

Analisis Implementasi Program Pengembangan Tenaga Kerja Penyandang Disabilitas di Kota Semarang = Analysis of Implementation of the Workforce Development Program for Persons with Disabilities in Semarang City

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Abstrak

Adanya peraturan terkait penyandang disabilitas yaitu Undang-Undang Nomor 8 Tahun 2016 Tentang Penyandang Disabilitas membuat pemerintah pusat dan pemerintah daerah harus memperhatikan pemenuhan hak bagi penyandang disabilitas salah satunya dalam bidang ketenagakerjaan. Penelitian ini bertujuan untuk menganalisis implementasi program pengembangan tenaga kerja penyandang disabilitas di Kota Semarang. Metode yang digunakan dalam penelitian ini yakni menggunakan pendekatan post-positivist. Data dalam penelitian ini diperoleh melalui metode wawancara mendalam dan studi literatur. Adapun teknik pengolahan data dalam penelitian ini bersifat kualitatif. Hasil penelitian ini menunjukkan implementasi program pengembangan tenaga kerja penyandang disabilitas telah dilakukan Dinas Tenaga Kerja Kota Semarang melalui Program Peningkatan Produktivitas bagi Masyarakat. Dalam pelaksanaan program berdasarkan aspek pengorganisasian, interpretasi, penerapan atau aplikasi, kesesuaian antara program dengan pemanfaat, kesesuaian antara program dengan organisasi pelaksana, dan kesesuaian antara kelompok pemanfaat dengan organisasi pelaksana, terdapat dua aspek yang belum terpenuhi yaitu interpretasi dan kesesuaian antara program dengan pemanfaat. Terdapat hambatan dalam pelaksanaan program ini yaitu keterbatasan anggaran. Saran yang diberikan agar Pemerintah Kota Semarang dapat mengatasi hambatan yang ada dalam implementasi program.

.....The existence of regulations related to persons with disabilities namely Law Number 8 of 2016 concerning Persons with Disabilities makes the central government and regional governments must pay attention to the fulfillment of the rights for persons with disabilities, one of which is in the field of employment. This study aims to analyze the implementation of development programs for workers with disabilities in the city of Semarang. The method used in this study is to use a post-positivist approach. The data in this study were obtained through in-depth interviews and literature studies. The data processing techniques in this study are qualitative. The results of this study indicate that the implementation of the workforce development program for people with disabilities has been carried out by the Semarang City Manpower Office through the Productivity Improvement Program for the Community. In the implementation of programs based on aspects of organizing, interpreting, implementing or applying, the appropriateness of the program with the beneficiaries, the appropriateness of the program with the implementing organization, and the suitability between the beneficiary groups and the implementing organization, there are two aspects that have not been fulfilled, namely interpretation and appropriateness of the program with the beneficiaries. There are obstacles in the implementation of this program, namely budget constraints. Suggestions are given so that the Semarang City Government can overcome the obstacles that exist in the implementation of the program.