

Evaluasi Standar Kompetensi Sumber Daya Manusia pada Bidang Telekomunikasi dan Infrastruktur Perkeretaapian Modern = Evaluation of the Standard Competency of Human Resources in Telecommunication and Infrastructure for Modern Railways

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Abstrak

Perkembangan transportasi di Jakarta semakin semarak dengan hadirnya Commuter Line (KRL), Mass Rapid Transit (MRT) dan Light Rail Transit (LRT). Kereta modern memiliki fitur-fitur yang lebih canggih dibandingkan dengan kereta konvensional, yaitu penggunaan teknologi yang didukung oleh sistem yang terintegrasi antar komponennya. Dengan perkembangan teknologi tersebut maka sumber daya manusia yang dibutuhkan diharapkan dapat mengembangkan teknologi, mengoperasikan, serta mencari solusi dari permasalahan yang akan ditemui dalam teknologi yang ada. Tujuan dari penelitian ini adalah: (1) menganalisis konsep standar kompetensi sumber daya manusia pada bidang telekomunikasi dan infrastruktur perkeretaapian sesuai dengan regulasi saat ini; (2) menganalisis kebutuhan standar kompetensi sumber daya manusia pada bidang telekomunikasi dan infrastruktur kereta modern dan (3) menganalisis kesiapan regulator kereta modern terhadap standar kompetensi baru sumber daya manusia bidang telekomunikasi dan infrastruktur. Metode penelitian yang digunakan meliputi analisis gap, pendekatan Work Breakdown Structure (WBS), dan analisis SWOT. Hasil dari penelitian ini adalah: (1) standar kompetensi sumber daya manusia perkeretaapian bidang telekomunikasi dan infrastruktur sudah sesuai dengan regulasi saat ini; (2) kebutuhan standar kompetensi sumber daya manusia bidang telekomunikasi dan infrastruktur perkeretaapian modern yang terdiri dari 3 (tiga) fungsi utama dengan penambahan setiap kompetensinya yang mencakup aspek keselamatan, aspek teknologi informasi dan komunikasi, aspek sistem yang terintegrasi, dan aspek budaya kerja dan (3) Kementerian Perhubungan dalam menyiapkan sumber daya manusia perkeretaapian modern bidang telekomunikasi dan infrastruktur masih berada pada posisi situasi bahwa memiliki kekuatan serta beberapa kelemahan dari pihak internal (diklat dan regulator) serta memiliki peluang dari pihak eksternal (operator kereta modern, lembaga swasta, kementerian lainnya dan industri). Peluang terbesar adalah adanya kebutuhan yang tinggi dari pihak industri maupun operator terhadap SDM tersertifikasi. Terdapat strategi dalam penyiapan sumber daya manusia perkeretaapian modern bidang telekomunikasi dan infrastruktur, di antaranya adalah: (1) meningkatkan anggaran diklat; (2) meningkatkan jumlah dan kompetensi tenaga diklat; (3) penyusunan kurikulum diklat perkeretaapian modern; (4) pelaksanaan diklat fungsional; (5) pembinaan terstruktur terhadap jabatan fungsional; (6) menyusun road map dan (7) percepatan penyusunan SKKNI.

.....The development of transportation in Jakarta is increasingly lively with the presence of the Commuter Line (KRL), Mass Rapid Transit (MRT) and Light Rail Transit (LRT). Modern trains have more sophisticated features than conventional trains, namely the use of technology that is supported by an integrated system between its components. With these technological developments, the human resources needed are expected to be able to develop technology, operate, and find solutions to problems that will be encountered in existing technology. The objectives of this study are: (1) to analyze the concept of standards competency of human resources in telecommunications and infrastructure modern railways by current

regulations; (2) to analyze the need for competency standards of human resources in telecommunications and infrastructure modern railways and (3) analyze the readiness of modern railways regulators to the new standards competency of human resources in telecommunications and infrastructure. The research methods used include gap analysis, Work Breakdown Structure (WBS), and SWOT analysis. The results of this study are: (1) standards competency of human resources modern railway in telecommunications and infrastructure are by current regulations; (2) the need for competency standards for human resources in telecommunications and infrastructure modern railway which consists of 3 (three) main functions with the addition of each competency which includes safety aspects, information and communication technology aspects, integrated system aspects, and work culture aspects and (3) The Ministry of Transportation in preparing human resources for modern railways in telecommunications and infrastructure is still in a situation where it has strengths and weaknesses from internal parties (diklat and regulator) and has opportunities from external parties (modern train operators, private institutions, other ministries and industry). The biggest opportunity is the high demand from the industry and operators for certified human resources. There are strategies for preparing human resources for modern railways in the field of telecommunications and infrastructure, including: (1) increasing the education and training budget; (2) increasing the number and competence of training personnel; (3) preparation of the modern train training curriculum; (4) implementation of functional training; (5) structured development of functional positions; (6) compiling a road map and (7) accelerating the preparation of the SKKNI.