

THE PROCESS OF TRAINING PROGRAM AT INTERNATIONAL MANPOWER DEVELOPMENT JAPAN

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Abstract

The purpose of the study was to obtain the concept of the training process at International Manpower Development Japan. This study used a qualitative approach through a survey. The research was conducted in Bekasi, West Java, Lampung and Central Java. The sampling technique used was total sampling because the entire population was used as a sample. There were 150 participants. The data analysis technique consists of steps; data selection, data tabulation, and concluding. The results of the study concluded that all training activities through the internship process had been carried out very well and were relevant to the current changes in human life, especially in the era of the Covid-19 pandemic. In addition, the training is carried out according to the needs of the business world and the background of the participants. The results of the study also have a positive impact on the concept of training in the form of internships so that participants' competencies are directly practised in the field or the company.

Keywords: Industry, Training, Process, IM Japan

INTRODUCTION

Currently, high school graduates in Indonesia cannot directly enter the world of work because of the gap between education in schools and what companies need. To deal with this, the Ministry of Manpower held an apprenticeship program. Before carrying out the internship program, participants are required to receive education and training to have knowledge and skills as well as behaviour that is by the industrial world (Dirjen Binalattas, 2020). The training builds development and changes in cognitive (knowledge), affective (attitudes), psychomotor (skills). With the training achievements, it is hoped that the participants will become individuals who have competencies according to the demands of the industrial world in the global era.

Training activities must be in line with organizational goals, technological developments and also the current socio-cultural environment. Therefore, the curriculum plays an important role in the success of education and training. Likewise, the material in the curriculum must adapt to the needs of the receiving company. The Ministry of Manpower has created a legal umbrella for this apprenticeship. In the Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia: No.08/Men/2008 Chapter 1

Article 1 apprenticeship is intended as follows: Overseas apprenticeship is part of the job training system which is carried out in a complete and integrated manner in Indonesia and abroad by institutions job training or companies or government agencies or educational institutions under the guidance and supervision of more experienced instructors and/or workers, in the process of producing goods and/or services, so that participants can master certain skills or expertise (Directorate General of Binalattas, 2020). The law emphasizes the blueprint for apprenticeships to Japan regarding apprenticeship or training schemes that are carried out continuously to Japan as a continuation of training and internships in Indonesia.

IM Japan cooperates with the Ministry of Manpower to develop human resources through an overseas internship scheme. IM Japan became the pioneer of apprenticeship to Japan by entering into a cooperation agreement with the Ministry of Manpower through a Memorandum of Understanding Government to Private (G to P) in 1993, later this agreement became the forerunner of the agreement between Indonesia and Japan (G to G).

The results of IM Japan's observations in 2021, overseas internship programs are carried out in small and medium-sized companies in Japan. The fields of work undertaken by the participants include fabrication, construction, workshops, printing, metal casting, and others. The apprentices in the company are directly mentored by the company where they are placed. Therefore, must have good Japanese. The guidance received by the interns includes Japanese culture, the work ethic of Japanese employees, and technical matters related to their respective fields.

Every year the interest of the Indonesian people to participate in education and Internship training in Japan is quite high and there has been a significant increase in the number of participants from 2017 to 2019, but decreased in 2020, allegedly due to the Covid-19 pandemic that is hitting all parts of the world. Currently, Japanese internship alumni are scattered in almost all provinces in Indonesia. The apprenticeship target based on the vision and mission has been well realized, it is proven that most of the alumni are absorbed in Japanese companies in Indonesia.

The current success cannot be separated from the training process that is very well designed and according to the needs of the industrial world. This internship program to Japan is a program organized to absorb knowledge, knowledge and skills through work activities in industries/companies in Japan (Fadilah & Fakhruddin, 2019). Therefore, the process of evaluating the implementation of the training becomes an interesting thing that can be researched. The reason for carrying out this research is that the concept of successful training at IM Japan becomes a model that can be developed sustainably and becomes a guide for other training institutions. From previous research, it is stated that the success of training has stages that are by standard operating procedures (Darmawan, 2017). This means that the training held must have qualified innovation (Dostie, 2017). Innovations are introduced in the workplace, and competition is experienced in the workplace (Zeytinoglu & Cooke, 2009). This is because training can have a positive impact on business production (Barrett & O'Connell, 2001) and welfare (Jaworski et al., 2018; Khan et al., 2016)

Thus, education providers, both formal and non-formal, need to understand the concept of training needs as a way to equip human resources with current relevant competencies. In addition, the current trend of graduates from implementing education must be able to match the needs of the workforce (Galvão et al., 2018), so that many educational institutions collaborate on knowledge to achieve these conditions (Secundo et al., 2019).

Therefore, this research is focused on analyzing the training process carried out by IM Japan for workers so that every training graduate can be directly absorbed by the company.

The purpose of this study is to identify the training process that has been carried out by IM Japan. The results of the research are expected to be useful in developing various concepts of the training process in training institutions and contributing to the development of workforce competencies that can meet the needs of today's business world.

RESEARCH METHODS

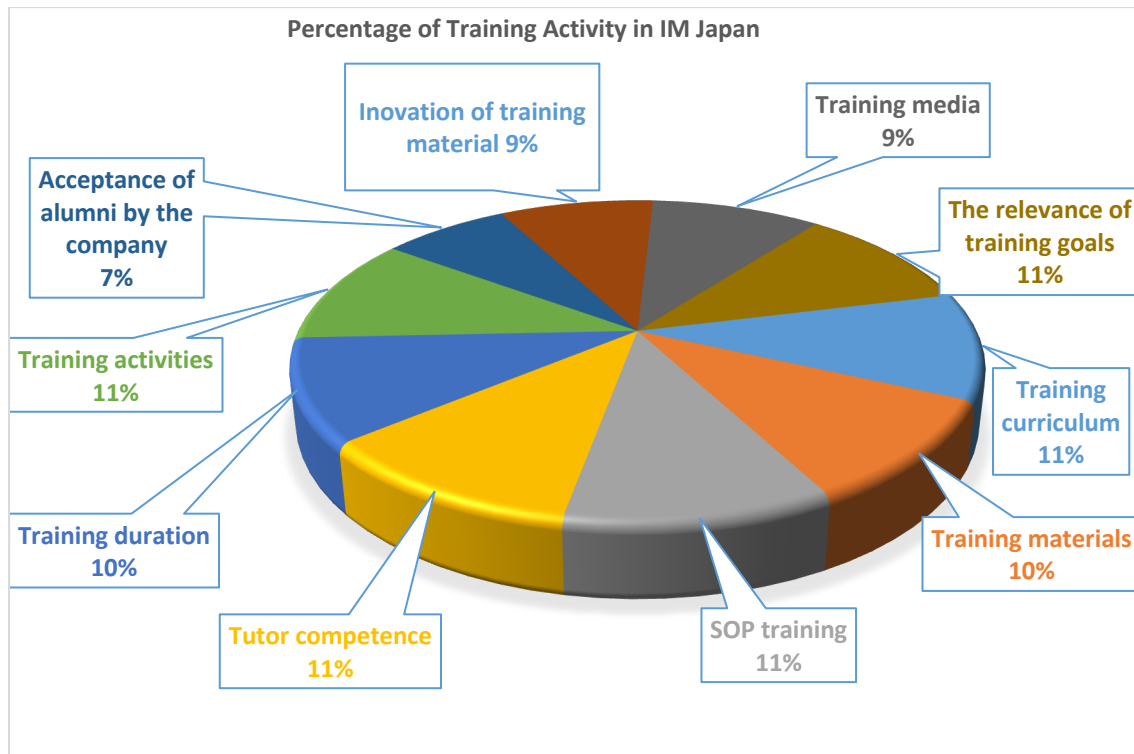
This study used a qualitative approach through a survey. In qualitative research, various events or phenomena that occur in the field are studied (Creswell & Creswell, 2018). This study examines the phenomenon of the training process at IM Japan in Indonesia related to the provision of current workforce competencies. The research was conducted in Bekasi, West Java, Lampung and Central Java.

The sampling technique used total sampling because the entire population was used as a sample. There were 150 participants taken from Bekasi, West Java, Lampung and Central Java. Data collection techniques used observation, questionnaires, and documentation. Observations were made to analyze information on the implementation of the training process at IM Japan. The type of questionnaire that will be used is a closed questionnaire, where respondents only answer each statement by choosing alternative answers that have been provided. This documentation study includes the result of training activities and other documentation guidelines for the training program. The data analysis technique consists of steps;

1. Data selection. After all the data has been collected, the researcher concludes whether the collected data can be processed or not. Separate which data can be used and which data cannot be used.
2. Data tabulation. In the data tabulation activity, the researcher carried out three steps, namely the activity of creating or providing the necessary table rows according to the needs, entering each alternative answer for each question item and each respondent and the third step, namely the activity of calculating the frequency of alternative answers for each item and alternative answer.
3. Drawing conclusions from the data that has been analyzed

RESULT AND DISCUSSION

The results of the analysis of questionnaire data that have been distributed to participants in three cities namely Bekasi, Lampung and Central Java are presented in the form of percentages as illustrated in the following graph;



Graph 1. The resulting process training analysis

Figure 1 shows that IM Japan always designs a training curriculum that is by industry needs for each skill that must be mastered by participants. This means that the curriculum is improved according to the development needs of the business world. In addition, the training materials are also of course adapted to the needs of the industry so that graduates can be accepted for work in Japanese companies in Indonesia. The design of the curriculum and training materials was made by the training SOPs owned by IM Japan. The training tutors also have good competence with globalization conditions so that the duration of the training can be utilized very well. This has an impact on the achievement of training objectives. The tutors also carry out structured training activities. However, the training process needs to be improved on the innovation aspect of training materials. IM Japan must innovate more creatively for training materials and variations of training media. However, IM Japan must conduct a more in-depth analysis regarding the decline in the absorption of training graduates received by Japanese companies in Indonesia. This is also due to the Covid-19 pandemic. This means that the training process has been carried out properly and has no impact on the recruitment of workers in Japanese companies in Indonesia. So, to increase the effectiveness of the training program, it is necessary to improve the quality of service, and the placement of workers (Adhif et al., 2017)

Observations at the training site also show that all training activities through the apprenticeship process have been carried out very well and are relevant to the current changes in human life, especially in the era of the Covid-19 pandemic. In addition, the training is carried out according to the needs of the business world and the background of the participants so that various training activities always attract participants. While the documents analyzed concluded that many alumni have business creativity and also good absorption of graduates from companies. In addition, Japanese internship alumni who return

to Indonesia use various opportunities in building careers, such as working in Japanese companies, starting businesses, and working in Japan again.

IM Japan in organizing training with an apprenticeship model. This is to adjust the request of the Japanese state as the purpose of the internship. Thus, the curriculum is also adapted to the concept from Japan. IM Japan always cooperates with the Ministry of Manpower of the Republic of Indonesia and the Department of Manpower in each province. This is done by considering the principle of benefit and equitable distribution of human resource development. Provinces, in this case commonly referred to as regional training or stage one. In this first stage of training, prospective Japanese interns receive training modules both in class and outside of class. The ultimate goal of this Japanese internship program is to create skilled workers after gaining knowledge and skills that can be used to work again in Indonesia, both in companies and to manage entrepreneurship so that they can help improve the economy in Indonesia (Fadilah & Fakhruddin, 2019)

The Japanese apprenticeship model contains enormous potential for solutions to the alleviation of the labour crisis in Indonesia. The snowball effect of Japanese apprenticeship alumni is one of the solutions for the Indonesian state in releasing the shackles of dependence on products from abroad. Monozukuri or the ability to make goods are expected to be possessed by Indonesian sons and daughters who study while working in Japan. However, all of that cannot be separated from the content of the curriculum it implements, because the curriculum is a compass towards which alumni will work after returning to their homeland. For this reason, researchers are interested in researching IM Japan as the best education and training provider in Indonesia and Asia.

CONCLUSION

From the results of data analysis, it was concluded that the training process that had been held by IM Japan in the cities of Bekasi, Lampung and Central Java was structured and well. The design of training such as curriculum and training materials is made according to the training competencies to be achieved and the needs of today's industrial world. However, the findings related to the part that must be improved during the training process is the use of learning media. Meanwhile, the absorption of training graduates in Japanese companies tends to decrease when the Covid-19 pandemic has hit the world. This means that the training process maintains the quality of the competencies that the participants want to master. However, due to the Covid-19 pandemic condition, it has affected the economy which has an impact on employment.

The results of this study are still limited to the analysis of the training process that has been organized by IM Japan so that the focus of the analysis is only on the activities of the training process from the aspect of tutor competence, teaching materials, curriculum, training media and achievement of training objectives. Therefore, the results of this study can be further developed by future researchers, such as deepening the selection process for training participants, distributing training graduates or forms of collaboration with the Indonesian government. In addition, the research results also have a positive impact on the concept of training in the form of internships so that the competencies of participants are directly practiced in the field or in companies. The training institutions can develop a model of the

apprenticeship training process at IM Japan as a training concept that is relevant to the changing conditions of human life, knowledge and technology today.

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