Analisis kebutuhan diklat dalam menghadapi era industri 4.0 di Balai Diklat Industri Jakarta = Analysis of training needs in facing the industrial era 4.0 at the Jakarta Industrial Training and Education Center

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Abstrak

Balai Diklat Industri Jakarta memiliki program diklat yang link and match dengan kebutuhan industri. Implementasi Industri 4.0 menuntut agar Balai Diklat Industri Jakarta mengembangkan program diklat sesuai kebutuhan industri 4.0. Kondisi industri saat ini sudah mulai bertransformasi menuju industri 4.0, sementara program diklat yang ada di Balai Diklat Industri Jakarta belum mengalami perubahan. Analisis kebutuhan diklat merupakan langkah awal dalam membuat sebuah program pelatihan. Menurut Noe (2010) analisis kebutuhan pelatihan merupakan proses yang digunakan untuk menentukan apakah pelatihan diperlukan, yang meliputi analisis organisasi, analisis tugas dan analisis individu.Tujuan dari penelitian ini adalah untuk menentukan kebutuhan dan rancangan program diklat di Balai Diklat Industri Jakarta dalam menghadapi era industri 4.0.

Penelitian ini menggunakan paradigma post-positivism dengan metode kualitatif. Teknik pengumpulan data yang digunakan adalah wawancara mendalam dan studi dokumen. Hasilnya adalah kebutuhan pelatihan sudah sejalan dengan perencaanaan strategis organisasi dan kebutuhan stakehoder, tugas-tugas dalam pekerjaan mengalami perubahan sehingga perlu adanya peningkatan kompetensi baru, dan individu mengalami peningkatan kinerja dalam pekerjaan. Selain itu, Rancangan program diklat mulai dari tujuan, metode kurikulum, instrumen penilaian, materi/bahan ajar, perencanaan pembelajaran dan seleksi peserta juga perlu dikembangkan sesuai kebutuhan industri 4.0.

Beberapa hal yang perlu ditingkatkan lagi terutama terkait dengan sumber daya internal organisasi, yaitu tenaga pengajar, infrastruktur fisik dan infrastruktur kompetensi. Tenaga pengajar perlu ditingkatkan kompetensinya, infrastruktur fisik disesuaikan dengan kondisi industri 4.0 dan infrastruktur kompetensi berupa skema sertifikasi, kurikulum, silabus, materi uji kompetensi perlu dilakukan pengembangan.

......The Jakarta Industrial Training and Education Center has a as a training program that links and matches with industry needs. Implementation of industry 4.0 requires that the Jakarta Industrial Training and Education Center develop education and training programs according to industry 4.0 needs. The current industry condition has begun to transform into industry 4.0, while the existing training program at the Jakarta Industrial Training and Education Center has not changed. Analysis of training needs is the first step in creating a training program. According to Noe (2010) training needs analysis is a process used to determine whether training is needed, which includes organizational analysis, task analysis and individual analysis. The purpose of this study is to determine the needs and design of training programs at the Jakarta Industrial Training and Education Center in facing the industrial era 4.0.

This study uses a post-positivism paradigm with qualitative methods. Data collection techniques used were in-depth interviews and document studies. The result is that training needs are in line with the strategic planning of the organization and the needs of stakeholders, tasks in work experience changes so there is a need to increase new competencies, and individuals experience increased performance at work. In addition, the training program design starting from the objectives, curriculum methods, assessment instruments,

teaching materials / materials, learning planning and selection of participants also need to be developed according to industry needs 4.0.

Some things that need to be improved are mainly related to internal organizational resources, namely teaching staff, physical infrastructure and competency infrastructure. Teachers need to improve their competence, physical infrastructure adapted to industry conditions 4.0 and competency infrastructure in the form of certification schemes, curriculum, syllabus, competency test materials need to be developed.