

Faktor-faktor yang mempengaruhi implementasi kebijakan penerimaan tenaga kerja penyandang disabilitas di Provinsi DKI Jakarta = Factors influencing implementation of person with disabilities recruitment policy in DKI Jakarta

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Abstrak

Melalui Peraturan Gubernur Provinsi DKI Jakarta Nomor 107 Tahun 2014 Tentang Kesamaan Kesamaan Kesempatan Kerja Bagi Penyandang Disabilitas diatur mengenai kebijakan penerimaan tenaga kerja penyandang disabilitas yang mewajibkan perusahaan dan instansi daerah untuk menyediakan kuota 1 bagi penyandang disabilitas. Meskipun sudah terdapat aturan tersebut, penyandang disabilitas masih kesulitan mendapatkan pekerjaan.

Berdasarkan masalah tersebut penelitian ini bertujuan untuk menganalisis faktor-faktor yang mempengaruhi implementasi kebijakan penerimaan tenaga kerja penyandang disabilitas. Penelitian ini menggunakan pendekatan post-positivist dan pengumpulan data melalui wawancara mendalam dan studi kepustakaan. Hasil dari penelitian ini adalah terdapat empat faktor yang mempengaruhi implementasi kebijakan penerimaan tenaga kerja penyandang disabilitas yaitu communication, resource, dispositions, dan bureaucratic structure. Dari keempat faktor tersebut, terdapat tiga faktor yang dominan mempengaruhi implementasi kebijakan penerimaan tenaga kerja penyandang disabilitas yaitu faktor communication, resource, dan bureaucratic structure.

.....Through DKI Jakarta governor regulation number 107 of 2014 about Equality Of Employment Opportunities For Person With Disabilities, the local government regulated a policy about person with disabilities recruitment that oblige every company and local government agencies to provide a 1 quota of job for person with disabilities. Although the regulation exist, however many person with disabilities having a hard time to get a decent job.

Based on those problems, this research aim to analyze factors that influencing implementation of person with disabilities recruitment policy. This research uses post positivist approaches and data collection method are through in depth interview and literature study.

The result shows that there are four factor which is communication, resource, dispositions, and bureaucratic structure that influencing the implementation of person with disabilities recruitment policy. Of the four factors, communication, resource, and bureaucratic structure are the most dominant factor that influencing the implementation of person with disabilities recruitment policy.