

## Pelatihan dan Status Kembali Bekerja Angkatan Kerja ter-PHK di Indonesia = Training and Working Status of the Laidoff Labor Force in Indonesia

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### Abstrak

Pandemi COVID-19 telah mempengaruhi ketenagakerjaan di Indonesia selama tahun 2020, terutama bagi seluruh tenaga kerja yang terkena PHK. Hal ini berimplikasi mendesak terhadap penurunan kualitas sumber daya manusia dalam jangka waktu yang tidak ditentukan. Untuk menjaga kualitas sumber daya manusia, pemerintah telah meluncurkan berbagai program pelatihan seperti Kartu Pra-Kerja dan beasiswa pelatihan dengan pihak swasta. Penelitian ini bertujuan untuk mempelajari pengaruh pelatihan terhadap status dipekerjakan kembali tenaga kerja yang di-PHK akibat pandemi COVID-19 di Indonesia. Penelitian ini menggunakan analisis regresi logistik biner untuk menganalisis total sampel data 3.709 individu dari Survei Angkatan Kerja Nasional (SAKERNAS) tahun 2020. Analisis menggunakan variabel bebas pelatihan, umur, pendidikan, jenis kelamin, status perkawinan, dan tempat tinggal. Variabel terikat menggunakan status pekerjaan berdasarkan standar BPS. Hasil penelitian menemukan bahwa pelatihan memiliki pengaruh terhadap status dipekerjakan kembali tenaga kerja yang di-PHK akibat pandemi COVID-19 di Indonesia. Bahkan setelah dikontrol terhadap pengaruh umur, umur kuadrat, pendidikan, jenis kelamin, status perkawinan, dan tempat tinggal. Probabilitas bekerja lebih tinggi untuk yang berumur 15-24 tahun, berpendidikan sekolah dasar, berjenis kelamin laki-laki, pernah kawin, dan tinggal di pedesaan.

.....The COVID-19 pandemic has affected employment in Indonesia during 2020, especially for all workers who have been laid off. This has urgent implications for the decline in the quality of human resources in an indefinite period of time. To maintain the quality of human resources, the government has launched various training programs such as Pre-Employment Cards and training scholarships with private parties. This study aims to study the effect of training on the re-employment status of workers who were laid off due to the COVID-19 pandemic in Indonesia. This study uses binary logistic regression analysis to analyze a total data sample of 3,709 individuals from the 2020 National Labor Force Survey (SAKERNAS). The analysis uses the independent variables of training, age, education, gender, marital status, and place of residence. The dependent variable uses employment status based on BPS standards. The results of the study found that training had an influence on the re-employment status of workers who were laid off due to the COVID-19 pandemic in Indonesia. Even after controlling for the effect of age, age squared, education, gender, marital status, and place of residence. The probability of working is higher for those aged 15-24 years, with elementary school education, male, ever married, and living in rural areas.