 70% of the 50 apprentices choose a definite workplace placement for the advantages of the apprenticeship program. While the interesting thing from this apprenticeship training program is a clear / definite program with 60% responses from 50 apprentices.

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